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, the University Counseling and Testing Center, and faculty specialists except for those specifically excluded from the Unit. 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 chairpersons, 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.

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:

**Academic Unit Directors**
- Africana Studies
- Archives and Regional History Collection
- Career English Language Center for International Students (CELCIS)
- School of Community Health Services
- School of Music
- School of Public Affairs and Administration
- School of Social Work
- University Counseling and Testing Center
- WMU/Bronson School of Nursing

**Academic Program Directors**
- Business Research and Service Institute
- Medieval Institute

**Extended University Programs**
- *Extended Campus* Directors, including but not limited to: Southwest, Grand Rapids, Battle Creek, Muskegon, Traverse City, and Lansing
- *Director of Academic Programs*
- *Director of Conferences and Programs*
Director, Kalamazoo and Statewide Programs
Director, Distance Education

Other University Positions
Chief Flight Instructor, College of Aviation
Manager of Scheduling and Operations Control, College of Aviation
Director of Safety and Operations, College of Aviation
Directors of Academic Colleges’ Advising Offices
Director and Associate Director--Evaluation Center
Director and Associate Director--Intercollegiate Athletics
Director of the Sunway Project
University Certification Officer, College of Education

EDITING APPROVED:

__________________ DATE: ____________
On behalf of WMU

__________________ DATE: ____________
On behalf of AAUP