

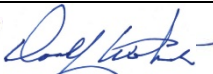


UNIVERSITY OF MARYLAND

UNIVERSITY SENATE

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SENATE LEGISLATION APPROVAL

Date:	March 3, 2015
To:	Wallace D. Loh
From:	Donald Webster Chair, University Senate 
Subject:	Review of the University of Maryland Plan of Organization
Senate Document #:	14-15-19

On February 11, 2015, the University Senate approved the revisions to the University of Maryland Plan of Organization, the result of extensive work by the Plan of Organization Review Committee, chaired by Dr. Charles Wellford. Following the guidelines for revision outlined in 6.2.a of the current Plan, the Senate Office conducted an institution-wide referendum on the revised Plan electronically through the Senate website and through paper ballots for non-exempt staff without computer access. A majority of the faculty, staff, and student constituencies voted to approve the revisions. The Senate Office verified the results on March 2, 2015 after a two-week voting period, ending on February 27, 2015.

We are forwarding for your review the report of the Plan of Organization Review Committee summarizing the changes to the 2006 Plan, a copy of the revised Plan showing the proposed revisions, and the results of the institution-wide referendum. We appreciate your consideration of the revised Plan, and request that you inform the Senate Office of your decision as well as any subsequent action related to your conclusion.

Enclosures: Plan of Organization Institution-Wide Referendum Results
Review of the University of Maryland Plan of Organization
Senate Document # 14-15-19

DW/rm

Cc: Mary Ann Rankin, Senior Vice President for Academic Affairs & Provost
Reka Montfort, Executive Secretary and Director, University Senate
Juan Uriagereka, Associate Provost for Faculty Affairs
Michael Poterala, Vice President for Legal Affairs and General Counsel
Janet Turnbull, Office of General Counsel
Elizabeth Beise, Associate Provost for Academic Planning & Programs

Approved:  Date: 03-09-2014
Wallace D. Loh
President

Plan of Organization Institution-Wide Referendum Results

The institution-wide referendum ran from February 16 – 27, 2015. Voting was held electronically through the Senate website and through paper ballots for non-exempt staff without access to computers.

The current University of Maryland Plan of Organization (6.2.a) states:
Amendments approved by a majority vote of the Senate shall be submitted to an institution-wide referendum conducted by the appropriate Senate committee. Passage of amendments on an institution-wide referendum shall require a majority of the votes cast within each of two of the three major constituencies.

The results of the institution-wide referendum show the following:

1. A majority of those voting in the faculty constituency (457 out of 532) approved the revised Plan of Organization.
2. A majority of those voting in the staff constituency (181 out of 217) approved the revised Plan of Organization.
3. A majority of those voting in the student constituency (160 out of 227) approved the revised Plan of Organization.

Category	Total Votes	In Favor	Opposed	Abstain
Faculty	532	457 (86%)	63 (12%)	12 (2%)
Staff	217	181 (83%)	21 (10%)	15 (7%)
Student	227	160 (70%)	32 (14%)	35 (15%)



**University Senate
TRANSMITTAL FORM**

Senate Document #:	14-15-19
PCC ID #:	N/A
Title:	Review of the University of Maryland Plan of Organization
Presenter:	Charles Wellford, Chair, Plan of Organization Review Committee
Date of SEC Review:	January 21, 2015
Date of Senate Review:	February 11, 2015
Voting (highlight one):	<ol style="list-style-type: none"> 1. On resolutions or recommendations one by one, or 2. In a single vote 3. To endorse entire report
Statement of Issue:	<p>The University of Maryland Plan of Organization (Article 6.3) stipulates “review of the current Plan of Organization shall be undertaken at least every ten years by a committee composed of members elected by the Senate.” However, the Plan gives the Senate Executive Committee (SEC) the authority to “institute a review of the Plan by such a committee in the fifth or subsequent year following a review if in its judgment there have been changes in the University significant enough to justify a review.” In April 2011, the Senate and President Loh approved a recommendation from the Elections, Representation, and Governance (ERG) Committee to initiate the Plan review in year seven (Senate Doc. No. 09-10-38). Accordingly, the Senate Executive Committee developed a slate of candidates as defined in Article 6 for the Plan of Organization Review Committee for Senate approval in Fall 2013.</p>
Relevant Policy # & URL:	http://senate.umd.edu/governingdocs/Plan_of_Organization.pdf
Recommendation:	<p>The Plan of Organization was revised in order to respond to changes in the University, incorporate changes in administrative structures and current procedures for elections, disqualification, and transition of the Senate, and remove ambiguities in the current Plan. In addition, the name of the Plan of Organization was changed to the Plan of Organization for Shared Governance in order to represent more accurately the purpose of the document.</p>

<p>Committee Work:</p>	<p>The Plan of Organization Review Committee began its review in October 2013 and subsequently held 15 meetings of the full committee to complete its review. Throughout its work, the Committee was guided by the charge from the Senate Executive Committee (SEC). Specifically, the Committee focused on those issues raised by the SEC, other committees of the Senate, reports from other campus bodies, and the Senate staff. The Committee reviewed the University System of Maryland (USM) Policy on Shared Governance to gain a broader perspective of shared governance principles. The Committee also met or consulted with the Director of Athletics, the Chair of the Athletics Council, representatives of the Office of Institutional Research Planning and Assessment (IRPA), and the Executive Director of the Universities at Shady Grove. The Committee also reviewed relevant senate legislation since the last Plan review, which was referred to PORC, approved or rejected by the SEC, and approved by the Senate. In addition, the Committee reviewed data on election results and voter counts, constituency population trends, and peer institution data. The Committee also considered suggested revisions to the Plan and Bylaws that would align the documents with current practices and administrative structures.</p> <p>The Committee created a subcommittee to propose revisions to the Bylaws that would conform the Bylaws to changes made to the Plan. In addition, the Committee considered changes to all of the standing committee memberships in order to streamline and make them more effective. The full Committee reviewed the subcommittee's proposed changes to the Bylaws and agreed to make recommendations to the Senate Executive Committee for Senate approval following approval of the Plan.</p> <p>The Plan of Organization Review Committee approved its final recommendations on December 15, 2014.</p>
<p>Alternatives:</p>	<p>To not approve the revised Plan of Organization.</p>
<p>Risks:</p>	<p>There are no associated risks with the approval of this report and its recommendations.</p>
<p>Financial Implications:</p>	<p>There are no associated costs with approval of these recommendations.</p>
<p>Further Approvals Required:</p>	<p>Senate Approval, Campus-Wide Referendum, Presidential Approval</p>

Review of the University of Maryland Plan of Organization

Report

January 2015

Plan of Organization Review Committee:

Charles Wellford, Chair	Margaret McFarland
Robert Cobb	Peter Morici
Kristen Essel	Sarah Oates
Lee Friedman	Lila Ohler
Muhiuddin Haider	Matthew Popkin*
Jess Jacobson	Karen Prestegaard
Amir Kashani Pour	Nadine Sahyoun
Omer Kaufman	Edmond Shenassa
Samuel Kerstein	Paul Smith
Elsa Kery-Grant	Beth St. Jean
Scott Kincaid*	John Steinbruner
Peter Kofinas	Nelly Stromquist**

Reka Montfort, Executive Secretary & Director

Advisors to the Committee:

Kenneth Holum, Senate Parliamentarian
Marvin Breslow, Senate Parliamentarian Emeritus

** Mr. Popkin & Mr. Kincaid graduated in May 2014.*

*** Dr. Stromquist was on sabbatical during the fall 2014 semester.*

REPORT

BACKGROUND INFORMATION

The University of Maryland Plan of Organization (Article 6.3) stipulates “review of the current Plan of Organization shall be undertaken at least every ten years by a committee composed of members elected by the Senate.” However, the Plan gives the Senate Executive Committee (SEC) the authority to “institute a review of the Plan by such a committee in the fifth or subsequent year following a review if in its judgment there have been changes in the University significant enough to justify a review.” In April 2011, the Senate and President Loh approved a recommendation from the Elections, Representation, and Governance (ERG) Committee to initiate the Plan review in year seven (Senate Doc. No. 09-10-38). Accordingly, the Senate Executive Committee developed a slate of candidates as defined in Article 6 for the Plan of Organization Review Committee (hereinafter “the Committee” or “PORC”) for Senate approval in Fall 2013.

INTRODUCTION

The University Senate formed the Plan of Organization Review Committee in October 2013. Vincent Novara, Chair of the University Senate, charged the Committee with conducting a thorough review of the University’s Plan of Organization and making suggestions for revisions where necessary. Specifically, the Committee was asked to:

- Work with offices of the University to collect institutional data regarding population trends of the various constituent groups on campus and consider changes to organizational structures of administrative offices.
- Review changes to Senate and standing committee memberships as well as issues of representation since the last review was conducted.
- Review any legislation relevant to the operations of the Senate and Senate Office.

CURRENT PRACTICE

The Plan of Organization provides the principles of shared governance at the University of Maryland. It outlines the relationship between campus constituencies and the administration. In addition, the Plan details the Senate’s guidelines for membership and eligibility, election processes, meetings of the Senate, committees and councils, and plans of organization of individual units. The Plan also allows for Bylaws that provide more specific details.

The Plan of Organization defines the major constituencies and determines their representation in the Senate, but also allows for single-member constituencies to be specified in the Bylaws. The current apportionment of the Senate specifies ratios of senators to be selected from each constituency to the total number in the constituency: a 1:17 ratio for tenured/tenure-track faculty, a 1:200 ratio for staff, a 1:1,000 ratio for undergraduate students, along with 10 at-large seats for graduate students. The Plan and Bylaws provide single-member representatives for part-time instructors/lecturers, full-time instructors/lecturers, research faculty, adjunct faculty & professors of the practice, emeritus faculty, head coaches, contingent II staff, part-time undergraduate students, and part-time graduate students. In addition, the Plan stipulates that Deans shall be voting ex officio members while administrators, department chairs and directors shall be non-voting ex officio members. The current voting Senate population includes 182 total senators with 102 tenured/tenure-track faculty, 11 exempt staff, 10 non-exempt staff, 25 undergraduate students, 10 graduate students, 9 single-member representatives, and 15 deans.

