

ARTICLE 4
RESERVED RIGHTS

1
2
3
4 4.1 Policy. The Board of Trustees, on its own behalf and on behalf of the University
5 of Central Florida, hereby retains and reserves unto itself all rights, powers, duties and
6 authority vested in it by the laws and Constitution of Florida and the United States, and
7 any applicable regulation or resolution, except as modified by specific terms and
8 provisions of this Agreement. These rights, powers, duties, and authority include but are
9 not limited to: the right to plan, govern, manage, and control the University of Central
10 Florida and in all respects carry out the ordinary and customary functions of
11 management; the duty to establish the personnel program for all employees of the
12 University, including compensation, recruitment, nonreappointment, standards for
13 performance and conduct, evaluation, and other terms and conditions of employment; the
14 authority to adopt rules as necessary; authority to acquire, manage, or sell real and
15 personal property; authority to establish policies relating to students, including
16 admissions, academic standards and curriculum, student activities and organizations,
17 financial assistance, and other student services; duty to account for all expenditures of the
18 University; duty to develop a strategic plan and institutional goals; authority to adopt
19 rules and procedures related to data and technology; responsibility for the use,
20 maintenance, protection, and control of University-owned or University-controlled
21 buildings and grounds, property and equipment, name, trademarks and other proprietary
22 marks, and the financial and other resources of the University, including restrictions on
23 use; right to act as the contracting agent of the University; and authority and right to
24 exercise any power conveyed by the Florida Board of Governors to the Board.
25

26 4.2 Limitations. All such rights, powers, duties and authority are retained and
27 reserved by the Board, subject to only those limitations specifically imposed by this
28 Agreement. Only violations of such specific limitations shall be subject to Article 20,
29 Grievance Procedure.