

MEMORANDUM

TO: 2024-2025 University Reappointment, Promotion and Tenure Committee (URPTC)
Kofi Boone (Design) **Committee Co-Chair**
Shannon Pratt-Phillips (Agriculture & Life Sciences), Appointed by Provost and
Chair of the Faculty **Committee Co-Chair**
Ken Adler (Veterinary Medicine)
Mark Beasley (Poole College of Management)
Mary Ann Drake (Agriculture & Life Sciences)
Tarek Echehki (Engineering)
Ahmed El-Shafei (Wilson College of Textiles)
Nora Haenn (Humanities & Social Sciences)
Mette Olufsen (Sciences)
Soonhye Park (Education)
Sunkyu Park (Natural Resources)
Ghada Rabah (Sciences), Appointed by Provost and Chair of the Faculty
Walter Robinson (Sciences), Faculty Senate

FROM: Warwick A. Arden 
Executive Vice Chancellor and Provost

SUBJECT: 2024-2025 Annual Report Recommendations

DATE: August 15, 2025

Thank you for your service on the 2024-2025 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 Kofi Boone and Shannon Pratt-Phillips for their leadership of the committee.

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 several steps have already been taken to implement some of the committee's recommendations. The term "early" has been removed from promotion and tenure actions that occur prior to the mandatory review year. In addition, the URPTC composition guidelines have been revised to add a professor from University College starting with the 2025-2026 academic year. Finally, our Office for Faculty Excellence will be offering more robust training on the process for administrators, particularly for those newly appointed to their role and who come from outside of NC State, beginning this fall.

I will ask my office to continue studying all of your concerns and make improvements to the process where possible.

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