

**BOARD OF TRUSTEES
UNIVERSITY OF THE DISTRICT OF COLUMBIA
UDC RESOLUTION NO. 2025 - 40**

**SUBJECT: TENURE APPROVAL FOR SUZAN ABED, PH.D., SCHOOL OF BUSINESS
AND PUBLIC ADMINISTRATION**

WHEREAS, pursuant to D.C. Official Code § 38-1202.06(3), the Board of Trustees is authorized to establish or approve policies and procedures governing admissions, curricula, programs, graduation, the awarding of degrees, and general policy for the components of the University; and

WHEREAS, Dr. Suzan Abed, Associate Professor of Accounting and Finance in the School of Business and Public Administration (SBPA) of the University of the District of Columbia (UDC), has petitioned the University to be granted tenure in the department in which she is qualified; and

WHEREAS, Dr. Mohamad Sepehri, Dean of SBPA, in conjunction with the Department Chair and the Department and College Promotion and Tenure Committee, have conducted a thorough review of Dr. Abed's academic background and records of achievement in teaching, scholarship, and university and community service and that Dean Sepehri recommended her for tenure; and

WHEREAS, they judged Dr. Abed to be an excellent professor in the Accounting program with distinguished skills and expertise in her field who meets the criteria by which University of the District of Columbia faculty are evaluated, based on the 8th Master Agreement, noting her notable success in the domains of teaching; research and scholarly works (including research on taxation policies and the economic analysis of electronic vehicle carports); and service to SBPA and to the University, all of which make her an asset to UDC; and

WHEREAS, the Chief Academic Officer and the President have affirmed the recommendation of tenure for Dr. Abed from Dean Sepehri and the appropriate committee and the President has forwarded the recommendation for tenure to the Board of Trustees.

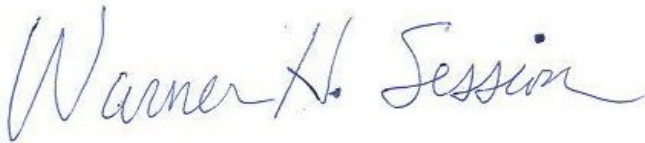
NOW, THEREFORE, BE IT RESOLVED that the Board of Trustees of the University of the District of Columbia approves the award of tenure to Dr. Suzan Abed, School of Business and Public Administration, at the rank of Associate Professor effective October 1, 2025.

Submitted by Academic and Student Affairs Committee:

November 4, 2025

Approved by the Board of Trustees:

November 13, 2025



Warner H. Session
Chairperson of the Board

Mohamad Sepehri, Ph.D.
Dean

January 27, 2025

TO: Dr. April Massey
Chef Academic Officer

RE: Tenure Recommendation – Dr. Suzan Abed

Dear Dr. Massey,

The ACCT-FIN Department Chair and the SBPA Tenure & Promotion Committee have reviewed the tenure portfolio and application for Dr. Abed, Associate Professor of Accounting. They have endorsed the application and have strongly supported Dr. Abed for tenure. I wholly concur with their decisions, and I strongly support Dr. Abed for tenure status.

Dr. Abed has been an exemplary faculty member, with remarkable service, contributions, and accomplishments. She has an impressive record of research, published in peer reviewed journal (PRJ) publications. Since 2019, she has published 11 AACSB-level research papers in reputable academic journals. Her quick summary of Intellectual Impact (IC), reported in fall 2024, shows: 1984 citations, 471 Research interests, impressive Google Scholar scores of 14-h index and 17-I10 index, 471 Research Interests, 77 Recommendations, and 36,344 reads. By all accounts, she has been outstanding.

Dr. Abed is a role model at SBPA and UDC for her service contributions to university and the community. She has been helping with the VITA Tax Clinic and mentoring and supervising the students who take part in the service, as part of their practicum and experiential learning. I personally am aware that she has been going through very painful and excruciating health issues and yet, she is always among the first who steps up to help and always with a smile.

Suzan has been an exemplary colleague with distinguished service to UDC and SBPA, a caring mentor to our students as well as our new faculty. She has an excellent teaching record and is always ready and prepared to help our students. She is a strong and reliable force in advancing our quality excellence, to secure our next round of AACSB accreditation. She has my strongest endorsement for tenure.

Respectfully,



Mo Sepehri



UNIVERSITY OF THE
DISTRICT OF COLUMBIA
OFFICE OF THE CHIEF ACADEMIC OFFICER —

APRIL MASSEY, PH.D.
CHIEF ACADEMIC OFFICER

August 19, 2025

Dr. Suzan Abed
School of Business and Public Administration
University of the District of Columbia

Dear Dr. Abed,

This letter follows up on my letter of June 24, 2025, in which I informed you that I would be recommending to President Edington and the Board of Trustees that you be granted tenure at your current rank of associate professor. Having thoroughly evaluated your record of accomplishments in the domains of teaching, scholarship, and service, and having concurred with the recommendations of the Chair, Dean, and relevant promotion review committee(s), my recommendation supporting your tenure request has gone to President Edington for final approval.

After receiving presidential approval, your application will be reviewed and voted on at the next meeting of the Board's Academic and Student Affairs Committee, scheduled for September 9, 2025. Applicants approved in Committee will be voted on during the subsequent full Board meeting, scheduled for September 16, 2025. Board-approved tenures will be effective on October 1, 2025.

Congratulations on reaching this stage of the review process and thank you for your sustained commitment to student success and professional excellence. Thank you for your continued commitment to SBPA and to the students of the University of the District of Columbia.

