

LSU FACULTY SENATE CONSTITUTION AND BYLAWS  
Approved by the LSU Faculty Senate on October 29, 2020

**Constitution**

Article I. Nature and Functions

1. The Faculty Senate shall consist of members of the Faculty Council duly elected in accordance with the provisions of this Constitution.
2. The Faculty Senate has been delegated the authority of the Faculty Council, as allowed by the Regulations of the LSU Board of Supervisors, and shall exercise such powers in a manner consistent with the duties of the Faculty Council to establish curricula, fix standards of instruction, determine requirements for degrees, and generally determine educational policy for the University, subject to the authority of the LSU Board of Supervisors. Such power shall be exercised by the Senate at any and all times when the Council is not in session. The Senate shall represent the Council in all matters and shall be deemed to voice the policies, opinions, and sentiments of the Council on any matter within its jurisdiction.
3. In particular, the Faculty Senate may suggest actions, or make inquiries and recommendations to the Provost, LSU Chancellor and/or the LSU President, or through the Council of Faculty Advisors or LSU President to the LSU Board of Supervisors, on any aspect of University life, such as, but not limited to, the following:
  - Conditions affecting academic freedom.
  - Criteria, policies and procedures regarding faculty appointment, conditions of work, dismissal, evaluations, grievances, promotions, tenure, retirement, and salaries.
  - Buildings, equipment, and facilities.
  - The rights and responsibilities of students, and student affairs generally.
  - Criteria and procedures for the selection of the administrative personnel and academic officers of the University.
  - In communication with Faculty Senates, or corresponding bodies, of other campuses: Criteria and procedures for the selection of the LSU Chancellor, or President of the LSU System.
  - The University's role, scope, mission, organization, budget development and planning.
4. The Senate shall consider any matter, within its jurisdiction, on its own initiative or which is brought to its attention by resolution of the Faculty Council; it may consider any matter within its jurisdiction at the request of the University or at the request of a member or members of the Faculty Council.
5. The Senate shall liaise with all other segments of the University community and with other interested groups and individuals.
6. The Senate shall present a report of its activities and actions to the Council at each regular meeting of the Council and at such other time or times as requested by the Council.
7. At any meeting of the Faculty Council, the Council may, by vote of a majority of those

present and voting, review, modify, overrule, or otherwise deal with any action taken by the Faculty Senate when the item is on the Agenda distributed prior to the meeting. Upon the written request of 50 members or 10 percent of the Faculty Council, whichever is the smaller number, final action of the Senate shall be submitted to the Council for review. Upon written request of a majority of the Senate, any pending matter may be referred to the Faculty Council for final action.

## Article II. Membership<sup>1</sup>

1. Members of the Faculty Senate shall be elected by the faculty of their respective college, school, or unit designated as an administrative division. There shall be one representative for each 25 members of the Faculty Council, or major fraction thereof, as determined by the Faculty Council census, provided that each college, school, and unit shall have at least one representative.
2. Allocations shall be made by the Faculty Senate Executive Committee (FSEC) using the number of Faculty Council members in each college, school, and unit obtained from Budget and Planning. Any dispute arising from such allocations shall be determined by the Senate.
3. All members of the Faculty Council, including those who are department heads or chairs, shall be eligible for election to the Faculty Senate, with the exception of members of the Executive Council other than the President of the Faculty Senate and members of the Council of Academic Deans and Directors. Department heads or chairs may, however, be ineligible for membership on certain Faculty Senate committees, as dictated by the Board of Supervisors Bylaws and Regulations or the Committee Operating Procedures. Eligibility for Faculty Senate membership shall be determined before the election, and questions of eligibility shall be determined by majority vote of the Senate. In the event that any member of the Senate shall terminate membership in the Faculty Council, or shall become a member of the Executive Council, other than the President of the Faculty Senate, or become a member of the Council of Academic Deans and Directors, or shall resign from the Senate, the seat shall be declared vacant and appropriate steps shall be taken under the provisions of this Faculty Senate Constitution to fill the vacancy. The Senate may determine continued memberships in the Senate according to the provisions of this Faculty Senate Constitution.
4. The term of office of members of the Faculty Senate shall be three years. Terms of office shall begin on the first regular class day of the fall semester. Members elected to fill unexpired terms shall serve until the expiration of the original term.
5. No member of the Faculty Senate shall be eligible to serve another term until one year has elapsed since the date of that member's last service as an elected Senator in the Senate.

