ARTICLE 28: MANAGEMENT RIGHTS

A. Management of the University is vested exclusively in the University. The parties agree that all rights not specifically granted in this Agreement are reserved solely to the University. Except as otherwise provided in this Agreement, the union agrees the University has the right:

1. To establish, direct, and control the University's missions, programs, objectives, activities, resources, and priorities, including Affirmative Action plans and goals;

2. To manage the hospitals, laboratories, clinics, offices, and other facilities and operations; to establish and administer procedures, rules, and regulations, and direct and control University operations;

3. To introduce new, alter, extend, or discontinue existing methods, programs, equipment, facilities, and location of operations;

4. To determine or modify the number, qualifications, scheduling, responsibilities, and assignment of medical residents covered under this Agreement;

5. To establish, maintain, modify, or enforce standards of performance, conduct, order, and safety;

6. To determine the content of performance evaluations and the processes and criteria by which performance is evaluated;

7. To establish and require medical residents to observe University rules and regulations;

8. To discipline or dismiss medical residents with due process;

9. To assign work, work location, and schedule hours of work;

10. To recruit, appoint, reappoint, not reappoint, or transfer;

11. To determine the location or relocation, reorganization, or discontinuance of operations; and

12. To subcontract all or any portion of any operations.

B. Decisions regarding academic and patient care matters will be made at the sole discretion of the University and are outside of the scope of bargaining.

C. The above list of management rights is not exhaustive and does not exclude other management rights not specified herein, nor will the exercise or non-exercise of rights constitute a waiver of any such rights by the University.
D. No action taken by the University with respect to a management right will be subject to any grievance or arbitration procedure or collateral suit, unless it violates an express written provision of this Agreement.