COMMITTEE WORK

The Plan of Organization Review Committee began its review in October 2013 and subsequently held 15 meetings of the full committee to complete its review. Throughout its work, the Committee was guided by the charge from the Senate Executive Committee (SEC). Specifically, the Committee focused on those issues raised by the SEC, other committees of the Senate, reports from other campus bodies, and the Senate staff. The Committee reviewed the University System of Maryland (USM) Policy on Shared Governance to gain a broader perspective of shared governance principles. The Committee also met or consulted with the Director of Athletics, the Chair of the Athletics Council, representatives of the Office of Institutional Research Planning and Assessment (IRPA), and the Executive Director of the Universities at Shady Grove. The Committee also reviewed relevant senate legislation since the last Plan review, which was referred to PORC, approved or rejected by the SEC, and approved by the Senate. In addition, the Committee reviewed data on election results and voter counts, constituency population trends, and peer institution data. The Committee also considered suggested revisions to the Plan and Bylaws that would align the documents with current practices and administrative structures.

The Committee created a subcommittee to propose revisions to the Bylaws that would conform the Bylaws to changes made to the Plan. In addition, the Committee considered changes to all of the standing committee memberships in order to streamline and make them more effective. The full Committee reviewed the subcommittee's proposed changes to the Bylaws and agreed to make recommendations to the Senate Executive Committee for Senate approval following approval of the Plan.

PEER INSTITUTION REVIEW

The Plan of Organization Review Committee reviewed data collected by the Committee on Institutional Cooperation (CIC) governance leaders. The survey conducted by the CIC included information about nominations/elections, role of governance, communication, unionization, training, and governing boards. In addition, the Committee was provided with information regarding the relationship between CIC institution senates and their athletic councils.

OVERVIEW OF REVISIONS

The Plan of Organization was revised in order to respond to changes in the University, incorporate changes in administrative structures and current procedures for elections, disqualification, and transition of the Senate, and remove ambiguities in the current Plan. In addition, the name of the Plan of Organization was changed to the Plan of Organization for Shared Governance in order to represent more accurately the purpose of the document. The Committee highlights the following recommended amendments to the Plan in order to encourage careful attention to what it considers some of the most important recommendations.

Definition of Shared Governance (Preamble – pg. 3)

The Preamble of the Plan of Organization was revised to align our University's principles with those required by the Board of Regents. Specifically, the new language reflects the shared responsibility of governance among faculty, staff, students, and administrators. In addition, the roles of these constituencies in shared governance are clarified.

Definition of Faculty (Article 3.2 – pg. 9)

The definition of faculty constituencies was revised to include full-time professional track faculty along with the tenured/tenure-track faculty. This change, recommended after extensive study by the Elections, Representation, and Governance and Faculty Affairs Committees (Senate Doc. No. 09-10-38 and Senate Doc. No. 12-13-55) and the Joint Provost/Senate Non-Tenure-Track Faculty Task Force (Senate Doc. No. 12-13-41), was made to recognize recent policy changes that more clearly define the role of professional track faculty on our campus. In addition, the types of faculty included in the tenured/tenure-track faculty definition were clarified by specifically noting field faculty who hold ranks equivalent to Professor, Associate Professor, and Assistant Professor.

Staff Categories (Article 3.3 – pg. 11)

The categories of staff representation were revised to create four categories of exempt and non-exempt staff. The University has recently moved to a new system for categorizing staff employees on campus in order to align with new federal reporting requirements. The previous categories of staff as noted in the Senate Bylaws have been phased out, and staff are now categorized using the Integrated Postsecondary Education Data System (IPEDS). The IPEDS

categories are at a granular level with significant overlap that is not appropriate for Senate representation. The four new categories were developed to ensure representation of exempt and non-exempt staff within the academic and administrative areas of our campus.

Apportionment (Article 3.2.b – pg. 10)

The apportionment of the Senate was left largely unchanged with the exception of faculty. Because of the new definitions of faculty and the role of professional track faculty, the relative apportionments of these groups were revised. The new ratios were based on expectations for excellence in research and teaching. While tenured/tenure-track faculty are expected to excel in both of these dimensions, the majority of professional track faculty are only expected to excel in one dimension. As a result, tenured/tenure-track faculty apportionment ratio was changed to 1:15 by college, and for full-time professional track faculty (including full-time instructor/lecturers, research faculty, adjunct faculty & professors of the practice) representation as single member constituency was replaced with an apportionment ratio of 1:30 by college. This change was made to allow tenured/tenure-track faculty to maintain a 50% representation in the Senate, while allowing professional track faculty to be represented at an increased rate relative to their populations at the college level. The new ratios increase the number of tenured/tenure-track faculty representation from 102 to 109 and increase the number of full-time professional track faculty representation from 3 to 26. The remaining major constituency ratios remain the same: staff apportionment 1:200 for a total of 22 representatives (14 Exempt and 8 Non-Exempt), undergraduate apportionment 1:1000 for a total of 26 representatives by college, and 10 at-large graduate student representatives. The remaining single-member constituencies include part-time professional track faculty, emeritus faculty, head coaches, contingent II staff, part-time undergraduate students, part-time graduate students, and a new category for postdoctoral associates (formerly RAs)/junior lecturers, and faculty assistants (formerly FRAs) for a total of 7 representatives. Based upon current populations, the proposed Senate would increase from 182 to 215.

Athletics (Article 3.6.a – pg. 14 & Article 8.7 – pg. 27)

Over the last few years, the Department of Intercollegiate Athletics has requested to be more engaged in the University through the University Senate. The Head Coaches were given representation as a single-member constituency in the Senate. In addition, Athletics was given an ex officio seat on the Senate Campus Affairs Committee. The Senate (Senate Doc. No. 11-12-23) determined that the Director of Athletics should be a non-voting ex officio Senate member. This privilege would afford the Director the opportunity to speak on the Senate floor without an introduction. In addition, the relationship and interaction between the University Senate and the University Athletic Council is clearly defined.

Tiebreaking Process (Article 4.3 – pg. 15)

The Senate does not currently have a process for breaking ties in elections where there are no runners-up. The SEC approved an interim process for these situations (Senate Doc. No. 10-11-39) to replace the coin-toss process until it could be reviewed by PORC. The Plan was revised to include specific language regarding the process for breaking a tie during the elections. The elected members from the relevant constituency serving on the Executive Committee would review the original candidacy statements of the tied individuals and determine a winner. For those constituencies on the Executive Committee that have more than one representative, if the tiebreak procedures resulted in another tie, the Senate Chair would then select the final winner.

Definition of Officers/Advisors (Article 5 – pgs. 19-22)

The definition and role of the Senate Officers and advisors were clarified in the Plan. Specifically, the Past Chair is defined as an advisor because of existing practices that include his/her participation in regular monthly meetings with the Senior Vice President and Provost, along with the Chair and Chair-Elect. In addition, the Past-Chair was given a voice on the Senate floor so that he/she might provide perspective on issues that carry over in subsequent years. The appointment and role of the Parliamentarian is also more clearly defined.

Plans of Organization of Units (Article 11 – pgs. 27-31)

Each College, School, Department, and other Academic Program, and the Library is required to have a Plan of Organization that conforms to the University of Maryland Plan of Organization for Shared Governance. The revised Plan provides principal requirements for each Plan including a unit-wide assembly that includes faculty, staff, and students. In addition, the Plan notes that unit Plans should be consistent with the University's principles of shared governance and relevant System and University policies. The review process and consequences for noncompliance with required reviews are also specified.

Review of Academic Administrators (Article 12 – pg. 31)

The review process for Deans and Department Chairs/Directors of Academic Units is also specified in the Plan. Specifically, the language stipulates the policies that guide these reviews.

Bylaws

The Bylaws were revised to conform to the Plan and to incorporate changes to administrative structures and nomenclature. In addition, committee membership was reviewed to evaluate effectiveness and efficiency.

RECOMMENDATIONS

The Plan of Organization Review Committee met on December 15, 2014 and unanimously approved the proposed revisions to the Plan of Organization and the Senate Bylaws. The Plan of Organization Review Committee recommends the following:

- That the proposed revisions to the Plan of Organization be forwarded to the University Senate for approval.
- That following Senate approval, the revised Plan be submitted to an institution-wide referendum according to the procedures outlined in Article 6.2.a of the current Plan, which requires “a majority of the votes cast within each of two of the three major constituencies” before requesting presidential approval.
- That following ratification of the Plan of Organization, it be submitted to the President of the University for his approval.
- That following approval of the Plan of Organization by the President, the University Senate consider the proposed revisions to the Senate Bylaws.
- That following approval of the Plan of Organization and the Senate Bylaws, the Senate Elections, Representation, and Governance (ERG) Committee be charged with updating the apportionment of all constituencies to align with approved ratios of representation based upon current population totals.
- That changes in Senate and committee memberships be implemented in the election and committee placement cycles immediately following approval of the Plan of Organization and Senate Bylaws. Reductions in membership shall be handled through a period of attrition. New Senate seats shall be filled in the next election cycle, with new senators initially elected to staggered terms based on election results, if necessary.

