

Resources at a Glance

Faculty

Oakland University is committed to supporting and promoting a healthy work-life balance for faculty. These resources are provided to address the personal, professional, and academic needs of faculty and reflect OU's recognition of variety of family structures in the University community.

References (often paragraph numbers) located after the topic relate to sections of the Faculty Agreement (the collective bargaining agreement between the University and the Oakland University of the AAUP). Since that language is subject to change, it is important that you refer to the specific language in the Faculty Agreement and consult with Academic Human Resources for the most up-to-date information.

New Parents

Paid Medical Leave (171) - Eligible faculty may receive paid leave for personal illness or injury. Oakland provides compensation for full time non-visiting faculty who are unable to work due to illness, injury, pregnancy or disability for a period not to exceed six months, with provision of appropriate documentation.

Alternative Work Assignment – Eligible faculty may request a modified workload and flexible schedule up to one semester, within twelve months after the child enters the home or within a reasonable time period prior to the child's arrival, as determined exclusively by the Provost Office.

Tenure Clock Extensions (38f and 179b) - The review schedule and probationary period for tenure track faculty may be extended under certain circumstances. Leaves of six weeks or longer due to a faculty member's medical condition or for reasons of childcare shall automatically delay the review and extend the probationary contract for one year. A faculty member may seek waiver of this automatic extension by providing a written request to Oakland one month prior to the previously scheduled review. Contact Academic Human Resources for more information.

Family Medical Leave Act (FMLA) Leaves (174) – Up to 12 weeks of unpaid leave is available to eligible faculty for qualified events such as a birth, adoption, or foster care placement, personal illness or to care for an immediate family member's serious illness. A faculty member on a FMLA leave will have their health and dental benefits continued at the same level and with same premium contributions as prior to the FMLA leave.

Lactation Rooms – Three private lactation rooms are available to provide a clean, secure and comfortable environment for nursing mothers. The rooms are located at: 355A Pawley Hall,

256B Engineering Center, 4080 Human Health Building and across from the Gold Rooms in the Oakland Center. To access the Pawley Hall room, get a key from Educational Resources Lab (350 PH) or the Dean's Office (415 PH).

Lowry Center for Early Childhood Education – The Center offers early childhood education programming to children from 18 months to five years of age. It is located in Pawley Hall on the main campus. <https://www.oakland.edu/lowry/>

Faculty and Their Families

Bereavement Leave (171b) – In the case of death in an employee's immediate family, the University shall provide up to three days of leave. This may be extended to five days in certain circumstances.

Unpaid Leave (173) – Eligible faculty can request an unpaid leave for an entire academic year or for a semester for a number of reasons approved by Oakland.

Tuition Assistance – Tuition waivers are available to eligible faculty, eligible faculty spouses, dependents and other qualified adults.

Employee Assistance Program – The University contracts with Unum to provide a 24/7 Employee Assistance Program. You can call (800) 854-1446 or visit <https://lifebalance.lifeworks.com/> for referral to a service in your community including childcare and senior care.

Higher Education Recruitment Consortium (HERC) – This is a national organization with a Michigan cohort. It provides links to jobs in higher education across the country, and can assist with spouse/partner placement. Visit <https://www.hercjobs.org/index.html> for more information.

OUCARES – Oakland University Center for Autism Research, Education and Support provides innovative programs for teachers, programming and counseling for individuals and their families living with Autism Spectrum Disorder (ASD). The multifaceted approach includes education for professionals, research in the field of autism education and daily living, as well as support services for families. This office is located at 425C Pawley Hall. <https://www.oakland.edu/oucares/>

Employee Resource Groups – Employee Resource Groups (ERGs) are volunteer, employee-managed groups that promote the interests of their respective constituency. ERGs are open to all OU employees. Their purpose is to align diverse groups with upper-level employees to promote awareness and enthusiasm for diversity inclusion. If there is not a group that meets your needs or you want more information, please contact the Office of Diversity, Equity and Inclusion. <https://www.oakland.edu/diversity/resources/>

Black Employee Resource Group – Provides resources such as personal and professional development, retention and career advancement for black faculty and staff. Visit <https://www.oakland.edu/berg/> for more information.