Sincerely,



Approved:


President Maurice D. Edington

Date: 8/19/25

Dr. Suzan Abed
University of the District of Columbia
Associate Professor
Accounting and Finance

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

Professional Occupations

August 2019- Present: Associate professor, School of Business and Public Administration, Accounting Department, University of the District of Columbia, Washington- DC

April. 2019- July. 2019: Professor, Accounting Department, Faculty of Business- Applied Science Private University, Amman-Jordan

Sep. 2014-July 2019: Associate Professor, Accounting Department- Faculty of Business- Applied Science Private University, Amman-Jordan

Sep.2010- Sep. 2014: Assistance professor, Accounting Department-Faculty of Business- Applied Science Private University- Amman-Jordan

Sep. 2004-Feb. 2007: Lecturer, Accounting Department- Faculty of Business- Applied Science Private University- Amman-Jordan

Sep. 2000-Sep. 2003: Teaching Assistant, Accounting Department- Faculty of Business-Yarmouk University- Irbid-Jordan

Education

2007- 2010 PhD in Accountancy - University of Aberdeen- UK

2000-2003 Master of Accountancy (Rating: Excellent) - Yarmouk University- Jordan

1996-2000 Bachelor of Business Administration (Major Accounting, Minor Finance - Rating: Very Good) - Yarmouk University- Jordan

Licensures and Certifications

- The Course Design Faculty Learning Community Spring 2023, UDC. (March 20, 2023 - May 12, 2023).
- Online Teaching Certificate OTC, UDC. (June 17, 2020 - June 24, 2020).

Administrative Experiences

- Sep 2015-July 2019 Dean of Scientific Research and Graduate Studies- Applied Science Private University- Amman-Jordan.
- Sep 2013- Sep 2015 Dean Faculty of Business- Applied Science Private University- Amman-Jordan.
- Sep 2012-Sep 2013 Department Head- Accounting Department- Faculty of Business- Applied Science Private University- Amman-Jordan.

Professional Memberships

- Institute of Management Accountants. (June 16, 2020 - Present).
- European Accounting Association. (April 2011 - July 2021).
- EcoMan 2020. (January 25, 2020 - November 13, 2020).
- British Accounting and Finance Association BAFA. (April 2008 - October 12, 2020).

Publications

- Awada, E., Radwan, E., Abed, S., & Al-Mahrouk, A. (2024). Economic Analysis and Design of Sustainable Solar Electric Vehicle Carport at Applied Science Private University in Jordan. *Energies*, 17(7). <https://doi.org/https://doi.org/10.3390/en17174321>
- Abed, S., & Robinson-Foster, D. (2024). The Level of Taxpayer's Satisfaction for Services Provided by the Vita Tax Site: A Case Study. *Risk Governance and Control: Financial Markets & Institutions*, 14(1), 103–110. <https://doi.org/https://doi.org/10.22495/rgcv14i1p7>
- Abed, S., & Chinta, R. (2023). Hospital Ownership as A Factor Influencing Hospital Charges. *Corporate Ownership & Control* / Volume, 20(4), 166–174. <https://doi.org/https://doi.org/10.22495/cocv20i4art12>
- Abed, S., Tan, T. K., & Chen, B. (2022). Competency of the Virtual Accounting Learning to Meet CMA Certification Needs. *International Journal of Innovation, Creativity and Change*, 16(3), 274–290. file:///C:/Users/suzan/OneDrive/Desktop/COVID%20paper/Competency%20of%20the%20Virtual%20Accounting_published.pdf
- Abed, S., Gali, N., & Judeh, M. (2022). Job Delight: Development and Validation of a New Construct. *International Journal of Business Performance Management*, 23(3), 285–303. <https://www.inderscience.com/info/ingeneral/forthcoming.php?jcode=ijbpm>.
- Abed, S., & Alwadhan, A. (2021). Before the ink is dry: does sustainability reduce earnings management? Theoretical perspective. *International Journal of Accounting and Financial Reporting*, 11(3), 1–12. <https://doi.org/https://doi.org/10.5296/ijafr.v11i3.18888>
- Abed, S., Abu Allan, A. J., Abu Kasim, N. A., Mustapha, M., & Shah, S. M. (2021). Mediating Role of Balanced Scorecard on the Relationship between Uncertainty and Performance in the Manufacturing Companies in Jordan. *International Journal of Management Practice*, 14(3), 261–282. <https://www.inderscienceonline.com/doi/pdf/10.1504/IJMP.2021.115094>
- Hamadallah, M., Al-Srouji, A., & Abed, S. (2020). The Nexus between Reducing Audit Report Lags and Diving Integrated Financial Report Governance Disclosures: Should ASE Directives be More Conspicuous?. *Afro-Asian J. of Financial and Accounting*, 11(1), 81–103. <https://doi.org/10.1504/AAJFA.2021.10033824>
- Abed, S., Batineh, H., & Mishiel Said Suwaidan, M. (2020). Does Implementing CG and Ownership Structure have any impact on audit reporting lag and management audit lag in Jordan. *International Journal of Innovation, Creativity and Change*, 13(10), 702–717. https://www.ijcc.net/images/vol_13/Iss_10/131064_Abed_2020_E_R.pdf
- Abed, S., Bataineh, H., & Suwaidan, M. (2019). The Impact of Ownership Structure and Corporate Governance on the Financial Performance of Jordanian Listed Companies. *Jordan Journal of Business Administration*, 15(1), 95–120. <https://journals.ju.edu.jo/JJBA/article/view/16201>
- Abed, S., Hamdallah, M. E., & Srouji, A. (2019). Banks Performance and Customers' Satisfaction in Relation to Corporate Social Responsibility: Mediating Customer Trust and Spiritual Leadership: What Counts!. *International Journal of Business Innovation and Research*, 19(3), 358–384. <https://doi.org/10.1504/IJBIR.2019.100327>
- Abed, S., & Atwa, R. (2019). The Role of Audit Quality and Corporate Governance on Reducing Earnings Management. *Jordan Journal of Business Administration*, 15(1), 21–50. <https://journals.ju.edu.jo/JJBA>

