

# General Terms for Academic Researcher Appointments

This document states the general conditions of appointment for all full-time faculty employed by Oakland University covered by a collective bargaining agreement and is an official part of all such offers. Specific conditions (title, salary, etc.) are stated in individual offers of appointment.

- **New Employees**

For appointees not currently in the University payroll system, new employee paperwork must be completed and returned: Federal and Michigan withholding exemption forms, a personnel information sheet, and an employment eligibility verification form.

- **Employment At Will**

Academic Researchers serve at the pleasure of the University and are employees-at-will, meaning that employment may be terminated at any time, with or without cause, with or without prior notice, and without recourse to any appeal process. There is no requirement that the notice of termination specify any reason for termination.

- **Administrative Policies and Procedures**

Oakland University faculty members are to understand and comply with the terms of the following administrative policies and procedures:

[Policy 710 Administrative Guidelines Prohibiting Discrimination](#) [Policy 830 Information Technology](#)

[Policy 711 Guidelines for Handling Discrimination Complaints](#) [Policy 850 Network Infrastructure Policy](#)

[Policy 470 Release of Student Educational Records](#) [Policy 860 Information Security](#)

[Policy 406 Conflict of Interest Nepotism](#) [Policy 870 Software Regulations](#)

[Policy 430 Freedom of Information Act](#) [Policy 880 System Administration Responsibilities](#)

[Drug-Free Workplace Policy](#) [Policy 890 Use of University Information Technology Resources](#)

- **Immigration and Naturalization Service Status**

This offer is contingent upon having appropriate status with United States Immigration and Naturalization Service.

- **Employment Eligibility Verification Form**

The Employment Eligibility Verification Form (I-9 form) for all new employees is a requirement of the Federal Immigration Reform and Control Act of 1986. If you accept this offer, original documents listed on the eligibility verification must be presented, and the form must be completed and signed by an agent of Oakland University within three business days after the start of the term of appointment. University/Academic Human Resources are the authorized agents of the University.

- **Sexual Harassment Training**

Faculty members of Oakland University are strongly encouraged to complete and pass sexual harassment training, preferably within two weeks of receiving the link to online training. Training information will be sent via email by University Human Resources.

- **Raised Seal Transcripts**

This appointment requires that an official, raised seal transcript showing award of the doctoral or other terminal degree be provided to Oakland at the time of hire. If this appointment is offered prior to receipt of a terminal degree, then a transcript showing the award of the highest degree held must be provided at the time of hire, and a terminal degree transcript provided when that degree is awarded.

- **Benefits Enrollment**

To obtain coverage in benefit programs, you must complete the enrollment forms no later than 60 days following your employment date. For further information, please contact the Benefits Office at (248) 370-4207.

▪ **Accommodations for Persons with Disabilities**

Oakland University is a non-discriminatory, affirmative action employer. In accordance with the Michigan Persons with Disabilities Civil Rights Act, persons with disabilities who require accommodation to perform the duties of their position must notify their supervisors in writing of this need within 182 days of receipt of this notice or within 182 days of knowledge of the need for such accommodation.

PLEASE SIGN THE ORIGINAL OF THIS DOCUMENT WHERE INDICATED BELOW AND RETURN IT TO THE DEAN'S OFFICE, ALONG WITH THE SIGNED ACCEPTANCE OF THE ACCOMPANYING LETTER OF OFFER AND ANY EMPLOYMENT FORMS.

Print Name: \_\_\_\_\_

Signature: \_\_\_\_\_ DATE: \_\_\_\_\_