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**MEMORANDUM OF UNDERSTANDING**  
**TERM OF AGREEMENT – August 18, 2020 – May 8, 2021**

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This Memorandum of Understanding concerns the Tenure, Promotion, and Tenure with Promotion process for Academic Year 2020-2021.

1. The parties agree that deadlines for the Tenure, Promotion, and Tenure with Promotion process for Academic Year 2020-2021 will be governed by Articles 10 and 15 from the 2017-2020 collective bargaining agreement between the parties.
2. This Memorandum of Understanding is non-precedent setting.

MOU 2021.02, Entered into this 26<sup>th</sup> day of January 2021.

FOR THE ASSOCIATION



Susan W. Clutter, President  
YSU Chapter of OEA



AJ Sumell, Chief Negotiator  
YSU Chapter of OEA

FOR THE ADMINISTRATION



Brien N. Smith, Provost  
Youngstown State University



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