- Abed, S. (2018). The Perception of XBRL Technology in the Jordanian Context: An Exploratory Study. *Research Journal of Applied Sciences*, 13(1), 1–4. <https://doi.org/10.36478/rjasci.2018.1.4>
- Abed, S., Atwa, R., & Al-Khoury, A. (2017). Can Ownership Structure and Board Structure Affect Firm Performance? Jordanian Evidence. *International Journal of Economic Research*, 14(14), 305–315. <http://www.serialsjournals.com>
- Abed, S., & Al-Najjar, B. (2016). Determinants of the extent of forward-looking information: evidence from UK before financial crisis. *Corporate Ownership and Control*, 13(3), 17–32. <https://doi.org/10.22495/cocv13i3p2>
- Abed, S., Al-Najjar, B., & Roberts, C. (2016). Measuring annual report narratives disclosure: Empirical evidence from forward-looking information in the UK prior the financial crisis. *Managerial Auditing Journal*, 31(4/5), 338–361. <https://doi.org/https://doi.org/10.1108/MAJ-09-2014-1101>
- Al-Najjar, B., & Abed, S. (2016). The association between disclosure quality of forward-looking information and corporate governance mechanisms: evidence from the UK before the financial crisis period. *Managerial Auditing Journal*, 29(7). <https://doi.org/10.1108/MAJ-09-2014-1101>
- Abed, S., Al-Najjar, B., & Roberts, C. (2016). How to Measure Annual Report Narratives Disclosure? Empirical Evidence from Forward-Looking Information in the UK Prior the Financial Crisis. *Managerial Auditing Journal*, 31(4/5), 338–361. <https://doi.org/https://doi.org/10.1108/MAJ-09-2014-1101>
- Suwaidan, M., Abed, S., & Melham, S. (2015). Audit Fees and Agency Costs: An Empirical Examination of Companies Listed on the Amman Stock Exchange. *Jordan Journal of Business Administration*, 11(1), 215–226. <https://journals.ju.edu.jo/JJBA/article/view/5659>
- Alshawish, M., Abed, S., & Hamdallah, M. (2015). The Impact of Agency Cost on Demand for Non-Audit Services for Listed Corporations in Jordan. *International Journal of Economics and Finance*, 7(7), 154–162. <https://doi.org/doi:10.5539/ijef.v7n7p154>
- Abu Anzeh, B., & Abed, S. (2015). The Extent of Accounting Ethics Education for Bachelor Students in Jordanian Universities. *Journal of Management Research*, 7(2), 121–143. <https://doi.org/https://doi.org/10.5296/jmr.v7i2.6957>
- Abed, S., Roberts, C., & Hussainey, K. (2014). Managers' incentives for issuing cash flow forecasts. *International Journal of Accounting, Auditing and Performance Evaluation*, 10(2), 133–152. <https://doi.org/10.1504/ijaape.2014.060202>
- Abed, S., & Abed, S. (2014). The association between disclosure of forward-looking information and corporate governance mechanisms: evidence from the UK before the financial crisis period. *Managerial Auditing Journal*, 29(7), 578–595.
- Abed, S., Suwaidan, M., & Slimani, S. (2014). The determinants of chief executive officer compensation in Jordanian industrial corporations. *International Journal of Economics and Finance*, 6(12), 110–118.
- Abed, S. (2014). A Review of E-accounting Education for Undergraduate Accounting Degrees. *International Business Research*, 7(2), 113–119. <https://doi.org/10.5539/ibr.v7n2p113>
- Hamdallah, M. E., Abed, S., & Srouji, A. F. (2013). Human Resource Factors and its Effect on Accountants in Jordanian Banks. *Global Journal of Management and Business Research*, 13(2249-4588), 9–14. https://globaljournals.org/GJMBR_Volume13/2-Human-Resource-Factors-and-its-Effect.pdf
- Suwaidan, M., Abed, S., & Al-Khoury, A. (2013). Corporate governance and non-Jordanian share ownership: the case of Amman Stock Exchange. *International Journal of Business and Management*, 8(20), 14–24. <https://doi.org/10.5539/IJBM.V8N20P14>
- Abed, S., & Al-badainah, J. (2013). The Impact of auditor's gender on audit fees: Case of Jordanian auditors. *International Journal of Business and Management*, 8(14), 127–133. <https://doi.org/10.5539/ijbm.v8n14p127>

- Abed, S., Al-Badainah, J., & Serdaneh, J. A. (2012). The level of conservatism in accounting policies and its effect on earnings management. *International Journal of Economics and Finance*, 4(6), 78–85. <https://doi.org/10.5539/ijef.v4n6p78>
- Warrad, L., Abed, S., Khriasat, O., & Al-Sheikh, I. (2012). The effect of ownership structure on dividend payout policy: Evidence from Jordanian context. *International Journal of Economics and Finance*, 4(2), 187–195. <https://doi.org/10.5539/ijef.v4n2p187>
- Abed, S., Al-Attar, A., & Suwaidan, M. (2012). Corporate governance and earnings management: Jordanian evidence. *International Business Research*, 5(1), 216–226. <https://doi.org/10.5539/ibr.v5n1p216>
- Abed, S., Al-Okdeh, S., & Nimer, K. (2011). The inclusion of forecasts in the narrative sections of annual reports and their association with firm characteristics: the case of Jordan. *International Business Research*, 4(4), 264–272. <https://doi.org/10.5539/ibr.v4n4p264>

