

ARTICLE 18

Management Rights and Responsibilities

- 18.1 Except as specifically limited by law or this Agreement, the ~~UA Administration~~University reserves all rights and privileges heretofore exercised by the ~~UA Administration~~University or granted to it by law. Examples of management rights include the right to:
- a. enact policy or regulation for the governance of the University;
 - b. appoint officers, administrators, supervisors, and other employees who are not UNAC members;
 - c. establish policies and procedures in support of the educational, research, and service missions of the University;
 - d. ~~establish and~~ direct programs of instruction at the University;
 - e. declare and respond to financial exigency;
 - f. administer the University;
 - g. select, direct, set the number, assign, evaluate, tenure, and promote UNAC members;
 - h. adopt and enforce work rules and regulations applicable to UNAC members;
 - i. ~~provide~~ utilize technology in areas including, but not limited to, distance education;
 - j. determine the organizational structure of the University;
 - k. ~~set performance and productivity standards;~~
 - l. establish, modify, reduce, or eliminate academic positions, ~~programs,~~ departments, colleges, schools, centers, or other units of the University;
 - m. transfer UNAC members across academic programs, departments, colleges, schools, centers, geographic locations, or other units of the University, and
 - n. discipline UNAC members including, but not limited to, the right to reprimand, suspend, or discharge.

~~18.2 The University's exercise or failure to exercise any right, prerogative, responsibility, or function hereby reserved to management shall not be considered a waiver of the University's right to exercise such right, prerogative, responsibility or function or~~

~~preclude it from exercising the same in some other way not in conflict with the express provisions of this Agreement.~~

18.2 The UA Administration acknowledges that it has the responsibility to manage the University effectively and shall administer the University in a manner consistent with AAUP principles of shared governance and consistent with this Agreement. Examples of effective leadership which the UA administration shall implement include, but are not limited to:

- a. Acknowledging that we live and work on Indigenous lands;- Promoting and enhancing the knowledge of and respect for Alaska Native peoples and their status as federally-recognized, sovereign tribes;- Including Recognizing the responsibility of the University to include Alaska Native peoples in all domains of university work; and - Cooperating with all members of the University of Alaska community to end systemic and institutional racism.
- b. Providing support for academic programs and UNAC faculty that is consistent with the University mission, appropriate unit criteria for UNAC faculty, the needs of those being served, and sound standards of academic quality.
- c. Developing a competent administrative organization, administrators, and staff to ensure effective and efficient management of the University that is consistent with this Agreement.
- d. Communicating the needs of higher education to the governor, legislators, other state and local officials, the University Board of Regents, and citizens of the state of Alaska to support the academic mission of the University.
- e. Interacting with appropriate external bodies, including state and national accrediting groups, to achieve the academic mission of the University in a manner consistent with this Agreement, statutory and regulatory provisions, and sound academic principles.
- f. Prioritizing the academic mission of the University, including procuring funding that provides for competitive compensation and benefits for attracting and retaining UNAC faculty and supporting the teaching, research, and creative work of UNAC faculty to serve University students and the state of Alaska.

18.3 The UA Administration's exercise or failure to exercise any right, prerogative, responsibility, or function hereby reserved to management shall not be considered a waiver of the UA Administration's right to exercise such right, prerogative, responsibility or function or preclude it from exercising the same in some other way not in conflict with the express provisions of this Agreement.