

LSU Faculty Senate Policy Committee Meeting
March 5, 2025
2:30 PM, Room W310 Howe-Russell Kniffen Geosciences Building,
Louisiana State University

Minutes

Committee Members in Attendance

Inessa Bazayev
Michelle Osborn
Ravi Rau
Jeffrey Roland, Secretary
Jonathan Snow, Chair
Daniel Tirone

Committee Members Absent

None

A regular meeting of the LSU Faculty Senate Policy Committee convened at 2:45 PM on Wednesday March 5, 2025 in room W310 of the Howe-Russell Kniffen Geosciences Building on the LSU campus in Baton Rouge. All six committee members were present. There were no guests and no public comments. Minutes from the prior meeting on February 26, 2025 were unanimously approved following a motion by Osborn.

Committee discussion focused on progressive discipline policy for LSU under development. In connection with this:

- Note that the procedures given in this policy for disciplining faculty are the *only* avenue for disciplining faculty for the included kinds of infractions right up front, in the preamble.
- A complaint should be handled informally (by chairs or deans) whenever possible. Complaints elevated to a formal process are then cases. These details need to be worked out. (Guidance from Yale policy.)
- Complaint must be made to someone in a “supervisory” position to fall under this policy.
- Proposed evaluation stage flow: Complaint made to Chair/Dean: Credible threat of imminent bodily harm to self or others? If yes, enter fitness-for-duty process. If no: Is there an extant PS or PM for complaints of this type? If yes, enter the process prescribed in the relevant PS/PM. If no: Can this complaint be handled informally or does its seriousness warrant elevating it to a case from the outset? (Draw on PM-73?)
- Questions of standing: Internal (LSU community): Any complaints. External: Fitness-for-duty complaints only. But funneled through the evaluation stage regardless. (So, for example, a fitness-for-duty complaint made to the President or HRM must be directed to the relevant faculty member’s Dean/Chair.)

- Provisions for appeals and robust faculty review crucial.

Committee agreed to work on filling out policy skeleton for discussion next meeting.

Meeting adjourned at 4:10 PM following a motion by Roland which passed unanimously.

Jeffrey Roland, Secretary