Presentations

- Abed, S. (Presenter/Author), Tan, T. K. A. (Author), Chen, B. (Author), 52nd Northeast Decision Sciences Institute (NEDSI) Conference, "Measure Annual Report Narratives Disclosure: Empirical Evidence from Disclosure of COVID-19 Information in Jordan," UDC, Crystal Gateway Marriott Arlington, Crystal City, VA, United States. (March 30, 2023).
- Chinta, R. (Author/presenter), Nguyen, N. (Author), Abed, S. (Author), 52nd Northeast Decision Sciences Institute (NEDSI) Conference, "The Non-Clinical Determinants of Variance in Hospital Charges: Evidence from Alcohol and Drug Abuse Cases in 2019 in US (DRG = 897)," UDC, Crystal Gateway Marriott Arlington, Crystal City, VA, United States. (March 30, 2023).
- Abed, S. (Author), Tan, T. K. (Author), Chen, B. (Author), 2023 North American Accounting Society (NAAS) Annual Conference, "Determinants of Voluntary Disclosure of COVID-19 Information -Jordan Evidence," North American Accounting Society, Chicago, IL, United States. (March 22, 2023).
- Abed, S. R. (Presenter and Author), Chinta, R. (Author), Nguyen, N. (Author), 2023 KEY WEST International Academic Conference, "Heart Failure Cases In 2019 In Us: Study Of Determinants Of Variance In Hospital Charges," UDC-SBPA, Key West, Florida, Key West-Orlando, FL, United States. (January 7, 2023).
- Abed, S. (Author), Tan, T. K. (Author), Chen, B. (Author), 2022 North American Accounting Society (NAAS) Annual Conference, "Competency of Virtual Accounting Learning to Meet CMA Certification Needs," North American Accounting Society, Chicago, IL, United States. (March 25, 2022).
- Abed, S. (Author), Tan, T. K. (Author), Chen, B. (Author), 3rd Annual Faculty Senate Conference, "Competency of Virtual Accounting Learning to Meet CMA Certification Needs," University of the District of Columbia, Rockville, IL, United States. (February 11, 2022).
- Abed, S. (Author), International Conference on Sustainable Innovation And Emerging Trends in Business and Management ICCMIT2020, "Does Implementing CG and Ownership Structure have any impact on audit reporting lag and management audit lag in Jordan," ICCMIT2020, Athens, Greece, April 4-5, 2020, Athens, Greece. (April 5, 2020).
- Abed, S., Global Research & Development Services, "The Role of Environmental Policies on Firm Financial Performance: Evidence from Jordanian Panel Data," Applied Science Private University, Athens, Greece. (May 2015).
- Abed, S. (chair), The 5th International Conference of Faculty of Economics and Administrative Science, "Chair of Conference," Applied Science Private University, Amman, Jordan. (April 2015).
- The Role of Environmental Policies on Firm Financial Performance: Evidence from Jordanian Panel Data, Global Research & Development Services, Istanbul-Turkey, 6-8 May 2015.
- Abed, S., Conference, "-The Association between Disclosure Quality of Forward-looking Information and Corporate Governance Mechanism," Applied Science Private University, Paris, France. (May 5, 2013).

- Abed, S., BAFA Annual Conference, "Disclosure of Cash Flow Forecasts: UK Evidence," Applied Science Private University, Brighton, United Kingdom. (April 17, 2012).
- Abed, S., Conference, "-Methods for Scoring Annual Reports Narratives: The Case of the Extent of Forward-Looking Information," Applied Science Private University, Rome, Italy. (April 2011).
- Abed, S., Conference, "-Content Analysis Methods: An Investigation of the Impact of Content Analysis Method Choices in the Analysis of Forward-Looking Disclosures," University of Aberdeen, Dundee, United Kingdom. (April 21, 2009).
- Abed, S., Conference, "Content Analysis Methods: An Investigation of the Impact of Content Analysis Method Choices in the Analysis of Forward-Looking Disclosures", BAA Annual Conference, Dundee - UK, 21-23 April 2009.

University Representative

- Attend MEETING ID- 71964-Dumade Accounting Faculty Symposium- April 28-30, 2023, Deloitte University Dallas-Texas.
- Attend Reimagine Education (2018), Dec 3-5, Philadelphia- US.
- Attend 13th QS-Apple (2018), Nov 22-24, Taichung- Taiwan.
- Present at 6th QS-Mapple (2016), Sixth QS Middle East and Africa Professional Leaders in Education Conference and Exhibition, Al-Ain -UAE 9-11.
- Attend the 11th QS-Apple (2015), Asia Pacific Professional Leaders in Education Conference and Exhibition, Nov. 24-27, Melbourne- Australia.

