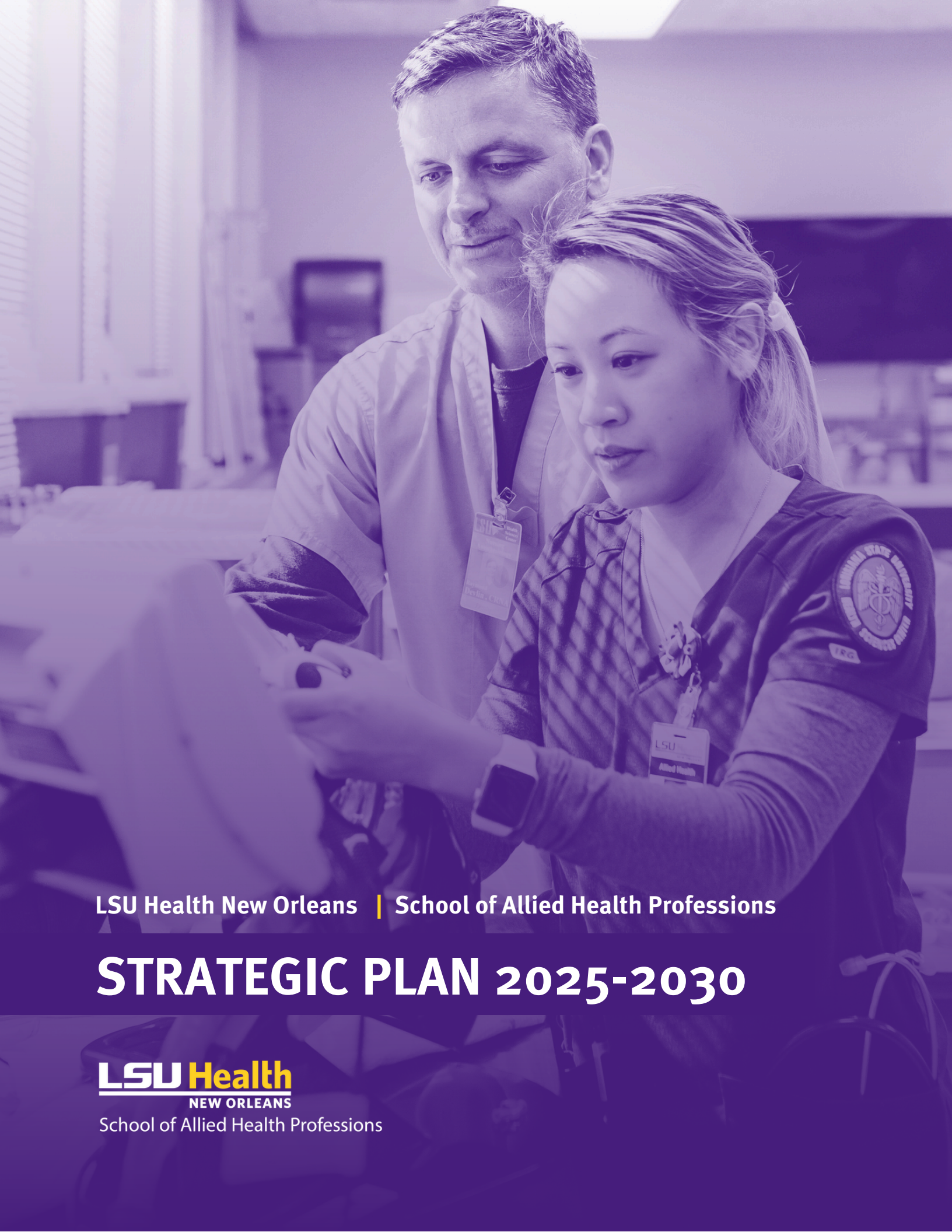


LSU Health New Orleans | School of Allied Health Professions

STRATEGIC PLAN 2025-2030

LSU Health
NEW ORLEANS
School of Allied Health Professions



Letter from the Dean



Dear Colleagues,

The LSU Health New Orleans School of Allied Health Professions has proudly served Louisiana and the Gulf South for over five decades. As one of six schools within the LSUHSC-NO, we are deeply committed to advancing health and well-being through exceptional education, innovative research, and compassionate service. Our graduates are leaders in their fields—delivering care, shaping policy, and improving lives in communities across our state and beyond.

