

**BOARD OF TRUSTEES  
UNIVERSITY OF THE DISTRICT OF COLUMBIA  
UDC RESOLUTION NO. 2023 - 16**

**SUBJECT: TENURE APPROVAL FOR BOTAO CHEN, PH.D., SCHOOL OF  
BUSINESS & PUBLIC ADMINISTRATION**

**WHEREAS**, pursuant to D.C. 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 making for the components of the University; and

**WHEREAS**, Dr. Botao Chen, Ph.D., Associate Professor in the Department of Accounting & Finance in the School of Business & Public Administration (SBPA) of the University of the District of Columbia (University), has petitioned the University to be granted tenure in the department in which she is qualified; and

**WHEREAS**, pursuant to 8B DCMR §1462, Dr. Mohamad Sepehri, Dean of SBPA, in conjunction with the Department of Management faculty and the SBPA Promotion and Tenure Committee, have all conducted a thorough review of Professor Chen's academic background and records of achievement in teaching, scholarship, and university and community service and have recommended her for tenure at the rank of Associate Professor; and

**WHEREAS**, they judged Professor Chen to be an exemplary teacher (at both the undergraduate and graduate levels) with the knowledge and skills in her field who meets the criteria by which University of the District of Columbia faculty are evaluated, based on the 8<sup>th</sup> Master Agreement, including her teaching effectiveness, emerging research and scholarly works, expertise, and community engagement, 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 Professor Chen from Dean Sepehri, the Department of Management faculty and the SBPA Promotion and 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 Botao Chen, School of Business & Public Administration, at the rank of Associate Professor.

Submitted by the Academic & Student Affairs Committee:

May 31, 2023

Approved by the Board of Trustees:

June 8, 2023



Christopher D. Bell  
Chairperson of the Board

LAWRENCE T. POTTER, JR., Ph.D.  
CHIEF ACADEMIC OFFICER

CONFIDENTIAL MEMORANDUM

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

FROM:   
Chief Academic Officer

DATE: April 30, 2023

RE: Recommendation: Professor Botao Chen for tenure

President Mason:

Guided by the *Eight Master Agreement* and criteria established by the School of Business & Public Administration (SBPA) for promotion and tenure, I have reviewed the portfolio and supporting documentation submitted by **Dr. Botao Chen for tenure**.

As Chief Academic Officer, my review aims to evaluate evidence of significant and relevant achievements in scholarship/creative work, teaching, and service. In addition, I review the self-narrative to ensure alignment between established standards and evidence provided within the portfolio. I review each applicant after the files have been reviewed by the Chair, DEPC, CPC, Dean, and URC (in cases where an appeal is filed). Based on a holistic review of recommendations and the file, I make an independent recommendation to you for consideration.

Professor Chen was appointed tenure-track Associate Professor in August 2019 with only two years of credit toward tenure. **Professor Chen is now applying for tenure. For two of the past three years, she has received annual evaluation cumulative scores of 4, 3, and 3.**

Chair: **Strongly Recommended**  
DEPC: **Strongly Recommended**  
CPC: **N/A**  
Dean: **Recommended (1 of 1)**

**TEACHING:** The **SBPA Promotion and Tenure Committee** states, "*The portfolio shows exemplary teaching activities at UDC, at both the undergraduate and graduate levels, including many extracurricular SBPA-related activities.*" The **Chair** observes, "*Dr. Chen has taught successfully across five courses, including two graduate courses, and her teaching evaluations have shown improvement and consistency. [...] In addition, Dr. Chen's teaching matches directly to AACSB's mission where she (1) **engages** her students in the classrooms, (2) **innovates** using cutting-edge technologies and current industry trends, and (3) provides **impact** on her students.*" In her narrative, Professor Chen states that in her classes, "*students had more opportunities to complete their assignments. Furthermore, I provided enough supplemental materials for different levels of students. Through virtual office hours, students were welcome to discuss the material and seek help.*" Commendably, Professor Chen then addresses her teaching according to the three areas of achievement/performance dictated by AACSB standards: engagement, innovation, and impact. This proves to be an effective rubric for assessing teaching effectiveness. Two specific

impacts listed in the narrative speak to closing the loop: "Group term-project presentations made MBA students improve teamwork, communication, and presentation skills"; and "Students were more confident on CPA exams and their career plans after taking my classes." Her course-end evaluations since 2019 average approximately 3.7 out of 4. She meets the standard in this domain.