Research Activity

- "Working Paper" (On-Going). (October 2023 - Present) - The Non-Clinical Determinants of Variance in Hospital Charges: Evidence from Alcohol and Drug Abuse Cases in the US.
- "Working Paper" (On-Going). (December 2023 - Present)- Determinants of COVID-19 Information: The Case of Jordan

Teaching Experience at UDC

❖ Graduate Courses

- ACCT 504, Accounting for Management Functions
- ACCT 506, Cost Analysis and Control
- BGMT 538, Independent Study – Cost Analysis & Control

❖ Under-Graduate Courses

- ACCT 201, Financial Accounting,
- ACCT 202, Managerial Accounting
- ACCT 325, Cost Accounting
- ACCT 404, Advanced Accounting

Teaching Experience at ASU-Jordan

❖ Graduate Courses

- Financial Statement Analysis
- Business Research Methods
- Accounting Theory

- Cost Accounting for Management
- Contemporary Issues in Accounting
- ❖ **Undergraduate Courses**
- Financial Accounting 1 (Principle of Accounting 1)
- Financial Accounting 2 (Principle of Accounting 2)
- Computerized Accounting
- Corporate Accounting
- Intermediate Accounting 1
- Intermediate Accounting 2
- Financial Statement
- Graduate Research
- Cost Accounting
- Managerial Accounting 1
- Managerial Accounting 2
- Advanced Accounting

Directed Student Learning- Ph.D supervision

- Doctoral Advisory Committee Chair. (June 2014 - October 2016).
Advised: Rouidah Haddad
- Doctoral Advisory Committee Chair, "The Impact of Ownership Structure (Family & Non-Family) and Corporate Governance on the Financial Performance of Jordanian Listed Companies." (June 2014 - June 2016).
Advised: Hanadi Bataineh
- Doctoral Advisory Committee Chair, "Can Ownership Structure and Board Structure Affect Firm Performance." (April 2014 - June 2015).
Advised: Rawan Atwa

Faculty Development Activities Attended

- Webcast, "Leveraging AI and Excel for Advanced Data Analysis," IMA. (September 25, 2024).
- Continuing Education Program, "Mandatory Employee Training - Mayor's Order 2023-131 Sexual Harassment," DC Government, Washington. (May 3, 2024).
- Continuing Education Program, "Mandatory Title IX Online Training for ALL UDC Employees," University of the District of Columbia, Washington, United States. (April 30, 2024 - May 1, 2024).
- Tutorial, "Becker Pathway to CPA+ CMA application session," UDC. (April 16, 2024).
- Workshop with Becker, "CPA Evolution Information," Becker. (February 9, 2024).
- Workshop, "Tenure and Promotion," UDC-FPD, Washington, DC, United States. (February 6, 2024).
- Continuing Education Program, "Spring 2024 Academic Forum - Jan. 3, 2024," UDC, Washington, DC, United States. (January 3, 2024).
- Webcast, "AICPA & CIMA Faculty Hour Series: Adapting Accounting Education to Changing Trends," AICPA. (October 20, 2023).

- "Fall Opening Convocation," University of the District of Columbia, Washington, DC. (September 21, 2023).
- "SBPA Town Hall Meeting," University of the District of Columbia, Washington, DC. (September 19, 2023).
- Continuing Education Program, "Fall 2023 Faculty Forum/Professional Development," UDC, Washington, United States. (August 16, 2023).
- Continuing Education Program, "The Course Design Faculty Learning Community Spring 2023," University of the District of Columbia, Washington, DC. (March 20, 2023 - May 12, 2023).
- Webinar, "Demystifying Generative AI in the Accounting Classroom," Wiley, United States. (May 10, 2023).
- Webcast, "AICPA & CIMA Faculty Hour Series: CPA Evolution Series – FAR and BAR," AICPA. (April 14, 2023).
- Zoom, "Fundamentals of Taxation for Individuals, 2024 Edition by Gregory Carnes and Suzanne Youngberg," Wiley, United States. (March 10, 2023).
- Webinar, "Discover How To Use ExPrep As An Accounting Professor," ExPrep, Charlotte, NC, United States. (February 17, 2023).
- Self-Study Program, "Institutional/Signatory Official: Human Subject Research-CITI training," University of the District of Columbia, Washington, DC, United States. (January 28, 2023 - January 29, 2023).
- Webcast, "AICPA Foundational Competencies for Aspiring CPAs," AICPA, Durham, NC, United States. (January 27, 2023).
- Self-Study Program, "Conducting an Effective Hiring Interview," DCHR, Washington, DC, United States. (January 25, 2023).
- Continuing Education Program, "Spring 2023 Academic Forum - Jan. 3, 2023, 8:45 a.m.," UDC, Washington, DC, United States. (January 3, 2023).
- Webinar, "QS Rankings," QS Institution. (December 19, 2022).
- Webcast, "AICPA & CIMA Faculty Hour Series," AICPA. (November 11, 2022).
- Zoom, "A Deep Dive into the CPA Evolution's Draft CPA Exam Blueprints," Wiley. (November 9, 2022).
- Webcast, "Using AICPA Resources to Develop Stronger Critical Thinking Skills in EVERY Accounting Course," AICPA. (October 21, 2022).
- Webcast, "Boston Chapter: Best Practices to Perform an Accounting Close that leads to Impactful Analytics and Best-in-Class Budgeting and Forecasting," IMA. (October 12, 2022).
- Workshop, "Understanding Gender Identity and Sexual Orientation," Center for Diversity, Inclusion, and Multicultural Affairs (CDIMA), in collaboration with the Center for the Advancement of Learning (CAL)-UDC, Washington, DC, United States. (October 12, 2022).
- Webcast, "Special Faculty Hour: 2024 CPA Exam – testing technology and research," AICPA, United States. (September 13, 2022).
- Webcasts, "Teaching Blockchain to Accounting Students," AICPA. (August 26, 2022).
- Workshop, "Forum, "2022 FALL ACADEMIC FORUM"," UDC, Washington, DC, United States. (Aug. 16-17, 2022).
- Webex, "May 2022 Ethics Training," Board of Ethics and Government Accountability, Washington, DC. (May 11, 2022).
- Zoom, "Accounting and Finance in the Digital Age," IMA. (April 1, 2022).
- Zoom, "IMA's Virtual Academic HBCU Dinner," IMA. (March 22, 2022).