RECOMMENDED REVISIONS TO THE UNIVERSITY OF MARYLAND PLAN OF ORGANIZATION

Proposed additions shown in **blue and bold**
Proposed deletions shown in ~~red and strikeout~~
Text that has been moved shown in ~~green and strikeout~~ and **green bold**

**PLAN OF ORGANIZATION
FOR SHARED GOVERNANCE**

~~FOR~~ **AT** THE

**UNIVERSITY OF MARYLAND,
COLLEGE PARK**



Approved by the Senate on April 24, 2006

Ratified September 22, 2006

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**PLAN OF ORGANIZATION
FOR SHARED GOVERNANCE
University of Maryland, College Park**

PREAMBLE

The University of Maryland, College Park (hereinafter referred to as the University) is a land grant institution of the State of Maryland and the flagship university of the University System of Maryland.

The purpose of this Plan of Organization **for Shared Governance (hereinafter referred to as the Plan)** is to provide a means for the University to fulfill its responsibilities for educational policy and other affairs of concern to the institution **using the principles of shared governance as required by the Board of Regents. Shared governance activities can and do occur in other bodies not included in this Plan.**

A commitment to develop and disseminate knowledge compels a university to construct an academic community, which exemplifies free and open participation in structures that affect the lives of its members. Shared governance at the University means governance shared among **fFaculty, sStaff, sStudents, and aAdministrators** at all levels, **and includes forming and articulating a vision for the University.** ~~Among these, the Faculty have the fundamental role in the governance of the institution.~~

Shared governance at the University recognizes:

- 1) The responsibility of *administrators* for providing strategic leadership, and for managing its human resources, finances, and operations;**
- 2) The central role of the *faculty* in the institution's teaching, research, and outreach programs, and in determining degree requirements and academic standards including the assessment of the quality of these activities through peer review;**
- 3) The essential responsibility of the *staff* in managing the institution's operations;**
- 4) The role of *students* as the institution's main academic educational focus, and their legitimate interest in matters affecting their ability to complete their education; and**
- 5) The legitimate interest of all constituencies in participating in the development of policies and procedures, which affect them and the welfare of the University.**

All principles of shared governance shall be actively implemented at every administrative level including program, department, college **or school**, division, and institution.

~~There shall be a University Senate (hereinafter referred to as the Senate) that will be an integral part of the institutional system of governance. The powers of the Senate shall be limited so that they do not contravene the powers of the Board of Regents, as~~

~~provided in the statutes of The University System of Maryland and the powers delegated by the Board of Regents to the Chancellor of the University System of Maryland and to the President of the University.~~

A guiding principle of sound governance among people of reason and goodwill is a mutual regard for one another. Such regard is manifested in the sharing of information and advice among the administrators of the University, representatives of the campus community, and the campus community **as a whole** ~~generally~~ on all matters of mutual concern. In this spirit, the campus community, through its elected representatives, shall advise, consult with, and make recommendations to the administrators of the University. University administrators, in turn, shall respond to such consultations and keep the campus community informed of the condition of the institution and the welfare of its members.

DEFINITIONS AND TERMS

For the purposes of this Plan and the associated Senate Bylaws, the following definitions shall be used:

- (1) **College** - Colleges are headed by a Dean who reports to the Senior Vice President & Provost and are equivalent to Schools (with a capital S). For clarity, initial capitals are used in the Plan for these Colleges.
- (2) **School** - Schools are headed by a Dean who reports to the Senior Vice President & Provost and are units equivalent to the Colleges. For clarity, initial capitals are used in the Plan for these Schools.
- (3) **Department** – An academic department is a unit officially recognized by the University, and ordinarily is headed by a Chair who reports to the Dean of a College or School, offers one or more academic programs, maintains a separate budget, and may serve as the home unit for tenure track faculty. When the word “department” is used in the Plan, it may also apply to academic schools within a College that are headed by a director who reports to the Dean. Units satisfying the above criteria that are not officially recognized as such are not academic departments.
- (4) **Academic Program** – Academic Programs are entities within Colleges or Schools that do not have departmental status and/or are not housed within one department. An academic program has a defined curriculum, which leads to the awarding of a degree, such as bachelor's, master's, doctoral degrees, and undergraduate and post-baccalaureate certificates, as recognized by the Maryland Higher Education Commission (MHEC).
- (5) **The Library** – The Library refers to the University Libraries as a whole. The Library follows the principles and guidelines within the Plan of Organization for the Libraries, and is governed in the same manner as a College or School.

ARTICLE 1
THE SENATE AND ITS FUNCTIONS

- 1.1 **There shall be a University Senate (hereinafter referred to as the Senate) that will be an integral part of the institutional system of governance. The powers of the Senate shall be limited so that they do not contravene the powers of the Board of Regents, as provided in the policies of the University System of Maryland and the powers delegated by the Board of Regents to the Chancellor of the University System of Maryland and to the President of the University.**
- 1.42 Subject to the authority of the Board of Regents, the Chancellor, and the President, the Senate shall consider any matter of concern including, but not limited to, educational budgetary and personnel matters; campus-community matters; long-range plans; facilities; and faculty, staff, and student affairs. The Senate shall advise the President, the Chancellor, or the Board of Regents, as it deems appropriate.
- 1.23 The functions of the Senate shall include, but **shall** not necessarily be limited to, the following:
- 1.23.a Advise the **President on all matters of concern as well as the** Board of Regents and the Chancellor through the President ~~on all matters of concern.~~
- 1.23.b Receive and consider recommendations from, and consult with, the President, the Chancellor, and the Board of Regents.
- 1.23.c Receive and consider recommendations from, and advise and consult with, all sectors of the campus community ~~on~~ matters of concern.
- 1.23.d Consult with the President on all general policy matters pertaining to the employment and programs of the instructional, research, and supportive staffs of the University.
- 1.23.e Submit proposals to the President, or to the Colleges, Schools, or other units of the institution, or to ~~three-campus~~ constituencies (**including** faculty, staff, and students), as in its judgment may serve to improve the quality of campus life.
- 1.23.f Provide for ~~periodic~~ **the** review of administrative implementation of policies adopted by the Senate **as appropriate**.
- 1.23.g Assist in the selection of the President, Vice Presidents, and other administrative officers with institution-wide responsibilities.
- 1.23.h Provide liaison to committees appointed by the President or a representative of the President, and, in turn, provide representation for the President, ~~and for~~ other administrative officers of the institution ~~as appropriate~~, on all Senate committees, **as appropriate**.

- 1.23.i Provide for periodic reviews of administrative officers of the University.
- 1.23.j Formulate and recommend to the President policies relating to education, research, and instructional resources for the institution, and review proposals and recommend review of standards of any individual unit.
- 1.23.k Formulate and recommend to the President policies relating to programs, curricula, and courses including policies on the establishment, reorganization, or abolition of academic units.
- 1.23.l Work for promotion of student welfare and the enhancement of student life.
- 1.23.m Work for the advancement of faculty life, employment, morale, and perquisites, and ensure academic freedom and the protection of faculty and research interests.
- 1.23.n Work to advance and enhance staff life, conditions of employment, morale, and welfare.
- 1.23.o Work for a favorable academic environment and harmonious relations with the neighboring communities and surrounding areas.
- 1.23.p Consult and advise on long-range plans as they relate to institutional budget, physical plant development, and other aspects of campus life including ways in which these aspects may be improved, and provide means to keep such plans under ~~continuing~~ **continual** review.
- 1.23.q Develop and review policies and procedures regarding conduct appropriate to the University and, as requested, carry out the responsibilities detailed in those policies.
- 1.23.r Consider and recommend policies **and procedures** relating to the awarding of prizes and honors.
- 1.23.s Supervise all senatorial elections and institution-wide referenda, and other duties relating to the supervision of the Senate as might be deemed appropriate.
- 1.23.t Review all ~~p~~**P**lans of ~~e~~**O**rganization of the ~~e~~**C**ollege, ~~s~~**S**chools, and other **academic** units in accordance with this Plan ~~of Organization~~.
- 1.23.u Initiate proposed changes to this Plan ~~of Organization~~, when necessary or desirable, in accordance with **Article 6** ~~procedures herein~~.
- 1.23.v Conduct relations with University System of Maryland entities that call for faculty, staff, and student representation. Such representation shall fall under the jurisdiction of the Senate. Persons so appointed and elected need not be current members of the Senate, but shall be responsible for consulting with and reporting to the Senate and its Executive Committee.

Elections and appointments shall be conducted as prescribed in the Senate Bylaws.

- 1.23.w Determine unit eligibility for representation in the Senate and other governing bodies.

ARTICLE 2

RELATION OF THE SENATE TO THE OFFICE OF THE PRESIDENT

- 2.1 The Senate and the President of the University shall exchange, in a timely manner, information that concerns the actions of the Senate.
- 2.1.a The Senate and its committees shall obtain information from the Office of the President and, through that office, from other administrators, on matters within the Senate's purview. The Executive Committee of the Senate, or the presiding officer of the Senate, shall distribute such information either to the entire Senate or to its committees, as the case requires. In particular, the Senate shall be supplied with up-to-date charges of organization that describe the structure of the offices of the President and **V**ice-**P**residents.
- 2.1.b The Senate Advisory Committee, consisting of the elected members of the ~~Senate~~ Executive Committee, shall meet **privately with the President regularly at least once per semester** and ~~privately with the President~~.
- 2.1.c At least once each academic year, the President shall be invited to a regular or special meeting of the Senate to present a report on any matter of concern.
- 2.1.d The presiding officer of the Senate shall make a report of all appropriate Senate decisions, or Executive Committee decisions made on behalf of the Senate, and send that report to the President within ten working days.
- 2.2 Decisions of the Senate shall be implemented when approved by the President, and, when necessary, by the Chancellor, by the Board of Regents, and/or by the Maryland Higher Education Commission.
- 2.2.a In the event that the President does not choose to implement **in whole or in part**, or to forward to the Chancellor, a decision of the Senate, the President shall inform the Senate in writing through the Executive Committee of the Senate within ten working days, citing reasons for the dissent. If requested by the Senate, the President shall transmit to the Board of Regents through the Chancellor any further action of the Senate on the matter.
- 2.2.b In case the decision of the President's Office requires longer than ten working days, the President shall notify the Executive Committee of the Senate within those ten working days of the reason for the delay and specify a reasonable date to respond to the Senate. The procedures shall be repeated if additional time is required.

