

Constitution
Of the
United Academics –
**American Association of University Professors/
American Federation of Teachers**
(UA-AAUP/AFT)

ARTICLE I – NAME

This organization shall be called United Academics – American Association of University Professors / American Federation of Teachers.

ARTICLE II – OBJECTIVES

1. Facilitate a more effective cooperation among faculty at the University of Alaska for the promotion of the interests of higher education, teaching, research, and service, and in general to increase the usefulness and advance the standards, ideals, and welfare of the profession.
2. Protect and advance the professional status and interests of all faculty.
3. Promote the diversity of unique academic interests and capabilities at each campus within a unified university.
4. Defend academic freedom at the University of Alaska.
5. Sustain and enhance governance at the University of Alaska.
6. Support and promote the purposes of the national constitutions of the AAUP and AFT as they relate to higher education.
7. Join AAUP in its commitment to use its procedures and to take measures, including censure, against colleges and universities practicing illegal or unconstitutional discrimination, or discrimination on a basis not demonstrably related to the job function involved, including but not limited to age, sex, disability, race, religion, national origins, marital status, or sexual orientation.
8. Promote educational programs, opportunities, and research at the University of Alaska for the benefit of the people of the State of Alaska.

9. Obtain and maintain satisfactory terms and conditions of employment through the collective bargaining process.

ARTICLE III – MEMBERSHIP

Section 1. Members of the bargaining unit as certified by the Alaska Labor Relations Agency (ALRA) are eligible for active membership in United Academics.

Section 2. Membership may be extended to other educational employees at the University of Alaska upon vote of the membership of United Academics.

ARTICLE IV – OFFICERS

Section 1. The following officers shall be elected in accordance with the By-laws:

- (1) President
- (2) Three Organizational Vice-Presidents, one each from the University of Alaska Anchorage, the University of Alaska Fairbanks, and the University of Alaska Southeast
- (3) Secretary/Treasurer

The offices of President and Secretary/Treasurer shall be elected by the membership at large. The Organizational Vice-Presidents shall be elected by their respective voting members at the University of Alaska Anchorage, the University of Alaska Fairbanks, and the University of Alaska Southeast.

Section 2. Membership in good standing is required to hold office.

Section 3. Vacancies which occur during the elected term of office shall be filled by the Executive Board.

ARTICLE V – THE EXECUTIVE BOARD AND THE REPRESENTATIVE ASSEMBLY

Section 1. The Executive Board of United Academics shall consist of the elected officers, i.e. President, the three Organizational Vice-Presidents, and Secretary/Treasurer.

Section 2. The Representative Assembly of United Academics shall consist of the following: (1) the elected officers; and (2) the elected Representatives.

Section 3. The Representative Assembly of United Academics shall:

- a) establish overall policy of UA-AAUP/AFT;
- b) approve the budget;
- c) elect delegates to meetings of state and national affiliations;
- d) receive and recommend action on a tentative contract;
- e) receive and approve the reports of the President, Executive Board, and Committees;
- f) take appropriate action as specified in the Constitution or as deemed necessary by the Representative Assembly;
- g) assume additional duties that further the organizational objectives of UA-AAUP/AFT, in cooperation with the Organizational Vice-Presidents, including appropriate service to the membership.

Section 4. The University of Alaska Anchorage, the University of Alaska Fairbanks, and the University of Alaska Southeast each will elect Representatives as provided in the By-laws.

Section 5. The Executive Board shall administer the policy of UA-AAUP/AFT as set by the Representative Assembly and shall have the power to conduct the business of UA-AAUP/AFT in between the meetings of the Representative Assembly.

Section 6. The Executive Board shall have the power to appoint the Negotiating Team, which Team shall function as specified in the By-laws.

Section 7. The President shall chair meetings of the Executive Board and the Representative Assembly and act as the executive officer of UA-AAUP/AFT. The President shall be a non-voting member *ex officio* of all committees.

Section 8. The Executive Board shall meet regularly as set forth in the By-laws.

Section 9. The Executive Board shall have the power to employ all personnel as may be determined by needs and finances of UA-AAUP/AFT.

Section 10. The Executive Board shall have the power to make contracts and incur liabilities in accordance with the policies established by the Representative Assembly.

Section 11. The Executive Board shall report its activities at each meeting of the Representative Assembly.

Section 12. Additional duties of officers are included in the By-laws.

ARTICLE VI – COMMITTEES

Section 1. The following Standing Committees shall be active in United Academics:

(1) Collective Bargaining, (2) Communications, (3) Legislative Relations, (4) Membership, (5) Finance, Budget, and Audit, and (6) Elections.

Section 2. Committee Chairs shall be appointed by the Executive Board and be confirmed by the Representative Assembly according to a procedure specified by the Representative Assembly. Committee chairs and committee members may be removed for cause on the recommendation of the President or the Executive Board according to a procedure specified by the Representative Assembly.

Section 3. Members of each Committee, with the exception of the members of the Elections Committee, shall be appointed by the Chairperson of each Committee with the consent of the Representative Assembly.

Section 4. The Executive Board may appoint Ad Hoc committees as needed.

ARTICLE VII – AFFILIATIONS

Section 1. UA-AAUP/AFT is and shall remain an affiliate in good standing of the AAUP and AFT.

Section 2. UA-AAUP/AFT, through the Representative Assembly, shall elect representatives to the meetings of its affiliates.

Section 3. All delegates shall make written reports to the Representative assembly through the Executive Board.

Section 4. UA-AAUP/AFT, to the best of its ability, shall be active in the affairs of affiliated organizations.

Section 5. Delegates to affiliated organizations must be members in good standing.

ARTICLE VIII – MEETINGS

Section 1. Meetings of the Representative Assembly:

- (a) The time and place of meetings of the Representative Assembly shall be determined by the Executive Board. (b) There shall be at least two Assembly meetings per year. (c) A quorum for the Representative Assembly meetings shall be defined in the By-laws.

Section 2. Regional Membership Meetings:

Regional membership meetings may be called by the Organizational Vice-President from the University of Alaska Anchorage, the University of Alaska Fairbanks, or the University of Alaska Southeast or by the President of UA-AAUP/AFT.

ARTICLE IX – DUES

Membership dues shall be determined as stated in the By-laws.

ARTICLE X – RULES OF ORDER

Robert's Rules of Order (current edition) shall govern all cases not covered by this Constitution and By-laws of UA-AAUP/AFT.

ARTICLE XI – AMENDMENTS

Section 1. The Constitution may be amended in either of two ways, as follows:

- (a) by submission of a proposed amendment to the Executive Board by no fewer than 25% of the total membership in good standing to the University of Alaska Anchorage, the University of Alaska Fairbanks, and the University of Alaska Southeast; or,
- (b) by majority vote of the Representative Assembly.

Section 2. A ballot on any such amendment shall be mailed to the membership thirty (30) days after receipt. A vote of two thirds (2/3) of the valid ballots cast shall be sufficient to adopt the amendment. Amendments shall be submitted in writing to the Secretary/Treasurer of UA-AAUP/AFT, who shall be in charge of the notification and balloting.