## Article III. Election of Members<sup>2</sup>

1. The procedures of nomination and election of members of the Faculty Senate shall be

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<sup>1</sup> Membership qualifications also in Bylaws Articles VI and VIII.

<sup>2</sup> Member election process also in Bylaws Article VIII.

administered by the FSEC<sup>6</sup> or by persons designated by the FSEC for that purpose. All disputes arising out of the nomination or election of members and not resolved by the election committee of the Senate shall be determined by majority vote of the Senate.

2. The election of members of the Faculty Senate shall be conducted during the month of April in each year, with one-third of the membership to be elected in each year. The Senate shall determine and publish the method of nomination and election of its members. Each member of the Faculty Council shall at all times be entitled to nominate candidates and to vote for each Senate seat allocated to that member's college, school, or unit.
3. The names of all persons elected to the Faculty Senate, together with their college, school, or unit affiliation, shall be posted on the Faculty Senate website.

#### Article IV. Officers

1. The Faculty Senate shall elect a President, a Vice-President, and a Secretary from the faculty members eligible to be elected to the FSEC as described in the Bylaws. The elected term for President will be two years and for other officers and FSEC members shall be one year, with an officer not being able to serve in that office for more than three consecutive terms.
2. The Faculty Senate may create such additional offices by amending this Constitution.

#### Article V. Meetings<sup>3</sup>

1. The Faculty Senate shall hold at least eight meetings during the period from August through May.
2. Special meetings of the Faculty Senate may be called at any time by the President of the Senate and shall be called by the President upon the written request of fifteen percent of the authorized membership of the Senate.
3. With unanimous approval by the FSEC or by approval by fifteen percent of the authorized Senate members, regularly scheduled and special meetings of the Faculty Senate may be held through internet conferencing software if exceptional circumstances or timeliness of business to be conducted prevent in-person meetings.
4. Fifty percent of the authorized membership of the Senate shall constitute a quorum<sup>9</sup> for the transaction of business at a Senate meeting. Faculty Senate Executive Committee members in attendance who are not elected Faculty Senators count toward a quorum, but may not vote on any business items unless they are an elected Senator from their college, school, or unit or the alternate representative for a Faculty Senator from their college, school, or unit for that meeting
5. Detailed minutes of the proceedings of all meetings shall be recorded and posted on the Faculty Senate website.
6. Normally, final action will not be taken on an item at either a regular or special meeting of the Faculty Senate unless it has previously appeared on an agenda of the Faculty Senate circulated at least three working days in advance to all members of the Faculty Senate.

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<sup>3</sup> Meeting procedures also in Bylaws Article I.

7. Resolutions announced in the agenda or introduced during a meeting of the Senate normally shall be voted on at the next meeting. However, with a two-thirds vote of those present and comprising a quorum, the Senate may elect to vote on a resolution during the meeting at which it was introduced.
8. Meetings of the Faculty Senate shall be open to the public. Members of the public can make comments only on agenda items at the designated agenda item of public comments after giving advance notice that they intend to make public comments. Members of the Senate, Faculty Council, administration, and guests may speak on agenda items when acknowledged by the presiding officer.

#### Article VI. Committees

1. There shall be an Executive Committee of the Faculty Senate (FSEC) composed of the President, Vice-President, Secretary and three other members elected by the Senate. The immediate Past President shall serve as an ex officio member on the Executive Committee. During any given academic year, not more than two of the six voting members of the Executive Committee may be from the same college, school, or unit.
2. The FSEC shall implement policy as directed by the Senate. In addition, it shall represent the Senate in dealings with University officials and others, approve the agenda for Senate meetings, and appoint all nonelected members of Senate committees. The Executive Committee is empowered to act for the Senate on issues that require an immediate response or action. The full Senate shall receive notification of such action at or before its next meeting.
3. From the end of the spring semester to the first fall class day, the FSEC will consist of the current year members and the elected members for the next academic year. All members of the FSEC shall have voting privileges during this period.
4. The Faculty Senate shall have other standing and special committees as may be created by the FSEC, or by action of the Faculty Senate.
5. Any member of the Faculty Council, Executive Council, Council of Academic Deans and Directors, and the student body is eligible for appointment to any committee of the Faculty Senate, unless specifically excluded by the committee membership as defined in the Faculty Senate Bylaws or specified in the Committee Operating Procedures. All chairs of committees shall be faculty members. Members of the Executive Council (other than the President of the Faculty Senate) and members of the Council of Academic Deans and Directors are ineligible to serve as chairs of Faculty Senate committees.
6. The FSEC Advisory Committee consists of FSEC members, chairs of each Faculty Senate Standing Committee, and the two most recent past Faculty Senate Presidents and will meet at least quarterly and at other times as deemed appropriate by majority vote of the FSEC.