- 2.2.c At the beginning of each academic year, the **Office of the University Senate, in conjunction with the President's Office**, shall submit a written report to the Senate on the status of all the Senate's active recommendations.
- 2.3 At the request of the President, the Senate shall elect representatives to committees or councils.
- 2.4 At the request of the President, the Executive Committee of the Senate may appoint or nominate representatives to committees or councils.

ARTICLE 3
MEMBERSHIP AND ELIGIBILITY

- 3.1 There shall be a Senate, a unicameral body composed of voting representatives called **S**enators from the following ~~three~~ constituencies and certain non-voting ex officio members.
- 3.2 Faculty Senators:
 - 3.2.a Faculty constituencies **include** ~~are defined as~~:
 - (1) **full-time tenured and tenure-track faculty and their equivalent, defined as:**
 - (a) **faculty** ~~those~~ who hold a ~~full-time~~ tenured or tenure-track appointment at the rank of Professor, Associate Professor, Assistant Professor ~~or a rank recognized by the University as equivalent to these~~,
 - (b2) **Librarians** ~~faculty who hold a permanent status or permanent status-track appointment at the rank of Librarian II, Librarian III, or Librarian IV, and~~
 - (c3) **Field faculty with titles parallel to the rank of Professor, Associate Professor, Assistant Professor, and**
 - (d) **Instructors and Lecturers who have job security;** ~~and~~
 - (2) **full-time professional track faculty, defined as:**
 - (a) **All professional track faculty (as defined in II-1.00 [G]), and Librarian I faculty (as defined in II-1.00 [A]), excluding the term-limited and entry-level professional track titles.**

Part-time faculty may not be added together to compose a faculty constituent.

3.2.b Representatives to the Senate shall be elected from those faculty constituents who have been under contract to the University at least since August of the academic year during which the election is held. All these **S**enators shall be elected in accordance with the individual Plan of Organization of their College or School, or, for **L**ibrary faculty, the Plan of Organization of the Library, as approved by the Senate. ~~One faculty senator shall be elected for each 17 faculty members, or major fraction thereof (11 or more).~~ Faculty serving as administrators shall be considered members of the units in which they hold faculty rank and are thus eligible for election to the Senate from those units. However, notwithstanding the ~~below~~ **above** rate of representation, each College or School shall be entitled to at least as many **S**enators as there are academic departments. Any College or School with fewer than **a major fraction of 9** faculty members shall be entitled to elect one **S**enator **for each faculty constituency defined in 3.2.a.**

- (1) **One faculty S**enator shall be elected by the tenured or tenure-track faculty **for each 17 15 faculty members as defined in 3.2.a.(1) above, or major fraction thereof (11 8 or more);** and
- (2) **One faculty Senator shall be elected by the professional track faculty for each 30 faculty members as defined in 3.2.a.(2) above, or major fraction thereof (16 or more).**

~~The word "school" is used in the University and in this Plan for two kinds of academic units. Schools headed by a Dean who reports to the Senior Vice President for Academic Affairs & Provost are units equivalent to the Colleges (which also are headed by a Dean who reports in the same way). For clarity, initial capitals are now used in the Plan for these Schools as well as for the Colleges. The schools within a College (or a School) are headed by a Director who reports to the Dean and are academic units equivalent to an academic department. When the word "department" is used in the Plan for academic departments, it applies to these schools headed by a director as well as to the departments headed by a chair. For these schools, an initial capital is not used in the Plan.~~

3.2.c Faculty who hold joint appointments of equal time in two or more academic or administrative units may vote in or be elected to a Senate seat from only one of those units. Such individuals shall be asked by the Office of the **University** Senate to indicate in which unit they wish to have voting representation. Individuals may change their voting representation only when the Senate is reapportioned.

3.2.d In apportioning senatorial representation among academic departments and programs or other units within Colleges and Schools, such representation must be fair and equitable. Since section 3.2.b ensures that a College or School has at least as many faculty senators as it has academic departments, provisions to combine academic departments to share a faculty Senate seat (or to elect the faculty Senator in rotation among the units) will require compelling arguments based on great disparities in size among the departments of the College or School in order to satisfy the

requirements of this section in the review specified in section 11.43.ea. Academic programs or other units without departmental status in the College or School may be combined, or combined with an appropriate department, for purposes of senatorial representation in order to achieve fairness and equity within the College or School. In such situations, all faculty from the units shall be equally eligible for nomination and election to the Senate.

- 3.2.e In the case of the reorganization of the existing academic departments or creation of new academic departments within a College or a School, the College or School shall be responsible for submitting a reapportionment plan under the review procedures of section 11.43.ea to provide representation for the affected constituencies. If the reorganization or creation of departments would entitle the College or School to new representatives under section 3.2.b, such additional representatives shall be awarded to the College or School.

In the case of the creation of a new departmentalized College or School, the new College or School shall submit an apportionment plan under the review procedures of section 11.43.ea.

In all cases of creating a new College or School, the Senate shall ensure that the number of its faculty representatives in the Senate meets the requirements of section 3.2.b, creating new Senator seats as necessary.

In all cases covered under the provisions of this section, currently elected Senators from the affected units shall serve until the end of their terms, or until they resign, just as they would under a regular reapportionment of the Senate as specified in section 3.8.b (2).

- 3.2.f The term of each elected faculty Senator shall be three years, irrespective of any academic reorganizations that may take place during that time. ~~No Senator who has served a full term shall for a period of one year be eligible for re-election or for appointment to the Senate.~~ **Senators who have served a full term shall for a period of one year be ineligible for re-election or for appointment to the Senate.**

3.3 Staff Senators:

- 3.3.a For purpose of representation in the Senate, staff constituents are defined as those who hold a full-time permanent appointment as defined by the applicable University definitions and classifications. Part-time staff may not be added together to comprise a staff constituent. The Bylaws shall provide provisions to divide the staff constituency into no more than ~~eight~~ **four** categories, nor less than ~~three~~ **two** categories, ~~that~~ **which** are consistent with applicable University regulations for purposes of representation.

- 3.3.b One staff Senator shall be elected for each 200 staff constituents or major fraction thereof (101 or more) in each category. Any category with fewer than 200 persons shall be entitled to elect one Senator. The candidates

receiving the highest number of votes as determined by procedures established by the appropriate Senate committee shall be declared elected.

3.3.c The term of each elected staff Senator shall be three years. ~~No staff Senator who has served a full term shall for a period of one year be eligible for re-election or for appointment to the Senate.~~ **Staff Senators who have served a full term shall for a period of one year be ineligible for re-election or for appointment to the Senate.**

3.3.d Terms of staff Senators shall be staggered under a ~~plan~~ **mechanism** included in the Senate Bylaws.

3.3.e The senatorial responsibilities of each staff Senator shall be considered a part of his/her official duties.

3.4 Student Senators:

For purposes of representation in the Senate, the student constituency is divided into two independent categories.

3.4.a Undergraduate Student Senators:

(1) One student Senator shall be elected for each 1000 full-time undergraduate students or major fraction thereof (501 or more). Each College or School with undergraduate enrollment and the Office of Undergraduate Studies shall **be represented by** ~~elect~~ at least one undergraduate student Senator.

~~(2) Undergraduate students shall vote for the number of candidates to be elected from the College, School, or other unit of their major (their primary major if they have more than one major). Any undergraduate student not eligible to vote and be elected a Senator in any of the Colleges or Schools shall be eligible to vote and be elected a Senator from the Office of Undergraduate Studies. The Office of the Senate shall solicit undergraduate students for nominations of candidates for election as undergraduate student Senators and shall work with the offices of the Colleges and Schools and with the Office of Undergraduate Studies to publicize these elections. Each candidate must be enrolled for at least twelve academic hours at the University. The Office of the Senate shall prepare the ballot for each College and School, and for the Office of Undergraduate Studies, and shall administer each election.~~

~~(3)~~ (2) The term of each elected undergraduate student Senator shall be one year. Undergraduate student Senators are eligible for re-election for up to three consecutive terms.

~~(4)~~ (3) No undergraduate student shall be elected to, or serve in, office if not in satisfactory academic and disciplinary standing as defined in University publications.

- (54) An undergraduate student Senator must be continuously enrolled in an undergraduate program at the University for at least twelve academic hours during the academic semesters served in the Senate and shall not hold ~~academic rank~~ **faculty title or position rank**, or an administrative or staff position, **but may be employed by the University as a student employee.**

3.4.b Graduate Student Senators:

- (1) Ten graduate student Senators shall be elected in an at-large election. No more than two graduate student Senators may be from the same College or School.
- ~~(2) The Office of the Senate shall solicit all full-time graduate students for nominations of candidates for election as graduate student Senators. The Office of the Senate shall prepare ballots showing all the candidates, identifying each one with the candidate's College or School, and shall administer the election. All graduate students shall have the right to vote for a maximum of ten candidates.~~
- (32) The term of each elected graduate student Senator shall be one year. Graduate student Senators may be re-elected for up to three consecutive terms.
- (43) No graduate student shall be elected to, or serve in, office if not in satisfactory academic and disciplinary standing as defined in University publications.
- (54) A graduate student Senator must be continuously enrolled and be certified by the Graduate School as a full-time graduate student in a graduate degree program at the University during the academic semesters served in the Senate, and shall not hold ~~academic rank~~ **faculty title or position rank**, nor an administrative or staff position, but may be a graduate assistant, graduate research assistant, or graduate fellow.