**RESEARCH:** The **SBPA Tenure & Promotion Committee** states that Professor Chen's *"portfolio demonstrates a superior scholarly and research productivity in terms of published peer-reviewed journal articles, in a variety of scholarly journals, and conference presentations. Commendably, Dr. Botao Chen published five peer-reviewed journal articles in the past five years and presented at over 10 national/international conferences in her field."* Professor Chen provides evidence of publication in the following journals: *Global Journal of Accounting and Finance*, *Journal of Finance and Accountancy*, and *Accounting and Finance Research*. Professor Chen identifies in her narrative certain journals as being listed with the ABDC (Australia Business Dean Council) list of journals. SBPA appears to favor publishing in AABRI journals since those journals contain the papers/proceedings from the annual conferences of AABRI. In Professor Chen's case, **three** papers fit this category (all published in the *Journal of Finance and Accountancy*). Finally, Professor Chen's portfolio indicates that she has not applied for any grants as a PI or Co-PI. Based on the publications, Professor Chen's performance in this domain marginally meets the standard.

**SERVICE:** The **Chair** commends Professor Chen for her service *"at all levels: university, school, and department, participating in committees at different levels, such as SBPA Graduate Curriculum Committee, SBPA Assessment of Learning Committee, etc. She is also the founding member of the MSA Program Committee and a member of the DEPC. At the university, Dr. Chen represented SBPA as a faculty senator. She has participated in a few faculty searches for accounting and/or finance."* Professor Chen also provides service to the profession as a peer reviewer for "several accounting journals and has "served as a coordinator and discussant for several American Accounting Association conferences" At the university level, Professor Chen has served on two Faculty Senate committees: Finance and Research. There is no other university service listed in the narrative.

### **Summary Evaluation**

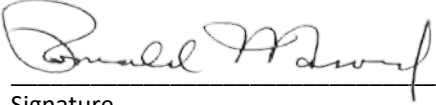
To her credit, Dr. Chen does provide **six external letters** of support from the following reviewers: **Bobbie W. Daniels**, Ph.D., CPA, CGFM, Jackson State University; **Adrian L. Mayse**, Ph.D., CPA, Howard University; **Kayla Booker**, Ph.D., CPA, Rhodes College; **Deqing Li**, Ph.D., University of Maryland Eastern Shore; **Lydia Didia**, Ph.D., CPA, Jackson State University; and **Harold Lundy**, Ph.D., Florida A&M University. I will quote only three of these. **Dr. Daniels** "highly recommend[s]" Dr. Chen for tenure and calls her *"a gifted researcher and talented teacher who will be even more productive in the future."* **Dr. Booker** writes, *"I strongly believe that Dr. Chen is exceptionally well-qualified for tenure and will be a long-term asset to your department and school."* Similarly, Dr. Mayse offers praise and a positive recommendation: *"Dr. Botao Chen has demonstrated outstanding achievement in teaching, scholarship, and university and community service. She has proven to be an impact, innovative [sic], and engaging scholar. I highly recommend Dr. Botao Chen, CPA, for tenure."* **SBPA** reviewers enthusiastically endorsed this application. The **Dean** sums up his evaluation this way: *"Dr. Chen has been one of our most valuable and contributing faculty since she joined the UDC-SBPA. Her tenure application portfolio exhibits a combination of exemplary intellectual contribution and research scholarship, teaching excellence, commitment to students, and dedicated service to the school and the university."* Professor Chen went the extra step of obtaining external review letters. The portfolio itself is well organized, but it feels somewhat light regarding overall contributions and performance record. I would encourage Professor Chen to pay closer attention to her publication placements and service engagement in the future as she considers an application for future promotion. **I concur with all recommendations in supporting Professor Chen to earn tenure.**

The electronic dossier is available for review. Send an email request to the Office of the Chief Academic Officer at [CAO@udc.edu](mailto:CAO@udc.edu).

