

RACQUEL BROWN GASTON, ESQ.

EDUCATION

- Juris Doctorate: University of Miami School of Law, Coral Gables, FL (May 1999)
- Bachelor of Arts: Boston University, Boston, MA
International Relations, Specializing in Sub-Saharan Africa (May 1996)
- Certificate: Quality Matters, Building Online Course (December 2017)
- Certificate: Quality Matters, Online Teach Only (August 2017)

FACULTY EXPERIENCE

- 08/2018 – Present Associate Professor of Law & Ethics
University of the District of Columbia
School of Business and Public Administration
Washington, DC 20008
- 01/2015 – 08/2018 Adjunct Assistant Professor of Business Law
University of the District of Columbia
School of Business and Public Administration
Washington, DC 20008
- 08/2007 – 05/2009 Assistant Professor of Business Law and Public Administration
Medgar Evers College of the City University of New York
School of Business and Public Administration
Brooklyn, NY 11225
- 08/2002 – 05/2007 Adjunct Assistant Professor of Business Law and Public Administration
Medgar Evers College of the City University of New York
School of Business and Public Administration
Brooklyn, NY 11225

COURSES:

Graduate Courses

- Business Law & Ethics

Undergraduate Courses

- Legal Environment of Business
- Commercial Law
- Contracts
- Criminal Law
- Introduction to Public Administration

RACQUEL BROWN GASTON, ESQ.

- Introduction to Nonprofit Organizations
- Judicial Processes (Administrative Law)

Built Online Courses

- Legal Environment of Business
- Commercial Law

LAW|LEADERSHIP|ADMINISTRATIVE WORK EXPERIENCE

Racquel Brown ESQ.

July 2001 – Present

Attorney at Law

- Counsel for nonprofit organizations, limited liability companies, partnerships
- Negotiate and draft commercial and real estate contracts, bylaws, partnership agreements and memoranda of understanding
- Conduct property transfer transactions; resolve property transfer conflicts
- Protect literary and artistic works such as books, plays, music and artwork; product names, slogans, logos and packaging; symbols, names, images and designs used in commerce
- Assess and provide counsel on businesses' interests, potential tax liabilities and subsequently form the appropriate business structure
- Provide interpretation of applicable laws, rules, regulations and case law to businesses to ensure compliance

Assistant Dean of Student Services, School of Business and Public Administration, University of the District of Columbia, Washington, DC (11/2010 – Present)

- Oversaw the operation of the Student Services Unit; develop strong relationships with students, faculty, staff and alumni)
- Investigated and resolved student complaints, collaborating with Office of Financial Aid, Registrar, Admissions, Counseling Center, Disability Services, Academic Advising Center, Career Services Center, Student Life, Residential Life, and various academic departments
- Wrote articulation agreements and work on degree proposals and degree transitions
- Identified and implemented systems, policies and processes that enhanced the student academic experience and service; analyzed data to make informed decisions; forged new external business and academic partnerships and internal collaboration
- Investigated and resolved student complaints; provides oversight for academic advising; collaborated and interfaced frequently with various campus units
- Worked with the Office of Admissions and Recruitment to develop recruitment strategies, and enhanced the quality of the student profile
- Developed, led and implemented and monitor student engagement and support services for retention, which caused the U.S. Department of Education to accept the School of Business and Public Administration as a case study for best practices
- Created measures for graduates' assessment

Adjunct Assistant Law Professor, School of Business and Public Administration, University of the District of Columbia, Washington, DC (01/2015 – Present)

- Taught Commercial Law, Legal Environment of Business and Business Law and Ethics

RACQUEL BROWN GASTON, ESQ.

- Demonstrated effective preparation for course and knowledge of content, course organization and planning, quality instructional methods, communication and delivery, engaged learning activities, and assessment of achievement of learning outcomes

Assistant Professor of Business Law and Public Administration, Medgar Evers College of the City University of New York, Brooklyn, New York (09/2002 – 08/2009)

- Taught three to four courses per semester on commercial law, nonprofit organizations, administrative law, legal research and writing, judicial processes, contracts and legal environment of business, and criminal law.
- Reviewed, revised and developed new curricula
- Wrote course and program assessments and assisted with writing accreditation standards
- Developed the Pre-Law Program.
- Created the Dual Enrollment and College Now Programs with local high school
- Created the College's biannual Mock Trial Competition Program

Director of Diversity and Staff Relations/Equal Employment Opportunity Officer, Medgar Evers College of the City University of New York, Brooklyn, New York (08/2007 – 07/2009)

- Oversaw employee diversity, misconduct and grievances, and employer responsibility in the workplace.
- Drafted findings and made recommendation of actions to the college president after conducting investigations of violations of federal employment discrimination statutes.
- Advised managers and supervisors on disciplinary actions in resolving employees' grievances and appeal
- Conducted the College's first diversity workshops, including Violence in the Workplace
- Wrote the Medgar Evers College Affirmative Action Plans for submission to the federal government
- Worked closely with Human Resources to ensure compliance with the federal government's employment statutes and regulations in regard to diversity in talent search prospects and promotion processes

Adjunct Assistant Business Law and Public Administration Professor, Medgar Evers College of the City University of New York, Brooklyn, New York (08/2001 – 05/2007)

- Taught nonprofit organizations, administrative law, legal research and writing, judicial processes, contracts and legal environment of business, and criminal law.
- Demonstrated effective preparation for course and knowledge of content, course organization and planning, quality instructional methods, communication and delivery, and engaged learning activities.

