

**BOARD OF TRUSTEES  
UNIVERSITY OF THE DISTRICT OF COLUMBIA  
UDC RESOLUTION NO. 2019 -**

**SUBJECT: Tenure Approval for Aparajita De, Ph.D., College of Arts & Sciences**

**WHEREAS**, Dr. Aparajita De, Associate Professor of English in the College of Arts and Sciences (CAS) 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. April Massey, Dean of CAS, in conjunction with the English Faculty and Division and College Promotion and Tenure Committees, has conducted a thorough review of Dr. De's academic background and records of achievement in teaching, scholarship and university and community service and have recommended her for promotion from Assistant Professor to the rank of Associate Professor, effective October 1, 2019 and for tenure; and

**WHEREAS**, they judged Dr. De to be an outstanding professor with exemplary skills and expertise who meets the criteria by which University of the District of Columbia faculty are evaluated, based on the 7<sup>th</sup> Master Agreement, noting she was ranked outstanding in her teaching effectiveness, dissemination of scholarly works including publications, professional credentials, and community engagement service; and

**WHEREAS**, the Chief Academic Officer and the President have affirmed the recommendation of tenure for Dr. De from Dean Massey, the English Faculty and the Division and College Promotion and Tenure Committees, 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 Dr. Aparajita De, College of Arts and Sciences, at the rank of Associate Professor.

Submitted by the Academic &  
Student Affairs Committee:

August 15, 2019

Approved by the Board of Trustees:

September 10, 2019

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Christopher Bell, Esq.  
Chairperson of the Board

Lawrence T. Potter, Jr., Ph.D.  
Chief Academic Officer

**CONFIDENTIAL MEMORANDUM**

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

FROM:   
Lawrence T. Potter, Jr., Ph.D.  
Chief Academic Officer

DATE: June 1, 2019

RE: Dr. Aparajita De recommendation for tenure and promotion to associate professor

Dear President Mason:

Guided by the *Seventh Master Agreement*, I have reviewed the materials and other supporting documentation of Dr. De for tenure and promotion to associate professor—an applicant holding the rank of tenure-track assistant professor of English in the College of Arts and Sciences.

I have reviewed Dr. De's portfolio for tenure and promotion to associate professor to evaluate evidence of significant and relevant achievements in scholarship/creative work, teaching, and service. In addition, I reviewed the self-narrative to ensure there is alignment between the established standards and evidence provided within the portfolio. I arrived at my independent assessment of Dr. De's work after careful consideration of her narrative, record of teaching, scholarly artifacts, service contributions, and students' evaluation of her teaching.

In the domain of teaching, I have concluded that her teaching evaluations, teaching materials, and other assessments show work that **meets unit standards for tenure and promotion to associate professor**. Dr. De is dedicated to her students via the pedagogical approaches she embeds within her instruction to assist students in developing their skills in interpreting literature in the classroom. Furthermore, she has created a learning environment that is conducive to inclusive learning styles, teaching students to think critically about postcoloniality and the intersections of race and gender in literary studies. She is deeply engaged in interdisciplinary collaboration and innovative pedagogies that require students to remain current in the study of literary texts. Dr. De has taught a number of courses within the English department and has developed new courses such as "Migrations"—a 400-level literature course where students are able to study the global perspectives represented in African, African-American, and

literature. She has incorporated writing-intensive assignments in her courses which prepare students with enhanced close reading, critical thinking, and argumentative and research-supported writing skills.

Dr. De **meets unit standards for tenure and promotion to associate professor**. As a scholar, she has produced five published articles and two introductory chapters written for anthologies which she edited. Her scholarship focuses on diaspora literature and globalization, as well as homeplace and gender studies. Her edited volume, *South Asian Racialization and Belonging after 9/11: Masks of Threat* has been used and adopted by literature programs across the U.S. She has two forthcoming essays in 2019: "Mera Saaya: Shadows of the Woman in Bollywood's Cultural Imagination" which will appear in the edited collection *New Woman: Liberalization, Liberation, and Contested Bodies*; and, "Unwrapping Representational Ethics" in *Contemporary Gender Movement*. Her work is providing the space to expand in interdisciplinary teaching and learning with the realm of humanistic studies.