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I, Ronald Mason, Jr., President of the University of the District of Columbia, APPROVE   X   DENY

the recommendation to tenure Professor Botao Chen and recommend her for approval to the Board of Trustees.



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Signature

5/11/23

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Date

cc: Professor Botao Chen  
Albert Pearsall, President, UDCFA  
Lorinnsa Bridges-Kee, Vice President of Human Resources

## UNIVERSITY OF THE DISTRICT OF COLUMBIA APPLICATION FOR PROMOTION

### Directions:

Complete this form, append all supporting documentation in the same order as listed herein, and submit to your Department Chairperson no later than the second Friday of September. Index all attachments and reference the attachment numbers in the appropriate section of this form.

NAME	<u>Botao Chen</u>	DATE	<u>August 15, 2022</u>
COLLEGE	<u>School of Business and Public Administration</u>	DEPARTMENT	<u>Accounting and Finance</u>
CURRENT RANK	<u>Associate Professor</u>	STEP	<u>Tenure</u>

DATE PROMOTED TO CURRENT RANK	<u>August 16, 2019</u>
DATE OF INITIAL EMPLOYMENT AT UDC	<u>August 16, 2019</u>
RANK APPLYING FOR	<u>Associate Professor</u>

### I. EARNED DEGREES AND CERTIFICATES

DEGREE	MAJOR	INSTITUTION	CITY/STATE	DATE
Ph.D.	Accounting	Jackson State University	Jackson, Mississippi	05/2014
MPA	Accounting	Jackson State University	Jackson, Mississippi	05/2009
M.A.	Electronical Engineering	Peking University	Beijing, P.R. China	07/2002
B.A.	Automation	Beihuang University	Beijing, P.R. China	07/1991
CPA	Accounting	Mississippi State Board of Public Accountancy	Jackson, Mississippi	2013 - Present

The remainder of this application pertains to the time period from the date of successful application for promotion to the current rank. Add additional pages as necessary. Material pertaining to the period before the date of successful application for promotion to current rank may be appended to the application.

### II. PERFORMANCE EVALUATIONS

Summary of Previous Performance Evaluations (Indicate both numerical score and rating for overall performance). Attach copies of referenced profile sheets. Begin listing with the most recent evaluation.

YEAR	TEACHING	SCHOLARSHIP	UNI. SERV.	COMM. SERV.	OVERALL
2021/2022	3.75	3.8	3.65	3.85	3.765 (Outstanding)
2020/2021	3.85	3.65	3.85	3.9	3.795 (Outstanding)
2019/2020	3.9	3.8	3.9	3.75	3.855 (Distinguished)

### III. SCHOLARSHIP AND PROFESSIONAL ACTIVITIES

#### A. Continuing Education

##### 1. Course completed for academic credit

DATE	COURSE NO. & TITLE	INSTITUTION	CREDIT HRS.	ATTACHMENT #
April 17, 2022	592817: Ethics for Accountants	Beacon Hill Financial Educators	4.0	1
August 2020	QuickBooks Online Monthly Product Update: In the Know Webinar	The QuickBooks ProAdvisor Program Team	1.0	
June 22, 2018	592817: Ethics for Accountants	Beacon Hill Financial Educators	4.0	2
2015	Shore Fraud Conference for Auditing and Forensic Accounting Training	Institute of Management Accountant – Delmarva Chapter	8.0	3
2014	Shore Fraud Conference for Auditing and Forensic Accounting Training	Institute of Management Accountant – Delmarva Chapter	8.0	4

Has an official transcript been filed with the office of Academic Affairs?

