

**CURRICULUM VITAE**  
**RACQUEL BROWN-GASTON, ESQ.**

**EDUCATION**

Master of Business Administration: University of Maryland Global Campus, Adelphi, MD  
(Expected Degree, June 2024)

Juris Doctorate: University of Miami School of Law, Coral Gables, FL  
(May 1999)

Law Review University of Miami School of Law, Coral Gables, FL  
(August 1997-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 Tenure Associate Professor of Law & Ethics  
University of the District of Columbia  
School of Business and Public Administration  
Washington, DC 20008

01/2022 – Present Adjunct Associate Professor of Law  
University of the District of Columbia  
David A. Clarke School of Law  
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  
School of Business and Public Administration  
Medgar Evers College of the City University of New York  
Brooklyn, NY 11225

08/2002 – 05/2007 Adjunct Assistant Professor of Business Law and Public Administration  
School of Business and Public Administration  
Medgar Evers College of the City University of New York  
Brooklyn, NY 11225

**COURSES:**

Law School Courses

- Contracts (1L)
- Commercial Law/Secured Transactions

Graduate Courses

- Business Law & Ethics (MBA)
- Legal & Ethical Aspects of Government Contracting (MPA)
- Contract Negotiations (MPA)

Undergraduate Courses

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

Built Online Courses

- Legal Environment of Business
- Commercial Law
- Business Ethics

**LAW|LEADERSHIP| ADMINISTRATIVE WORK EXPERIENCE**

**Attorney at Law, Racquel Brown ESQ.** New York ( 08/2001 – Present)

- Provide pro bono services to the indigent and small business community
- Trust, Wills and Estate Planning and Administration
- Contract negotiation, review and drafting
- 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
- Conduct real estate closings, property transfer transactions
- Review proposed government contracts with minority small business clients whose bids have been accepted
- Prepare Copyright and Trademark Applications
- Serve as university Policy and Procedures Consultant

**Strategic Policy and Procedure Consultant**, Office of the Chief Legal Officer, Virginia Union University, Richmond, VA (05/2021 – Present)

- Review, edit, and create organizational policies and procedures for the following purposes:
  - Mitigate strategies minimizing risk management
  - Ensure employees are adhering to recognized professional practices
  - Ensure employees comply with statutes, regulations, and other accreditation requirements
  - Serve as an ongoing resource for policy review, research, recommendation, and creation
  - Lead with the assistance of all units to update university-wide Academic and Administrative Policy Manuals, Faculty, Student, Housing, and Advising Handbooks, as well as catalogs.
- Prepare (and present when needed) presentations on leadership, Title IX, governance structure, or other interest areas as requested.

**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, Legal and Ethical Aspects of Government Contracting.
- Build and teach online equivalent courses.
- 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 of Business and Public Administration in University-wide committees.

**Adjunct Associate Law Professor**, David A. Clarke School of Law, University of the District of Columbia, Washington, DC (02/2022– Present)

- Teach Contracts I, Contracts II
- Teach Commercial Law/Secured Transactions specifically geared toward District of Columbia Bar preparation
- Demonstrate effective preparation for the 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.
- Teach the Fresh/Jump Start Summer Program preparing students to be successful in law school

**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; developed 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, 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; provided 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 enhance the quality of the student profile.
- Developed, led and implemented and monitored student engagement and supported 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.

**Equal Employment Opportunity Officer**, District of Columbia Public Schools, Washington, DC (07/2009 – 09/2009)

- Prepared agency's position statements for the United States Equal Employment Opportunity Commission
- Served as the agency liaison to interface with the United States Equal Employment Opportunity Commission
- Conducted investigations, mediations, and ensured Americans with Disabilities (ADA) reasonable accommodations
- Created training designed to promote understanding and ensured DCPS' compliance with federal and local EEO laws.
- Prepared Investigative Plans, Reports of Investigation, and document request lists
- Prepared interrogatories and/or conduct telephonic or in person investigatory interviews
- Acquired and analyzed documentary and testimonial evidence
- Met all timelines to include working on expedited cases
- Prepared and provided weekly status reports.

**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 College's biannual Mock Trial Competition Program.
- Created the Dual Enrollment and College Now Programs with local high school.

**Equal Employment Opportunity Officer/Title IX Coordinator/Director of Diversity and Staff Relations/** 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 recommendations of actions to the college president after conducting investigations of sexual harassment, violence in the workplace, and violations of federal employment discrimination statutes.
- Advised managers and supervisors on disciplinary actions in resolving employees' grievances and appeals.
- 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.