As we look to the future, our 2025–2030 Strategic Plan charts a bold and purposeful path forward. Developed collaboratively with input from faculty, staff, students, alumni, and community partners, the plan reflects our shared vision: to be a national leader in allied health education, research, and service. It is grounded in our core values of Excellence, Innovation, Collaboration, Integrity, and Advocacy, and it is driven by five overarching goals:

1	Elevate Educational Excellence and Research Innovation
2	Strengthen Collaborative Partnerships
3	Promote Health Equity and Community Engagement
4	Maximize Community and Alumni Impact
5	Transform Culture and Operations

Our faculty and students are already bringing this vision to life—whether through cutting-edge rehabilitation research, community-based clinical services, or innovative teaching practices. We are proud of our role in training the next generation of allied health professionals through the following programs:

- Audiology (AuD)
- Cardiopulmonary Science (BS)
- Communication Disorders – Speech-Language Pathology (MCD)
- Counseling (MHS)
- Medical Laboratory Science (BS)
- Occupational Therapy (MOT)
- Physical Therapy (DPT)
- Physician Assistant Studies (MPAS)
- Additionally, the Human Development Center plays a vital role in expanding capacity for providers serving individuals with developmental and acquired disabilities, furthering our mission of inclusive and equitable care.

Thank you to everyone who contributed to the development of our strategic plan. Your insights and dedication are helping us shape a healthier, more equitable future for Louisiana and beyond. I invite you to explore our plan and join us in this exciting journey.

Erin M. Dugan, PhD, LPC-S

Dean, LSU Health New Orleans School of Allied Health Professions

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EXECUTIVE SUMMARY





In pursuit of continuous growth and alignment with institutional priorities, the LSU Health New Orleans School of Allied Health Professions (SAHP) initiated a strategic planning process in 2022 grounded in faculty engagement, climate assessment, and collaborative dialogue.

The process began with the formation of an Ad-Hoc Strategic Planning Committee composed of faculty representatives from across departments. Initial efforts focused on developing and distributing surveys to gather input from faculty, staff, and students. These surveys provided insight into the school's climate, culture, and opportunities for advancement.

Building on this foundation, the committee facilitated focus groups within each department to deepen understanding of shared priorities and challenges. These conversations informed the development of strategic themes and goals, which were later aligned with the broader LSU Health New Orleans strategic plan.

Following the release of the updated LSUHSC-NO plan, SAHP established working groups dedicated to each strategic area and began preparations for a school-wide retreat to support implementation and foster collaboration.

The resulting SAHP Strategic Plan 2025–2030 reflects a collective vision for the future of allied health education, research, and service. It outlines six strategic areas supported by measurable goals and actionable strategies:

Student Recruitment, Engagement, and Success

Economic Sustainability

Rehabilitation & Health-Related Research Across the Lifespan

Clinical Growth

Focus on Our People

Healthcare Education, Advocacy, and Community Engagement

This plan represents SAHP's commitment to advancing its mission through inclusive planning, thoughtful execution, and ongoing evaluation.



SAHP Mission

The School of Allied Health Professions (SAHP) at LSU Health New Orleans (LSUHSC-NO) is committed to educating and empowering the future healthcare workforce by leading advancements in education, research and scholarship, clinical service, and leadership.

EDUCATION

To foster innovative learning environments and experiences for the next generation of allied health professionals, we are dedicated to shaping competent and compassionate professionals, advancing clinical practice, research, and ethical care.

RESEARCH AND SCHOLARSHIP

To advance research and discovery on health issues focusing on rehabilitation across the lifespan, we are dedicated to excellence in research initiatives focused on interdisciplinary rehabilitation, leveraging clinical partnerships and community engagement.

SERVICE

To promote interprofessional education and collaboration across multiple healthcare disciplines, we aim to provide exceptional, equitable healthcare services and personalized support for individuals with developmental and acquired disabilities, promoting their growth and independence.