Dr. De's service **meets unit standards for tenure and promotion to associate professor** in terms of his contributions to CAS and the department. She has served as a member of the CAS DEPC, English Program search committee, Chair of the DAAH Grievance Committee, and UDC General Education Committee.


I would strongly encourage Dr. De to identify other service opportunities before her next evaluation period to expand her engagement with the broader UDC community. This will provide her greater insights into the University while allowing her colleagues to learn from her strengths as well.

Lastly, I concur with the recommendations of Dean Massey, DAAH Chair Howe, and the CAS DEPC review committee. I hereby approve of this action and submit her application information for your consideration. I am pleased to provide you with her full portfolio upon request.

Enclosure: Tenure and Promotion to Associate Professor Recommendation for Dr. Aparajita De

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I, Ronald Mason, Jr., President of UDC, do hereby  APPROVE  DENY the recommended award of tenure and promotion for Associate Professor to Aparajita De.

  
Signature

7.8.19  
Date

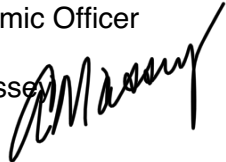
Comments: \_\_\_\_\_  
\_\_\_\_\_  
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May 15, 2019

MEMORANDUM

TO: Dr. Lawrence Potter  
Chief Academic Officer

FROM: Dr. April Masse  
Dean



SUBJECT: Request for tenure and promotion in rank (Tenured, Associate Professor of English) on behalf of Dr. Aparajita De

This memorandum is forwarded to affirm and support the recommendations of English program faculty; the Division of Arts and Humanities Evaluation and Promotion Committee; Division of Arts and Humanities chair, Dr. Alex Howe; and the College of Arts and Sciences' Promotion and Tenure Committee regarding the awarding of associate professor status with tenure to Dr. Aparajita De, Assistant Professor of English. I am honored to lend my voice to support these recommendations and wholeheartedly endorse Dr. De's approval for both considerations.

Guided by the 7th Master Agreement, Dr. De's faculty dossier was evaluated across four levels of review on Portfolio Presentation. She presents a well organized dossier with strengths noted in Academic Teaching Preparation, Scholarly and Professional Work, and University and Community Service. The feedback of all reviewers is unanimous. Dr. De is a committed and skilled humanist with expertise in writing, Post-Colonial literature, and the intersections of race and gender. Dr. De is a gifted teacher and a model for cross disciplinary collaboration and bridging disciplinary expertise and community service.

I am excited to recommend Dr. Aparajita De for promotion and tenure. Her scholarship is creating possibilities for interdisciplinary teaching and learning and helping to rethink approaches to engaging students in and through the humanities.

I forward this recommendation for approval of Dr. De's applications for tenure and promotion to associate professor without reservation.

I am available to respond to any questions you may have. Your consideration is appreciated.

## Fiscal Impact Statement

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TO: The Board of Trustees

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

DATE: September 10, 2019

SUBJECT: Tenure Approval for Dr. Aparajita De, Associate Professor of Education

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### Conclusion

It is concluded that there is no fiscal impact associated with the granting of tenure to Dr. Aparajita De, Associate Professor of English, College of Arts and Sciences (CAS) of the University of the District of Columbia (UDC). The proposed resolution is for the approval of tenure for Dr. De.

It has been recommended in the Board Resolution that Dr. De, who joined the University as an Assistant Professor of English, be approved for tenure. The College Promotion and Tenure Committee, Division chair for Arts and Humanities, and Departmental Evaluation and Promotion Committee (DEPC), conducted thorough, independent reviews, and prepared independent reports to the Dean of CAS regarding tenure for Dr. De.

### Background

The DEPC conducted a review of Dr. De's tenure application in concert with her application for promotion to associate professor. Examinations of Dr. De's performance in the areas of teaching, scholarship, and service were completed for the period 2015–2018. Vetting of all dossier content was completed at the levels of the program, Division, and College. All reviews validate the strengths of Dr. De's tenure and promotion dossier and conclude that she is an exceptional teacher-scholar and highly competitive tenure candidate. Her documented faculty performance exceeds University and broader higher education expectations for excellence and impact in English.

The recommendation of tenure for Dr. De has been affirmed by the Dean, Chief Academic Officer, and President. The President has forwarded the recommendation for tenure to the Board of Trustees.

### Financial Impact

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