#### Article VII. Amendments

1. Amendments to this Constitution may be proposed by the Faculty Senate or by any member of the Faculty Council.
2. Amendments to this Constitution shall become effective upon adoption by the Faculty

Council by a two-thirds vote of the members of the Faculty Council present at the meeting and comprising a quorum. Amendments may also become effective upon adoption by mail or electronic ballot in which twenty-five per cent of the Faculty Council respond and two-thirds of those responding approve.

3. The FSEC shall review this Constitution and Bylaws every year that ends in zero or five and make appropriate recommendations for any needed revisions.

## **Bylaws**

### Article I. Meetings<sup>4</sup>

1. Meetings of the Senate will be open to the public, but only members of the Faculty Council and invited guests will be eligible to speak at Faculty Senate meetings except the public may comment on agenda items during the agenda item designated for public comments.
2. The Senate reserves the right, upon majority vote, to go into closed session if sensitive or personal items are to be discussed, but no final action can be taken in closed session.
3. The President, or by majority vote of the FSEC or the Senate, is authorized to invite guests to speak or to testify about agenda items or matters being considered by the Senate.
4. The regular meetings of the Senate will take place alternately on all of the working days of the week except Friday. The meeting schedule and room reservations for the following year's meetings will be arranged in May by the President or Faculty Senate staff. Notice of the scheduled regular meetings will be sent to all members of the Senate and posted on the Faculty Senate website when the schedule is finalized.
5. There shall be a written notice given to all members of the Senate in advance of any special meeting. The agenda of special meetings will be posted on the Faculty Senate website.

### Article II. Agenda

1. The announcement of meetings of the Senate shall include notice of the time and place of the meetings and summaries of business to be conducted. It shall be circulated to all members in advance of regular meetings.
2. The priority of topics on the agenda shall be established by the FSEC.
3. The Senate can change the order of the agenda by majority vote or the President may rearrange the order at any time during a meeting so that all agenda items are considered during the meeting.

### Article III. Order of Business

1. Registration and recognition of attendance for each member or alternate and guests for recording in the meeting minutes.
2. Recognition of individuals having public comments on agenda item(s).

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<sup>4</sup> Meetings also in Constitution Article V.

3. Approval or revision of minutes.
4. President's report.
5. Committee report(s) and invited speaker(s).
6. Agenda business item(s).
7. Introduction of new business.

#### Article IV. Meeting Minutes and Reports of Committees

1. The minutes of each meeting will be prepared by the Secretary or Faculty Senate staff and distributed to the Executive Committee for tentative approval or correction.
2. After tentative approval by the Executive Committee, the minutes will be distributed to the Faculty Senate. The minutes will be approved or corrected at the meeting that follows their distribution. Corrections will be made as appropriate in the meeting minutes and will also be recorded in the minutes of the meeting at which corrections were made.
3. After approval by the Faculty Senate, the minutes will be posted on the Faculty Senate website.
4. Each standing committee will submit written reports of the yearly activities to the FSEC in April for posting on the Faculty Senate website. Written reports of special assignments will be submitted by standing committees when the assignment is completed.
5. Special committees will submit written reports when the committee's assignment is finished as specified in Article IX, Section 2.