LEADERSHIP

To cultivate leadership skills and opportunities within the allied health professions, we are committed to developing leaders who will drive innovation, advocate for health equity, and inspire positive change in healthcare systems and communities.



Vision

To be a leader in transforming healthcare through innovative education, research, and clinical service.

Goals

Elevate Educational Excellence and Research Innovation

Enhance teaching methods and expand interdisciplinary research in rehabilitation and health sciences.

Strengthen Collaborative Partnerships

Build and sustain partnerships with healthcare providers and community organizations to enhance clinical services and research.

Promote Health Equity and Community Engagement

Implement outreach and preventive care programs to address health disparities and improve health outcomes in Louisiana.

Maximize Community and Alumni Impact

Increase community engagement and strengthen alumni and donor support to expand the school's influence.

Transform Culture and Operations

Transform and optimize our culture and operations.

Values



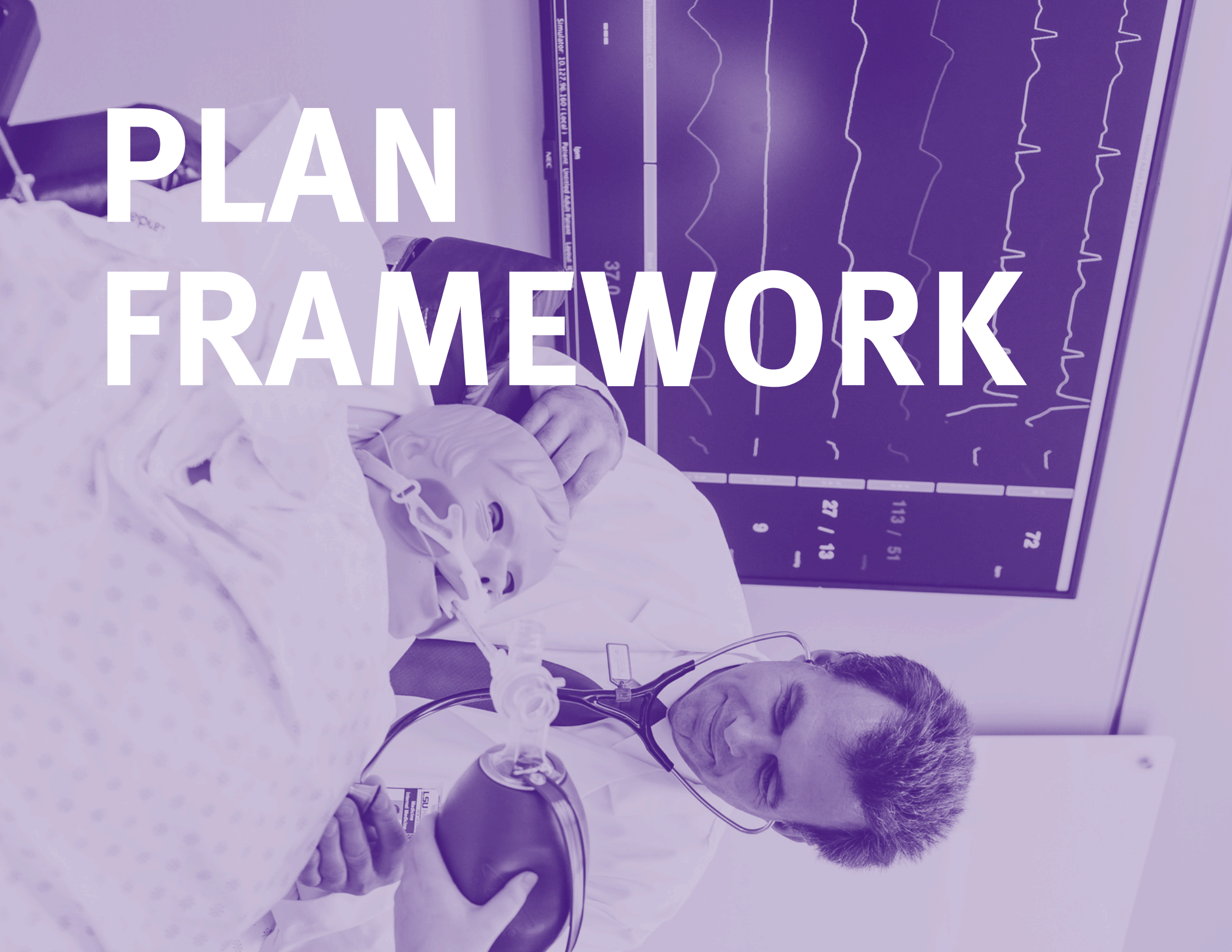








PLAN FRAMEWORK





Strategies

Student Recruitment, Engagement, and Success

Rehabilitation & Health-Related Research Across the Lifespan

Clinical Growth

Economic Sustainability

Focus on Our People

Healthcare Education, Advocacy, and Community Engagement

STRATEGY 1

Student Recruitment, Engagement, and Success

Strengthen recruitment efforts at local high schools and regional colleges while expanding pathway programs to promote health professions. Attract, retain, and support a student body that reflects the communities served. Implement targeted support programs and resources to enhance student achievement and retention.

Tactics

Develop Partnerships with K-12 Schools and Local/Regional Universities

Outreach Programs
Develop academic and community partnerships with school administrators and local/regional university leaders.

Summer Camps
Develop summer programs in collaboration with all departments within the SAHP and community partners to raise awareness of allied health programs.

Professional Development
Develop semi-annual workshops for academic high school, college counselors, and administrators focused on roles, opportunities, and pathways for allied health programs.

Speakers Series
Create a speaker series of local and regional allied health professionals directed at the needs and opportunities in our service communities.

Event Planning
Utilize Student Ambassadors to develop “Meet LSU”, campus tours, and open houses with round table discussions hosted by current students, staff, and faculty.

Develop Targeted Recruitment Strategies

Community Engagement
Develop a network of student government leadership at the high school and college level to communicate allied health upcoming events and admission cycles.

Student Organization Engagement
