

ARTICLE 1
RECOGNITION OF CHAPTER

1.§1 BARGAINING-UNIT REPRESENTATIVE. Western recognizes the Chapter as the sole and exclusive collective bargaining representative for all post-doctoral fellows and Board-appointed ranked faculty of Western Michigan University, including ranked faculty in the University Libraries and **Counseling Services at Sindecuse (formerly University Counseling and Testing Center)**. Typically, these appointments may range from 50% (proportional appointment) to 100% (full appointment) to 125% (fiscal year) of a full-time appointment, although some appointments may be approved at less than 50% of a full-time appointment.

1.§2 EXCLUSIONS. Specifically excluded from the Unit are the ombudsman, department chairs, designated directors, persons with faculty rank in Board-appointed administrative positions at or above the level of assistant to the dean, persons on adjunct and visiting appointments, United States Department of Defense personnel teaching in the Department of Military Science, non-Board-appointed part-time instructors, and other positions excluded from the Unit by the list below, and all other positions not covered by Article 1.§1.

1.§2.1 *Integrity of Unit*. No bargaining-unit member shall be reclassified to a position not under the jurisdiction of this Agreement without a demonstrable alteration of job responsibilities. The Chapter will be advised in writing of such reclassification before final action is taken thereon.

1.§2.2 *Position Exclusions*. The following positions are excluded from the Unit:

Directors

Academic Colleges' Advising Offices
~~Academic Technology and Instructional Services~~
Africana Studies
~~Branch Campus~~ **Regional Site** Directors, including, but not limited to:
Battle Creek
Grand Rapids
Lansing
MetroDetroit
Muskegon
Southwest
Traverse City
Career English Language Center for International Students (CELCIS)
Center for Academic Support Programs
College of Aviation's:
Chief Flight Instructor
Manager of Scheduling and Operations Control
Director of Safety and Operations
Environmental Institute
Evaluation Center

Frostic School of Art
Diether H. Haenicke Institute for Global Education
Mallinson Institute for Science Education
Medieval Institute
School of Communication
School of Music
School of Public Affairs and Administration
School of Social Work
Sunway Project
Counseling Services at Sindecuse (formerly University Counseling and Testing
Center)
WMU Bronson School of Nursing

1.§3. NOTIFICATION. All letters of offer and letters of appointment for all post-doctoral fellows and Board-appointed ranked faculty shall include a statement of inclusion in the bargaining unit. Letters of offer or appointment to positions that are not in the bargaining unit, but may be filled by someone eligible for the bargaining unit (e.g., chairs and associate deans), shall include a statement of exclusion from the bargaining unit.