3.5 Other Senators

In order to provide some representation for members of the campus community who do not meet the criteria for inclusion in the Faculty, Staff, or Student constituencies, the Senate, in its Bylaws, may define up to ten additional constituencies, each to be represented by one Senator, elected or appointed according to procedures to be set forth in Bylaws.

3.6 Ex Officio Members of the Senate

3.6.a Unless elected as a voting member of the Senate by an appropriate constituency, the following shall be non-voting ex officio members of the Senate:

- (1) the President;

- (2) the Senior Vice President ~~for Academic Affairs~~ & Provost;
- (3) the Vice Presidents;
- (4) the University ombuds officers;
- (5) the Directors of Centers, Institutes, Academic Programs, and Undergraduate Admissions;
- (6) the Chairs of Academic Departments;
- (7) the Executive Secretary and Director of the Senate;
- (8) the President of the Student Government Association;
- (9) the President of the Graduate Student Government Association; ~~and~~
- (10) the chief executive officer of any institution-wide constituency group recognized in Article 3 and not otherwise provided for in Article 3.5-a; ~~and~~
- (11) **the Director of Athletics.** ~~additional non-voting ex officio members of the Senate as specified in the Bylaws of the Senate;~~

3.6.b Non-voting ex officio members of the Senate shall enjoy all the privileges of Senate membership except the right to vote.

3.6.c All academic and administrative deans shall be voting ex officio Senators.

3.7 **Disqualification from the Senate**

3.7.a No person shall be disqualified from election if in satisfactory standing at the University, **if a member of the constituency for which the election is being held**, and if in attendance since August of the academic year in which the election takes place.

3.7.b ~~However, m~~Membership in the Senate shall terminate **in accordance with provisions in the Bylaws** ~~if the person is no longer in satisfactory standing or no longer a member of the constituency from which elected.~~

3.8 Reapportionment of the Senate

3.8.a In accordance with the procedures set forth in the Bylaws of the Senate~~;~~, reapportionment of the Senate shall be conducted every five years to reflect more accurately the composition of the University community.

3.8.b Upon reapportionment:

- (1) a department, unit, or staff category that gains representation through reapportionment shall nominate and elect constituent(s) ~~as appropriate~~ **in the next election cycle**;
- (2) a department, unit, or staff category that loses representation through the reapportionment shall retain all currently elected ~~S~~senators until the end of the Senator(s) term(s) or until the Senator(s) resign(s). Upon completion of the term(s) or resignation(s) from the Senate, the ~~Senator(s)-vacated seat~~ **vacated seat** shall not be replaced.

- 3.8.c Reapportionment shall occur immediately upon final approval of this University of Maryland Plan of Organization **for Shared Governance**, except when a reapportionment has occurred within the previous five years.
- 3.8.d Reapportionment of senatorial representation among units mandated by this University of Maryland Plan of Organization **for Shared Governance** to conduct senatorial elections shall be the responsibility of those units and shall be conducted as fairly and equitably as possible.

ARTICLE 4

SENATORIAL ELECTIONS, EXPULSION, AND RECALL

- 4.1 Subject to the provisions of Article 3 defining the eligibility of members and the provisions of this Article, each **C**ollege, **S**chool, or other units of the University is responsible for providing a Plan of Organization that will ensure the timely nomination and election of faculty, staff, and student senators. These **P**lans shall have provisions to promote equitable representation.
- 4.2 The appropriate Senate committee shall **supervise advise on** all senatorial elections and referenda, **as needed**, to ensure that procedures for **nomination candidacy** and election, as well as standards of eligibility, are consistent with **this the Senate's Plan of Organization**. **No committee of the Senate that is responsible for advising on senatorial elections shall itself make or require specific nominations for election to the Senate**. The Senate is the ultimate judge of the eligibility of any elected **s**Senator, and may reject the choice of any constituency group.
- 4.3 **Ties shall be broken by the elected members from the relevant constituency serving on the Executive Committee, following a review of the original candidacy statements of the tied individuals. For those constituencies on the Executive Committee that have more than one representative, if the tiebreak procedures result in another tie, the Chair of the Senate will then select the final winner.**
- 4.4 Election of Faculty Senators:

Faculty Senators representing tenured/tenure-track faculty and professional track faculty shall be elected in separate elections.
- 4.~~3~~4.a The Library and each non-departmentalized College or School shall form an election committee to conduct elections of faculty Senators in accordance with the Plan of Organization of that College or School and in accordance with the policies established by the Senate. **The committee shall solicit nominations from the membership of the College or School for election to replace outgoing senators.**
- 4.~~3~~4.b Each departmentalized College or School may form an election committee to conduct elections of faculty Senators in accordance with its Plan of Organization and in accordance with the policies established by the Senate. Every department or equivalent academic unit shall have the right to submit

nominations for the election of faculty members to the College or School's election committee.

Alternatively, a departmentalized College or School may allocate the senatorial positions allotted to it (on the basis of section 3.2.b) to the departments and units within it in a fair and equitable way by incorporating the distribution of faculty Senators in its Plan of Organization in accordance with the policies established by the Senate and by receiving the Senate's approval of its Plan of Organization as required in section 11.43.ea. The Plan of Organization of the departmentalized College or School shall require each voting unit within it to form an election committee to conduct elections of faculty Senators in accordance with the Plan of Organization of the unit and in accordance with the policies established by the Senate. **The committee shall solicit nominations from the membership of the unit and present to the Chair a slate of candidates for election to replace outgoing senators.**

4.34.c Faculty who are not in Schools or Colleges shall form an election committee to conduct elections of faculty Senators in accordance with Senate guidelines. Every member shall have the right to submit nominations for the election of faculty members to the election committee. **The committee shall solicit nominations for election to replace outgoing senators.**

4.4.d **The election committees referenced in 4.4.a-c shall include representatives from both the tenured/tenure-track and professional track faculty Senator populations, as defined in 3.2.a.**

4.45 Election of Staff Senators:

~~Nominees~~ **Candidates** for one or more staff ~~Senators~~ **seats** shall be solicited by the Office of the **University** Senate from the categories provided for in Article 3.3.a and in the Bylaws. **The Office of the University Senate shall work** in cooperation with the appropriate Senate committee and ~~the Director of Personnel Services~~ **University Human Resources, as needed.** Procedures for elections shall be as outlined below.

4.45.a ~~Nominations~~ **Candidacy**:

~~Both the nominator and nominee shall be members of the same staff category for which representation is sought.~~ **The Office of the University Senate shall open a candidacy period and solicit candidates from the appropriate staff categories for the elections.**

4.45.b Ballots:

The Office of the **University** Senate, ~~in cooperation with the Director Personnel Services and the members of each of the categories,~~ shall prepare ~~and distribute~~ **ballots for the elections, and make them available** to each staff member **within the appropriate staff categories.** **The Office of the University Senate shall administer the elections.**

4.45.c Voting:

Staff members may vote only in their own category as provided in Article 3.3.a and the Bylaws.

4.56 Elections of Undergraduate Student Senators:

Undergraduate student ~~Senators candidates~~ shall be ~~nominated and elected~~ **solicited by the Office of the University Senate to represent their constituency** in the manner described in Article 3.4.a. **Procedures for elections shall be outlined below.**

4.6.a. **Candidacy:**

The Office of the University Senate shall open a candidacy period and solicit candidates from the full-time undergraduate population for the elections. Each candidate must be enrolled as a full-time student with at least twelve academic hours at the University. Undergraduate students shall run as candidates in the College, School, or other unit of their major (their primary major if they have more than one major).

4.6.b. **Ballots:**

The Office of the University Senate shall prepare the ballot for each College and School, and for the Office of Undergraduate Studies. The Office of the University Senate shall make the ballots available to the full-time undergraduate population and shall administer each election.

4.6.c. **Voting:**

Undergraduate students shall vote for candidates to be elected from the College or School of their primary major (if they have more than one major). Any undergraduate student not eligible to vote and be elected a Senator in any of the Colleges or Schools shall be eligible to vote and be elected a Senator from the Office of Undergraduate Studies.

4.67 Election of Graduate Student Senators:

Graduate student ~~Senators candidates~~ shall be ~~nominated and elected~~ **solicited by the Office of the University Senate to represent their constituency** in the manner described in Article 3.4.b. **Procedures for elections shall be outlined below.**

4.7.a. **Candidacy:**

The Office of the University Senate shall open a candidacy period and solicit candidates from the full-time graduate student population for the elections.

4.7.b. Ballots:

The Office of the University Senate shall prepare the ballot showing all of the candidates, identifying each one with the candidate's College or School. The Office of the University Senate shall make the ballots available to the full-time graduate student population and shall administer each election.

4.7.c. Voting:

All graduate students shall have the right to vote for a maximum of ten candidates.

4.8 All elections shall be completed ~~by a date stipulated in the Bylaws~~ **in advance of the Annual Transition Meeting of the Senate.** ~~On a date specified by the appropriate Senate committee, the certified election results shall be reported by the committee to the Executive Secretary and Director of the Senate.~~ **Upon completion of the elections, the results of the elections shall be reported to each constituency by the Executive Secretary and Director of the Senate.**

4.9 In the event of a vacancy in the Senate, the Executive Committee, ~~acting in consultation with the appropriate constituency,~~ shall appoint a Senator from the constituency to complete the term **in accordance with the Bylaws.**

4.10 Every elected Senator shall be subject to expulsion.

4.10.a Grounds for expulsion include failure to attend two consecutive regular sessions of the Senate for which **the Senator did not notify** ~~excused absences were not granted in advance by~~ the Office of the **University Senate that they would require an excused absence.**

4.10.b Initiation of expulsion procedures shall require a petition agreed to by two-thirds of the Elections, Representation, and Governance ~~C~~**e**ommittee members present and voting, or by ten percent of the electorate from the College, School, Library, or other unit that elected the Senator or a minimum of two (2) persons from the electorate, whichever is greater.

