

**MEMORANDUM OF UNDERSTANDING**  
**TERM OF AGREEMENT – AUGUST 18, 2020 – JANUARY 31, 2021**

This Memorandum of Understanding concerns Article 10 of the 2020 – 2023 Collective Bargaining Agreement (CBA) between the Association and the Administration.

1. Kelly L. Colwell, Assistant Professor (Faculty Member) applied for promotion to Associate Professor for the 2020-2021 Academic Year.
2. Tenure with Promotion to Associate is addressed by Article 10 of the CBA between the parties.
3. Due to an oversight, the appropriate tenured faculty were not given the opportunity to vote on Tenure with Promotion to Associate Professor for the Faculty Member.
4. The parties wish to address and correct the oversight by adjusting the language of Article 10.13 in the following manner:

By January 31, 2021, faculty in the Department of Health Professions shall vote via secret ballot on a Tenure/Promotion application. The secret ballots will include the following options:

Tenure/Promotion Candidates:

- Support tenure with promotion
- Oppose tenure with promotion
- Abstain or decline to respond

5. The original recommendations of the Dean and Provost (from 2020) shall stand.
6. This Memorandum of Understanding is non-precedent setting.

MOU 2021.01, Entered into this 26<sup>th</sup> day of January 2021.

FOR THE ASSOCIATION

Susan W. Clutter  
Susan W. Clutter, President  
YSU Chapter of OEA

AJ Sumell  
AJ Sumell, Chief Negotiator  
YSU Chapter of OEA

Kelly L. Colwell, Assistant Professor  
Faculty Member

Kelly Colwell

FOR THE ADMINISTRATION

Brien N. Smith  
Brien N. Smith, Provost  
Youngstown State University

Kevin M. Kralj  
APPROVED AS TO FORM:  
Kevin M. Kralj, Director Labor & Employee Relations  
Youngstown State University

cc: Cynthia Kravitz, Assistant Vice President and Chief Human Resources Officer

Dean Jeffrey Allen

Sara Michalyszyn, Associate Professor, Acting Chair  
Health Professions