\_\_\_\_\_ Yes                          X     No

##### 2. Short Courses, Workshops, etc. (not included in III A1)

DATE	TITLE	ROLE	SPONSOR (S)	HOURS	ATTACHMENT #
April 21, 2022	Spring 2022 SBPA Faculty and staff professional development - Research emanating from grants	Participant	SBPA, UDC	1 hour	
March 31, 2022	Spring 2022 SBPA Faculty and staff professional development - Diversity, Equity, Inclusion and Belongingness (some ruminations)	Participant	SBPA, UDC	1 hour	
March 17, 2022	Spring 2022 SBPA Faculty and staff professional development - Publons	Participant	SBPA, UDC	1 hour	
February 10, 2022	Spring 2022 SBPA Faculty and staff professional development - Faculty Tenure and Promotion	Participant	SBPA, UDC	1 hour	
January 27, 2022	Spring 2022 SBPA Faculty and staff professional development - SBPA's Student Professional Development Workshop	Participant	SBPA, UDC	1 hour	
January 20, 2022	Spring 2022 SBPA Faculty and staff professional development - Faculty Research	Participant	SBPA, UDC	1 hour	

January 6, 2022	Spring 2022 - SBPA Faculty and staff professional development	Participant	SBPA, UDC	1 day	
January 4-5, 2022	Spring Virtual Academic Forum - UDC S.U.C.C.E.S.S.	Participant	UDC	2 days	
December 2, 2021	Fall 2021 - 4th Annual SBPA Research Conference	Participant	SBPA, UDC	1 day	
November 18, 2021	Fall 2021 SBPA Faculty and staff professional development - Faculty/Student Research	Participant	SBPA, UDC	1 hour	
October 28, 2021	Fall 2021 SBPA Faculty and staff professional development - Student Advising	Participant	SBPA, UDC	1 hour	
September 30, 2021	Fall 2021 SBPA Faculty and staff professional development - Teaching and Advising Technologies	Participant	SBPA, UDC	1 hour	
August 18, 2021	Fall 2021 - SBPA Fall professional development	Participant	SBPA, UDC	1 day	
August 16-17, 2021	Fall 2021 - Fall Academic Forum - UDC S.U.C.C.E.S.s	Participant	UDC	2 days	
May 6, 2021	CAS Teaching Learning Roundtable	Participant	UDC	1 day	
April 15, 2021	Spring 2021 SBPA Faculty and staff professional development - Faculty Research	Participant	SBPA, UDC	1 hour	
March 18, 2021	Spring 2021 SBPA Faculty and staff professional development - Assessment	Participant	SBPA, UDC	1 hour	
February 18, 2021	Spring 2021 SBPA Faculty and staff professional development - Teaching Technologies	Participant	SBPA, UDC	1 hour	
February 9, 2021	GoToWebinar - Instructor Training for LockDown Browser & Respondus Monitor: Prevent Cheating During Online Exams	Participant	Respondus Training Team, USA	1 hour	
January 25, 2021	Complimentary Webinar: The CPA Evolution and Accounting Model Curriculum	Participant	ACBSP, USA	1 hour	5
January 11, 2021	Spring 2021 SBPA Faculty and staff professional development - Student Advising	Participant	SBPA, UDC	1 hour	
January 5, 2021	Spring 2021 SBPA Faculty and staff professional development	Participant	SBPA, UDC	1 day	
January 4, 2021	Spring Virtual Academic Forum - #UDC-RISE!	Participant	UDC	1 day	
December 3, 2020	3rd Annual SBPA Research Conference	Participant	SBPA, UDC	1 day	
October 29, 2020	Social Entrepreneurship	Participant	SBPA, UDC	1 hour	

