

LSU Faculty Senate Policy Committee Meeting
February 26, 2025
1:30 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 1:35 PM on Wednesday February 26, 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 19, 2025 were unanimously approved following a motion by Rau.

Committee discussion focused on review of progressive discipline policies gathered from other universities and the AAUP with an eye toward identifying features we would like to include in the LSU policy under development. In connection with this:

- Committee agreed we'd like to chart a course between overly vague and overly prescriptive.
- Counseling, understood as discussion with a neutral party such as the ombudsperson, as an initial step included in some reviewed policies. Committee agreed that this might be good to incorporate as the policy should be aimed as far as possible at rehabilitation rather than punishment.
- Requirement that only complaints/charges filed via an official, internal LSU process should be actionable was reiterated. Should be made explicit that the policy under development is the only policy under which sanctions for unprofessional behavior may be put on faculty. (No political origins; no administrative end arounds; no Calvinball.)
- Questions of standing need to be addressed. Violations of state/federal law? Anonymous complaints?
- Probably need to revise the Faculty Handbook in conjunction with this policy. Relegate weeds to handbook referenced in the policy.

- Requirement that a faculty review panel (three or five people), probably drawn from the Faculty Appeals Board, should play a central role in determining whether an actionable infraction has occurred and the general severity of any such infraction was stressed.
- Question of imminent bodily harm: immediate assessment by Dean or Provost with temporary removal from the classroom as a legitimate response if question is decided positively and after which the case goes to faculty review panel for evaluation.
- Not just any sort of complaint should trigger the process being developed. Nuisance complaints typically easily handled by chairpersons, for example, should not trigger this process.
- Broad stroke suggestion:
 - complaint process
 - initial evaluation—chair, dean, OAA (low level offense does not trigger discipline policy), affected faculty notified and given an opportunity to respond to the complaint; imminent bodily harm determination comes here
 - preparation of complaint for faculty panel review
 - faculty panel review
 - * Is there merit to the complaint?
 - * If so, what tier/band of offense? (Different levels, say three, start at different points in the progressive disciplinary process—views on this not entirely unanimous among the committee)
 - * onus is on the administration/complainant
 - disposition of the faculty panel review (including the progression of actions/sanctions)

Committee agreed to review shared sample materials from AAUP and other universities for discussion as to how best to flesh out the broad brush suggestion at the next meeting. Tirone will provide a policy skeleton (just sections) to help us prepare.

Meeting adjourned at 2:54 PM following a motion by Roland which passed unanimously.

Jeffrey Roland, Secretary