

**BOARD OF TRUSTEES**

**UNIVERSITY OF THE DISTRICT OF COLUMBIA**

**UDC Resolution 2016-**

**SUBJECT: UDC David A. Clarke School of Law Tenure Approval for Professor Stephanie Y. Brown**

**WHEREAS**, the UDC David A. Clarke School of Law (“UDC-DCSL”) Faculty Evaluation and Retention Committee (“FERC”) appointed a subcommittee to prepare a report and make a recommendation to FERC regarding the application by Professor Stephanie Y. Brown for a position with continuous tenure at UDC-DCSL; and

**WHEREAS**, the tenure standard at UDC David A. Clarke School of Law requires that “[a]ll members of the faculty have as their primary responsibilities teaching and contributing to the growth and understanding of the law,” participating in and conducting “other school of law activities...necessary to the successful functioning and harmony of the institution[,]...and other activities...which significantly relate to and advance a faculty member’s academic skills, including work in his or her special field”; and

**WHEREAS**, the FERC subcommittee conducted a review of Professor Brown’s teaching, scholarship, and service to the UDC-DCSL and to the legal profession and concluded that Professor Brown is a teacher whose work reflects creativity along with other attributes of good teaching, that her scholarly and other writings satisfy the criteria for tenure, and that she is an indefatigable champion for the School of Law, for the legal profession, and for justice; and

**WHEREAS**, the FERC subcommittee, upon consideration of the Standards for Promotion and Tenure and the Faculty Handbook, concluded that Professor Brown’s teaching, scholarship and service met all applicable standards for tenure and recommended to the full committee that it should recommend to the Dean that Professor Brown be awarded tenure; and

**WHEREAS**, the FERC considered the subcommittee’s report and recommendation and voted unanimously to adopt the recommendation of the subcommittee and asked the Dean to seek an award of continuous tenure for Professor Brown; and

**WHEREAS**, Dean Broderick independently evaluated Professor Brown’s teaching, scholarship, and service, and concurred in writing with FERC’s recommendation; and

**WHEREAS**, the Acting Chief Academic Officer and the President have independently affirmed the recommendation of tenure for Professor Brown, 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 Professor Stephanie Y. Brown of the UDC David A. Clarke School of Law.

Submitted by the Academic and Student Affairs Committee

October 24, 2016

Approved by the Board of Trustees

November 22, 2016

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Elaine A. Crider  
Chairperson of the Board



Fiscal Impact Statement

**TO:** The Board of Trustees  
**FROM:** Managing Director of Finance *David A. Franklin*  
**DATE:** October 11, 2016  
**SUBJECT:** David A. Clarke School of Law Tenure Approval for Professor Stephanie Brown

**Conclusion**

The proposed resolution is for the approval of tenure for Professor Stephanie Brown. It has been recommended in the Board Resolution that Professor Stephanie Brown be offered the rank of full professor with continuous tenure. The Faculty Evaluation and Retention Committee (FERC) appointed a subcommittee to prepare a report and make a recommendation to FERC regarding the tenure question on an expedited basis.

**Background**

The FERC subcommittee conducted a review of Professor Brown's teaching, scholarship, and service to the UDC-DCSL and to the legal profession and concluded that Professor Brown is an effective teacher whose work has received strong evaluations from her students and colleagues, that her scholarly and other writings satisfy the requirements for tenure, and that she is an unwavering champion for the School of Law, for the legal profession, and for justice.

The Dean, the Interim Chief Academic Officer and the President have affirmed the recommendation of tenure for Professor Brown and the President has forwarded the recommendation for tenure to the Board of Trustees.

**Financial Impact**

The tenure decision does not require a promotion; however, the recommended salary is \$149,350. Based on her current salary of \$118,450 this position will cost the University \$30,900 in salary and benefits.

As a result of the settlement reached with Professor Brown, the salary differential of \$30,900 will be absorbed from reserve funds of the University's operating budget. The Office of the Chief Financial Officer of UDC has approved this request based on the information provided. We do not anticipate any risks at this time.