4.10.c Any petition for expulsion must contain specific written charges. The petition must be delivered to the Chair of the ~~Executive Committee of the~~ Senate who shall inform the Senator concerned of the charges. The Senator shall be allowed to respond to all charges at the next regularly scheduled meeting of the Executive Committee. A majority of the voting members of the Executive Committee present and voting is required to place an Expulsion Order on the **Senate** agenda.

4.10.d A vote on the Expulsion Order shall be held during the next regularly scheduled meeting of the Senate. A two-thirds vote of all elected Senators present and voting is required to expel the Senator.

4.10.e Any vacancy resulting from provisions in Article 4.10 shall be filled in accordance with provisions in Article 4.9 **and in the Bylaws.**

- 4.11 Every elected Senator shall be subject to recall.
- 4.11.a Recall proceedings may be initiated against any elected Senator for dereliction of duty or malfeasance.
- 4.11.b Initiation of recall proceedings shall require a petition signed by ten percent of the electorate from the College, School, Library, or other unit that elected the Senator, or a minimum of two (2) persons from the electorate, whichever is greater.
- 4.11.c Any petition for recall must contain specific charges. The petition must be delivered to the Chair of the Senate who shall inform the Senator concerned of the charges. The Senator shall be allowed to respond to all charges at a special meeting of the appropriate Senate committee, **as stipulated in the Bylaws**, to be called by the Chair **of the Senate** within ten working days of receipt of a valid petition.
- 4.11.d Articles of Recall will require the approval of a majority of the appropriate Senate committee.
- 4.11.e Following adoption of the Articles of Recall, a special recall election shall be held by the appropriate voting unit. A two-thirds vote of those members of the electorate voting is required to recall the Senator.
- 4.11.f Any vacancy resulting from provisions in Article 4.11 shall be filled in accordance with provisions in Article 4.9 **and in the Bylaws**.

ARTICLE 5

OFFICERS OF THE SENATE, THEIR NOMINATION, ELECTION, APPOINTMENT, AND IMPEACHMENT

- 5.1 The officers of the Senate shall be the Chair, ~~and~~ the Chair-Elect, **The advisors of the Senate shall be** the Executive Secretary and Director, **Parliamentarian, and the immediate Past Chair of the Senate**.
- 5.2 Chair of the Senate:
- 5.2.a The term of the office of the Chair shall be one year, preceded by a one-year term as Chair-Elect. No one may serve as Chair for two consecutive terms.
- 5.2.b The constituency or unit from which the Chair was elected shall immediately elect a new Senator to fulfill any unexpired term.
- 5.2.c The Chair shall preside over all meetings of the Senate and shall be a member of the Senate casting a vote only when required to break a tie.
- 5.3 Chair-Elect of the Senate:

- 5.3.a The Chair-Elect shall be selected from the elected membership of the Senate.
- 5.3.b The term of ~~o~~Office for the Chair-Elect shall be one year. No one may serve as Chair-Elect for two consecutive terms.
- 5.3.c In the absence of the Chair, the Chair-Elect shall preside over meetings.
- 5.3.d If the Chair is vacated, the Chair-Elect shall serve as Acting Chair until the next regular election of the Chair-Elect. In the event that the Chair-Elect is vacated, the Senate shall elect a new Chair-Elect at the next regularly scheduled Senate meeting.
- 5.3.e The Chair-Elect or Acting Chair, except when presiding as Chair of the Senate, shall retain all the voting privileges of a Senator.

5.4 Executive Secretary and Director:

- 5.4.a The ~~office of the~~ Executive Secretary and Director shall be a full-time appointed position (Article 5.57.b).
- 5.4.b The Executive Secretary and Director shall serve at the pleasure of the Executive Committee of the Senate and the President.
- 5.4.c The Executive Secretary and Director shall have responsibility for and authority over the functioning of the ~~Senate~~ Office **of the University Senate**.
- 5.4.d The Executive Secretary and Director shall be responsible for all records of the Senate, for taking and transcribing minutes of the Senate and the Executive Committee, for ~~mailing~~ **distributing** all official notices and materials to and on behalf of the Senate, and for other duties as stated in the Bylaws.
- 5.4.e The Executive Secretary and Director shall serve without vote.
- 5.4.f The Executive Committee may designate a person to ~~discharge~~ **perform** the responsibilities of the Executive Secretary and Director if the office is vacant.

5.5 Past Chair of the Senate

- 5.5.a The term of the Past Chair shall be one year, preceded by a one-year term as Chair of the Senate.**
- 5.5.b The Past Chair shall meet regularly with the Chair of the Senate, Chair-Elect of the Senate, and the Senior Vice President and Provost.**
- 5.5.c The Past Chair shall have voice on the Senate floor, but shall serve without vote.**

5.6 Parliamentarian

- 5.6.a The term of the Parliamentarian shall be one year, without limit to the number of terms. If the Parliamentarian is appointed mid-year, the Parliamentarian shall serve out the remainder of the term before being appointed to a full-year term. The Parliamentarian serves at the pleasure of the Chair.
- 5.6.b The Parliamentarian shall have responsibility for advice on questions of procedure.
- 5.6.bc ~~The p~~Parliamentarian shall serve without vote ~~is not an officer of the Senate,~~ but if an elected Senator, shall retain all voting privileges.
- 5.6.d Upon expiration of the appointed term, or resignation of the Parliamentarian, the Parliamentarian may be granted the honorary title of Parliamentarian Emeritus by the Executive Committee.
- 5.57 Nominations and Appointment of Officers **and Advisors of the Senate:**
- 5.57.a Nominations for Chair-Elect shall be received through ~~the a N~~ominations ~~C~~ommittee as set forth in the Bylaws; additional nominations may be received from the floor. The voting for Chair-Elect shall be taken by secret ballot. The ballots shall be counted immediately and the candidate having a majority of the votes ~~cast~~ shall be declared elected. In the event ~~that~~ no candidate receives a majority **of the votes** there shall be an immediate run-off between the two candidates receiving the highest number of votes. **If any election for Chair-Elect results in a tie, the Senate Chair will cast the deciding vote.**
- 5.57.b Appointment of the Executive Secretary and Director shall rest with the President ~~upon recommendation of one or more candidates by the Executive Committee of the Senate.~~ **The Executive Committee shall recommend one or more candidates, within search guidelines, to the President.** Administratively, the Office of the **University** Senate shall report to the Senior Vice President ~~for Academic Affairs~~ & Provost.
- 5.57.c Appointment of ~~a the p~~Parliamentarian shall rest with the Chair subject to approval by the Executive Committee of the Senate. ~~The parliamentarian is not an officer of the Senate, but if an elected Senator, shall retain all voting privileges.~~
- 5.68 Impeachment of Officers of the Senate:
- 5.68.a Impeachment proceedings may be initiated against the Chair or Chair-Elect of the Senate for dereliction of duty or malfeasance.
- 5.68.b Initiation of impeachment proceedings shall require a petition signed by one-half of the elected members of the Senate, or by ten percent of the electorate of each constituency.
- 5.68.c Any petition for impeachment must contain specific charges. The petition must be delivered to the President who shall inform the officer concerned of

the charges. The officer shall be allowed to respond to all charges at a special meeting of the appropriate Senate committee to be called by the President within 20 working days of receipt of a valid petition.

- 5.68.d Articles of Impeachment will require the approval of a majority of the appropriate Senate committee, **as stipulated in the Bylaws**.
- 5.68.e Following adoption of the Articles of Impeachment, a special meeting of the Senate shall be called by the President within five working days. The President shall be the presiding officer. A two-thirds vote of all elected Senators present and voting is required to remove the officer.
- 5.68.f Any vacancy resulting from provision in Article 5.86 shall be filled in accordance with provisions in Article 5.3.d.
- 5.68.g In the event of unusual and compelling circumstances preventing the President from fulfilling the duties specified in Article 5.86, the President may designate the Senior Vice President ~~for Academic Affairs~~ & Provost to fulfill them.

