

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

**EMERITUS NON-REPRESENTED STAFF AND CLINICAL 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) staff and clinical faculty to honor, upon retirement or termination, staff or clinical faculty members who have made long-term contributions to Oakland and to encourage a continuing relationship with the University.
3. **Previous Board Action:** None.
4. **Budget Implications:** None.
5. **Educational Implications:** None.
6. **Personnel Implications:** To encourage a continuing relationship with former Non-Represented staff and clinical 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 policy was recommended by the Office of Academic Affairs, supported by the Executive Vice President for Academic Affairs and Provost, and reviewed and approved by Human Resources, and the Office of Legal Affairs.
8. **Recommendation:**

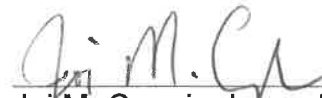
RESOLVED, that the Board of Trustees approves the Rank of Emeritus Staff and Clinical Faculty Policy identified in Attachment A, to become effective immediately.

Emeritus Non-Represented Staff and Clinical Faculty Policy
Oakland University
Board of Trustees Formal Session
February 7, 2025
Page 2

9. Attachments:

A. Emeritus Non-Represented Staff and Clinical Faculty Policy.

Submitted to the President
on 2/5, 2025 by



Joi M. Cunningham, J.D.
Vice President for Human Resources



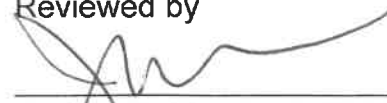
Kevin J. Corcoran, Ph.D.
Interim Executive Vice President for
Academic Affairs and Provost

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

EMERITUS NON-REPRESENTED STAFF and CLINICAL FACULTY

RESOLVED, that the Oakland University Board of Trustees establishes the status of a) emeritus (or emerita) staff to honor, upon retirement, non-represented staff members including but not limited to the President, Provost, Deans, Academic Administrators, Executives, Administrative Professionals, and other staff (Staff Members); and b) emeritus (or emerita) clinical faculty to honor, upon termination of their status, clinical faculty (Clinical Faculty), who have made long-term contributions to the University and to encourage a continuing relationship with the University. Eligibility for emeritus(a) status shall be governed by the following conditions:

- a. To be eligible for nomination to this status, the Staff Member must have had exemplary continuous honorable full-time service as a Staff Member for at least 15 years prior to retirement; the Clinical Faculty must have provided exemplary continuous honorable service for at least 15 years prior to termination of their status at the university.
- b. In exceptional and rare circumstances, and for demonstrated good cause, emeritus(a) title and status may be awarded to a Staff Member who resigns or retires or a Clinical Faculty who terminates their status prior to completing the minimum years of service requirement as stated above. The case for such an exceptional award must be documented powerfully by the nominating administrative 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 administrative/academic unit which should include the nominee's latest resume or curriculum vita and a nomination letter. In the event an administrative unit fails to nominate an eligible individual within one year from their retirement or termination of their status, the dean/supervisor may request a recommendation from the members of the unit or hear an appeal by the individual and may then elect to put forth a nomination.
- d. Emeritus(a) Staff Members and Clinical Faculty shall, as appropriate:
 1. Be listed in the appropriate University catalog and/or departmental staff 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 as appropriate
 4. Enjoy such additional rights and privileges as the University may from time-to-time determine

e. Revocation. The University may revoke emeritus status in the event the Board of Trustees determines that continued association with the Staff Member or Clinical Faculty could bring the University into disrepute or reflect negatively on the reputation or image of the University.

RESOLVED, that, notwithstanding the above provisions, the granting of the status of emeritus(a) is totally within the discretion of the Board of Trustees.