October 23, 2020	TK20/Faculty Evaluation Training	Participant	SBPA, UDC	1 hour	
October 15, 2020	Social, Collaborative and Ethical Robotics	Participant	SBPA, UDC	1 hour	
September 10, 2020	Blackboard Collaborate Ultra, WebEx, Zoom	Participant	SBPA, UDC	1 hour	
September 1, 2020	Qualtrics Training	Participant	SBPA, UDC	1 hour	
August – September, 2020	Virtual Microsoft Training	Participant	UDC	10 hours	
August 17-19, 2020	Fall Virtual Academic Forum - #UDC-RISE!	Participant	UDC	1 day	
August 18, 2020	2019 - 2020 New Faculty Academy Panel & Pinning Ceremony	Participant	UDC	1 hour	
August 17, 2020	Title IX Training	Participant	UDC	1 hour	
June 22-24, 2020	The ACBSP Virtual Conference 2020 - Bringing the Best in Education to You	Participant	ACBSP	3 days	
June, 2020	Online Teach-Only Certificate	Participant	UDC	1 week	6
June, 2020	Blackboard Primer Certificate	Participant	UDC	1 week	7
September 2019 – April 2020	New Faculty Academy	Participant	UDC	14 hours	
January 28, 2020	Digital Measures Training	Participant	SBPA, UDC	1 hour	
January 3-4, 2020	Spring Academic Forum - Alignment for Academic Advancement	Participant	UDC	2 days	
December 12, 2019	Sexual Harassment Prevention for Employees	Participant	UDC	2 hours	
September 4, 2019	Banner Student Training - Recording Attendance Verification	Participant	UDC	1.5 hours	
August 16-19, 2019	Fall Academic Forum - Alignment for Academic Advancement	Participant	UDC	3 days	

### 3. Conference Participation

DATE	NATURE OF CONFERENCE	ROLE	ATTACHMENT #
March 2022	2022 North American Accounting Society (NAAS) Annual Conference	Author only	8
February 2022	3RD Annual Faculty Senate Conference	Author only	9
May 2020	2020 American Accounting Association Mid-Atlantic Region Meeting	Paper accepted (Meeting was cancelled due to Covid-19), Reviewer	10



March 2020	The 56th Annual MBAA International Conference (2020)	Paper accepted (Meeting was cancelled due to Covid-19)	11
August 2019	2019 American Accounting Association Annual Meeting	Author only	12
April 2019	Northeast Decision Sciences Institute 2019 Annual Conference	Author only	13
January 2019	2019 American Accounting Association Auditing Section Midyear Meeting	Presenter	14
October 2018	2018 American Accounting Association Diversity Section Meeting	Author only	15
May 2018	2018 American Accounting Association Mid-Atlantic Region Meeting	Session coordinator, Presenter, Discussant, Reviewer	16
September 2017	2017 Annual MTMI International Conference	Author only	17
May 2017	2017 American Accounting Association Mid-Atlantic Region Meeting	Author only	18
April 2017	2017 Eighth Annual Regional Research Symposium	Author only	19
October 2016	2016 American Accounting Association Diversity Section Meeting	Presenter	20
May 2016	2016 American Accounting Association Mid-Atlantic Research Conference	Session coordinator, Presenter, Discussant, Reviewer	21

## B. AUTHORSHIPS

### 1. Books

DATE	TITLE	PUBLISHER	CO-AUTHOR	ATTACHMENT #
n/a	n/a	n/a	n/a	n/a

### 2. Published Papers, Articles, Reports, etc.

DATE	TITLE	PUBLISHER	CO-AUTHOR	ATTACHMENT #
2022	Does management have incentives to disclose their internal control weakness if the firms are exempted from 404 (b)?	Journal of Finance and Accountancy (Cabell's List)	Lydia Didia Deqing Li	22
2021	The Mediating Role of Perceptions of Auditor Independence	Global Journal of Accounting and Finance (ABDC and Cabell's List)	Bobbie Daniels	23
2020	The Moderating Role of an Auditor Independence Clarification on the Relationship between an Internal Control Opinion and Loan	Journal of Accounting and Finance (Cabell's List)	Quinton Booker Kayla Booker	24

