

LSU Faculty Senate Policy Committee Meeting
February 19, 2025
3:00 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 3:00 PM on Wednesday February 19, 2025 in room W310 of the Howe-Russell Kniffen Geosciences Building on the LSU campus in Baton Rouge. All six committee members were present, Inessa Bazayev and Michelle Osborn being welcomed to the committee as new members. There were no guests and no public comments. Minutes from the prior meeting on February 5, 2025 were approved following a motion by Rau. (Osborn abstained; no votes against.)

Committee discussion focused on the need for and possible contours of a progressive discipline policy. In connection with this:

- There are likely ties to PS-15 and PS-104 (and perhaps PS-48).
- Serious disciplinary actions, including removal from teaching, should require a high bar and faculty review *prior to* the action. In particular, purely administrative actions are unacceptable (aside from cases of imminent physical harm).
- There should be a progressive range of minor actions (e.g., verbal reprimand, written reprimand, probation, temporary reduction in pay,...) in place for cases that don't meet the high bar for serious action.
- Cases in which a faculty member literally cannot perform their duties, e.g., due to a psychological break, might also warrant serious action (though prophylactic in nature, rather than disciplinary), but this should also not be purely administrative. Some non-administrative assessment should be required. These types of cases might require a separate policy.
- Any charge of unprofessional conduct, including use of “foul” language in the classroom, should be reviewed by a faculty panel *before* any action is taken against the impugned faculty member.

- Faculty Appeals Board should provide the primary pool for members of faculty review panel. (Plus member of FSEC?)
- Even so-called *administrative* infractions should require faculty review to ensure a genuine infraction is at issue.
- Only complaints/charges filed via an official, internal LSU process should be actionable. This process needs to be made explicit.

Committee agreed to gather sample materials from AAUP and other universities for discussion at the next meeting.

N.B. Agenda item VIII was covered in foregoing discussions.

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

Jeffrey Roland, Secretary