

Articulation Agreement
Between Oakland University and Macomb Community College
For a Bachelor of Science in Human Resource Development

Effective April 1, 2019- March 31, 2022

Oakland University, a Michigan constitutional body corporate and institution of higher education located in Rochester, Michigan (“OU”) and Macomb Community College, a Michigan institution of higher education located in Warren, Michigan (“MCC”) enter into this Articulation Agreement (“Agreement”) as of the date of the last signature below.

WHEREAS, OU and MCC recognize the benefits of cooperation regarding their respective educational programs; and

WHEREAS, OU and MCC desire to create an agreement to create a program (the “Program”) that will allow students to obtain a Bachelor of Science in Human Resource Development degree from OU upon successful completion of coursework in the Associate in General Studies (“AGS”) at MCC in accordance with the curriculum guide attached as **Exhibit 1** and incorporated herein by reference, and OU’s Bachelor of Science in Human Resource Development (“HRD”) program.

THEREFORE, the parties agree as follows:

1. Program Requirements. MCC students interested in participating in the Program must:
 - a. Complete the required coursework at MCC, as specified in the curriculum guide attached as **Exhibit 1**, and
 - b. Apply to, and be admitted by, OU. In addition, where applicable, students must apply to, and be admitted by OU, into the HRD major. Applicants from MCC will be considered for admission to OU based upon OU’s criteria for undergraduate admission as such criteria is revised from time-to-time; completion of coursework at MCC, including without limitation completion of the coursework specified in the curriculum guide attached as **Exhibit 1**, does not guarantee admission to OU or to any particular major.
2. OU’s HRD Requirements. Students enrolled in OU’s HRD program pursuant to this Agreement must:
 - a. Satisfy all of OU’s requirements for progression, retention and graduation for the HRD program as stated in the applicable OU catalogue(s) when the student is admitted to OU; and
 - b. Comply with OU’s academic, conduct and other requirements, policies, codes, ordinances and regulations while attending OU.

3. Transfer of Credits. OU will accept a transfer of up to sixty-four (64) credits for MCC courses identified in the curriculum guide in which a student earned a grade of 2.0 (numerical grading system) or C- (alpha grading system) or better and those credits will be indicated on the student's OU transcript. This grade requirement only applies to the minimum required to transfer. Program and major requirements may differ from minimum transfer requirements. If any of those 64 credits were awarded by an institution other than MCC, then the awarding institution must have been regionally accredited when the credits were awarded. OU will not accept the transfer of credits for a MCC course if the student re-takes the equivalent course at OU. If a student in the Program subsequently transfers out of OU's HRD program, then all of the student's transfer credits will be re-evaluated -- and may be denied -- based upon OU's transfer policies in effect at that time.
4. Grade Point Average. A student's grade point average for the HRD degree will be the grade point average earned in courses taken at OU.
5. Communication. OU and MCC agree to cooperate in communicating with each other and with their common and respective audiences concerning the established relationship between the two institutions. OU and MCC further agree to communicate curriculum changes which may affect the articulated programs at the respective institutions.
6. Marketing. Each institution will be responsible for marketing the Program to their respective student and/or faculty populations. Each party may provide a link on its website to the other institution's website.
7. Student Information. To the extent permitted by law, OU may provide aggregate, non-personally identifiable, student performance information annually and upon request to MCC. Notwithstanding the foregoing, both OU and MCC will comply with the Family Rights and Privacy Act and its implementing regulations.
8. Term. The term of this Agreement will commence on **April 1, 2019** and will expire on **March 31, 2022**, unless terminated earlier as provided in this Agreement. Either institution may terminate this Agreement at any time and without cause upon one hundred eighty (180) calendar days prior written notice. In addition, either institution may terminate this Agreement at any time upon ten (10) days prior notice ("Notice Period") if the other institution breaches this Agreement and fails to cure the breach – to the non-breaching institution's reasonable satisfaction – within the Notice Period. All students participating in the Program as of the date that this Agreement is terminated will be allowed to complete the Program under the terms of this Agreement but only if those students apply to and are admitted by OU within three (3) years of the date that this Agreement is terminated.
9. Accreditation. Both institutions will maintain their respective regional accreditation during the term of this Agreement and each institution will notify the

other immediately if their regional accreditation is revoked, suspended or limited for any reason. If either party's accreditation revoked, suspended or limited, the other party may terminate this Agreement immediately and the parties will, to the extent practicable, cooperate to accommodate students in the Program at the time at the institution that remains properly accredited.