	Officers' Risk Assessments and Decisions			
2019	An Exploratory Study of HBCU Accounting and Other Business Students' Perceptions and Usage of LinkedIn	Accounting and Finance Research (ABDC)	Xia Zhang	25
2018	If Leases are not Capitalized: The Effects of a Qualified Audit Opinion on Investors' Judgments and Decisions	Journal of Accounting and Finance (Cabell's List)	Xia Zhang	26

### 3. Completed Unpublished Papers, Articles, Reports, etc.

DATE	TITLE	CO-AUTHOR	ATTACHMENT #
2022	Competency of Virtual Accounting Learning to Meet CMA Certification Needs	Susan Abed Tih Koon Tan	27

## C. Research Activities

### 1. Proposals

DATE	TITLE	FUNDING SOURCE	FUNDED		ATTACHMENT
			Yes	No	#
n/a	n/a	n/a		n/a	n/a

### 2. Research in Progress

STARTING DATE	EST. COMPLETION DATE	BRIEF DESCRIPTION	ATTACHMENT #
2021	2022	The effects of the CPA preview clinic and workshop on accounting students' perception and confidence on CPA exams at HBCU schools	

## D. CREATIVE WORKS, SHOWS, EXHIBITS, PATENTS (include relevant information)

DATE	NATURE OF WORK/ BRIEF DESCRIPTION	SPONSOR(S) / SOURCE OF RECOGNITION	ATTACHMENT #
n/a	n/a	n/a	n/a

## E. OTHER PROFESSIONAL ACTIVITIES (include all relevant information)

DESCRIPTION	ATTACHMENT #
Reviewer/Referee, Global Journal of Accounting and Finance, Nashville, TN. (May 10, 2021 - June 7, 2021).	
Reviewer/Referee, Global Journal of Accounting and Finance, Nashville, TN. (February 8, 2021 - February 19, 2021).	

Reviewer/Referee, Global Journal of Accounting and Finance, Nashville, TN. (September 17, 2020 - September 21, 2020).	
Reviewer/Referee, 2020 American Accounting Association Mid-Atlantic Region Meeting (April 2020)	
Reviewer/Referee, Managerial Auditing Journal. (October 16, 2019 - November 20, 2019).	
Reviewer/Referee, American Accounting Association Mid-Atlantic Regional Meeting, Baltimore, MD. (May 2018 - May 12, 2018).	
Session Coordinator, American Accounting Association Mid-Atlantic Regional Meeting, Baltimore, MD. (May 10, 2018 - May 12, 2018).	
Discussant, American Accounting Association Mid-Atlantic Regional Meeting, Baltimore, MD. (May 10, 2018 - May 12, 2018).	
Session Coordinator, American Accounting Association Mid-Atlantic Regional Meeting, Baltimore, MD. (May 19, 2016 - May 21, 2016).	
Discussant, American Accounting Association Mid-Atlantic Regional Meeting, Baltimore, MD. (May 19, 2016 - May 21, 2016).	

F. UNIVERSITY SERVICE (include all relevant information)

1. Departmental

DATE (S)	ACTIVITY	TOTAL # OF ESTIMATED HOURS	ATTACHMENT #
May 2021 - Present	Member (preparing four syllabi for new courses), new Master of Accounting Program development (MACC)		28
August 2020 - Present	Member (collaborating with the chair to complete the application form, collecting, identifying, editing, and revising required documents), Institute of Management Accountants (IMA) Endorsement development (for Certified Management Accountants)		29
August 2020 - Present	Member, DEPC Committee of Department of Accounting of School of Business and Public Administration		30
Fall 2021 - Spring 2022	Member, Finance Faculty Search Committee		31
April 2022	Participant, Accounting & Finance Open House		
Fall 2020 – Spring 2021	Member, Accounting Faculty Search Committee		32
April 2021	Presenter, Accounting & Finance Open House "Accounting Presentation"		33
March 2021	Organizer and presenter, Accounting and Finance Workshop "Path to CPA and CMA"		34
March 2021	Coordinator, "Student Outreach Program - Membership and YP		35