**Legal Intern to the Chief Judge A. Jay Cristol**, United States Bankruptcy Court for the Southern District of Florida, Miami, FL (1/1998 – 05/1998)

- Conducted legal research and analysis
- Compiled case materials for the judge

- Prepared legal documents

**Legal Intern, Homicide Division**, Brooklyn District Attorney's Office, Brooklyn, NY (1/1999-05/99)

- Assisted in all phases of discovery, including the collection, search, review, analysis, production, and redaction of information in matters.
- Assisted the District Attorney's office in acquiring all evidence in the possession of the applicable law enforcement agency, which often required coordination with records staff in other law enforcement, partner agencies or hospitals.
- Contacted witnesses, complainants, victims, and law enforcement personnel as needed.

### **UNIVERSITY COMMITTEES**

- Chair, Budget Committee/Faculty Senate (August 2019 – Present)
- Chair, Judicial Hearings Appeals Committee (August 2019 – Present)
- Member, University Wide Budget Committee (August 2020 – Present)
- Member, Judicial and Disciplinary Committee (August 2018 – Present)
- Member, Equity C2 Committee (February 2021 – May 2023)
- Member, COVID Religious Exemption Committee (January 2021 – January 2023)
- Member, University General Education Curriculum (August 2019 – May 2022)
- Member, Seamless Transition Pathways (August 2019 – May 2020)
- Member, University Course Scheduling Taskforce (August 2019 – May 2020)
- Member, Firebird Grant Committee (August 2018 – May 2021)
- Member, Student Fee (August 2018 – 2021)
- Member, Academic Standards, Policies and Procedures/Faculty Senate (August 2018 – May 2019)
- Member, Academic Advising and Strategic Planning (August 2018 – May 2019)

### **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)
- Advising Strategic Committee (January 2021 – Present)

### **Journal Articles:**

- Brown-Gaston, Racquel, Collier, Donovan, Y. 2023. New York City and Airbnb: The Ongoing War to Address the Need for Short-Term Renta Units, Journal of Business Cases and Applications, 41. <https://www.aabri.com/manuscripts/233744.pdf>

- Brown-Gaston, Racquel, Arora, Anshu. 2021. War and Peace - Ethical Challenges and Risks in Military Robotics, *International Journal of Intelligent Information Technologies*, *International Journal of Intelligent Information Technologies*, 17 (3), 1-12 <https://www.igi-global.com/article/war-and-peace/286621>
- Brown-Gaston, Racquel. 2021. Business Interruption Insurance in the Era of COVID-19, *Verdict*, 8-19. <https://racquelbrowngaston.com/wp-content/uploads/2021/01/Verdict-Journal.pdf>
- 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>
- Brown-Gaston, R., Sephiri, 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-andproceedings/>

### **CONFERENCES**

1. Presenter on “Organizational Leadership; The Role of Policies.” In All Things, Excellence, Richmond, V.A.
2. Presenter, on "Ethics and Neutrality in Military Robots." Futures of Neutrality Conference, Washington, D.C., 2020.
2. Presenter on "The Case of Waymo v. Uber: The Detrimental Harm to the Evolution of Trade Secrets." AABRI International Conference, Washington, DC, 2019.
3. 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.
4. 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
5. Panelist on “Women in Business,” Arise Relevance Conference, Atlanta, GA, 2017
6. Presenter on “Education, Leadership and Transformation for Progress,” International Conference of the Spanish-Speaking African Diaspora, Cali, Colombia, 2016
7. Panelist on “Thought Leader in Entrepreneurship,” University of the District of Columbia, Washington, DC, 2015
8. 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

**ACTIVITIES**

2020 – Internal Judge, University of the District of Columbia’ School of Business and Public Administration Graduate School Business Research Conference Theme: Global Business Environment – Risk and Resilience during COVID-19 Pandemic

2019 – Internal Judge, Annual UDC Research Conference

2019 – Originator, Bachelor of Science in Hospitality and Tourism Management

2018 – Internal Judge, Annual UDC Research Conference

**PROFESSIONAL MEMBERSHIP**

2015 – Present American Civil Liberties Union

2003 – Present Coalition of Concerned Legal Professionals

2001 – Present New York State Bar Association

**VOLUNTEER WORK**

01/2023 – Present Attorney, Board Member, Eyes Inc. of New Jersey

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

08/2018 – 05/2021 Attorney, Institute of Caribbean Studies, Washington, DC

09/2018 – 09/2019 Attorney, 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