- Webcast, "CPA Evolution Resources: Part I," AICPA, Durham, NC. (January 28, 2022).
- Forum, "2022 SPRING ACADEMIC FORUM," UDC, Washington, DC. (January 4, 2022).
- Seminar, "HBCU Roundtable," KPMG. (November 12, 2021).
- Webinar, "Integrating Data Analytics as a Standalone Course into the Accounting Curriculum," McGraw Hill. (November 12, 2021).
- Webinar, "The Wild Way: An Inside Look into the Wild Series," McGraw Hill Accounting. (November 5, 2021).
- Webinar, "Blockchain & Crypto - Updates and Future Directions for the Profession.," IMA. (October 15, 2021).
- Webinar, "Managerial Accounting for non-accounting majors, with Garrison franchise," McGraw-Hill Higher Education. (October 15, 2021).
- Summit, "IMA Women's Leadership Summit," Workday. (October 8, 2021).
- Zoom, "Faculty Hour: Cybersecurity Resources to Enhance Your Accounting Curricula," AICPA. (April 30, 2021).
- Zoom meeting, "IMA Student Series: Finance and Accounting Professional," IMA. (April 14, 2021).
- Self-Study Program, "Blackboard Ultra Essentials," University of the District of Columbia. (April 8, 2021 - April 13, 2021).
- Conference Attendance, "QU GAME Forum X," Quinnioiac University, NC, United States. (March 25, 2021 - March 26, 2021).
- Webinar, "Faculty Hour: CPA Evolution Update and Data Analytics for Audit Deep Dive," CIMA, NC, United States. (March 19, 2021).
- Webinar, "ASCE Database webinar," University of the District of Columbia, DC. (March 18, 2021).
- Webinar, "ASCE Research Library," UDC, Washington, DC. (March 18, 2021).
- Webinar, "CMA Review: Getting Started," Gleim, FL. (March 17, 2021).
- Tutorial, "Enhancing Experiential Learning and Competency Development Using Technology," AACSB. (February 18, 2021).
- Panel, "The CPA Evolution and Accounting Model Curriculum," AICPA NASPA. (January 25, 2021).
- Forum, "Spring Virtual Academic Forum - #UDC-RISE!," UDC, Washington, DC. (January 4, 2021).
- Training, "FERPA 201: Data Sharing (ADA Accessible)," University of the District of Columbia, United States. (November 29, 2020).
- Training, "FERPA for Colleges and Universities (ADA Accessible)," University of the District of Columbia, United States. (November 17, 2020).
- Training, "A.A.C.T.," University of the District of Columbia, United States. (November 5, 2020).
- Seminar, "IASB-EAA virtual seminar: IASB's Business Combinations – Disclosures, Goodwill and Impairment Discussion Paper," EAA, Brussels, Belgium. (October 30, 2020).
- Training, "TK20/Faculty Evaluation," UDC/SBPA, Washington, DC. (October 23, 2020).
- Training, "Social, Collaborative and Ethical Robotics," UDC/SBPA, Washington, DC. (October 15, 2020).
- Training, "LockDown Browser + Respondus Monitor: An Introduction to Online Proctoring," University of the District of Columbia, Washington, DC, United States. (October 7, 2020).
- Conference Attendance, "ACBSP 2020 Region 2 Fall Conference," University of the District of Columbia. (October 6, 2020).

- Training, "Blackboard Collaborate Ultra, Webex, Zoom," UDC/SBPA, Washington, DC. (September 10, 2020).
- Training, "Virtual Microsoft Training," Microsoft, United States. (Aug. 24 – Sep. 4, 2020).
- Training, "Qualtrics Training," UDC, Washington, DC. (Sep. 1, 2020).
- Training, "QuickBooks Online Monthly Product Update: The Know Webinar," CA, United States. (August 20, 2020).
- Continuing Education Program, "SBPA PROFESSIONAL DEVELOPMENT DAY," University of the District of Columbia, Washington, DC, United States. (August 19, 2020).
- Continuing Education Program, "Fall 2020 Virtual Academic Forum," University of the District of Columbia, Washington, DC, United States. (August 17- 18, 2020).
- Forum, "The Remote Research Enterprise, Session 1," HP, Washington, DC, United States. (July 7, 2020).
- Training, "Local Hatch Training," Board of Ethics and Government Accountability, Washington, DC, United States. (July 1, 2020).
- Conference Attendance, "ACBSP Virtual Conference 2020," University of the District of Columbia. (June 22, 2020 - June 24, 2020).
- Course, "Online Teach-Only Certification," UDC, Washington, DC, United States. (June 17- 24, 2020).
- Training, "BEGA Monthly Ethics Training," BEGA - Government Ethics, Washington, DC, United States. (June 17, 2020).
- Workshop, "Challenges and Opportunities for On-Line Accounting Education," EAA, Brussel, Belgium. (June 17, 2020).
- Tutorial, "Flipping the Accounting Classroom with an Old School Twist," Paradigm Education Solutions, United States. (June 11, 2020).
- Workshop, "New Faculty Academy," UDC, Washington, DC. (September 13, 2019 - April 10, 2020).
- Training, "Digital Measures Training," UDC, Washington, DC. (January 28, 2020).
- Workshop, "Introduction to ERPsim (SAP S/Hana)," Sam Houston State University, Huntsville, TX, United States. (January 6- January 8, 2020).
- Tutorial, "Sexual Harassment Prevention for Employees," UDC, Washington, DC. (December 13, 2019).
- Workshop, "Blackboard Primer," UDC, Washington, DC, United States. (October 9- 23, 2019).
- New Faculty Academy Cohort, "Professional Identity & Instructional Dynamics," UDC, Washington, DC, United States. (September 13, 2019).
- Tutorial, "Basics of Connect webinar," McGraw-Hill Connect, Washington, DC, United States. (September 12, 2019).
- Tutorial, "Banner Training," UDC, Washington, DC, United States. (September 4, 2019).