Utilize the Student Ambassadors to establish a big brother/big sister program with local and regional student organizations with an interest in allied health programs.

Campus Presence
Establish a regular campus presence at the local and regional universities to promote direct interaction and communication with allied health faculty, staff, and university students.

Outreach Campaigns
Use social media, local media, and community events to promote allied health careers to medically underserved groups.





Student Success

Communication
Implement a communication system that allows faculty and staff to share information about student needs.

Community and Well-Being
Create interprofessional opportunities across campus utilizing student survey results to foster engagement of all health professions.

Student Success Center
Establish a student success center to support student retention and success. Increase availability of student tutors. Provide training for student tutors.

Metrics

- Track the number of partnerships, programs, and events established with local high schools and local/regional university colleges.
- Track students' employment in the state to determine if we are meeting the needs of medically underserved communities.
- Track application and matriculation of students from medically underserved communities.
- Number of student applications and enrollments.
- Evaluate student participation in pathway programs and subsequent enrollment in the school.
- Conduct a student survey to assess student needs, support, and well-being.
- Measuring student retention rate.
- Degree completion, job placement, and board/licensure pass rates.
- Student surveys on campus climate, follow-up surveys post-graduation, and program resource surveys.

Responsible Party

- Dean
- Associate Dean of Academic Affairs
- Assistant Dean of Student Affairs
- Director of Student Affairs
- Student Recruitment Specialist
- Student Affairs and Recruitment Committee
- Academic Affairs Committee
- Departmental Admissions Chairs

STRATEGY 2

Rehabilitation & Health-Related Research Across the Lifespan

Advance research and discovery on health issues through comprehensive, school-wide initiatives with a focus on rehabilitation approaches for individuals with disabilities across the lifespan. Rehabilitation seeks to improve the function, participation, and quality of life of individuals with disabilities, including the process of developing and acquiring new skills and abilities.

Metrics

- Number of research grant proposals submitted and funded.
- Increase in peer-reviewed publications and conference presentations.
- Growth in interdisciplinary and community-based research projects.
- Faculty, staff, and student satisfaction with research support and reduced administrative burden.

Responsible Party

SAHP Faculty and Staff

SAHP Administration

Tactics

Expand Research Infrastructure

Hire additional support staff, upgrade facilities, and enhance research equipment.