#### Article V. Executive Committee and Officers

1. *Executive Committee:* The membership of the Faculty Senate Executive Committee (FSEC) is defined in the Faculty Senate Constitution, Article VI. Specific duties of the FSEC are to assist the President in the execution of official duties; to appoint members of Faculty Senate committees, with the exception of elected committee memberships; to set the agenda for Faculty Senate meetings; to appoint a nominating committee for the election of officers; and to serve as the Faculty Senate Elections Committee.
2. *President:* The President, in conjunction with the FSEC, has the responsibility of providing leadership for the Faculty Senate. The President shall be the presiding officer at meetings of the Faculty Senate. The President is the official representative from the Faculty Senate to the University administration, other governing bodies, and the public, and shall have administrative responsibility for the Faculty Senate office. The President is responsible for preparing the agenda for each meeting, and shall see that notices of meetings, agenda, and minutes of previous meetings are properly posted or circulated. The President does not serve as a voting representative from any school, college, or unit and shall vote only in the event of a tie. Upon taking office, the President will vacate a Senate seat for the presidential term; it shall be filled according to Faculty Senate Bylaws Article VIII.
3. *Vice President:* The Vice President shall assume the duties and responsibilities of the President whenever the President is unable to serve and/or resigns. In the event the President steps down during their term and there are six months or less left of the term,

then the Vice-President shall assume the duties and responsibilities of the President for the remainder of the term. If the President steps down and there are more than six months remaining in the President's unexpired term, then a special election will be required, as in Faculty Senate Bylaws Article VII. The Vice President shall serve in the capacity of Parliamentarian unless the Senate votes to have a Senate member to serve as Parliamentarian. When serving as Parliamentarian, the Vice-President shall advise the Senate on points of order in accordance with Robert's Rules of Order, except where these Rules have been superseded by the Constitution or Bylaws of this Senate.

4. *Secretary*: The Secretary shall be responsible for editing, summarizing, and publication of the minutes.
5. *Parliamentarian*: When designated by the Senate, the Parliamentarian shall be prepared to advise the Senate on points of order in accordance with Robert's Rules of Order, except where these Rules have been superseded by the Constitution or Bylaws of this Senate.
6. *Members-at-Large*: The three at-large members are elected by the Faculty Senate according to Article VII, Section 2.

#### Article VI. Election of Officers

1. The President, Vice-President, Secretary, and three other members of the Executive Committee of the Senate for any academic year will be elected following the procedure outlined in Article VII, Section 2.
2. All current Senators, the President, and sitting members of the FSEC are eligible to be nominated for FSEC positions<sup>5</sup>. The FSEC shall appoint a nominating committee composed of four retiring members of the Senate representing four different colleges, schools, or units. The nominating committee shall report to the FSEC a slate of candidates, at least one for each Senate office, and for two at-large Executive Committee members, after ascertaining that the nominees are willing and available to serve. That slate shall be published in the Agenda for the March meeting of the Senate. At the March meeting, the President shall announce the slate and call for further nominations from the floor. Candidates' qualifications for office shall be circulated before the April meeting. At the April meeting, officers will be elected in the order: President, Vice-President, Secretary, and two at-large Executive Committee members. After each election, the floor shall be re-opened for nominations for the next office to be filled. The Agenda for the first meeting of the fall term will include the election of one newly elected senator to fill the third at-large position on the FSEC. At the first meeting, nominations will be opened, and the election held.
3. Elections shall be held by secret ballot. If no one receives a majority vote on the first ballot, then there will be a second balloting between the two persons receiving the largest number of votes.
4. In the event of a tie vote in the election of any officer, another balloting shall be held between the tied candidates. If the tie is not broken after the second balloting, then the tie vote shall be broken by casting of lots.
5. In the event that an elected Faculty Senate President does not take office or does not serve out the term and there are more than six months remaining in the term, a special

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<sup>5</sup> The Constitution Section VI.1 imposes a restriction.

election will be called by the FSEC to elect a new President. The FSEC will make nominations to fill the vacancy at the first Senate meeting after the vacancy occurs. Nominations will appear on the written agenda for the meeting and nominations may be made from the floor. The election will be conducted in the same meeting, according to Article VII, Sections 3 and 4 of the Bylaws.

6. In the event an elected member of the FSEC does not take office or does not serve out the term, and there are more than six months remaining in the term, a special election will be called by the FSEC to elect a replacement. The election procedure will be the same as that followed to fill the vacated position of the President.
7. In the event a member of the FSEC is elected to fill the vacant position of President or a vacant FSEC position, the special election will be extended to fill all such vacancies in the same meeting.

