

**BOARD OF TRUSTEES
UNIVERSITY OF THE DISTRICT OF COLUMBIA
UDC RESOLUTION NO. 2019 -28**

SUBJECT: Tenure Approval for Tih Koon (Alex) Tan, Ph.D., School of Business and Public Administration

WHEREAS, Tih Koon (Alex) Tan, Ph.D., is currently an Associate Professor in the School of Business and Public Administration (SBPA), and has petitioned the University of the District of Columbia to be granted tenure in the department in which he is qualified; and

WHEREAS, pursuant to 8B DCMR §1462, Mohamad Sepehri, Ph.D., Dean of SBPA, in conjunction with the SBPA Tenure Committee, has conducted a thorough review of Dr. Tan's background and record of achievements in teaching, scholarship and university and community service, highlights of which are set forth on Appendix A attached hereto; and

WHEREAS, Dr. Tan was judged an outstanding faculty member in the Finance program at SBPA with outstanding teaching ratings, who meets the criteria by which University of the District of Columbia faculty are evaluated, based on the 7th Master Agreement, noting he displayed an unselfish commitment to UDC and the community at large and an impeccable record of intellectual and scholarly contributions; and

WHEREAS, the President and the Chief Academic Officer have affirmed the recommendation of tenure for Dr. Tan from the Dean and the SBPA Tenure Committee, and the President has forwarded the recommendation for tenure to the Board of Trustees.

NOW THEREFORE BE IT RESOLVED, that the Board of Trustees of the University of the District of Columbia approves the award of tenure to Tih Koon (Alex) Tan Ph.D., School of Business and Public Administration, at the rank of Associate Professor.

Submitted by the Academic and Student Affairs Committee

May 22, 2019

Approved by the Board of Trustees:

June 4, 2019



Christopher Bell
Chairperson of the Board

Appendix A

REPRESENTATIVE ACHIEVEMENTS – TENURE APPOINTMENT

See Documents Attached

Lawrence T. Potter, Jr., Ph.D.
Chief Academic Officer

CONFIDENTIAL MEMORANDUM

TO: Ronald Mason, Jr., J.D.
President

FROM: 
Lawrence T. Potter, Jr., Ph.D.
Chief Academic Officer

DATE: April 15, 2019

RE: Tenure Recommendation for Dr. Tih Koon (Alex) Tan

Dear President Mason:

Guided by the *Seventh Master Agreement*, I have reviewed the materials and other supporting documentation of Dr. Tan for tenure, an applicant holding the rank of Associate Professor in the School of Business and Public Administration (SBPA). *It should be noted that Dr. Tan was awarded two years of credit towards tenure at the time of hire in fall 2016. Therefore, this recommendation meets all university policies.*

I have reviewed Dr. Tan's portfolio for tenure to evaluate evidence of significant and relevant achievements in scholarship/creative work, teaching, and service. In addition, I reviewed the self-narrative to ensure there is alignment between the established standards and evidence provided within the portfolio. I arrived at my independent assessment of Dr. Tan's work after careful consideration of his narrative, record of teaching, scholarly artifacts, service contributions, and students' evaluation of his teaching.

In the domain of teaching, I have concluded that his teaching evaluations, teaching materials, and other assessments show work that exceeds unit standards for tenure. Specifically, he has worked on developing his teaching practices to emphasize experiential learning in his courses. The data on student achievement in Dr. Tan's courses, peer evaluations, and student feedback shows consistency in good teaching. Dr. Tan has introduced innovation in both undergraduate and graduate courses in finance. In May 2018, Dr. Tan received the UDC Executive Cabinet "Excellence in Teaching" award.

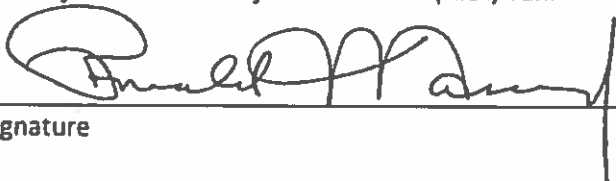
Dr. Tan's publication record meets unit standards for tenure in terms of number and quality. He has published three scholarly peer-reviewed publications in discipline-specific journals such as the *International Journal of Business and Finance Research*, *Journal of Finance and Accountancy*, and *Review of Accounting and Finance*. However, I would encourage him to dedicate more attention to this evaluation area as he thinks about future faculty promotion opportunities within SBPA. He should also think about ways in which external funding can support his research program as there is no record of external funding.