Develop School-Wide Research Initiatives

Focus on interdisciplinary rehabilitation across the lifespan, leveraging clinical partnerships and community engagement.

Foster Interprofessional Collaboration

Organize research seminars and encourage joint faculty-student projects with other schools.

Enhance Faculty, Staff, and Student Development

Support research and scholarship through peer-reviewed publications, presentations, and grants.

Provide Protected Research Time

Offer development programs to enhance research skills, increase publication output, and improve grant success.

Strengthen Centralized Research Support

Tailor services for grant writing, data management, and regulatory compliance to meet SAHP needs.

Promote Intramural Research Grants

Foster research and collaboration through an intramural grants program within SAHP



STRATEGY 3

Clinical Growth

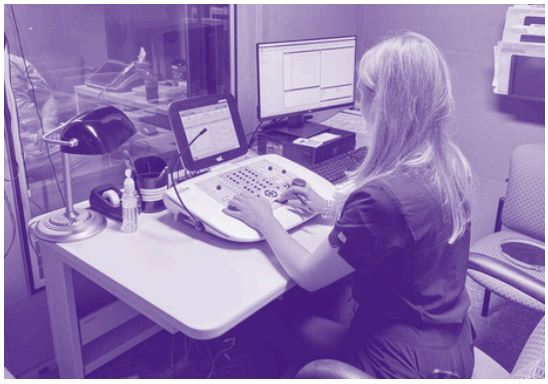
Maximize efforts in quality and efficient practice operations to include day-to-day clinical operations and providing optimal patient care; simultaneously increasing visibility in the community to explore and build collaborative partnerships for expansion of patient access opportunities.

Metrics

- Patient satisfaction and clinician feedback surveys
- Revenue growth in clinic funding
- Increased partnerships/collaborations

Responsible Party

- Dean
- Clinic Operations Manager
- Clinical Coordinator & Clinics Committee
- Department Heads
- Clinicians



Tactics

Quality and Efficient Practice Operations

Standardize Procedures
Implement standardized protocols to ensure consistency and efficiency in day-to-day operations.

Centralize Clinics
Centralize patient management for a one-stop shop experience.

Continuous Training
Regularly train faculty and staff on best practices and new technologies to maintain high standards of patient care.

Feedback Systems
Establish feedback mechanisms for both patients and staff to identify areas for improvement.

Optimal Patient Care

Hire Non-Faculty Clinicians
Employ non-faculty clinicians to reduce wait lists and increase patient capacity.

Patient-Centered Approach
Focus on personalized care plans that address the unique needs of each patient.

Technology Integration
Utilize electronic health records (EHR) and telemedicine to streamline processes and improve patient outcomes.

Preventive Care
Emphasize preventive care and education to reduce the incidence of chronic diseases.

Community Visibility and Partnerships

Community Outreach
Organize health fairs and conduct continuing education workshops to engage with the community.

Collaborative Partnerships
Partner with local organizations, hospitals, schools, and businesses to expand access to healthcare services.

Marketing and Social Media
Use social media and other marketing strategies to increase visibility and communicate your services to a broader audience.

STRATEGY 4

Economic Sustainability

Diversify and solidify sources of revenue via growth of the clinical enterprise, innovative research initiatives and partnerships, and expanded philanthropy.

Tactics

Refine External Funds Flow

Enhance the flow of external funds, including support for the academic mission, in collaboration with key clinical partners.

Internal Funds Flow

Clarify the internal funds flow within the school, emphasizing fiscal accountability and transparency. Share a comprehensive, school-wide budget.

Philanthropy and Research Funding

Utilize philanthropy to increase intramural seed funding for multidisciplinary research collaborations.

Policy and Relationship Building

Build relationships at the local, state, and national levels in collaboration with LSUHSC-NO and LSU government relations to advance higher education and healthcare policy, regulatory, and funding priorities.

Revenue Generation

Increase revenue through extramural funding and enrollments

Corporate Partnerships

Explore corporate partnerships.

Contract and Grant Identification

Increase contracts and identify federal, private, and foundation grants.

