

ARTICLE 4  
MANAGEMENT RIGHTS

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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 and administer the personnel program for all  
12 employees of the University, including compensation, recruitment, nonreappointment,  
13 discipline, standards for performance and conduct, evaluation, and other terms and  
14 conditions of employment; the authority to adopt rules for legitimate business reasons as  
15 necessary; authority to acquire, manage, or sell real and personal property; the authority  
16 to establish policies relating to students, including admissions, academic standards and  
17 curriculum, student activities and organizations, financial assistance, and other student  
18 services; the duty to account for all expenditures of the University; duty to develop a  
19 strategic plan and institutional goals; the authority to adopt rules and procedures for  
20 legitimate business reasons related to data and technology; the right to expand, merge,  
21 create, consolidate, transfer, or discontinue any program, job, or operations; right to  
22 contract or subcontract any program or operations for legitimate business reasons; the  
23 responsibility for the use, maintenance, protection, and control of University-owned or  
24 University-controlled buildings and grounds, property and equipment, name, trademarks  
25 and other proprietary marks, and the financial and other resources of the University,  
26 including restrictions on use; the right to act as the contracting agent of the University;  
27 and the authority and right to exercise any power conveyed by the Florida Board of  
28 Governors to the Board.

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30 4.2 Limitations. All such rights, powers, duties and authority are retained and  
31 reserved by the Board, subject to only those limitations specifically imposed by this  
32 Agreement. Only violations of such specific limitations shall be subject to Article 20,  
33 Grievance Procedure.