Dr. Tan's service exceeds standards for tenure in terms of his significant contributions to the university, SBPA, and the department. He has started work on worked to reinstate the BBA Finance program which was approved in 2018; he has contributed to the establishment of MOUs with two Chinese universities (in 2017 and 2018, respectively); and he has led student groups to visit the Federal Reserve and the Bureau of Engraving and Printing. He serves/has served on the University Assessment Committee, Institutional Review Board, Founders Day Planning Committee, SBPA Accreditation Committee, among others.

Lastly, I concur with the recommendations of both his dean, Dr. Sepehri and the SBPA's review committee: Dr. Tan meets the standards for tenure at the University of the District of Columbia. I hereby approve this action and submit his application information for your consideration—I am pleased to provide you with his full portfolio upon request.

Enclosure: Tenure Recommendation for Dr. Tih Koon (Alex) Tan

I, Ronald Mason, Jr., President of UDC, do hereby APPROVE DENY the recommended award of tenure for Associate Professor Tih Koon (Alex) Tan.


Signature

5.14.19
Date

Comments: _____

Office of the Dean

January 15, 2019

TO: President/CAO Ronald Mason

RE: Tenure Recommendation – Dr. Tih Koon (Alex) Tan

Dear President Mason,

The SBPA Tenure and Promotion (T&P) Committee has reviewed the tenure portfolio and application for Dr. Tan, Associate Professor of Finance and the committee has highly endorsed and recommended him “without qualification or hesitation” for tenure. I concur with the T&P recommendation and I would like to express my strongest support and recommendation for granting tenure to Dr. Tan at UDC.

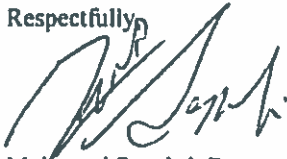
Alex has been a shining star of the SBPA, especially within the Department of Accounting and Finance. He has proven himself, again and again, as a change agent by contributing to the progress and advancements of the school in both academic as well as professional development. Dr. Tan has generated a fresh approach in quality teaching and infusion of the experiential learning into the classroom and across the school. He was the recipient of the UDC Teaching Award in 2018.

I always admire his unselfish commitment to UDC and always prepared to offer constructive help to advance the promotion and recognition of the SBPA and UDC within the local and at-large communities. He is always ready to help when needed. When we needed a critical help for a complex and complicated major global corporate financial “valuation” project, he stepped up without any hesitation and provided valuable and solid financial report for the client. His work was endorsed and validated by the highest industry experts in the field. This helped the University and SBPA to receive a well-deserved recognition and acknowledgement.

Dr. Tan continues to provide valuable service to SBPA, UDC, and the community at large. He has been a force behind promoting and expanding international programs and collaborative engagement with international universities and bodies. On his initiative, we have been engaged with several Chinese universities to establish collaborative programs and signing MOUs. This has proven highly effective for future development and growth of the student enrollment at UDC. Dr. Tan has continued his engagement with additional Chinese universities and programs.

Dr. Tan is a consummate teacher, mentor, and an exemplary role model for our students and the junior faculty. He has impeccable record of intellectual and scholarly contributions, and he has excellent track of service to SBPA and UDC. He is well qualified by AACSB standards and he will be a valuable asset in our effort to achieve AACSB accreditation. Alex has my strongest support and recommendation for tenure.

Respectfully,



Mohamad Sepehri, Dean
SBPA

November 5, 2018

Dean Mohamad Sepehri, Ph.D.
School of Business and Public Administration
University of the District of Columbia

RE: Tenure Recommendation Letter for Associate Professor, Dr. Tih Koon Tan

Dear Dean Sepehri:

It is with the greatest enthusiasm that the Tenure Committee at the School of Business and Public Administration is taking this opportunity to submit a letter of recommendation regarding Dr. Tan's application for Tenure in the Department of Accounting and Finance at the University of the District of Columbia. He currently serves as an associate professor on tenure track. He is a conscientious, dedicated, dependable, intelligent, highly motivated and hard-working individual. We consider him to be a very good candidate for tenure in all of the criteria listed.

