ARTICLE 11

PLANS OF ORGANIZATION OF UNITS

11.1 Each college, school, department and other academic unit (hereafter the word unit refers to college, school, department, and other academic unit) shall have a plan of organization that conforms to the University Plan of Organization, 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.

11.1.a The Plan of Organization of each department and college shall provide for a unit-wide assembly. This assembly shall include faculty, staff, and students. All faculty in the unit shall be members. Staff and student members shall be in such numbers, and selected through such methods, that each Plan shall specify.

11.1.b Each unit shall elect a committee to develop a plan of organization for the department or college consistent with 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, 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 subunit. The committee shall submit the plan to the faculty of the unit for approval. The plan of organization shall be reviewed every five years by a newly elected committee.

11.1.c The Plan of Organization of each college, and any revisions thereto, shall be filed with the Senate for approval or disapproval. The Senate shall submit each Plan of Organization to an appropriate Senate committee for review and negotiation on the basis of compliance with written University policy and provisions in the Senate Plan of Organization. If, after receiving the committee's report, the Senate agrees that the Plan is in compliance, it will be approved. If not, the Plan will be returned for revision. The Plan of Organization of each department and other academic unit in a college deemed to require a Plan of Organization by the College Faculty Advisory Committee shall be filed with the Faculty Advisory Committee of the College to which it belongs, and reviewed for compliance with the provisions of this Article and with the College Plan of Organization. Plans which are found not to be in compliance will be returned for revision. Each department's Plan of Organization will be attached to the College Plan of Organization to be submitted to the Senate.
11.1.d No faculty, staff, or undergraduate student members of any college 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 may prohibit representation on College Faculty Advisory Committees 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 sub-units. 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 college;

(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, Chairs, and Directors shall serve for fixed terms of no longer than five years, be eligible for reappointment, and be reviewed at
11.3 Any unit having, at the time of adoption of this document, a plan of organization which has been adopted or substantially revised within the past five 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 plan may remain in effect until five years after its most recent revision, at which time it must be reviewed according to the provisions of this Article. 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 College Faculty Advisory Committee regarding approval of a Departmental Plan of Organization, appeal may be made to the Senate.