Partnership with LSU Health Foundation

Collaborate with the LSU Health Foundation to realize the SAHP's vision, strategy, and philanthropic goals. Engage key stakeholders to boost annual giving and major gifts for program development, grants, and industry partnerships.

Investment in Infrastructure

Continue investing in teaching and administrative spaces, research infrastructure, and equipment upgrades across departments.

Industry and Research Partnerships

Explore expanding industry and innovative research partnerships and commercialization efforts, enhancing disclosures, technology development, and entrepreneurship.

Economic Development

Support regional economic development by partnering with industry and economic development agencies and assist in recruiting new industries to our school.

Alumni and Donor Engagement

Strengthen alumni and donor engagement.

Endowment Growth

Focus on increasing endowment growth.



Strengthen Student Support

Facilitate Agreements
Arrange agreements with local hospitals for tuition payment in exchange for work commitments and scholarship donations.

Advocate for Support
Promote tuition payments by local hospitals, coupled with scholarship donations, to support students' financial needs.

Increase Program Enrollment

Expand Enrollment
Strategically increase the number of students enrolled across various programs, enhancing the institution's capacity and reach.

Metrics

- Funding levels for scholarships, endowment, and foundation support
- Number of successful contracts and grant applications
- Total funding per student development of new, revenue-generating clinical programs and partnerships
- Expansion of student enrollments
- Funding levels by alumni and donors

Responsible Party

- Dean
- Assistant Dean for Administration & Finance
- Assistant Dean of Alumni & Community Affairs
- Business Manager
- Department Heads
- Alumni Affairs Committee
- Faculty, Staff, and Students

STRATEGY 5

Focus on Our People

Promote the recruitment, retention, growth, and development of SAHP faculty and staff. Offer advanced programs and teaching methods, utilizing new technologies and contemporary teaching models in the education of students.

Tactics

Interdisciplinary Courses

Develop interdisciplinary courses and explore options for course format. Create courses focused on establishing therapeutic patient relationships across health professions.

Artificial Intelligence (AI) Integration for Faculty & Staff

Train faculty and staff to utilize AI tools to streamline the preparation of presentations and tests, and to enhance student learning experiences.

Innovative Teaching Methods

Educate faculty and staff on contemporary teaching and learning methods, including flipped classrooms, collaborative learning, and gamification.

Collaboration Sessions

Facilitate sessions where faculty and staff can share insights and experiences on new teaching methods.

Simulation and VR

Expand the use of simulations, such as virtual reality, to provide immersive learning experiences.

Video Integration

Increase the use of video content within the learning management system to enrich the learning process.

Peer evaluations

Facilitate peer evaluations for teaching, focusing on teaching styles and providing constructive feedback.

Online Presence

Enhance the institution's online presence for both educational delivery and marketing to attract non-traditional students. Collaborate with LSU Online.

Advanced Degree Programs

Expand the offerings of advanced degree programs to meet the evolving needs of students.

Invest in SAHP faculty and staff development in teaching, research, and service

Develop specific programs or workshops that address current trends and technologies in health sciences education and research.

Provide training on teaching effectiveness, leadership skills, universal design, accessibility.

Center for Excellence

Partner with LSUHSC-NO's Center for Excellence to support faculty and staff development.

Support faculty on competency-based education and assessments.



Support faculty and staff promotion and tenure by creating more opportunities for transparency, accountability, communication, and evaluations

Create a mentorship program to guide faculty and staff through the promotion and tenure process.

Foster climate focused on faculty and staff wellness

Incorporate wellness check-ins and mental health resources to ensure ongoing support.

Develop faculty and staff recognition initiatives

Establish a formal recognition program with awards and public acknowledgments to celebrate achievements.

Support work-life balance for faculty and staff

Promote initiatives to support work-life balance for faculty and staff

Support LSUHSC-sponsored health and wellness programs/events

Encourage participation by providing incentives or integrating these programs into the regular work schedule.

Metrics

- Faculty and staff retention.
- Faculty and staff promotion and tenure; percentage of faculty and staff promoted by school.
- Faculty and staff participation in continuing education.
- Number of professional development workshops provided to faculty and staff per year.
- Number of faculty and staff members recognized for outstanding professional service, teaching, clinical practice, and scholarship.
- Number of faculty and staff who participate in health and wellness programs each year.
- Number of employee well-being initiatives offered each year.
- Faculty and staff peer evaluations for teaching.
- Faculty and staff course evaluations.

