

LSU Faculty Senate Policy Committee Meeting
March 17, 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 1:32 PM on Monday March 17, 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 March 5, 2025 were unanimously approved following a motion by Rau.

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

- Discussion began with structure of the policy and fitting into normal LSU policy structure.
- Clean version 2 of the working draft was prepared to make current state more per-spicious and further revisions easier to do.
- Considered assigning our Senior Vice Provost to cover the duties assigned to Associate Provost for Faculty in the Northwestern policy we consulted.
- Committee discussed the need (or not) for a separate Fitness Panel. Could the Faculty Review Panel play this role? If question concerns mental fitness, it should be incumbent on the administration to establish this and to provide experts for this purpose. Similarly for other types of fitness complaints. What avenue(s) for rebuttal to “expert” witnesses provided by the administration?
- Committee engaged in long discussion of imminent/immediate harm relevant to immediate suspension from teaching and procedural issues with temporary suspension more generally.
- Need to try to balance detailed procedures and succinctness (comprehensiveness vs. conciseness).

- Committee discussed incorporating fitness for duty procedures into the general procedure rather than having a separate section for fitness complaints.
- Committee discussed standing of persons outside the LSU community to lodge complaints.
- Need to distinguish fitness for duty from performance of duty.

Committee agreed to continue drafting policy sections for discussion next meeting.

Meeting adjourned at 3:16 PM following a motion by Roland which passed unanimously.

Jeffrey Roland, Secretary