10. Oversight. Representatives from each institution will meet regularly to review the Program, the Curriculum Guide and the terms of this Agreement.
11. Notices. All notices and other communications provided for here under must be in writing and must be mailed by first class, registered or certified mail, postage paid, or delivered personally, by overnight delivery service, by facsimile, or by electronic transmission with confirmation of receipt, addressed as follows:

If to Oakland University:

Office of the Provost
Oakland University
371 Wilson Boulevard, Room 205
Rochester, Michigan 48309

With a copy to:

Office of Legal Affairs
Oakland University
371 Wilson Boulevard, Room 203
Rochester, Michigan 48309

If to Macomb Community College:

Dean of University Relations
University Center
44575 Garfield Rd
Clinton Township, MI 48094

Either institution may, by like notice, specify or change an address to which notices and communications must thereafter be sent.

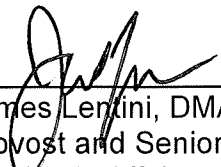
12. Indemnity. OU and MCC will defend, indemnify, and hold each other, and the other institution's trustees, officers, employees, students, volunteers, agents, representatives and designees, in both their official and personal capacities, harmless from and against any and all claims, demands, suits, damages, judgments, liabilities, losses and expenses including without limitation property damage, personal or bodily injury to or death of any person, and reasonable attorneys' fees and expenses of litigation, to which one institution may become subject actually or allegedly arising out of or relating to: (a) any failure of the indemnifying institution to observe or perform any of the covenants, conditions, agreements or obligations observed or performed pursuant to this Agreement;

and (b) any gross negligence or willful misconduct of the indemnifying institution. This provision will survive termination or expiration of this Agreement.

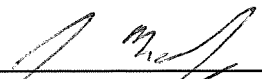
13. Miscellaneous. Neither institution may assign this Agreement without the other institution's prior written consent. The invalidity or unenforceability of any term or provision of this Agreement will in no way affect the validity or enforceability of any other term or provision. A waiver by either institution of any provision or breach of this Agreement will not waive any other provision or breach, nor will the same be deemed to be a waiver of any subsequent breach, either of the same provision or otherwise. Except for indemnity and hold harmless obligations arising out of third party claims, neither institution will be liable to the other for, and the parties hereby release each other from, any liability for special, incidental, punitive and/or consequential damages of any kind, nature or description, including without limitation lost revenues or profits, even if either institution had knowledge of the possibility of such potential loss or damage. Neither institution will be liable for any losses or damages of any kind, nature or description caused by fire, water, accident, weather, riot, strike, act of God, acts of terrorism or any other cause beyond that institution's control. The captions or headings in this Agreement are for convenience only and in no way define or limit the scope or intent of any term, clause, provision or paragraph. This Agreement and the recitals contain the entire agreement between the parties, and will be binding upon the parties and their respective successors and assigns. No amendment to this Agreement will be effective unless it is in writing and signed by both parties' authorized representatives. This Agreement is for the sole and exclusive benefit of the parties, and neither institution intends to create a benefit in favor of any other person, entity or third party including, without limitation, any student, parent, guardian or current or prospective student employer. In the performance of their respective duties and obligations under this Agreement, the parties are each independent contractors and neither is a partner, joint venturer, employee or servant of the other, and each is responsible only for its own conduct.
14. Applicable Law. Michigan law, including without limitation the Michigan Persons with Disabilities Civil Rights Act, the Michigan Elliott-Larsen Civil Rights Act and the Michigan Governmental Tort Liability Act ("Act"), all as may be amended from time to time, including the provision that illegal discrimination by either institution may be considered a material breach of this Agreement, will govern the validity, construction and performance of this Agreement. Michigan will be the forum for any legal or equitable proceedings in connection with this Agreement. Notwithstanding anything contained in this Agreement to the contrary, whether express or implied, no provision of this Agreement waives OU's or MCC's rights under the Act or effectively creates any direct or indirect liability for the OU or MCC otherwise prohibited by the Act.