Lead Academic Advisor, Medgar Evers College of the City University of New York, Brooklyn, New York (10/2000 – 07/2007)

- Managed advising, coached academic advisors to analyze data and developed initiatives to enhance student support services and increased student retention and graduation rates.
- Managed and oversaw registration, conducted graduation audits, sought course waivers, substitutions and other advocacy measures to increase graduation clearance
- Created the College's first academic progress tracking system

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- Created intentional interventions for probationary students such as assisting them in identifying and overcoming obstacles toward academic success; oversaw the dismissal of students based on poor academic standing
- Oversaw the implementation of Degree Works for the School of Business and Public Administration programs

Executive Assistant to the Provost, Medgar Evers College, City University of New York, Brooklyn, NY (09/1999 – 10/2000)

- Assisted with the management and coordination of Academic Affairs projects and serves as liaison between internal units and external agencies
- Managed special projects, budget and worked collaboratively with the staff for the Office of the Provost and reported directly to the Provost

UNIVERSITY COMMITTEES

Senator, Faculty Senate, Academic Standards Procedure and Policies Committee

Member, University Judicial Committee

Member, University Student Fee Committee

Member, University Wide Academic Advising and Strategic Planning

Member, University Firebird Success Grant Committee

SCHOOL OF BUSINESS AND PUBLIC ADMINISTRATION COMMITTEES

Chair, School of Business and Public Administration Student Advisory Committee

Member, School of Business and Public Administration Undergraduate Curriculum Committee

Member, Leadership Committee

PUBLICATION:

Journal Articles:

- Brown-Gaston, Racquel, and Sepehri, Mohamad, 2017. Volkswagen – When the Defiance of Business Ethics Laws Becomes the New Normal, *International Journal of Social Science and Economic Research*, 2(11), 5319-5332, http://ijsser.org/uploads/ijsser_02_343.pdf
- Brown-Gaston, Racquel, 2017. The Unsuccessful Courting of Uber and the European Union, *International Journal of Economics, Business and Management Research*, 1(05), 418-424, http://ijebmr.com/uploads/ART_01_113.pdf
- Brown-Gaston, Racquel, Sepehri, Mohamad, & Masopust, Lukas, 2019. The Implications and Impact Encountering Regulatory Policies in the Global arena: Same Case, Different Outcomes Google, European Union, and the U.S. Federal Trade Commission, *International Journal of Advanced Engineering and Management Research*, 4 (01), 141-148, http://ijaemr.com/uploads2019/IJAEMR_348.pdf

CONFERENCES

RACQUEL BROWN GASTON, ESQ.

1. Presenter on “The Implications and Impact Encountering Regulatory Policies in the Global Arena: Same Case, Different Outcomes. Google Versus European Union and the U.S. Federal Trade Commission” Academic and Business Research Institute International Conference, St. Augustine, FL, 2018.
2. Presenter on “Volkswagen – When the Defiance of Business Ethics Laws Becomes the New Normal” The Academy of International Business – US Southeast Chapter Conference, Washington, DC, 2017
3. Panelist on “Women in Business,” Arise Relevance Conference, Atlanta, GA, 2017
4. Presenter on “Education, Leadership and Transformation for Progress,” International Conference of the Spanish Speaking African Diaspora, Cali, Colombia, 2016
5. Panelist on “Thought Leader in Entrepreneurship,” University of the District of Columbia, Washington, DC, 2015
6. Presenter on “*HBCU Profile Study Program Selection on Retention,*” the Mid-Atlantic Historically Black Colleges and Universities College Completion Research Alliance Conference, Ocean City, MD (2014)

AWARDS:

2017 – Caribbean Heritage Power 100, Carib News, New York, NY

2016 – Distinguished Member, National Association of Collegiate Scholars

2006 – Most Inspirational Faculty, Adafi Student Choice Award, Medgar Evers College, City University of New York

2004 – Outstanding Performance & Commitment to Students Award, Medgar Evers College, City University of New York

VOLUNTEER WORK

09/2017 – Present Board Member, Choo Smith Youth Empowerment Inc., Baltimore, MD

03/2016 – 05/2018 Board Member, Community Relations Board, The Fairview, Washington, DC

05/2014 – 5/2017 Legal Counsel, God’s Perfect Timing Ministries, Washington, DC

05/2012 – 5/2013 Secretary, Board of Directors, Friends of Trelawny Association, Inc., Queens, NY

07/2005 – 07/2009 Attorney, Coalition of Concerned Legal Professionals, Brooklyn, NY