

## Resources at a Glance for OUWB 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 located after the topic relate to sections and page numbers of the [2019-2020 OUWB Faculty Handbook](#). Since that language is subject to change, it is important that you refer to the specific language in the OUWB Faculty Handbook and consult with OUWB Faculty Affairs for the most up-to-date information.

### New Parents

**Paid Sick Leave (Section 14, p.47)** – A yearly sick leave allowance is provided to full time faculty members based on period of university service. The allowance begins at 13 days in the year immediately following the date of hire and increases to a maximum of 130 days.

**Alternative Work Assignment** - Faculty seeking an Alternative Work Assignment should initiate the request in writing to their appropriate Department Chair. The AWA request will be evaluated on a case by case basis in partnership with the School of Medicine's Office of Academic and Faculty Affairs.

**Pause in the Tenure Clock (Section 4IIb, p.11 and Section 16, p. 56)** – A pause in the tenure clock can be requested for a period of up to one (1) year. The time deferred would be added to the time in rank from the appointment date. A pause in the tenure clock may be requested more than once during the time in rank, but each request should be limited to a maximum of one (1) year however no more than two such deferments will be granted. The faculty member must make the request for time deferred to his/her Chair.

**Family Medical Leave Act (FMLA) Leaves (Section 14, p. 50)** – 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.

**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

**Working Hours (Section 14, p. 44)** – Faculty members should observe regular OUWB business hours (8:00 a.m. – 5:00 p.m.) on the campus in their offices, classrooms, laboratories, and the library. The necessity for exception in individual cases may occur. In such cases, arrangements should usually be made that are acceptable to all parties concerned. Oakland University encourages flexible work arrangements, when feasible.

**Vacation Leave (Section 14, p.46)** – Faculty members accrue vacation on an incremental basis, depending upon length of service. For the first six months of employment, a full-time faculty member accrues vacation at a rate of 8.00 hours per month. Thereafter, the full-time faculty member accrues vacation at the rate of 14.67 hours per month.

**Paid Sick Leave (Section 14, p.47)** – A yearly sick leave allowance is provided to full time faculty members based on period of university service. The allowance begins at 13 days in the year immediately following the date of hire and increases to a maximum of 130 days.

**Personal Leave (Section 14, p.49)** – Twenty-four hours are authorized each year to a full-time faculty member for the purpose of personal business.

**Bereavement Time (Section 14, p. 49)** – 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.

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**Tuition Assistance (Section 14, p. 53)** –Tuition waivers are available to eligible faculty, eligible faculty spouses, dependents and other qualified adults.

#### **Employee Assistance Program**

This is available for all OU benefit eligible employees. This free resource helps find childcare and senior care along with other services in the community.

#### **Dual Career Program (Section 15, p. 55)**

The ability of a dual career partner to find a suitable career opportunity is often a key factor in the recruitment process and ultimately in the couple's decision to relocate. At his or her initiative, the prospective faculty member should tell the chair of the search committee, the dean or the department chair about any interest in the dual career program. Typically, the school, college, or department then takes the lead in gathering initial information about the dual career partner.

**OU CARES** – 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. Example ERGs include:

Black/African American, Foreign Employees, LatinX and Latin American, LTBTQIA (lesbian, gay, bisexual, transgender, queer/questioning, intersex and allied people), and Women. 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/>

**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 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.

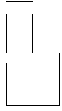
<https://www.oakland.edu/uhr/benefits/general-information/>

<https://www.oakland.edu/uhr/benefits/rates-and-summaries/>

**Retirement Plans (Section 14, p. 53)** – 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 the 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**



OUWB Faculty Affairs  
316 O'Dowd Hall  
medfacaffairs@oakland.edu  
248-370-3640  
<https://www.oakland.edu/medicine/faculty/meet-the-faculty-affairs-team/>

Academic Human Resources  
420 Wilson Hall  
ahr@oakland.edu  
248-370-2922  
<https://www.oakland.edu/ahr/>