#### Article VII. Election of Members of the Senate<sup>6</sup>

1. Elections of members of the Senate will be carried out in accord with Article III of the Constitution of the Faculty Senate.
2. The Executive Committee of the Faculty Senate will serve as the responsible elections committee and shall be responsible for keeping records of such elections on file for future reference.
3. The elections committee shall delegate responsibility for conducting elections to the policy committee, senate, council or similar elected body of the college, school, or unit in which the election is to be held. If such a committee does not exist, the procedure shall be conducted by the outgoing senators of the college or school not within a college. However, in the event of an emergency, a dispute, or a conflict of interest, the FSEC is empowered to conduct the election and will not under such circumstances delegate its authority to members of the Senate or other faculty from the college, school, or unit.
4. Each faculty member may nominate as many persons as there are members of the Senate to be elected from a given college or school not within a college. This list shall be announced in each department of the college, school, or unit at least one week before the previously announced deadline for submission of nominations.
5. Nominations shall be solicited from all eligible participants. Each faculty member may nominate as many persons as there are vacancies in the Senate to be elected from a given college, school, or unit. All nominations shall appear on a first ballot, which will be sent to each eligible faculty member in the given college, school, or unit.
6. Each eligible faculty member may vote for as many nominees as there are positions to be filled. The top (n+1) vote recipients for n vacant positions shall be placed on a second ballot. In case of tie votes, those vote recipients involved shall also be placed on the second ballot.
7. The second ballot shall establish the elected senator(s) and alternate(s), except that tie votes for the position of senator will require a final ballot among the tied candidates. Ties on a final ballot will be broken by lot.
8. It shall be permissible for a college, school, or unit to apportion, by faculty action in that unit, senate seats by department. Such changes in procedures must receive prior

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<sup>6</sup> See also Constitution Article III.



approval by the FSEC.

### Article VIII. Alternate Representation

1. By written notice to the President submitted before the meeting, a member of the Senate may choose another faculty member representing the same college, school, or unit to be their alternate representative at the Senate meeting. Such a representative must be eligible for the election to the Senate\*\*\*
2. Alternate representatives shall be announced by the President at the start of the meeting, recorded by signature on the sign-in roster, and noted in the minutes,
3. If a member of the Senate is absent from campus for a semester or longer, this position will be filled for that period by the eligible nonelected person who received the next highest number of votes in the last regular election in that college, school, or unit. If this person cannot be identified, then the elected college, school, or unit policy committee, senate, or council will hold an election to fill the vacancy.
4. The seat of a member of the Senate who has been repeatedly absent from Senate meetings can be declared vacant by a three-fourths vote of members of the Senate attending a meeting, if a request for such action has been made in writing by at least five percent of the faculty of the college represented or upon a request by the elected college, school, or unit policy committee, senate, or council. The motion to remove a member of the Senate shall be voted on the meeting of the Senate immediately following the request.
5. If for any reason a vacancy in a Senate seat occurs, as determined by the FSEC, the position will be filled by the eligible nonelected person who received the next highest number of votes during the election of that seat. If there is no such qualified person or if this person cannot be identified, then the position will be filled by the eligible nonelected person who received the next highest number of votes in the next most recent regular election in that college or the elected college, school, or unit policy committee, senate, or council will hold an election to fill the vacancy.

### Article IX. Committees<sup>7</sup>

1. Members of Standing Committees
  - a. The usual term of service for a voting member of a standing committee will be three years for faculty, one year for students. Terms will be staggered in a manner determined by the FSEC, so that approximately one-third of the voting faculty members of each committee will begin their terms each year. A person may serve for more than three consecutive years in exceptional cases, considering, for example, the need for continuity or special expertise.
  - b. In the spring, each standing committee will elect, as chair for the following year, one of its members who is not in the last year of his or her term on the committee. Whenever there is no chair in place, the FSEC may appoint a chair to serve until the committee elects one.

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<sup>7</sup> See the Constitution, Article VI, Sections 4 and 5, for other provisions about committees.

