

**LSU Faculty Senate Policy Committee Meeting**  
**April 9, 2025**  
**1:30 PM, Room W310 Howe-Russell Kniffen Geosciences Building,**  
**Louisiana State University**

Minutes

**Committee Members in Attendance**

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

**Committee Members Absent**

Inessa Bazayev

A regular meeting of the LSU Faculty Senate Policy Committee convened at 1:33 PM on Wednesday April 9, 2025 in room W310 of the Howe-Russell Kniffen Geosciences Building on the LSU campus in Baton Rouge. Five committee members were present, Bazayev being the only committee member absent. There were no guests and no public comments. Minutes from the prior meeting on March 17, 2025 were unanimously approved following a motion by Rau.

Before the main business of the meeting commenced, Snow informed the committee that he will be away Fall 2025. So we will need to decide what to do with the Chair position for that term (and possibly after).

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

- Discussion began with content that seemed to be repeated. Made appropriate revisions.
- Discussed eliminating separate fitness-for-duty language. Agreed that having a unified procedure would be cleaner and serve the aims of the policy.
- Discussed whether initial complaints should be made in writing or allowed to be verbal. Agreed that initial complaints should be allowed in either form, but complaints elevated to case status must be written.
- PS-15 need revision to coordinate with this new policy?
- Committee agreed that first decision point as to how a complaint should be handled should be a faculty member's dean (or dean-level administrator).
- Discussed role of LSUPD in extreme cases.

- Committee discussed different case stages and nomenclature for them. Agreed that once the process is settled, a flow chart would be useful.
- Committee discussed faculty representation even in decisions to temporarily suspend for reasons of imminent physical harm. Draw a small faculty panel from Appeals Committee? Suspensions without faculty review should be time limited (one week).
- Agreed that if a dean is unsuited to addressing a complaint, then the Provost shall assign responsibility for addressing the complaint to the dean of another unit.
- Cleaned up a variety of infelicities between sections.
- Discussed possible avenues and grounds of appeal. Inclining toward appeals for procedural issues only.
- Deleted separate section on temporary suspension.

Tirone will prepare a clean third-version draft for review before the committee's next meeting.

Meeting adjourned at 2:52 PM following a motion by Roland which passed unanimously.

Jeffrey Roland, Secretary