ARTICLE 6

AMENDMENTS, REVIEW, AND REVISION

- 6.1 All changes to ~~this the Plan of Organization~~ shall be passed and approved in accordance with provisions in this Article.
- 6.2 Proposed amendments to the current Plan ~~of Organization~~ shall be presented in writing to the Executive Secretary and Director, who shall transmit them to members of the Senate at least ten working days in advance of any regular or special meeting. Amendments may be proposed by one or more Senators, by committees of the Senate, or by written petition signed by 1,000 members of the major constituencies, which are faculty, staff, and student constituencies defined in sections 3.2, 3.3, and 3.4 respectively.
 - 6.2.a Amendments approved by a majority vote of the Senate shall be submitted to an institution-wide referendum conducted by the appropriate Senate committee. Passage of amendments on an institution-wide referendum shall require a majority of the votes cast within each of two of the three major constituencies **(faculty, staff, and students)**.
 - 6.2.b Amendments not approved by a majority vote of the Senate may be submitted to an institution-wide referendum, according to the following procedures:
 - (1) upon petition by at least ten percent of a major constituency, an amendment rejected by the Senate may be submitted to a constituency referendum;
 - (2) the amendment must then be approved by a majority of those voting from that constituency;

- (3) the Executive Committee of the Senate shall next refer the amendment approved by one major constituency to the appropriate Senate committee for an institution-wide referendum; and
 - (4) to be adopted under this provision, the amendment must be approved by all three major constituencies by a majority of the votes cast within each constituency.
- 6.3 Review of the current Plan ~~of Organization~~ shall be undertaken at least every ten years by a committee composed of members elected by the Senate. The ~~Senate~~ Executive Committee may institute a review of the Plan by such a committee in the fifth or subsequent year following a review if in its judgment there have been changes in the University significant enough to justify a review.
- 6.3.a The committee shall be sponsored by the Senate, but no more than seven current ~~members of the Senate~~ **Senators shall be elected to may serve on the committee.**
- 6.3.b The Executive Committee shall develop a slate of nominees to be approved by the Senate. Further nominations shall not be accepted from the floor of the Senate. The Executive Committee shall consult with Deans of Colleges or Schools, the Senate Faculty, Staff, and Student Affairs Committees, the Presidents of the Student Government Association and the Graduate Student Government, and the Office of the Senior Vice President and Provost to solicit nominees for the slate.**
- 6.3.cb Each College or School, and the Library, shall have ~~at least~~ one representative faculty member on the committee. In addition there shall be ~~at least~~ two **representatives of each of the following**: University-wide administrators, ~~two~~-undergraduate students, ~~two~~-graduate students, and ~~two~~ staff members **(with exempt and non-exempt representation to the extent of availability).**
- 6.3.de **The Executive Secretary and Director of the Senate and the Senate Parliamentarian shall serve as non-voting ex officio members of the committee.**
- 6.3.e** The committee shall elect its own presiding officer.
- 6.3.df Members of the committee shall serve until their report has been accepted or rejected by the Executive Committee of the Senate.
- 6.3.eg The requirements for adopting a revision shall be the same as those for adopting an amendment to the Plan ~~of Organization~~ as described in Article 6.2.a.
- 6.4 Proposals to draft an alternative **to this** Plan ~~of Organization for the University~~ may be initiated by a resolution approved by a majority of the elected members of the Senate or by individual majorities of all three major constituencies.

- 6.4.a The committee drafting an alternative Plan ~~of Organization~~ shall be constituted according to Article 6.3, except that the Executive Committee shall select the members.
- 6.4.b To replace the current Plan ~~of Organization~~, the alternative Plan must be submitted to an institution-wide referendum; approval will require two-thirds of the votes cast within each constituency.
- 6.5 In all Senate referenda on amendments, no ballot shall be valid unless returned by a specified date not later than 15 calendar days after the distribution of all ballots.
- 6.6 Any approved amendment or revision to ~~this the~~ Plan ~~of Organization~~ shall be submitted to the Chair of the Senate who, within 48 hours, shall submit the approved change to the President and such other entities as required by state law for final ratification.
- 6.6.a Any amendment of ~~this the~~ Plan ~~of Organization~~ ratified by the President and other entities required by state law shall take effect one month after such approval.
- 6.6.b Any revision of the entire Plan ~~of Organization~~ or any alternative Plan that has been ratified by the President and other entities required by state law shall become effective as of the first meeting of the Senate during the Fall Semester following final approval.
- 6.6.c Transition rules may be adopted by the Senate as appropriate providing such rules do not violate provisions of the Plan ~~of Organization~~ then in effect or the intent of provision in the approved amendment(s) or in the approved revised or alternative Plan ~~of Organization~~. If conflicts arise between the two documents, the ratified amendment(s), revised Plan, or alternate Plan shall take precedence.

ARTICLE 7 BYLAWS

- 7.1 The Senate shall have the power to organize its staff and to make Bylaws and regulations for its own proceedings, so long as those Bylaws and regulations do not contravene the statutes of the University, the power of the Board of Regents, the powers delegated to the Chancellor and to the President, and this Plan ~~of Organization~~.
- 7.2 Amendments to the Senate's procedural rules in the Bylaws shall be ~~presented in writing~~ **provided** to the Senate members ~~ten-working~~ **seven calendar** days in advance of any regular meeting and shall require approval by a two-thirds vote of the elected members of the Senate present and voting.

ARTICLE 8 COMMITTEES AND COUNCILS

- 8.1 The Senate Bylaws ~~and regulations shall may~~ provide for an Executive Committee, ~~and~~ a Committee on Committees, ~~and as well as such~~ standing or special committees as may be necessary or desirable. ~~Standing committees shall be chaired by Senators, but membership on committees of the Senate shall not require Senate membership except as noted in the Bylaws.~~ Because the University community includes many academic and social groups, the composition of committees should represent as broad a spectrum of interests as possible consistent with the functions of committees and the availability of candidates to serve.
- 8.2 The Executive Committee:
- 8.2.a The Executive Committee shall include the Chair and Chair-Elect of the Senate and the following: seven faculty members, elected by and from the faculty Senators; ~~two staff members~~ **one exempt staff member elected by and from the exempt staff Senators; one non-exempt staff member elected by and from the non-exempt staff Senators;** ~~; elected by and from the staff Senators;~~ two undergraduate student members, elected by and from the undergraduate student Senators; and ~~one~~ **two** graduate student members, elected by and from the graduate student Senators. The President and the Senior Vice President ~~for Academic Affairs~~ & Provost or their representatives, **the Parliamentarian, and the Executive Secretary & Director** shall be non-voting **ex officio** members of the Executive Committee. ~~The Parliamentarian shall be a non-voting member of the Executive Committee.~~
- 8.2.b No more than two elected faculty members of the Executive Committee shall be from any one College or School. No elected member of the committee shall be elected to the committee for more than three successive one-year terms. The presiding officer of the Senate shall be the presiding officer of the Executive Committee.
- 8.2.c The Executive Committee shall assist in implementing the actions of the Senate and shall serve as a channel through which any member of the University community may introduce matters for the Senate's consideration. All actions of the Executive Committee shall be subject to confirmation by the Senate.
- 8.2.d The ~~Senate~~-Executive Committee shall serve as a major advisory panel to the administration and the chief agency for implementing and overseeing the operation of shared governance, including enhancement of Senate structures and facilitation of Senate consideration of policy issues.
- 8.3 The Committee on Committees:
- 8.3.a The ~~membership of the~~ Committee on Committees shall include **the Chair-Elect of the Senate, who shall serve as Chair of the committee, and the following:** six faculty members, elected by **and from** the faculty Senators;~~;~~ two staff members, elected by **and from** the staff Senators **with one exempt and one non-exempt to the extent of availability;** and two student members, elected by **and from** the student Senators, **with one**

undergraduate and one graduate student. ~~All elected members must be Senators at the time of election.~~

8.3.b Responsibilities of the Committees on Committees shall include:

- (1) identification and recruitment of individuals for service on University and Senate committees;
- (2) **creation of a slate of nominees for the Nominations Committee, for approval by the Senate;** and
- (3) such other duties as specified in the Bylaws and by the ~~senate~~ Executive Committee.

8.4 Nominations Committee

8.4.a **The Nominations Committee shall be composed of outgoing Senators and shall include: four (4) faculty members, one (1) exempt staff member, one (1) non-exempt staff member, one (1) graduate student, and one (1) undergraduate student. The Chair-Elect of the Senate shall serve as a non-voting, ex officio member of the Nominations Committee. The Nominations Committee shall elect its own Chair from within its membership.**

8.4.b **Responsibilities of the Nominations Committee shall include creating slates of candidates for the elections of Chair-Elect, the Executive Committee, Committee on Committees, the Campus Transportation Advisory Committee (CTAC), the University Athletic Council, and the Council of University System Faculty (CUSF), and any such other committees as required by the Senate Bylaws.**

8.54 Standing and Special Committees

8.5.a **Standing committees shall be chaired by Senators, but membership on committees of the Senate shall not require Senate membership except as noted in the Bylaws.**

8.5.b **The Senate may, by action of a majority of the membership of the Senate, establish Special Committees of limited scope and term of duration as is determined to be useful to the effective and efficient conduct of the business of the Senate.**

8.6 University Councils

University Councils may be established to fulfill responsibilities pertaining to ~~Oversight functions that concern~~ particular, well-defined activities ~~that~~ and to report to specific members of the Administration. University Councils shall include the University Library Council, the University Research Council, the University IT Council, and any other such University Councils created in accordance with Article 7.2 of the Senate Bylaws. ~~may be carried out by Councils.~~ These Councils are distinguished from Committees with broad

purviews and whose functions are largely advisory and legislative. Procedures for the establishment of Councils shall be defined in the Bylaws. Composition of Councils is to be established in accordance with the Bylaws ~~and in the motion by which such Councils are defined.~~

8.7 University Athletic Council

The University shall have an Athletic Council as required by the National Collegiate Athletic Association (NCAA). The Athletic Council shall report to the President of the University and shall operate under a charter, as approved by the President. The Council shall consider and respond to inquiries from the Senate. The role of the Senate in electing members of the Athletic Council and coordinating with the Athletic Council shall be specified in the Bylaws.

ARTICLE 9 MEETINGS OF THE SENATE

9.1 The Senate shall meet regularly and on call as provided in its Bylaws. Robert's *Rules of Order Newly Revised* shall be the standard reference to govern problems of parliamentary procedure not covered in the Senate's Bylaws and rules of procedures.

9.2 The Senate Bylaws shall set forth the Senate rules for:

- (1) Number of members and any restrictions on representation to reach a quorum for purposes of taking a vote,**
- (2) Voting procedures and permissible voting methods, and**
- (3) Permissible methods of participation.**

ARTICLE 10 STAFF AND FACILITIES

10.1 The administration at all levels shall furnish, to the extent provided for by formal budget, assistance to the Senate as a whole and to its committees in connection with its official business, including elections, as may be authorized by the Executive Committee of the Senate.

