

# 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-Sahara 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
- Legal & Ethical Aspects of Government Contracting
- Contract Negotiations

### Undergraduate Courses

- Business Ethics
- Commercial Law
- Contracts
- Criminal Law
- Introduction to Public Administration
- Introduction to Nonprofit Organizations
- Judicial Processes (Administrative Law)

# RACQUEL BROWN-GASTON, ESQ.

- Legal Environment of Business

## Built Online Courses

- Legal Environment of Business
- Commercial Law

## **LAW|LEADERSHIP|ADMINISTRATIVE WORK EXPERIENCE**

### **Racquel Brown ESQ.**

July 2001 – Present

#### **Attorney at Law**

- Estate Planning
- Business Formations; assess and provide counsel on businesses' interests, potential tax liabilities and subsequently form the appropriate business structure
- Entrepreneurship Training
- Counsel for nonprofit organizations, limited liability companies, partnerships and other types of businesses
- Negotiate and draft commercial and real estate contracts, bylaws, partnership agreements and memoranda of understanding
- Advise and assist minority small business clients in the bidding process for procuring government contracts
- Review proposed government contracts with minority small business clients whose bids have been accepted
- 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

#### **Associate Professor of Law & Ethics, School of Business and Public Administration, University of the District of Columbia, Washington, DC (08/2018 – Present)**

- Teach Commercial Law, Legal Environment of Business, Business Law and Ethics, Business Ethics, Ethical Aspects of Government Contracting and Contract Negotiations
- Build and teach online equivalent courses as those via face to face instruction
- Demonstrate 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
- Research, write and publish scholarly work in the varied fields of teaching
- Serve as peer reviewer and editor of articles
- Present scholarly papers at conferences
- Serve as mentor and advisor to students
- Represent the Management Department in School-wide Committees and the School in University-wide Committees

## **RACQUEL BROWN-GASTON, ESQ.**

**Assistant Dean of Student Services**, School of Business and Public Administration, University of the District of Columbia, Washington, DC (11/2010 – 8/2018)

- 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 – 08/2018)

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

## **RACQUEL BROWN-GASTON, ESQ.**

- 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
- 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**

- Chair, Budget committee/Faculty Senate. (August 2019 - Present).
- Member, Seamless Transition Pathways. (August 2019 - Present).
- Member, University Course Scheduling Taskforce. (August 2019 - Present).
- Member, University General Education Curriculum. (August 2019 - Present).
- Member, Academic Advising and Strategic Planning. (August 2018 - Present).
- Member, Firebird Grant Committee. (August 2018 - Present).
- Member, Judicial and Disciplinary Committee. (August 2018 - Present).
- Member, Student Fee. (August 2018 - Present).
- Member, Academic Standards and Programs/Faculty Senate. (August 2018 - May 2019).

# RACQUEL BROWN-GASTON, ESQ.

## SCHOOL OF BUSINESS AND PUBLIC ADMINISTRATION COMMITTEES

- Chair, Student Advisory and Engagement Committee (August 2018 - Present).
- Member, School of Business and Public Administration Undergraduate Curriculum Committee (August 2018 - Present).
- Member, Leadership Committee (August 2018 - Present).

## **PUBLICATION:**

### Journal Articles:

- Brown-Gaston, Racquel, Anyu, J. Ndumbe, 2020. The Case of Waymo v. Uber: The Detrimental Harm to the Evolution of Trade Secrets, *Journal of Business Cases and Applications*, 27 (01), 1-27  
<https://www.aabri.com/manuscripts/193123.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/uploads/pdf/archivepdf/2020/IJAEMR\\_348.pdf](http://ijaemr.com/uploads/pdf/archivepdf/2020/IJAEMR_348.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/pdf/archivepdf/2020/ART\\_01\\_113.pdf](http://ijebmr.com/uploads/pdf/archivepdf/2020/ART_01_113.pdf)
- 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](http://ijsser.org/uploads/ijsser_02_343.pdf)

### Proceedings

- Brown-Gaston, R., Anyu, J. N. (2019). *The Case of Waymo V. Uber: The Detrimental Harm to the Evolution of Trade Secret Laws*. Academic and Business Research Institute.  
<http://www.aabri.com/DCProceed2019.html>
- Brown-Gaston, R., Sepehri, M., Masopust, L. (2018). *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* (2572-7699 ed.). Jacksonville, FL: Academic and Business Research Institute (AABRI).  
<http://www.aabri.com/SAUGManuscripts/SAug18018.pdf>

## **RACQUEL BROWN-GASTON, ESQ.**

- Brown-Gaston, R., Sepehri, M. (2017). *WHEN THE DEFIANCE OF BUSINESS ETHICS LAWS BECOMES THE NEW NORMAL: THE CASE FOR VOLKSWAGEN* (pp. 35). AIBSE. <http://www.aibse.org/home/2017-annual-conference/2017-conference-program-and-proceedings/>

### **CONFERENCES**

1. Presenter on "The Case of Waymo v. Uber: The Detrimental Harm to the Evolution of Trade Secrets." AABRI International Conference, Washington, DC, 2019.
2. 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.
3. 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
4. Panelist on "Women in Business," Arise Relevance Conference, Atlanta, GA, 2017
5. Presenter on "Education, Leadership and Transformation for Progress," International Conference of the Spanish Speaking African Diaspora, Cali, Colombia, 2016
6. Panelist on "Thought Leader in Entrepreneurship," University of the District of Columbia, Washington, DC, 2015
7. 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

### **PROFESSIONAL MEMBERSHIP**

2001 – Present New York Bar Association

## **RACQUEL BROWN-GASTON, ESQ.**

2003 – Present Coalition of Concerned Legal Professionals

2015 – Present American Civil Liberties Union

### **VOLUNTEER WORK**

07/2018 – Present Attorney, Coalition of Concerned Legal Professionals, Brooklyn,

08/2018 – Present Attorney, Institute of Caribbean Studies, Washington, DC, United States.

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