Responsible Party

Dean

Professional Development Committee

Department Heads

Faculty, Staff, and Students

STRATEGY 6

Healthcare Education, Advocacy, and Community Engagement

Increase healthcare education and advocacy through increased interdisciplinary connection within SAHP with local and statewide community partners.

Tactics

Develop School-Wide Interdisciplinary Collaboration

Interdisciplinary Teams
Form teams comprising students and faculty from different disciplines to work on community projects.

Community Clinics
Establish community clinics where students can provide integrated services under supervision.

Wellness Day
Organize a wellness day for community members to meet with different departments, learn about their services, and potentially receive services.

Partner with Local Organizations for Health Education

Identify Key Partners
Reach out to local health departments, non-profits, and community centers to establish partnerships.

Joint Health Campaigns
Collaborate on health education campaigns, workshops, and seminars to raise awareness on important health issues.

Resource Sharing
Share resources and expertise to enhance the impact of health education efforts.

Encourage Advocacy Opportunities

Advocacy Training
Provide training sessions for faculty, students, staff, and alumni on how to effectively advocate for health policies.

Policy Engagement
Encourage participation in local, state, and national health policy discussions and forums.

Advocacy Groups
Form or join advocacy groups focused on healthcare issues relevant to your community.

Utilize local and state organizations for community outreach and establish interdisciplinary clinics university and school wide.

Promote collaboration by having advisory boards meet and departments set aside time to discuss collaborative activities.

Raise Awareness of Allied Health Programs

Community Outreach
Use community events, social media, and local media to promote allied health programs.

Preventive Care and Wellness
Create opportunities to provide preventive care and wellness throughout the community to reduce health disparities, chronic health conditions, and systemic socioeconomic barriers.

Information Sessions
Host information sessions and open houses to educate the community about the benefits and opportunities in allied health fields.

Success Stories
Share success stories of alumni and current students to inspire and attract new students.



Increase Accessibility on Campus

Accessibility Audits
Conduct audits of campus buildings to identify and address accessibility issues.

Inclusive Design
Ensure that new buildings and renovations incorporate inclusive design principles.

Community Spaces
Create welcoming community spaces within campus buildings to foster connections and engagement.

Metrics

- Number of interdisciplinary programs and initiatives.
- Number of community partnerships and initiatives.
- Number of advocacy opportunities.
- Funding for community initiatives.
- Community participation in research initiatives.
- Needs assessment survey outcomes.
- Number of service activities offered throughout SAHP.
- Number of individuals reached in preventive care/wellness screenings.
- Assess attendance at SAHP events (departmental, committee, and school-wide).

Responsible Party

- Dean
- Assistant Dean of Alumni and Community Affairs
- Community Engagement Committee
- Departmental Committees
- Faculty, Staff, and Students

Acknowledgements



On behalf of the School of Allied Health Professions at LSU Health New Orleans, I extend my deepest gratitude to the members of the Strategic Planning Committee for their dedication, insight, and collaborative spirit throughout this important process. Your thoughtful contributions have helped shape a vision that reflects our shared commitment to excellence in education, research, and service.

We also wish to thank the faculty, staff, students, and community partners who provided valuable input and support. Your engagement ensures that our strategic direction remains grounded in the needs of those we serve and the values we uphold.

Together, we are building a stronger future for the School of Allied Health Professions—one that continues to lead in innovation, compassion, and impact across Louisiana and beyond.

– **Erin M. Dugan, PhD, LPC-S**

Dean, LSU Health New Orleans School of Allied Health Professions

Strategic Planning Committee

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Dean

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Chair, Strategic Planning Committee; President, Faculty Assembly

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Assistant Dean of Administration & Finance

Kevin Lord, PhD
Assistant Dean of Student Affairs

Alanna Glapion, EdD
Assistant Dean of Community & Alumni Affairs

Noelle Moreau, PhD
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Andy Pellett, PhD
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LSU Health
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