University Service

- Member, UDC Faculty Senate. (August 16, 2023-Present).
- Member, Assurance of Learning (AOLs) committee. (August 16, 2023 - Present).
- Member, Beta Gama Sigma committee. (August 16, 2023 - Present).
- Member, Graduate curriculum committee. (August 16, 2023 - Present).
- Head, DEPC. (August 18, 2021 - Present).

- Member, MACC Program Committee (MPC). (June 20, 2021 - Present).
- Member, DEPC. (September 2020 - Present).
- Presenter of Accounting Award, SBPA. (May 10, 2024).
- Meet-Great Attendant, UDC. (February 8, 2024).
- Attendant, Meet-Great UDC. (January 31, 2024).
- Advisor of Montgomery College students, Montgomery College Transfer Fairs. (Sep. 27-28, 2023).
- Attendant of Meet & Greet – Deloitte, SBPA-Accounting and Finance. (September 12, 2023).
- Faculty Professional Development Committee, UDC. (August 20, 2021 - August 16, 2023).
- Member, Undergraduate curriculum committee. (August 16, 2019 - August 16, 2023).
- COLLEGE MARSHALS, COLLEGE MARSHALS. (May 12, 2023 - May 13, 2023).
- Member at Annual VITA Tax Clinic, UDC. (January 15, 2023 - April 16, 2023).
- Internal Judge at the 2022 Fifth Annual UDC Research Conference, UDC. (December 1, 2022).
- Attendant and organizer, SBPA-Accounting and Finance. (November 1, 2022).
- Member, Grade Appeal Sub Committee of the Grievance Committee. (October 10, 2022 - October 19, 2022).
- Attendant of Meet & Greet – CohnReznick, SBPA-Accounting and Finance. (October 13, 2022).
- Member at Annual VITA Tax Clinic, UDC. (January 15, 2022 - April 16, 2022).
- Attendant, SBPA/Accounting and Finance. (February 3, 2022).
- Member, University of the District of Columbia. (September 2020 - May 2021).
- Attend School of Business and Public Administration SBPA DAY OF GIVING, SBPA. (March 23, 2021).
- Presenter in Path to CPA and CMA, UDC NABA Chapter. (March 19, 2021).
- Presenter at the second Accounting & Finance Virtual Open House, UDC. (February 25, 2021).
- Internal Judge for the SBPA-UDC 3rd Annual Business Research Conference, University of the District of Columbia. (November 16, 2020 - November 20, 2020).
- Chair of Grade Appeal Sub Committee of the Grievance Committee, UDC. (Aug. 25 – Sep. 9, 2020).
- Internal Judge for MBA students, the 2019 Second UDC Research Conference. (Dec. 3, 2019).

Professional Service

- Interaction with Industry, Institute of Management Accountants, Montvale, NJ. (August 27, 2021 - Present).
- Editorial Review Board Member, Journal of Corporate Governance Research, Las Vegas, NV. (March 16, 2020 - Present).
- Reviewer/Referee, Journal of Management & Organization. (December 13, 2024 - January 19, 2024).
- Reviewer/Referee, Corporate Governance. (October 14, 2024 - October 26, 2024).
- Reviewer/Referee, Cogent Business & Management. (August 20, 2024 - September 19, 2024).
- Reviewer/Referee, Int. J. of Accounting and Finance., Geneva. (April 7, 2023 - August 27, 2024).
- Reviewer/Referee, Future Business Journal, Cairo. (May 12, 2024 - May 20, 2024).

- Reviewer/Referee, MBAA NAAS 2024 Conference 10-12 April 2024, Chicago, IL. (Jan. 12- Feb. 2024).
- Reviewer/Referee, Future Business Journal, Cairo. (December 10, 2023 - December 31, 2023).
- Reviewer/Referee, Journal of Financial Reporting and Accounting. (Nov. 30- Dec.10, 2023).
- Reviewer/Referee, Future Business Journal. (November 15, 2023 - November 27, 2023).
- Reviewer/Referee, Corporate Governance. (July 14, 2023 - August 9, 2023).
- Reviewer/Referee, Managerial Auditing Journal, London. (June 20, 2023 - July 21, 2023).
- Reviewer/Referee, Int. J. of Accounting and Finance., Geneva. (May 25, 2023 - July 12, 2023).
- Reviewer/Referee, Jordan Journal of Applied Science, Amman. (May 17, 2023 - May 25, 2023).
- Reviewer/Referee, Future Business Journal, Cairo. (May 15, 2023 - May 25, 2023).
- Reviewer/Referee, Future Business Journal, Cairo. (February 23, 2023 - March 17, 2023).
- Reviewer/Referee, Int. J. of Business Governance and Ethics, Geneva. (February 19, 2023 - March 2, 2023).
- Reviewer/Referee, Journal of Management & Organization. (January 23, 2023 - February 20, 2023).
- Conference-Related, Steering Committee, Mafrag. (May 5, 2022 - October 27, 2022).
- Reviewer/Referee, Corporate Governance. (July 4, 2022 - July 30, 2022).
- Reviewer/Referee, Journal of Management & Organization. (June 19, 2022 - July 11, 2022).
- Conference-Related, Committee Member-1st International Conference on Humanities and Social Science, San Diego, CA. (Feb. 5 - June 30, 2022).
- Reviewer/Referee, Corporate Governance. (April 22 - May 22, 2022).
- Reviewer/Referee, Jordan Journal of Applied Science, Amman. (March 9-31, 2022).
- Conference-Related, Committee Member, 6th International Scientific Conference of Faculty of Business in with Jordanian Businessmen Association/Amman Arab University, Amman. (Nov. 17, 2021 - March 30, 2022).
- Reviewer/Referee, MBAA NAAS 2022 Conference, Chicago, IL. (January 28, 2022 - March 25, 2022).
- Reviewer/Referee, Corporate Governance. (Jan. 11—Feb. 12, 2022).
- Reviewer/Referee, Global Business and Economics Review. (Sep. 6- Oct.13, 2021).
- Reviewer/Referee, International Journal of Business Performance Management. (July 26- Sep. 24, 2021).
- Reviewer/Referee, Corporate Governance. (July 29- August 29, 2021).
- Reviewer/Referee, International Journal of Accounting and Finance. (April 6 - May 25, 2021).
- Reviewer/Referee, International Journal of Management Practice. (March 31- May 24, 2021).
- Reviewer/Referee, Journal of Economics and Business. (January 28- March 26, 2021).
- Reviewer/Referee, Journal of Corporate Governance Research, Las Vegas, NV. (March 10- 20, 2021).
- Reviewer/Referee, Journal of Corporate Governance Research, Las Vegas, NV. (Feb. 2- 7, 2021).
- Reviewer/Referee, Journal of Management & Organization, Cambridge. (December 27, 2020 - January 2, 2021).
- Reviewer/Referee, Corporate Governance, London. (October 25- Nov. 28, 2020).

