**ARTICLE I**

**RECOGNITION OF UNIT**

1. Recognition of Sole and Exclusive Bargaining Representative

The University recognizes the AAUP as the sole and exclusive bargaining representative for all members of the bargaining unit defined below.

1. Individuals Included in the Bargaining Unit
   1. All full-time faculty, full-time librarians, full-time members of the professional athletic staff other than members of the professional athletic staff assigned to Men’s Basketball and Women’s Basketball, who are substantially involved in the teaching and evaluation of Rider University undergraduate and graduate students, but only during the period(s) of their appointment(s).
   2. All adjunct faculty, part-time librarians, and part-time and seasonal professional athletic staff, other than members of the professional athletic staff assigned to Men’s Basketball and Women’s Basketball, who are substantially involved in the teaching and evaluation of Rider University undergraduate and graduate students, but only during the period(s) of their appointment(s).

All other employees of the University not specifically referred to above are excluded from the AAUP bargaining unit.

1. Grievance Rights of Part-time Members of the Bargaining Unit

The AAUP may pursue grievance rights, as defined in Article XXII, of the part-time employees noted above for any and all issues arising from their employment with Rider University in a bargaining unit position, or related to their priority or preferred status whether or not the part-time bargaining unit member is currently under contract.

1. Individuals Excluded from the Bargaining Unit

Individuals holding the following positions are excluded from the AAUP bargaining unit even if they hold faculty status or are members of the professional athletic staff:

* 1. All members of the board of trustees;
  2. The president;
  3. The Provost and vice presidents;
  4. Associate and assistant vice presidents and Provosts;
  5. Deans;
  6. Associate and assistant Deans;
  7. Assistants to Deans;
  8. Department chairpersons;
  9. The Director of Athletics;
  10. Associate and assistant directors of Athletics;
  11. Persons serving in any of these excluded positions on a temporary or acting basis.

The University shall provide the AAUP with a list of all such individuals by August 20 of each year and will provide an update of the list whenever the list changes. The University will inform the AAUP of which administrative employees hold faculty status and the department or program that awarded that status to them. In addition, documentation shall be provided for any new individuals who attain faculty status supporting that such status was awarded.