- c. In provisions for a term of service on a committee, other than for an *ex officio* or student member, a year will be understood to begin on the first day of fall semester classes and to end on the day before the first day of fall semester classes, unless otherwise specified in these Bylaws or by the appointing authority.
  - d. If a vacancy occurs, and if there is no elected Alternate to fill it, the FSEC will fill it by appointment.
  - e. Committee members will be elected by the Senate for staggered terms for the Budget and Planning Advisory Committee, Faculty Adjudication Committee, and Faculty Appeals Board.
2. Special Committees and their Members
- a. When the Senate by resolution or the FSEC creates a special committee, it will specify the charges and a defined term of service.
  - b. Unless the creating entity provides otherwise, the FSEC will appoint the members of a special committee and will appoint the chair.
  - c. Unless otherwise directed in its charge, a special committee will file its report only with the appointing authority.
3. General Provisions for all Committees
- a. Faculty Senate Resolution 07–09 provides that the FSEC is commissioned to examine the standing committees and determine their active or dormant status according to the need each academic year.
  - b. Unless otherwise specified, Standing Committees will consist of 9 to 12 members from different colleges, schools, or units.
  - c. An *ex officio* administration or student member of a committee will be nonvoting and will not serve as chair.
  - d. The FSEC will decide questions of committee jurisdiction that may arise.
  - e. Each committee is authorized to hold discussions with, make inquiries of, and convey its decisions and recommendations to, the appropriate administrative offices. In these activities, the committee must stay within its stated charge, communicate through appropriate channels, identify the communication as coming from the committee, and comply with the reporting requirements of the next item.
  - f. The membership criteria and operating procedures will be detailed in the Faculty Senate Committee Operating Procedures.
  - g. Except as may be provided otherwise in these Bylaws, each committee will report its activities in timely fashion to the Senate through the FSEC; and will respond to requests for information about its activities from the Senate or from the FSEC.
  - h. Each standing committee will submit in April an annual report of the activities conducted during the academic year and anticipated goals or activities for the next academic year.
  - i. The Senate may, by resolution, instruct a committee or reverse a committee action.
  - j. The representatives of a committee recommending a Resolution to the Senate, even if not Senators, will have the privilege of the floor to move its adoption.
4. The Standing Committees of the Senate:

*Admissions, Standards, and Honors Committee*

Charges

1. To formulate, recommend to the Senate, and monitor policies and standards concerning admission requirements of LSU.
2. To conduct continuous studies and to make recommendations designed to maintain and improve the standards of scholarship among students, and
3. To study and develop more effective means of recognizing student achievement in scholarship and leadership.

#### *Benefits Advisory Committee*

##### Charges

1. To review, and to make inquiries and recommendations regarding, University retirement plans, health care, insurance programs, annual and sick leave, and other benefits.
2. To consult representatives of other University personnel on common interests in the matter of benefits.
3. To keep informed about the activities and plans of boards and other entities that govern and administer benefits programs affecting faculty.
4. To assure that faculty are informed about significant developments.
5. To consider and respond to questions and issues which may be referred to it by the Faculty Senate, the Executive Committee, or individual faculty.
6. To establish specialized subcommittees to address specific changes.

#### *Budget and Planning Advisory Committee*

##### Charges

1. To assure an effective advisory role for the faculty for the budget and planning processes of the University, to encourage the use of faculty expertise, and to keep the Senate informed.
2. To review and make recommendations regarding the long-range implications, for the University's evolving mission, of current budget issues and alternatives.
3. To review and make recommendations regarding the Master Plan and long-range planning in general.
4. To consider questions and issues which may be referred to it by the Faculty Senate or the Executive Committee.
5. To establish study groups, and to conduct forums or workshops, in order to inform the general faculty or to collect their views when instructed to do so by the Senate; or on its own initiative, with the approval of the Executive Committee.
6. To select, from among its elected members, the faculty representatives to the University Budget Committee.

#### *Commencement Exercises Committee*

The tasks of the Commencement Exercises Committee have been assumed by the FSEC, which will advise the Provost and the Office of Academic Affairs concerning the selection

of commencement speakers and the conduct of commencement exercises.

*Council of College Policy Committees, Councils, and Senates*

Charges

1. To allow the executive administrator of the elected policy committees, council, or senate of the various academic units to consult and to communicate with each other and with the FSEC.
2. To make recommendations to the FSEC on matters of interest to the Council, and on matters referred to it by the FSEC.