ARTICLE 11 PLANS OF ORGANIZATION OF UNITS

11.1 Each College, School, ~~d~~Department and other ~~a~~Academic **Program unit**, and the Library (hereafter the word "unit" refers to **all entities, i.e. all Colleges, Schools, ~~d~~Departments, and other ~~a~~Academic Programs unit**, and the Library) shall have a Plan of Organization that conforms to the University of Maryland Plan of Organization **for Shared Governance**, ~~that provides for the establishment of a~~

~~Faculty Advisory Committee, and that embodies shared governance principles and relevant University policies such as the policies on Appointment, Tenure, and Promotion and merit pay.~~

11.2 Requirements for Plans of Organization

~~11.1.a~~—The Plan of Organization of each unit shall provide for a unit-wide assembly. This assembly shall include faculty, staff, and students. All **tenured/tenure-track** faculty (as defined in 3.2.a.1) in the unit shall be members. **Professional track faculty, other faculty, staff and student members** shall be in such numbers, and selected through such methods, that each Plan shall specify. **The Plan of Organization of each unit shall be consistent with the principles of Article 11 that embodies shared governance principles and with relevant System and University policies such as the policies on Appointment, Tenure, and Promotion, and Tenure/Permanent Status; Merit Pay; and establishment of Faculty Advisory Councils.**

11.2.a Department and Academic Program Plans of Organization

(1) **Each unit Department or Academic Program shall have an elected Faculty Advisory Committee Council. The Faculty Advisory Committee Council may include staff and students. The Faculty Advisory Committee Council shall elect its own chair.**

(2) ~~11.2.b~~—**The duties of the Faculty Advisory Committee Council shall include:**

~~(1a)~~ **consulting Meeting regularly, but at least once per semester, with the Dean, Chair, or Director on matters of interest and concern to the unit Department or Academic Program, including budget decisions and facility planning and serving as a conduit for information between the Dean, Chair, or Director and the subunits. The Dean, Chair, or Director shall report to the Faculty Advisory Committee Council as to the action on and disposition of recommendations from Department or Academic Program committees.**

(b) **Providing input to the Dean, Chair, or Director on matters including, but not limited to, administrative staffing, facilities use and planning, and the Department or Academic Program's proposed annual budget. The Dean, Chair or Director shall provide to the Faculty Advisory Council a report of the unit's expenditures of the prior fiscal year by program and category.**

~~(2c)~~ **Serving as a Committee on Committees for the unit Departments or Academic Programs to:**

(ai) **nominate a slate of candidates from which the Dean or Chair may appoint members for service on**

all committees of the Department or Academic Program unit;

(bii) provide a slate of candidates from within the Department or Academic Program unit from which administrators above the Department or Academic Program unit level may appoint representatives to participate in the search, nomination, and review of administrators within the Department or Academic Program that unit.

~~11.2.e(3)~~ Each Department or Academic Program unit shall have committees that participate in decisions on strategic planning; curriculum; and appointments, promotion, and tenure. All committees shall include faculty members. Staff and student members shall be included on appropriate committees. Additional governing bodies may be specified by the Plan of Organization of the Department or Academic Program a-unit.

11.4.b3 Revision and Review of Plans of Organization

Each unit shall elect a committee to revise or develop a Plan of Organization consistent with 11.2 of this Article. ~~the principles of Article 11 that embodies shared governance principles and relevant University policies such as the policies on Appointment, Tenure, and Promotion; merit pay; and establishment of Faculty Advisory Councils.~~ The committee shall consist of members elected by and from the faculty and, where appropriate, members elected by and from the staff, and, where appropriate, an undergraduate student member elected by and from the undergraduate students, and a graduate student member elected by and from the graduate students. The faculty members of the committee shall be elected from a slate consisting of candidates from each sub-unit. The committee shall submit the ~~p~~Plan to the faculty of the unit for approval, according to the procedures outlined in 11.3.a or 11.3.b of this Article and further described in an appendix of the Senate Bylaws. The Plan of Organization shall be reviewed every ten years by a newly elected committee.

11.4.e3.a Review of College, School, and Library Plans of Organization

(1) The Plan of Organization of each College, ~~of each~~ School, and ~~of~~ the Library, and any revisions thereto, shall be filed with the Senate for approval ~~or disapproval~~. The Senate shall submit each Plan of Organization to the appropriate Senate Committee for review of the component of the Plan concerning the appointment, promotion, and ~~tenure~~ ~~tenuring~~ of faculty members and to the appropriate Senate committee for review of the other components of the Plan. These reviews by Senate committees, and any negotiations with a ~~unit~~ College, School, or the Library by these Senate committees, shall be based on compliance with written University policy, procedures outlined in an appendix of the Senate Bylaws, and provisions in ~~this the Senate~~ Plan of Organization. If, after receiving the reports of the Senate committees, the Senate agrees that the Plan is in compliance, it will be approved. If

not, the Plan will be returned for revision. The most recently ~~Senate-~~ approved Plan of Organization remains in effect until the Senate **and the President of the University** approves a revised Plan.

11.3.b Review of Department and Academic Program Plans of Organization

- (1) The Plan of Organization of each ~~e~~Department and other ~~a~~Academic **Programs**~~units~~ in a College or School deemed to require a Plan of Organization by the Faculty Advisory ~~Committee~~ **Council** of the College or School shall be filed with the Faculty Advisory ~~Committee~~ **Council** of the College or School to which it belongs, and **shall be** reviewed for compliance with the provisions of this Article and with the Plan of Organization of the College or School. Plans which are found not to be in compliance will be returned for revision. The most recently approved Plan remains in effect until the Faculty Advisory ~~Committee~~ **Council** approves a revised Plan. ~~Upon the approval of a Plan, the College or School will submit the Plan to the Senate to be attached to the Plan of Organization of the College or School.~~

11.1.~~d~~**4 Noncompliance with Required Reviews**

No faculty members of the Library, a College, or a School without an approved Plan of Organization may be seated in the Senate unless so excused by the Executive Committee of the Senate, notwithstanding any other provisions for Senate representation in this ~~University~~ Plan ~~of Organization~~. This provision shall be effective two years after the approval of this Plan ~~of Organization~~ by the vote of the institutional constituencies. Likewise, Colleges and Schools may prohibit representation on the Faculty Advisory ~~Committees~~ **Councils** of the College or School by departments without approved Plans of Organization.

~~11.2—Unit Plans of Organization:~~

~~11.2.a—Each unit shall have an elected Faculty Advisory Committee. The Faculty Advisory Committee may include staff and students. The Faculty Advisory Committee shall elect its chair.~~

~~11.2.b—The duties of the Faculty Advisory Committee shall include:~~

~~(1)—consulting regularly with the Dean, Chair, or Director on matters of interest and concern to the unit, including budget decisions and facility planning and serving as a conduit for information between the Dean, Chair, or Director and the subunits. The Dean, Chair, or Director shall report to the Faculty Advisory Committee as to the action on and disposition of recommendations from unit committees.~~

~~(2)—serving as a Committee on Committees for the unit to:~~

~~(a) nominate a slate of candidates from which the Dean or Chair may appoint members for service on all committees of the unit;~~

~~(b) provide a slate of candidates from within the unit from which administrators above the unit level may appoint representatives to participate in the search, nomination, and review of administrators within that unit.~~

~~11.2.c — Each unit shall have committees that participate in decisions on strategic planning; curriculum, and appointments, promotion, and tenure. All committees shall include faculty members. Staff and student members shall be included on appropriate committees. Additional governing bodies may be specified by the Plan of Organization of a unit.~~

~~11.2.d — Deans shall serve for fixed terms of no longer than five years, be reviewed at regularly designated intervals by a committee appointed by the Senior Vice President for Academic Affairs & Provost, and be eligible for reappointment following the review. Chairs and Directors shall serve for fixed terms of no longer than five years, be reviewed at regularly designated intervals by a committee appointed by the Dean, and be eligible for reappointment following the review.~~

11.35 Any ~~unit~~ **College, School, the Libraries, Department, or Academic Program** having, at the time of adoption of this document, a Plan of Organization which has been ~~adopted or substantially revised~~ **approved by the Senate and the President** within the past seven years, ~~may submit its existing plan to the next higher unit. The submission shall include a description of the procedure used for the most recent revision. If a submitted plan is found by the higher unit to be in compliance with this Article,~~ the ~~p~~**Plan** may remain in effect until ten years after its most recent revision, at which time it must be reviewed according to the provisions of this Article. **The University of Maryland Plan of Organization for Shared Governance supersedes any provisions in lower-level Plans that are in conflict with the purpose, applicability, or intent of this Plan. If a submitted plan is rejected by the higher unit, the procedures and criteria of this Article must be followed in the preparation of a revised plan. In the event of a dispute between a Department and the Faculty Advisory Committee of the College of School regarding approval of a Departmental Plan of Organization, appeal may be made to the Senate.**

ARTICLE 12 REVIEW OF ACADEMIC ADMINISTRATORS

12.1 The administrative performance of Deans shall be subject to recurrent formal comprehensive review at times that do not exceed five years between reviews. The review process will be conducted by the Senior Vice President and Provost as outlined in the University of Maryland Policy on the Review of Deans of Academic Units (I-6.00[B]).

12.2 The administrative performance of department chairs and directors of Academic Programs shall be subject to recurrent formal comprehensive review at times that do not exceed five years between reviews. The review process will be conducted by the Senior Vice President and Provost as outlined in the University of Maryland Policy on the Review of Department Chairs and Directors of Academic Units (I-6.00[C]).