

LSU Health – New Orleans

School of Allied Health Professions Strategic Plan – 2025-2030

SAHP Mission

The School of Allied Health Professions (SAHP) at the Louisiana State University Health Sciences Center in 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 and habilitation 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.

SAHP Vision

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

SAHP Goals

1. Elevate Educational Excellence and Research Innovation

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

2. Strengthen Collaborative Partnerships

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

3. Promote Health Equity and Community Engagement

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

4. Maximize Community and Alumni Impact

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

5. Transform Culture and Operations

- Transform and optimize our culture and operations.

SAHP Values

Excellence, Innovation, Collaboration, Integrity, Advocacy

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

Student Recruitment, Engagement, and Success

Strategy: Student Recruitment, Engagement, and Success

Description: 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

Rehabilitation & Health-Related Research Across the Lifespan

Strategy: Rehabilitation & Health-Related Research Across the Lifespan

Description: Advance research and discovery on health issues through comprehensive, school-wide initiatives with a focus on rehabilitation research 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.

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 faculty, staff, and student development related to 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.

Metrics:

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

Responsible Party: Dean, Associate Dean for Research Affairs, Grants & Research Committee, Department Heads

Clinical Growth

Strategy: Clinical Growth

Description: 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.

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.

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

Economic Sustainability

Strategy: Economic Sustainability

Description: 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.

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.

Internal Funds Flow:

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

Investment in Infrastructure:

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

Philanthropy and Research Funding:

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

Industry and Research Partnerships:

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

Policy and Relationship Building:

- Build relationships at the local, state, and national levels in collaboration with HSC and LSU government relations to advance higher education and healthcare policy, regulatory, and funding priorities.

Economic Development:

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

Revenue Generation:

- Increase revenue through extramural funding and enrollments.

Alumni and Donor Engagement:

- Strengthen alumni and donor engagement.

Corporate Partnerships:

- Explore corporate partnerships.

Endowment Growth:

- Focus on increasing endowment growth.

Contract and Grant Identification:

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

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

Focus on Our People

Strategy: Focus on Our People

Description: 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 HSC'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.
- **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

Healthcare Education, Advocacy, and Community Engagement

Strategy: Healthcare Education, Advocacy, and Community Engagement

Description: 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.

- **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.
- **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