*Courses and Curricula Committee*

Charges

1. To approve or disapprove, after review, proposed additions to, alterations of, and elimination of all courses, curricula, and degree programs submitted by colleges and schools, or referred by the Office of Academic Affairs.
2. To notify the appropriate departments and colleges and the Office of Academic Affairs regarding all decisions reached by the committee and to make recommendations concerning needed clarification, coordination, or study of the implications of proposed changes.
3. To consult, when deemed appropriate, with departments which appear to be affected by proposed changes in courses and curricula; departments may appeal decisions made by the committee. If the appeal is supported by the college, school, or unit curriculum committee, the matter shall be sent directly to the Faculty Senate for final determination and placed on the Agenda of the Faculty Senate for the next regularly scheduled meeting of the Senate, and
4. To conduct on its own initiative continuing studies of courses and curricula, and to make recommendations to departments concerned and to the Executive Vice President and Provost concerning changes which appear to be desirable and which appear to require study by specific departments concerned or by special committees appointed for the purpose.

*Diversity, Equity, and Inclusion Committee*

Charges:

1. To interact with the University Office of Diversity staff in evaluating initiatives to improve diversity, equity, and inclusion of University faculty, staff, and students and the University community.
2. To propose and coordinate activities to increase diversity, equity, and inclusion of faculty members.

### *Enrollment and Digital Education Committee*

#### Charges

1. To support Enrollment Management in fostering the quality and success of the University's selection and admissions function.
2. To advise Digital and Continuing Education on the role and scope of these programs within the University's educational mission.
3. To assure that faculty have convenient access to ample information about the University admission process and educational functioning.

### *Faculty Adjudication Committee*

#### Definitions

1. The adjudication process provides for actions to address disputes through formal clarification and evaluation of the issues surrounding the complaint and information obtained during any investigations of the complaint for those disputes have not been resolved through reasoned discussions and decisions of the involved parties and/or the University Ombudsperson.
2. A "complaint" is any action or decision that a faculty member feels has adversely affected his or her professional capacity as an LSU employee that appears to have occurred or been decided unfairly, improperly, or in violation of University policy or has caused hostile or intolerable work conditions. The complaint will be considered a grievance when the Adjudication Committee agrees to accept the complaint as a grievance and begin committee activities on the complaint. Misapplications of University policies, but not dissatisfaction with existing University policies, may be considered as grievances. Violations of academic freedom, negative evaluations not based on objective criteria, salary decisions indicative of a pattern of poor administrative judgments, uncorrected inappropriate or unsuitable work environments, continuing intolerable conditions, and continuing behavior or conduct unbecoming a faculty member may be considered as grievances. Actions or decisions that may not be considered grievances are those that are encompassed by specific University policies, including, but not limited to sexual harassment; discrimination based on race, color, religion, national origin, ancestry, sex, age, marital status, familial status, sexual orientation, disability or status as a disabled veteran or a veteran of the Vietnam era; or policies and procedures for appointment, tenure or promotion decisions. The committee shall not hear appeals arising from the dismissal for cause of a tenured faculty member, after due process as outlined in PS-104.
3. The definition of the term, "faculty member," as used by this committee, shall be the definition provided in the Board of Supervisors Bylaws and Regulations.

#### Charges

1. To adhere to the Faculty Adjudication Committee guidelines established by the Faculty Senate Executive Committee and the Vice President and Provost.
2. To hear all complaints of faculty members relating to outcomes of salary, promotion,

non- reappointment, and tenure decisions believed to be unfair or due to inappropriately applied procedures, and allegations of other unfair treatment, unsuitable environments (unsafe, hostile, inappropriate), or improper implementation of University policy. Any allegation of unfair treatment can become a grievance, but the Adjudication Committee cannot substitute its judgment for an academic judgment made in a fair and reasonable manner, according to University policies and evaluative procedures. The Adjudication Committee can advise administrators on redress and alterations of decisions when it is judged that it may determine, however, that such an academic judgment has been unfairly made or hopelessly sufficiently corrupted by bad practices or procedures and is, therefore, improper or invalid.

3. To decide whether or not the facts of a faculty petition merit a detailed investigation;
4. To accept a complaint as a grievance and conduct an investigation when it appears to be warranted based upon the information on the situation provided to the committee;
5. To seek to bring about a settlement, if this appears to be possible, among the involved parties with or without a formal investigation of the situation.
6. To report its findings and recommendations, if the case is found to have merit, but a settlement cannot be affected. Copies of these findings will be sent to all parties involved in the investigation, and in a case, which requires administrative assistance, copies will be sent to the LSU administration and to the Faculty Senate Executive Committee. If the findings indicate that the grievance complaint does not merit an investigation, the committee's report shall only be communicated to the petitioner and Faculty Senate President. When the case has been considered by the committee, the committee's report of findings and recommendations shall be communicated to all parties, and to all levels of administration which have been involved in the case. In all cases the distribution of information in reports will comply with all applicable statutes and University regulations and policies, particularly if students are involved in the complaint or grievance.
7. To keep confidential all complaints, grievances, and findings of the committee relative to complaint and grievance petitions. Parties to a complaint or grievance will be protected from retaliation of any form.

