

Article ____
MANAGEMENT RIGHTS

Section 1. Except as otherwise modified by this Agreement and the duty to bargain in good faith over matters within the scope of bargaining as defined by the National Labor Relations Act (NLRA), the Union agrees that the management and academic rights of the University include the right:

- a) to determine student admission standards;
- b) to determine, establish, direct, and control the University's mission; objectives, priorities, organizational structure, programs, services, activities, operations, and resources;
- c) to establish or modify the academic calendar;
- d) to establish degree requirements and standards for academic progress;
- e) to establish rates for tuition, except waiver or remission of such tuition shall still be a subject of bargaining
- f) to determine qualifications for SW positions;
- g) to select who becomes a SW;
- h) to discipline SWs for just cause.
- i) to train unit members subject to Article ---. Training;
- j) to establish and modify the processes and criteria by which unit members will be evaluated in their work performance;
- k) to select all insurance carriers and to change carriers from time to time;
- l) to alter, extend, or discontinue existing equipment, facilities, and location(s) of operations
- m) to decide who is taught, what is taught, how it is taught and who does the teaching,
- n) to decide all matters affecting student admissions;
- o) to set academic standards, and unit members' progress as students, including but not limited to the completion of degree requirements;
- p) to create, eliminate or modify courses and curriculum;
- q) to evaluate and determine unit members' progress as students, including but not limited to the completion of degree requirements;
- r) to determine grading policies and practices;

Section 2. Any exercise of management rights shall be consistent with the terms and conditions of this Agreement. No action taken by the University with respect to a management or academic right shall be subject to the Grievance and Arbitration Procedures unless the exercise of such right violates this Agreement.