

Description of Bargaining Unit

Included: All tenure system faculty members and librarians.

The terms "tenure system faculty member" and "tenure system faculty members" shall include all persons appointed under the rules of tenure and holding the rank of professor, associate professor, or assistant professor, who are employed by Michigan State University. The terms "librarian" and "librarians" shall include all persons serving in the continuing appointment system as librarian I, II and III, who are employed by Michigan State University.

Excluded are all executives, managers, and supervisors, including but not limited to president; vice president; associate vice president; all ranks of provost (including vice provost, associate provost, and assistant provost); all ranks of dean (including associate dean and assistant dean); department chairperson; school director and co-director; institute/center director-management; librarian supervisors; faculty grievance officials; confidential employees; faculty who formerly held tenured positions at MSU; visiting faculty; faculty emeriti; all employees who are included in any other existing University collective bargaining unit; all employees appointed in the FRIB-NSCL CA system; all academic specialists in the continuing system; and all other employees of the university.

The university shall have the management right to maintain and create director-management positions, which would be excluded from the bargaining unit, provided that they possess supervisory or executive job duties as defined by the Michigan Employment Relations Commission (MERC).