	Presentation” by Association of Government Accountants (AGA), DC Chapter		
February 2021	Participant, Accounting and Finance Open House		
November 2020	Presenter, Accounting & Finance Open House “Accounting Certification Preview: CPA and CMA”		36
February 2020 - Present	Coordinator and Advisor, CPA Preview		
November 2019	Coordinator, “Paid Internship Class Presentation”		
September 2019 - Present	Accounting Majors Adviser		

## 2. College-wide

DATE (S)	ACTIVITY	TOTAL # OF ESTIMATED HOURS	ATTACHMENT #
August 2019 - Present	Member, Graduate Programs of School of Business and Public Administration		
March 2020 - Present	Member, Assessment Committee of School of Business and Public Administration		
April 2022	Participant, SBPA Open House		
May 2021	Participant, SBPA MBA and MPA Graduation Celebration		
September 2020	Participant, Virtual SBPA Dean Town Hall Fall 2020		
September 2020	Participant, Friday SLO Talk, Santa Ana College for Student Learning Outcomes (SLO) Assessment		
September 2020	Participant, SBPA Graduate Program Social Hour		
August 2020-September 2020	Member, Grade Appeal Sub Committee of the Grievance Committee of School of Business and Public Administration		37
April 2020	Participant, Virtual SBPA Dean Town Hall Fall 2020		
January 2020 - present	Preparer, Course-level Assessment of Learning Outcomes		
December 2019	Non-voting member, 2019 Second UDC Research Conference		
September 2019 - Present	40 recommendation letters for SBPA students		

3. University-wide

DATE (S)	ACTIVITY	TOTAL # OF ESTIMATED HOURS	ATTACHMENT #
August 2021-present	Faculty Senator of UDC		38
August 2021-present	Member, Faculty Senate Budget Committee of UDC		
August 2021-present	Member, Faculty Senate Research Committee of UDC		
May 2022	Participant, UDC 2022 Commencement		

G. COMMUNITY SERVICE (include all relevant information)

DATE (S)	ACTIVITY	TOTAL # OF ESTIMATED HOURS	ATTACHMENT #
n/a	n/a	n/a	n/a

DATE: 09/05/2022

SIGNED:   
Faculty Member



## FISCAL IMPACT STATEMENT

TO: The Board of Trustees

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

DATE: June 8, 2023

SUBJECT: Tenure Approval for Botao Chen, Ph.D., School of Business  
& Public Administration

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### Conclusion

It is concluded that there is no fiscal impact associated with the granting of tenure to Dr. Botao Chen, Associate Professor in the Department of Accounting & Finance, School of Business & Public Administration (SBPA) of the University of the District of Columbia (UDC). The proposed resolution is for the approval of tenure for Professor Chen at her current rank of Associate Professor.

The SBPA's Promotion and Tenure Committee and the Management Department faculty have conducted thorough, independent reviews and prepared independent reports to the dean regarding tenure for Professor Chen. It was then considered at the Dean's, CAO's and President's levels. It has been recommended in the Board Resolution that Professor Chen be approved for tenure.

### Background

Dr. Chen joined the SBPA in August of 2019 and received a two-year credit toward the tenure-track timeline as part of her appointment as an associate professor. Professor Chen's tenure application examined her performance in the areas of teaching, scholarship, and service. Vetting of all dossier content was completed at the levels of the program, Department, and School. The CAO reviewed all recommendations and Dr. Chen's portfolio. All reviews validate the strengths of Professor Chen's tenure dossier and conclude that she is an exemplary teacher and an emerging scholar and researcher, making her a very competitive tenure candidate. Additionally, she has demonstrated an adequate record of service to the University community.

The recommendation of tenure for Professor Botao Chen has been affirmed by the Dean, Chief Academic Officer, and President. The President has forwarded the recommendation and background information along with a resolution for the award of tenure to the Board of Trustees.

### Financial Impact

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