During the last three years, at the SBPA and the University of the District of Columbia, Dr. Tan has distinguished himself as an outstanding teacher and student counselor. His patience and skillful guidance of our students has, over the years, yielded magnificent results judging from the outstanding success of many of his students who have gone on to graduate schools, professional schools and foreign service, especially. He has taught all classes we called upon him to teach, and taught them creditably; they include graduate and undergraduate courses in finance. His student evaluations are always among the very best in the department. In addition to being an excellent teacher, one can very easily see from Dr. Tan's curriculum vitae that he is also a promising scholar and has authored three scholarly peer publications since 2013: evidence of very good and growing research promise.

Moreover, Dr. Tan has had a long ten-year career in teaching finance, where he held a variety of faculty positions and some administrative responsibilities. These experiences have conferred to him wonderful practical experience, some of his responsibilities also exposed him to formal trainings in banking and international financial institutions, including the International Monetary Fund (IMF), a set of valuable skills for student guidance and instruction, which he would bring to the SBPA.

The SBPA Tenure Committee strongly believes that Dr. Tan has so much to offer to the SBPA in particular and the University both in the classroom and the general community. His combination of impressive academic publications, experience with the finance sector, presentations at conferences and over 10 years of teaching experience assures his success as a scholar and would be a great asset to this institution. Dr. Tan is a promising academic who has our unequivocal recommendation for a tenure place among the SBPA faculty.

Everyone who has come in contact with Dr. Tan has been impressed by his remarkable intellectual acumen and industry. Dr. Tan is an independent scholar and an enthusiastic team player. We, therefore, recommend him unconditionally to the position he is seeking.

Please feel free to contact us should we be of further assistance.

Sincerely Yours,

SBPA Tenure Committee

Drs. Julius Anyu, Paul Bachman, Jian Hua, Michael Tannen, Mohamad Sepehri (ex-officio / non-voting), Sergey Ivanov – Chair

TIH KOON (ALEX) TAN, Ph.D.

School of Business and Public Administration
University of the District of Columbia
Washington, DC 20008

AREAS OF INTEREST

Research: Corporate Finance, Corporate Governance, Executive Compensation, Institutional Investors, International Finance
Teaching: Corporate Finance, Financial Models, International Finance, Investments

ACADEMIC EXPERIENCE

08/2016 – present University of the District of Columbia, Washington, District of Columbia, U.S.A.
Associate Professor, Finance

- Introduction to Finance
- Financial Management I
- Special Topics in Finance
- Financial Management (Graduate)

08/2010 – 08/2016 The University of Tampa, Tampa, Florida, U.S.A.
Assistant Professor, Finance

- Financial Management
- Advanced Financial Management
- Foundations of Finance (Graduate)
- Introduction to Global Business

06/2014 - 08/2014 University of South Florida – St. Petersburg, St. Petersburg, Florida, U.S.A.
Adjunct Professor, Finance

- Advanced Corporation Finance

05/2006 - 05/2010 University of Central Florida, Orlando, Florida, U.S.A.
Adjunct Instructor, Finance

- Financial Models

08/2005 - 05/2010 University of Central Florida, Orlando, Florida, U.S.A.
Graduate Research/Teaching Assistant

02/2003 - 07/2005 Shenzhen University, Shenzhen, Guangdong Province, CHINA
Lecturer

- International Economics/Finance
- Money and Banking

PUBLICATIONS/WORK-IN-PROGRESS/PRESENTATIONS

Publications

Harrington, C. and T.K. Tan (*forthcoming*), "A Trading Game for Introductory Finance Courses with Assessable Learning Outcomes," *Advances in Financial Education*.

TIH KOON (ALEX) TAN, Ph.D.

Kim, D. and T.K. Tan (2016), "Ex-Post Stock Return Behavior of Corporate Restructurings and Corporate Control," *Review of Accounting and Finance*, 15(4):484-498.

Li, X. and T.K. Tan (2015), "Governance Changes for Firms Added to the S&P 500," *The International Journal of Business and Finance Research*, 9(4):21-36.

Li, X. and T.K. Tan (2015), "Internal Labor Market Homogeneity and CEO Succession: Evidence from S&P 1500," *Journal of International Business and Economics*, 15(1):83-101.

