ARTICLE 3
Recognition

3.1 The University recognizes United Academic-Adjuncts as the sole and exclusive
representative for the members of the bargaining unit described below for
collective bargaining with respect to salaries, wages, hours, and other terms and
conditions of employment as set forth in A.S. 23.40:

All adjunct faculty in the following ranks: Instructor,
Lecturer, Assistant Professor, Associate Professor,
Professor; Research Assistant Professor, Research
Associate Professor, Research Professor; Visiting
Instructor, Visiting Lecturer, Visiting Assistant Professor,
Visiting Associate Professor, Visiting Professor.

3.2 For purposes of this Agreement, “adjunct faculty” are faculty who are employed
by the University of Alaska whose exclusive professional appointment is to teach
one or more courses of up to and including 15 credit hours (as defined in
University Regulation 10.04.09) or other academic assignment of less than 50
percent of a full-time appointment in an academic year or whose exclusive
professional appointment is at least 10 but no more than 19 hours per week of
instructional activity in a traditional classroom program for periods at least a
semester or equivalent in length.

3.3 Excluded from the bargaining unit are: all regular faculty; faculty who teach non-
credit courses less than a semester or equivalent in length; faculty who teach non-
credit courses less than 10 hours or more than 19 hours per week; and all other
employees of the University including, but not limited to, members of other
bargaining units, executive officers, and employees in the above ranks who are
supervisory or confidential. Notwithstanding the language of this article,
employees who hold both adjunct appointments and temporary employee
(nonacademic/non-student) appointments shall be in the bargaining unit.
"Extended temporary employees," who have worked in a temporary status with
the university for more than 1039 hours in a 12 month period of continuous
employment, are excluded from the bargaining unit.