

**Agendum
Oakland University
Board of Trustees Formal Session
February 7, 2025**

**AMENDMENT TO RANK OF EMERITUS FACULTY POLICY
A Recommendation**

1. **Division and Department:** President, Human Resources, Academic Affairs, Office of the Executive Vice President for Academic Affairs and Provost.
2. **Introduction:** Oakland University Board of Trustees establishes the rank of emeritus (or emerita) professor to honor, upon retirement, tenured faculty members and Special Instructors who have made long-term contributions to Oakland and to encourage a continuing relationship with the University
3. **Previous Board Action:** The Board of Trustees approved the Policy on April 15, 1981 and amended on November 16, 1988.
4. **Budget Implications:** None.
5. **Educational Implications:** None.
6. **Personnel Implications:** To encourage a continuing relationship with former faculty members who have made long-term contributions to Oakland and maintain their interests and engagement in the University.
7. **University Reviews/Approvals:** The proposed change was recommended by the Office of Academic Affairs, supported by the Executive Vice President for Academic Affairs and Provost, and has been reviewed and approved by Human Resources, and the Office of Legal Affairs.
8. **Recommendation:**

RESOLVED, that the Board of Trustees approve the amendment to the Rank of Emeritus Faculty Policy identified in Attachment A, to become effective immediately.

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9. Attachments:

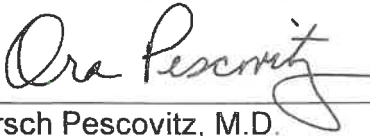
- A. Rank of Emeritus Policy Redlined.
- B. Rank of Emeritus Faculty Policy.

Submitted to the President
on Feb 4, 2025 by



Kevin J. Corcoran, Ph.D.
Interim Executive Vice President for
Academic Affairs and Provost

Recommended on 2/5, 2025
to the Board for Approval by



Ora Hirsch Pescovitz, M.D.
President

Reviewed by



Joshua D. Merchant, Ph.D.
Chief of Staff and
Secretary to the Board of Trustees

RANK OF EMERITUS

Approved by the Board of Trustees on November 16, 1988

Amended on February 7, 2025

RESOLVED, that the Oakland University Board of Trustees establishes the rank of emeritus (or emerita) professor faculty to honor upon retirement, faculty members who have made long-term contributions to Oakland the University and to encourage a continuing relationship with the University. Eligibility for emeritus (a) rank shall be governed by the following conditions:

a. To be eligible for nomination to this rank, the faculty member must be: (i) tenured at the time of retirement and have had continuous honorable full-time service as a member of the faculty for at least fifteen years prior to before retirement; those whose initial appointments were at the level of associate professor or professor must have been tenured at Oakland University for at least 10 years; or (ii) the title "emeritus(a) special instructor" may be awarded to special instructors who have job security and continuous honorable full-time service as a special instructor for at least fifteen (15) years prior to retirement. Special instructors must also have had job security at the University for at least ten (10) years prior to retirement to be eligible for emeritus status.

b. In exceptional and rare circumstances, and for demonstrated good cause, emeritus(a) title and status may be awarded to a tenured faculty member or special instructor who resigns or retires prior to completing the minimum years of service requirement stated above (as distinct from retires) his or her appointment for purposes of accepting academic an appointment elsewhere, or for other honorable purposes. The case for such exceptional award must be documented powerfully by the nominating academic unit and be found persuasive by the President and the Board of Trustees.

c. Nomination is to be initiated by the eligible retiree's/resignee's primary academic unit under procedures established by the aca-demic academic unit itself.

d. In the event an academic unit fails to nominate an eligible retiree/resignee within one year from the announcement of intent to retire, the dean/supervisor may request a recommendation from the departmental faculty or staff or hear an appeal by the retiree/resignee and may then elect to put forth a nomination.

e. A professor emeritus(a) shall:

1. ~~——~~ Be listed in the appropriate University catalog and /or departmental faculty listing on the website if he ~~or she so wishes,~~

~~2. Be listed in the University telephone directory if residence in the nearby area is maintained and if he or she so wishes,~~

23. Receive a proper identification card indicating the emeritus(a) title and status.

43. Be invited to attend all University ceremonies, processions, commencements, and convocations.

54. Have the right to attend meetings open to the faculty but without the right of vote on any matter, unless specifically so ~~empowered,~~ empowered, and

65. Enjoy such additional rights and privileges as ~~Oakland~~ the University may from time-to-time determine.

~~and, be it further~~

f. Revocation. Emeritus status may be revoked pursuant to conditions set forth in the applicable collective bargaining agreement.

RESOLVED, that, notwithstanding the above provisions, the granting of the rank of ~~professor~~ emeritus(a) is totally within the discretion of the Board of Trustees; and, be it further

RESOLVED, that this action supersedes the Board of Trustees action of April 15, 1981 and November 16, 1988 on this subject.

RANK OF EMERITUS FACULTY**Approved by the Board of Trustees on November 16, 1988****Amended on February 7, 2025**

RESOLVED, that the Oakland University Board of Trustees establishes the rank of emeritus (or emerita) faculty to honor, upon retirement, faculty members who have made long-term contributions to the University and to encourage a continuing relationship with the University. Eligibility for emeritus(a) rank shall be governed by the following conditions:

- a. To be eligible for nomination to this rank, the faculty member must either be: (i) tenured at the time of retirement and have had continuous honorable full-time service as a member of the faculty for at least 15 years before retirement; those whose initial appointments were at the level of associate professor or professor must have been tenured at the University for at least 10 years; or (ii) the title "emeritus(a) special instructor" may be awarded to special instructors who have job security and continuous honorable full-time service as a special instructor for at least fifteen (15) years prior to retirement. Special instructors must also have had job security at the University for at least ten (10) years prior to retirement to be eligible for emeritus status.
- b. In exceptional and rare circumstances, and for demonstrated good cause, emeritus(a) title and status may be awarded to a tenured faculty member or a special instructor who resigns or retires prior to completing the minimum years of service requirement stated above for purposes of accepting an appointment elsewhere, or for other honorable purposes. The case for such an exceptional award must be documented powerfully by the nominating academic unit and be found persuasive by the President and the Board of Trustees.
- c. Nomination is to be initiated by the eligible retiree's/resignee's primary academic unit under procedures established by the academic unit itself.
- d. In the event an academic unit fails to nominate an eligible retiree/resignee within one year from the announcement of intent to retire, the dean/supervisor may request a recommendation from the departmental faculty or staff or hear an appeal by the retiree/resignee and may then elect to put forth a nomination.
- e. Emeritus(a) faculty shall:
 1. Be listed in the appropriate University catalog and/or departmental faculty listing on the website if he or she so wishes
 2. Receive a proper identification card indicating the emeritus(a) title and status
 3. Be invited to attend all University ceremonies, processions, commencements, and convocations

4. Have the right to attend meetings open to the faculty but without the right to vote on any matter, unless specifically so empowered, and
 5. Enjoy such additional rights and privileges as the University may from time-to-time determine.
- f. Revocation. Emeritus status may be revoked pursuant to conditions set forth in the applicable collective bargaining agreement.

RESOLVED, that, notwithstanding the above provisions, the granting of the rank of emeritus(a) is totally within the discretion of the Board of Trustees; and, be it further

RESOLVED, that this action supersedes the Board of Trustees action of April 15, 1981 and November 16, 1988, on this subject.