ARTICLE 3
Recognition

3.1   The University recognizes United Academics as the sole and exclusive representative for the members of the bargaining unit described below:

All regular non-adjunct faculty in the following ranks: Instructor, Assistant Professor, Associate Professor, Professor; Research Assistant Professor, Research Associate Professor, Research Professor; Visiting Instructor, Visiting Assistant Professor, Visiting Associate Professor, Visiting Professor; Cooperative Extension Faculty and/or Agents, Post Doctoral Fellows; Librarians, Ceounselors, Rrehabilitation Ffaculty, Aadvisors, ~~cooperative extension agents,~~ and other academically related personnel and department heads/chairs.

3.2   Excluded from the bargaining unit are faculty in the adjunct bargaining unit represented by United Academic Adjuncts~~, post doctoral fellows during their first, second and third years of employment and visiting faculty in their first year of employment~~. In addition, excluded are all other employees of the University including, but not limited to, employees in the above ranks who are supervisory or confidential ~~or who are employed (a) by a community college, (b) at an extended site (i.e., site of a present or former community college), (c) as vocational-technical instructors, or (d) to teach exclusively at the lower division level~~. The Uuniversity will not make a claim that department heads/chairs are supervisors based solely on their status as department heads/chairs or on their participation in the evaluation process.

3.3   If a faculty member's assignment changes in such a manner as to alter their~~his/her~~ bargaining unit status, the University will implement the appropriate change in status within a reasonable length of time. The Union will inform the University of incorrect unit placements within a reasonable length of time. Any concerns regarding timeliness under this provision shall be addressed by the parties in a meeting pursuant to Article 20.

TA'd

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