

1 **ARTICLE 7 – UNIVERSITY RIGHTS**

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3 Except as specifically modified by the terms of this agreement and in circumstances where
4 employment is severed by University policies, procedures, or academic protocols, the University
5 shall retain all rights and authority, whether exercised or not, to govern, control and direct its
6 operations. These rights include, but are not limited to:

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8 (a) determine methods, means, resources and personnel by which operations and academic
9 programs are to be conducted;
10 (b) determine administrative organization;
11 (c) determine size and qualifications of faculty and staff;
12 (d) allocate and assign work;
13 (e) control the use of University buildings, property, equipment and other resources;
14 (f) determine admission standards and procedures;
15 (g) determine eligibility for and procedures and processes for awarding scholarships and
16 financial aid;
17 (h) determine academic standards, policies and procedures;
18 (i) determine the application of academic standards;
19 (j) determine academic degree, program and course offerings and requirements;
20 (k) assess academic programs and determine degree eligibility;
21 (l) impose academic sanctions including dismissal;
22 (m) impose sanctions for violation of the Student Conduct Code;
23 (n) hire, promote, transfer, assign, reassign and retain employees;
24 (o) suspend, discharge or take other disciplinary action against employees for just cause.
25 ~~(p) relieve employees from duty due to lack of work or other non-disciplinary reasons.~~