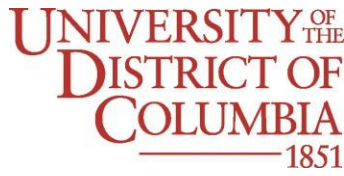
- Reviewer/Referee, Corporate Governance. (October 8, 2020 - November 5, 2020).
- Reviewer/Referee, Int. J. of Productivity and Quality Management, Geneve. (Sep. 22- Oct. 22, 2020).
- Reviewer/Referee, Corporate Governance, London. (August 22 - October 2, 2020).
- Reviewer/Referee, Journal of Corporate Governance Research, Las Vegas. (May 30 - June 5, 2020).
- Reviewer/Referee, Managerial Auditing Journal, London. (May 11- June 3, 2020).
- Reviewer/Referee, Journal of Corporate Governance Research, Las Vegas. (April 26- May 3, 2020).
- Session Chair, International Conference on Sustainable Innovation and Emerging Trends in Business and Management "ICSIEM'20, Athens. (April 5 - 6, 2020).
- Reviewer/Referee, Journal of Financial Reporting and Accounting, Bingley. (March 6, 2020 - April 6, 2020).
- Reviewer/Referee, Corporate Governance, Bingley. (Dec. 16- Dec. 30, 2019).
- Reviewer/Referee, Accounting Education, Loughborough. (Nov. 11- Dec. 9, 2019).
- Editor, Jordan Journal of Applied Sciences-Applied Science Private University, Amman. (Sep. 2015 - July 14, 2019).
- Reviewer/Referee, Managerial Auditing Journal. (Oct.10 – Nov. 9, 2016).

Public Service

- Participant, Gensey's work, Washington, DC. (February 8, 2024).
- Volunteer, VITA Tax Site, Washington, DC. (January 14- April 15, 2023).
- Participant, Gensey's work, Washington, DC. (March 8, 2023).
- Participant, Gensey's work, Washington, DC. (January 26 - February 19, 2023).
- Guest Speaker, The Multicultural Spanish Speaking Providers Association (MSSPA), Washington, DC. (February 17, 2023).
- Committee Member, 1st International Conference on Humanities and Social Science, San Diego, CA. (February 5- June 26, 2022).
- Volunteer, VITA Tax Site, Washington, DC. (January 15- April 16, 2022).
- Committee Member, 6th International Scientific Conference of Faculty of Business in with Jordanian Businessmen Association, Amman. (November 17, 2021 - March 30, 2022).
- Participant, Gensey's work, Washington, DC. (March 8, 2022).
- Volunteer, VITA Tax Site, Washington, DC. (January 15 - April 18, 2021).

References

Furnished upon request.



FISCAL IMPACT STATEMENT

TO: The Board of Trustees

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

DATE: November 13, 2025

SUBJECT: Tenure Approval for Suzan Abed, Ph.D., School of Business and Public Administration

Conclusion

It is concluded that there is no fiscal impact associated with the granting of tenure to Dr. Suzan Abed, Associate Professor of Accounting in the School of Business and Public Administration, University of the District of Columbia (UDC). The proposed resolution is for the approval of tenure for Dr. Suzan Abed.

The SBPA Promotion and Tenure Committee and the Chair of the Department of Accounting and Finance conducted thorough, independent reviews and prepared independent reports to the Dean regarding tenure for Dr. Abed. The Dean endorsed the recommendations.

Background

The SBPA Promotion and Tenure Committee conducted a review of Dr. Suzan Abed's tenure application. Examinations of Dr. Abed's performance in the areas teaching, scholarship, and service were completed for the period 2019–2024. Dr. Abed's documented faculty performance meets University and broader higher education expectations for excellence and impact in Accounting and Finance programs. Dr. Abed brings to the classroom specific expertise in training students for the rigors of the recently revised Certified Public Accountant exam requirements (launched in January 2024), and ensuring students are versed in advanced data analytics techniques to prepare them for the rapidly evolving accounting market.

The recommendation of tenure for Dr. Abed has been affirmed by the Dean, Chief Academic Officer and President. The President has forwarded the recommendation for tenure to the Board of Trustees.

Financial Impact

There are no anticipated risks at this time.