Article 6
Management Rights

6.1 Except as expressly limited by the terms of this Agreement, nothing shall limit the right and responsibility of the Board of Trustees, directly or acting through its duly constituted authorities, to exercise all powers, rights, authorities, prerogatives, duties and responsibilities conferred upon and vested in it by the laws and Constitution of the State of Ohio and of the United States, whether exercised or not. Without limiting the generality of the foregoing, nothing contained herein shall in any way limit the University’s right to adopt, modify, implement, or terminate policies, rules, regulations, and procedures in furtherance and accomplishment of its statutorily mandated authorities and responsibilities.

6.2 These rights include, but are not limited to, the right to:

6.2.1 determine matters of inherent managerial policy which include, but are not limited to, areas of discretion or policy such as the functions and programs of the University, standards of services, its overall budget, utilization of technology, and organizational structure;

6.2.2 direct, supervise, evaluate, and hire Bargaining Unit Faculty or other employees;

6.2.3 maintain and improve the efficiency and effectiveness of University operations;

6.2.4 determine the overall methods, process, means, or personnel by which University operations are to be conducted;

6.2.5 suspend, discipline, demote, or discharge for just cause, or lay off, transfer, assign, schedule, promote, or retain Bargaining Unit Faculty or other employees;

6.2.6 determine the adequacy of the work force;

6.2.7 determine the overall mission of the University;

6.2.8 effectively manage the work force; and

6.2.9 take actions to carry out the mission of the University.