


March 10, 2023

MEMORANDUM

**TO:** Joy Alonzo  
Texas A&M College of Pharmacy

**FROM:** Kevin McGinnis   
Vice President and Chief Compliance Officer

**SUBJECT:** Administrative Leave with Pay

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In accordance with our discussion on March 7, 2023, I am requesting you be placed on immediate administrative leave pursuant to section 5 of System policy 12.01, *Academic Freedom, Responsibility and Tenure*. I am requesting this action due to the concerns in regard to comments that were alleged to be made on March 7, 2023 in a presentation for the University of Texas Medical Branch.

You are being placed on administrative leave with pay until such time that we have concluded our investigation into this allegation. This is for the protection of you and the institution. This is not a disciplinary action.

During your administrative leave with pay:

- You may not be present at any College of Pharmacy facilities or College of Pharmacy sponsored event without prior approval of Dr. George Udeani, Department Head
- If you need to contact someone at the College of Pharmacy, you will route the request to your Department Head, for further evaluation and handling.

During your administrative leave with pay you may continue to have access to your email, but my expectation is that any email communications will be professional and appropriate.

Note that you have the right to appeal this decision to place you on administrative leave within five (5) business days of receipt of this memo. The appeal must be submitted in writing to Dr. Heather Lench, Senior Vice President for Faculty Affairs.

Approval:

**George Udeani**

Digitally signed by George Udeani  
Date: 2023.03.10 10:17:06 -06'00'

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*Signature and Date* – Dr. George Udeani Department Head


Cc:

John Mogford, Chief Operating Officer and Senior Vice President of Texas A&M Health  
Indra K Reddy, Dean  
Heather Lench, Senior Vice President for Faculty Affairs

**IRMA LERMA RANGEL SCHOOL OF PHARMACY**

HEALTH SCIENCE CENTER  
Department of Pharmacy Practice  
George Udeani, PharmD, DSc, FCP, FCCP  
Head and Clinical Professor



**FROM:** Dr. George Udeani   
Department Head of Pharmacy Practice

**TO:** Dr. Joy Alonzo  
Clinical Assistant Professor

**RE:** Expected awareness when speaking publicly on behalf of the institution

**DATE:** March 22, 2023

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The purpose of this memorandum is to bring to your attention the expectation that School of Pharmacy has regarding public speaking of its that faculty members.

On March 7, 2023, you imparted an Opioid Overdose Education & Naloxone Administration (OENA) presentation at the University of Texas at Galveston. During the course of the presentation, you related an anecdote and interaction with a state official. While you did not name the state official you did name the office held. I understand that your comment did not assign blame. However, some members of the audience felt that your anecdote was offensive.

While it is important to preserve and defend academic freedom and as such be able to discuss and present to students and the public the results of research observations and strategies, you should be mindful on how you present your views. That is, you are presenting your views as a member of the faculty body of a state institution. Therefore, be thoughtful when you make a reference to any state official or state office.

The School of Pharmacy supports and welcomes your research efforts and contributions in the fight against the opioid crisis. Please do let me know if I can be of further help to you.

Cc. Indra Reddy  
Mansoor Khan  
Kevin McGinnis  
Mario Rojo del Busto

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