

## **COLLEGE OF ENGINEERING FACULTY ORGANIZATION (CEFO)**

### **MEETING MINUTES**

Tuesday, October 14, 2025

The meeting was called to order at 11:38 AM.

EPIC G287

The following individuals signed the attendance sheet:

Abasifreke Ebong, Ahmed Abu El Ela, Ahmed El-Ghannam, Aidan Browne, Angelo Gaitas, Ankit Agarwal, Anni Li, Anthony Bombik, Arun Ravindran, Artur Wolek, Asis Nasipuri, Austin Fifield, Benny Rodriguez, Brett Tempest, Brigid Mullany, Carlos Gonzalez-Calderon, Churlzu Lim, Christoph Kossack, Christopher Green, Courtney Smith-Orr, David Newell, Dipankar Maity, Edward Morse, Farah Deebea, Glenn Moglen, Gongfan Chen, Gordon Chen, HaiTao Zhan, Jaewon Oh, Jaime Berez, Jay Wu, John Nettles, Jose Outeiro, Joshua Dickenson, Junqiu Wang, Ke Zeng, Kevin Lawton, Kevin Lindsay, Linda Xie, Lynnora Grant, Madhav Manjrekar, Mahmoud Dinar, Maria Guimaraes Biagini, Matt Westbrook, Matt Whelan, Meg Harkins, Mei Sun, Mesbah Uddin, Michael Smith, Michelle Demers, Nan BouSaba, Nan Zhao, Nicole Braxtan, Nigel Zheng, Olya Keen, Qiuming Wei, Regina Vrikkis, Rob Keynton, Roger Tipton, Ron Sass, Ron Smelser, Ryan Rasanen, Saffeer Khan, Sam Shue, Shahed Mohammed, Sheldon Xie, Sid Alvis, Simon Hsiang, Soumitra Joy, Steve Schmid, Tao Hong, Terence Fagan, Tyler Stover, Valentina Cecchi, Xuyang Li, Yawo Amengonu, Yamilka Baez Rivera, Yi Cao, Youxing Chen

### **Approval of Minutes**

The agenda and the minutes from the August 26, 2025 meeting were approved by lack of objection.

### **KEEN Announcement**

- Creating innovators podcast coming out 10/30
- Innovator's mindset passed out today, email questions by 10/31, podcast released 11/24
- KEEN national conference sending 5 UNCC faculty (paid for by KEEN)
  - Lunch and learn to report back from KEEN national conference

### **College and University Communications (Monica Hughes)**

- The University motto is changing from "Shape What's Next" to "The Difference is Charlotte"

- Superlatives: first, only, best, fastest (backed by facts)
- If you plan on creating content for external audiences, include Monica Hughes or Regina Vrikkis (recruiting)
- College social media: Facebook, Instagram, LinkedIn, Youtube
- If you need support with filming/reporting media content, there is a [nomination form here](#)
- [Faculty / Staff recognition submission form](#) (NSF CAREER, Fulbright, etc)
- Centralized database for [student competition team performances](#)
- [University brand style guidelines](#)
- Internal Resources link at the bottom of the [college website](#) has links to all of these submission windows
- UNC Charlotte is institutionally neutral, no political opinions, do not represent the university with your personal opinions / posts. Separate politics from the classroom
- Monica has study abroad flags to take with you and document international travel

### **President's Remarks (Christopher Green)**

- Chartwells undelivered lunch and we had to wait until the end for some faculty to get food. If you have had any similar bad experiences catering with Chartwells, please let the CEFO administration know so we can pass along our complaints
- Attendance has QR code option in addition to normal sign in sheet
- ASEE will be held in Charlotte in June. Abstracts were due on 10/15.

### **Old Business: Chair Comprehensive Review**

The college plans to formalize the **comprehensive review procedure for department chairs** based on academic affairs policy, which currently has no explicitly defined process at the college level.

- Faculty Council policy requires broader committee than just DRC
- Inputs should include broad range of individuals with interest in the department
- Feedback:
  - Include grad students? Some strongly opposed, but some in favor
  - Procedure was not strongly worded
  - What would the survey questions be? They should be same across college
  - Refer to Faculty Council policy but not be redundant
- Revision:
  - Dean / Associate Dean for Faculty Affairs will consult DRC of the department to form a 5-7 member committee
  - Makes a recommendation to the constituents of the 5-7 member committee:
    - One member from DRC

- One additional faculty from department to broaden participation (non tenure track, etc)
  - One staff member from the department
  - One Department Chair from another department in the college
  - One member from the department's advisory board
  - (Optional inclusion of graduate student(s) or other members to broaden participation
- Clarifies the three criteria by which the chair will be assessed:
  - Chair's job description
  - Chair's self assessment document
  - Inputs obtained from a broad range of individuals who are knowledgeable and have interest in the department
- There was a motion to approve the current revision of the Chair Review Policy with additional correction of 5-7 members
  - **Aye (majority of those present)**
  - Ney (1)
  - Abstention (0)

### **New Business: Review Process for Non-Tenure Faculty**

- At this time, CEFO is requesting 1-2 non-tenure faculty members per department to form a special committee
- There was a movement to form a special committee to review revise and develop a policy for the reappointment and promotion of full-time non-tenure faculty
- Questions
  - Do we have any full-time non-tenure faculty? (1?)
  - Is there an existing policy within UNC Charlotte or NC system to go off?
  - Question of whether tenure track faculty should be involved in committee?
- Clarification
  - Well established policy for TT promotion and reappointment, but current policy for NTT is by recommendation of the chair to the dean for approval. This would create a more defined process (which will be voted on in subsequent CEFO meetings)
- **Aye (majority of those present)**
- Ney (1)
- Abstention (1)

### **Dean's Report**

- Educational rankings
  - Jumped up in ranking to #74 (2020: 157)
  - Undergraduate Engineering 125 (2025) -> 125 (2026)

- Record enrollment: 1016 new (+46%), 3675 total enrollment (+21%)
- Graduate enrollment: MS -20%, PhD +6.7%
- Construction Engineering BS approved by NC Board of Governors to start in Fall 2026
- Global Fab Lab launched
- Research updates
  - COEN research awards +15.6%, 26.4% of university total \$\$
  - 1 of 15 finalists for NSF Engines (\$160M over 10 years)
- NC has not passed 2025-2027 budget still
  - Hiring pause update:
    - Faculty position recruitments are moving forward
    - Non-admin staff (student focused) recruitments are moving forward
    - Admin staff recruitment still paused
    - Postdoc and student hiring not impacted
  - Anticipating a 1% or 1.5% budget cut
    - EHRA holding
    - Shop/lab budgets
    - RA and TA holdings
    - EPIC operational costs
    - (faculty cuts off limits, staff cuts severely discouraged)
  - F&A changes (as of Aug 15)
    - No department F&A (may return pending budget passing)
    - No PI F&A (may return pending budget passing)
    - 10% to college (3/10 to univ centers if applicable)
  - Philanthropy
    - 9.8M -> 14M
    - Honeywell \$10M (\$4M to CCI, \$4M to COE)
      - 4 capstone projects
      - 6 student scholarships
- Stay tuned for spring announcement (8 figures)

**Closing** The meeting was adjourned at 12:47 PM.