### *Faculty Appeals Board*

#### Charges

1. To deliberate and make recommendations to the Executive Vice President and Provost when PS 104 Dismissal for Cause for Faculty is initiated against a faculty member.
2. To deliberate and make recommendations to the Executive Vice President and Provost when a faculty member appeals a non-reappointment decision or when there is a unit decision to not consider a faculty member request for non-mandatory promotion review.
3. To deliberate and make recommendations to the next highest administrator when a faculty member appeals an administrative decision.

### *Faculty Personnel Policies Committee*

#### Charges

1. To review and to make inquiries and recommendations regarding university personnel policies and procedures that affect faculty. The areas of concern include, but are not limited to: matters of appointment, review, promotion, advancement to tenure, salary structure, travel support, and sabbatical leave.
2. To consider the provisions for faculty participation in governance in such areas.
3. To perform functions assigned to it by University policy statements.
4. To consider and respond to questions and issues which may be referred to it by the Faculty Senate or the Executive Committee.
5. To identify and address problem areas of policy, procedure, and communication, but not to provide a grievance mechanism for particular cases.

#### Status of the Committee

The Faculty Personnel Policies Committee remains authorized on an as-needed basis but remains otherwise dormant with its functions now conducted by the Faculty Senate Executive Committee.

#### *Integrative Learning Core Committee*

#### Charges

1. To maximize the exposure of students to a diversity of proficiencies in the General Education courses.
2. To review, approve, conditionally approve, or deny course proposals submitted by educational units to be added to the Integrated Learning Core (ILC) list of approved courses.
3. To maintain long-term oversight of the quality and effectiveness of the ILC, including collection of assessment data to ensure the program fulfills the goal of enhancing proficiencies of LSU students.
4. To make recommendations to the Office of Academic Affairs concerning student petitions for exceptions to the published ILC requirements, including course substitutions.
5. To evaluate the effectiveness of individual courses in fulfilling the goals of general education by following published procedures for review of courses.
6. To interpret and clarify the philosophy and goals of general education, to keep abreast of similar programs nationwide, to review periodically the existing requirements, and to recommend restructuring, when appropriate.
7. To coordinate with the Office of Academic Affairs, appropriate college advisors, and counseling faculty that students are adequately informed about ILC requirements.
8. To direct, as needed or as requested, surveys of the educational units, including deans, directors, and department chairs to determine the impact of the ILC requirements on areas such as academic programs, facilities, and faculty and staff scheduling. Identified problems will be provided by the committee to the Executive Vice President and Provost.

*The Internationalization Committee*

## Charges

1. To advise International Programs Office on activities and programs.
2. To advise administrative units of LSU in areas which affect international students and LSU students studying abroad, and
3. To develop and promote international exchange programs (study, research, services) between LSU and universities, colleges, and institutes in other countries.

*Library Committee*

## Charges

1. To participate in the development and monitoring of a long-range plan for the library.
2. To advise the administrative officers of the LSU Library on all matters related to development and use of library resources and facilities, including allocation of funds for acquisitions and their distribution among various formats.
3. To inform faculty about library policies, collections, and financial standing, and
4. To serve as a channel of communication for expressing faculty needs and expectations to the library administration.

*LSU Press Committee*

## Charges

1. To serve primarily as an advisory group to the LSU Press and to the administration of Louisiana State University in matters relating to the LSU Press, and
2. To inform the Faculty Senate of all major LSU Press activities.

*Student Aid and Scholarships Appeals Committee*

## Charges

1. To act as a judicial body to hear and decide appeals from students in connection with granting, withholding, or withdrawing scholarships or financial aid, and
2. To advise on policies, procedures, and standards for granting aid and scholarships when requested by the Office of Academic Affairs.

Article X. Changes, Additions, Modifications and Repeal of Bylaws

These Bylaws may be changed, added to, modified or repealed by a two-thirds vote of the total membership of the Senate, provided that the proposal for such change is introduced at least one month in advance of the vote.