15. Counterparts. This Agreement may be executed in several counterparts, all of which taken together will constitute one single Agreement between the parties.

Oakland University:

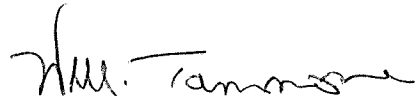

James Lentini, DMA
Provost and Senior Vice President for
Academic Affairs

Dated: 4-25-19



Jon Margerum Leys Ph.D.
Dean, School of Education and
Human Services

Dated: 4-30-19

Macomb Community College:


William Tammone, Ph.D.
Provost and Vice President for the
Learning Unit

Dated: 5/8/19


Marie Pritchett, Ph.D.
Dean of Arts & Sciences

Dated: 5/6/19

OU
Legal
BLF
04-24-19

Exhibit 1

**Articulation Agreement Macomb Community College Associate in General Studies and
Oakland University Bachelor of Science in Human Resource Development**

Courses to take at Macomb Community College (64 credits total)

Semester 1	Semester 2	Semester 3	Semester 4
ENGL 1210- 3 credit hours (ch)	ENGL 1220- 3 ch	MTA Approved Science- 4 ch	MTA Approved Humanities- 3 ch
MTA Approved Social Science- 3 ch	MTA Approved Social Science- 3 ch	BLAW 1080- 4 ch	MATH 1100- 4 ch
MTA Approved Humanities- 3 ch	BCOM 2050- 4 ch	MGMT 1180- 3 ch	BCOM 2070- 3 ch
MTA Approved Science- 4 ch	MGMT 1155- 3 ch	BCOM 2060- 4 ch	MGMT 2100- 3 ch
MGMT 1010- 3 ch	BUSN 1660- 3 ch		BLAW 1090- 4 ch
<i>Total Semester Credit Hours 16</i>	<i>Total Semester Credit Hours 16</i>	<i>Total Semester Credit Hours 15</i>	<i>Total Semester Credit Hours 17</i>

Courses to take at Oakland University (60 credits total)

Semester 5	Semester 6	Semester 7	Semester 8
HRD 3100 Introduction to HRD	HRD 3300 Instructional Design	HRD 4300 Instructional Methods	HRD 4950 Internship in HRD
HRD 3210 Group/Team Development	HRD 3410 Ethics in HRD	HRD 4200 Change Processes	Career & Leadership Elective: HRD 3510 or 4510
HRD 3530 Cultural Diversity in Work	HRD 3700 Information Systems	HRD 3520 Career Development	
HRD 3420 Work and the Law	HRD 3440 Intro to Labor Relations	Training & Dev Elective: HRD 3330, 4320, or 4700	
<i>Total Semester Credit Hours 16</i>	<i>Total Semester Credit Hours 16</i>	<i>Total Semester Credit Hours 16</i>	<i>Total Semester Credit Hours 12</i>

Below are a list of steps to follow when completing this agreement:

1. Complete degree requirements per MCC's Associate in General Studies (AGS). To meet HRD learning outcomes and receive the benefits of the agreement all courses below must be completed. MTA courses have been selected to maximize credit efficiency.
2. At Oakland complete remaining HRD Core Requirements: HRD 3100, 3210, 3300, 3410, 3420, 3530, and 3700
3. At Oakland complete the HRD Focus Area Courses:
 - Organization Development- HRD 4200
 - Training and Development- HRD 4300 and one elective from HRD 3330, 4320 or 4700
 - Career and Leadership Development- HRD 3520 and one elective from HRD 3510 or 4510
 - Employment Systems and Standards- HRD 3440
4. At Oakland University Complete the HRD 4950 Internship Requirement

HRD 3430, Organization Development Elective, and Employment Systems and Standards Elective are satisfied through the articulation agreement