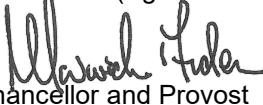


MEMORANDUM

TO: 2023-2024 University Reappointment, Promotion and Tenure Committee (URPTC)
Cathy Crossland (Education), **Committee Co-Chair**
Craig Friend (Humanities & Social Sciences), **Committee Co-Chair**
Ken Adler (Veterinary Medicine)
Carla Barbieri (Natural Resources)
Mark Beasley (Poole College of Management)
Kofi Boone (Design)
Chris DePerno (Natural Resources), Associate Chair of the Faculty
Tarek Echehki (Engineering)
Blan Godfrey (Wilson College of Textiles)
Marguerite Moore (Wilson College of Textiles), Appointed by Provost and Chair
of the Faculty
Mette Olufsen (Sciences)
Shannon Pratt-Phillips (Agriculture & Life Sciences), Appointed by Provost and
Chair of the Faculty
Mohamed Youssef (Agriculture & Life Sciences)

FROM: Warwick A. Arden 
Executive Vice Chancellor and Provost

SUBJECT: 2023-2024 Annual Report Recommendations

DATE: June 26, 2024

Thank you for your service on the 2023-2024 University Reappointment, Promotion and Tenure Committee. I recognize your participation required a significant amount of time in meeting, thoroughly examining the RPT process and policies and diligently reviewing the assigned cases. The seriousness and thoughtfulness with which you have responded to your charge is greatly appreciated. I would especially like to thank Professors Cathy Crossland and Craig Friend for their leadership of the committee this year.

The committee's [annual report](#) has provided me with several items to review and I assure you the input provided will be seriously studied and considered. I am pleased to report that the following steps have already been taken to implement some of the committee's recommendations: COVID Impact Statements are being revised into a more generalized Major Disruptions Impact Statement beginning with the 2024-2025 RPT Cycle. I have also removed the requirement for deans and department heads to provide an explanation in their assessments for an "early" tenure action. My office will continue to examine the ramifications of removing the word "Early" as a label for non-mandatory tenure cases. There are some logistical items that we need to consider before doing so, but in general we agree that the focus of the review should be on the standards and not time in rank. The Office for Faculty Excellence continues to work with departments and colleges on the professional track faculty promotion standards and procedures; at this time, nearly all departments who have promotion-eligible professional faculty either have published standards for those faculty or are well on their way to finalizing such standards. In addition, we will work to add the appointment of a professional track faculty member (at the rank of professor) to the composition of the URPTC, starting with the 2024-2025 academic year.

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I will ask my office to continue studying all of your concerns and make improvements to the process where possible. For example, we will continue to examine ways to provide more effective training for administrators, particularly those who are recently appointed to their role.

Again, thank you for your service and for all the contributions you make to NC State. For those continuing on the committee, I look forward to working together next year to further our efforts in support of this important process.

cc: Deans