Li, X. and T.K. Tan (2015), "Success Stories for Tracking Stocks," *Journal of Finance and Accountancy*, 18.

Tan, T.K. (2012), "Financial Distress and Firm Performance: Evidence from the Asian Financial Crisis," *Journal of Finance and Accountancy*, 11:36-45.

Wang, H.H., T.K. Tan, and R.T. Schotzko (2007), "Interaction of Potato Production Systems and the Environment: A Case of Waste Water Irrigation in Central Washington," *Waste Management & Research*, 25:14-23.

Current Work-In-Progress

Mohr, J. and T.K. Tan (*write-up*), "Too Big to Fail: Big Banks and the Cost of Funds Paradox,"

Tan, T.K. (*literature review*), "CEO Compensation Structure: Global Empirical Evidence,"

Agirdas, C. and T.K. Tan (*literature review*), "Comparing the Effects of Two Teaching Methods on Student Learning,"

Tan, T.K. (*data collection*), "Do Externally Recruited CEOs Get Paid More? Is It Worth It?"

Presentations

"Internal Labor Market Homogeneity and CEO Succession: Evidence from S&P 1500,"

- *International Academy of Business and Economics Conference*, Orlando, Florida, March 24, 2015
- *Sykes College of Business Research Day*, Tampa, Florida, March 20, 2015

"Comparing the Effects of Two Teaching Methods on Student Learning," with Cagdas Agirdas

- *Decision Sciences Institute Annual Meeting*, Tampa, Florida, November 22-25, 2014

"Big Benefits: A Low-Cost Way to Include a Trading Game in Introductory Finance Courses," with Christine Harrington

- *Academy of Business Research Conference*, New Orleans, Louisiana, March 13-15, 2013

"Governance Changes for Firms Added to the S&P 500," with Melissa Frye

- *SFA Annual Meeting*, Charleston, South Carolina, November 14-17, 2012
- *EFA Annual Meeting*, Savannah, Georgia, April 13-16, 2011
- *SWFA Annual Meeting*, Houston, Texas, March 9-12, 2011.

"Too Big to Fail: Big Banks and the Cost of Funds Paradox," with Joseph Mohr

- *SWFA Annual Meeting*, New Orleans, Louisiana, February 29-March 3, 2012

"Internal Labor Market Homogeneity and CEO Succession Issues," with Melissa Frye

- *SFA Annual Meeting*, Key West, Florida, November 16-19, 2011
- *FMA Annual Meeting*, Denver, Colorado, October 19-22, 2011

TIH KOON (ALEX) TAN, Ph.D.

- *EFA Annual Meeting*, Savannah, Georgia, April 13-16, 2011
- *SWFA Annual Meeting*, Houston, Texas, March 9-12, 2011.

“Evidence of Institutional Owners Monitoring from Additions to the S&P 500 Index,”

- *EFA Annual Meeting*, Miami Beach, Florida, April 14-17, 2010
- *SWFA Annual Meeting*, Dallas, Texas, March 3-6, 2010
- *MFA Annual Meeting*, Las Vegas, Nevada, February 24-27, 2010.

“Financial Distress and Firm Performance: Evidence from the Asian Financial Crisis,”

- *EFA Annual Meeting*, Washington, D.C., April 29-May 2, 2009
- *SWFA Annual Meeting*, Oklahoma City, Oklahoma, February 24-28, 2009
- University of Central Florida, Orlando, Florida, March 21, 2008.

EDUCATION

- 08/2010 **Doctor of Philosophy in Business Administration (Finance)**
University of Central Florida
Orlando, Florida, U.S.A.
- 12/2002 **Master of Arts in Agribusiness**
Washington State University
Pullman, Washington, U.S.A.
- 08/2001 **Master of Arts in Economics**
Washington State University
Pullman, Washington, U.S.A.
- 12/1998 **Bachelor of Arts in Business Administration (Finance)**
Washington State University
Pullman, Washington, U.S.A.