SEHS Counseling Center – The School of Education and Human Services (SEHS) Counseling Center offers personal and career counseling at no cost. It is a teaching and research facility for the counselor education program at OU. The center enables graduate students to integrate and apply counseling theory with practice, as well as provide supervised professional counseling assistance to persons in need. The center is located in 250 Pawley Hall. <https://www.oakland.edu/counseling/sehs-cc/>

OU Counseling Center – The OU Counseling Center provides mental health services, including personal, psychological and career counseling; substance abuse evaluation, treatment, and prevention; and crisis intervention. The center is located in the Graham Health Center, just north of Meadow Brook Theatre. <https://www.oakland.edu/oucc/>

Graham Health Center – Graham Health Center provides convenient, affordable, high quality health care right on campus. Staffed by certified Nurse Practitioners and Physician Assistants, GHC provides health care and wellness programs to the campus community. The Graham Health Center is located just north of Meadow Brook Theatre. <https://www.oakland.edu/ghc/>

Veterans Support Services – This office provides a supportive, welcoming environment to more than 300 veterans, service members and dependents of veterans. This office is located at 112 Vandenberg Hall. <https://www.oakland.edu/veterans/>

Office of Diversity, Equity and Inclusion – This office serves as a resource and is charged with promoting and furthering the university's commitment to the principles of diversity, inclusion and equal opportunity. This office is located in 150 Oakland Center. <https://www.oakland.edu/diversity/>

Benefits and Wellness

Building a Better you – Through this program, the University addresses the total wellness of employees, including physical, emotional, intellectual, environment and financial resources. <https://www.oakland.edu/recwell/betteryou>

Employee Discount Programs – Benefits-eligible faculty and staff are entitled to participate in employee discount programs involving various University business partners, Meadow Brook Theatre and Meadow Brook Hall, OU Golf and Learning Centers and the OU Recreation Center. <https://oaklanduniversity.corestream.com/>

Free Rec Center access - Rec Center access is available to any faculty or staff in a position that is able to receive benefits provided by Oakland University, whether you opted out of the benefits or not. Discounted membership rates are also available for secondary household members and dependent children. University Recreation and Well-Being also offers valuable educational

workshops, resources, and events that support your personal goals to live a healthy lifestyle. Click [here](#) for more information about wellness programs and initiatives. If you question your eligibility to receive benefits to access the Recreation Center, you should contact University Human Resources or Academic Human Resources if you are faculty.

Retirement Plans – The University offers eligible faculty and staff a defined multiple option contribution retirement plan with an employer paid contribution and the opportunity for employees to contribute to supplemental tax-deferred retirement plans.

Health Care Plans – A summary and comparison of health care plans offered by the University is available in Appendix M of the Faculty Agreement. <http://oaklandaaup.org/agreement.htm>

Health Insurance Benefits – There are a variety of insurance plans including medical, dental, vision and long term disability with premiums paid by the University or the employee depending on the employee's status and the type of insurance. For specific information see the benefit summary for your employee group and/or contact the University Benefits and Compensation Office at University Human Resources.

<https://www.oakland.edu/uhr/benefits/general-information/>

Retirement Plans – The University offers eligible faculty and staff a defined multiple option contribution retirement plan with an employer paid contribution and the opportunity for employees to contribute to supplemental tax-deferred retirement plans.

See Faculty Agreement Article XVIII, OUWB Faculty Handbook and Benefits Summaries for more information. Eligible faculty may also apply for up to a 50% reduction in workload for a period not to exceed three years prior to retirement.

Contact Us

Academic Human Resources

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<https://www.oakland.edu/ahr/>