

**ARTICLE SEVEN
MANAGEMENT RIGHTS**

- 7.1 The parties agree that all the rights and responsibilities of the University which have not been specifically provided for in this Agreement are retained at the sole discretion of the University and except where limited by the express provisions hereof shall include, but not by way of limitation:
- 7.1.1 The right to classify and reclassify personnel, provided that assignment of Faculty members to non-supervisory duties or job titles not in existence at the time of execution of this Agreement will not be used to remove the employee and/or the job title from the unit, or adversely affect the seniority of the employee except as otherwise provided in this Agreement.
 - 7.1.2 The right to direct employees; to determine qualifications and criteria in hiring; to promote and retrench; to determine standards for work and class schedules; to establish institutional learning outcomes and to develop assessment strategies for determining the extent to which those outcomes are being achieved; to determine curriculum and to assign courses within a person's area of competence; to hire, promote and retain employees in positions, and transfer; to make appointments, suspend or discharge a Faculty member for just cause as specified in this contract.
 - 7.1.3 The right to relieve an employee from duty, with pay, pending the outcome of an investigation;
 - 7.1.4 The right to take such actions within the limits of the Agreement as is necessary to maintain the efficiency of the University's operation;
 - 7.1.5 The right to determine the means, methods, budgetary and financial procedures, and personnel by which the University's operations are to be conducted;
 - 7.1.6 The right to take such actions as may be necessary to carry out the mission of the University in case of unforeseeable emergencies;
 - 7.1.7 The right to make rules, regulations and policies not inconsistent with the provision of the Agreement.
- 7.2 If it is alleged that management rights have been executed in an arbitrary or capricious manner, they shall be subject to the general grievance procedure.