AWARDS/CERTIFICATES/HONORS

UDC Executive Cabinet Excellence in Teaching Award (2018)

National Society for Experiential Education (NSEE) Certificate of Knowledge (2013)

Council on International Educational Exchange (CIEE) International Faculty Development Seminar – Shanghai, China (2011)

SWFA Outstanding Doctoral Student Paper Award (2010)

SERVICE

UDC SBPA Undergraduate Curriculum Committee, Chair (Fall '18 – present)

UDC SBPA Graduate Curriculum Committee, Member (Fall '18 – present)

UDC SBPA Executive Council, Member (Fall '18 – present)

UDC SBPA Accreditation Committee, Member (Fall '18 – present)

UDC Chief Academic Officer Search Committee, Member (Summer '18 – present)

UDC Institutional Review Board, Member (Spring '18 – present)

UDC University Assessment Committee, Member (Fall '17 – present)

UDC Founder's Day Planning Committee, Member (Fall '16 – present)

TIH KOON (ALEX) TAN, Ph.D.

UDC SBPA Accreditation, Learning and Assessment Committee, Member (Fall '16 – Spring '18)

UDC SBPA Finance Faculty Member Search Committee, Chair (Spring '18)

UDC SBPA Business Law & Management Information Systems Faculty Member Search Committees, Member (Spring '18)

UDC SBPA Marketing Faculty Member Search Committee, Member (Spring '17)

UT Faculty Senate, Member (Spring '14 – Spring '16)

UT Baccalaureate Experience Committee, Member (Fall '11 – Spring '14, Fall '15 – Spring '16)

FMA Student Chapter Committee, Member (Fall '12 – present)

Beta Gamma Sigma, UT Chapter, Secretary (Fall '12 – Spring '16)

FMA, UT Chapter, Co-Advisor (Fall '12 – Spring '16)

UT College of Business Undergraduate Curriculum Committee, Member (Fall '11 – Spring '16)

Ad hoc reviewer: *The Financial Review*, *Journal of Finance and Accountancy*

Session Organizer: EFA 2014, SFA 2014, SWFA 2018

Session Chair: EFA 2011, SFA 2013, EFA 2013, SFA 2014

Program Committee: EFA 2011, FMA 2012, SFA 2012, EFA 2013, SFA 2013, EFA 2014, SFA 2014, EFA 2015, FMA 2015, FMA 2016, SFA 2016, EFA 2017

Discussant: EFA 2008, SFA 2008, EFA 2009, SWFA 2009, EFA 2010, MFA 2010, SWFA 2010, EFA 2011, SWFA 2011, SFA 2013

GRANTS

Southeast SAS User Group 2013 Academic Grant for Faculty, Amount: \$1,000 (2013)

UT Faculty Development Dana Grant, Amount: \$2,000 (2011/2012)

UT Quality Enhancement Plan Grant, Amount: \$5,000 (2011)

PROFESSIONAL MEMBERSHIP/AFFILIATION

Beta Gamma Sigma

Decision Sciences Institute

Financial Management Association International

Omicron Delta Epsilon

Southern Finance Association

Southwestern Finance Association

REFERENCES

Fiscal Impact Statement

TO: The Board of Trustees

FROM: Managing Director of Finance *David A. Franklin*

DATE: May 22, 2019

SUBJECT: Tenure Approval for Tih Koon (Alex) Tan, Professor in the School of Business & Public Administration

Conclusion

There is no fiscal impact associated with the granting of tenure to Dr. Tih Koon (Alex) Tan, to the academic rank of Associate Professor in Finance, in the School of Business & Public Administration (SBPA). The SBPA's Tenure Committee conducted a thorough tenure evaluation and issued a recommendation to the Dean of SBPA regarding the tenure application of Dr. Tan.

Background

The SBPA's Tenure Committee and the Dean conducted reviews of Dr. Tan's teaching, scholarship, and service to the University of the District of Columbia and concluded that he meets the standards for tenure at UDC, as detailed in their recommendations. The reasons for this recommendation are articulated in the formal recommendations from the Chief Academic Officer.

Dr. Tan, who joined the SBPA faculty in 2016, was awarded two years of credit towards tenure at the time of his hiring.

Dr. Mohamad Sepehri, Dean of SBPA, the Chief Academic Officer, and the President have all affirmed the recommendation of tenure for Dr. Tan. The President has forwarded the recommendation for tenure to the Board of Trustees.

Financial Impact

This request is approved based upon the information provided. There are no anticipated risks at this time.