

**BOARD OF TRUSTEES
UNIVERSITY OF THE DISTRICT OF COLUMBIA
UDC RESOLUTION NO. 2018 - 17**

SUBJECT: Executive Appointment of Professor John Brittain as Acting Dean for the University of the District of Columbia, David A. Clarke School of Law

WHEREAS, pursuant to 8B DCMR §210.1, the President is authorized to make executive appointments to designated positions in the Educational Service, in accordance with the provisions of 8B DCMR §§210 through 212; and

WHEREAS, pursuant to 8B DCMR §212.1, all Deans of academic colleges shall be filled by executive appointment; and

WHEREAS, pursuant to 8B DCMR §§210.4 and 212.3, a person serving in an “acting” status for an executive appointment shall be limited to one (1) year from the date the vacancy for such position was created, and the current Dean of the University of the District of Columbia, David A. Clarke School of Law (the “Law School”) has resigned her position effective June 30, 2018, creating a vacancy in that position; and

WHEREAS, pursuant to 8B DCMR §210.2, each person selected by the President for an executive appointment shall be qualified on a description of their position or their roles and responsibilities and shall be approved by the Executive Committee; and

WHEREAS, pursuant to 8B DCMR §213.2, compensation of appointees with “acting” status shall be determined in accordance with the provisions of 8B DCMR §§ 208, 210, 211, 212, and 8B DCMR §208.1 in turn requires that the Board determine Executive compensation for administrators and non-administrators at Grade level 1A and above, upon recommendation of the President through the Executive Committee or appropriate committee as determined by the Board Chair; and

WHEREAS, Professor Brittain has been recommended to serve as the Acting Dean of the Law School based on his knowledge, past accomplishments and extensive experience; and

WHEREAS, after review of his credentials it has been determined that Professor Brittain is qualified to serve as Acting Dean of the Law School and that the recommended salary adequately reflects the job duties and experience.

NOW, THEREFORE, BE IT RESOLVED that the Board of Trustees of the University of the District of Columbia approves the executive appointment of Professor John Brittain as the Acting Dean of the Law School, effective July 1, 2018, consistent with the terms and conditions of his appointment letter.

Approved by the Executive Committee

June 26, 2018

Ratified by the Board of Trustees

June 26, 2018

Christopher D. Bell

Christopher Bell
Chairperson of the Board

FISCAL IMPACT STATEMENT

TO: The Board of Trustees
FROM: Managing Director of Finance *David L. Franklin*
DATE: June 25, 2018
SUBJECT: Appointment of John Brittain, Acting Dean, David A. Clarke School of Law

Conclusion

In conclusion, this appointment will have an estimated increase in operating expense of \$29,705 annually. There is sufficient funding within the School of Law's FY18 and FY19 budget to support the increase in expenditures resulting from this acting appointment. The timeline for the selection of the next Dean of the David A. Clarke School of Law is scheduled for mid-November 2018.

Background

After 20 years, Dean Shelley Broderick will be stepping down from the Dean's position and return to the faculty of the David A. Clarke School of Law. This action created the need for the appointment of an Acting Dean. President Mason has selected Professor John Brittain, a current member of the faculty of the David A. Clarke School of Law, to serve as the Acting Dean until the selection and appointment of the next Dean. The table below provides a breakdown of the estimated increase in expenditures for the acting appointment.

Description	Amount
Proposed Salary	\$188,851
Current salary	\$161,257
Increase in salary	\$27,594
FICA Increase (7.65%)	\$2,111
Estimated Annual Fiscal Impact	\$29,705

Financial Impact

The financial impact of the appointment of John Brittain, Acting Dean, David A. Clarke School of Law will result in an increase in operating expenditures of approximately \$29,705.

June 25, 2018

John C. Brittain, Esq.
[REDACTED]
[REDACTED]

Re: Executive Appointment, Acting Dean, David A. Clarke School of Law

Dear Professor Brittain:

I am pleased to offer you an executive appointment as Acting Dean of the David A. Clarke School of Law with the University of the District of Columbia ("University"), effective July 1, 2018, for a period not to exceed one year. Pursuant to applicable District of Columbia law, this executive appointment as Acting Dean is "at will," which means the appointment may be terminated at any time without appeal or right to compensation, and you will serve at the pleasure of the President. Note that while a person serving under an executive appointment has no job tenure or protection in that position, you are not required, by accepting this appointment, to resign from your current position with the University's School of Law. Upon resignation, expiration or termination of this executive appointment as Acting Dean, you shall have the right to return to your tenured faculty position with the School of Law, and its attendant compensation, benefits, rights and privileges.

Your salary under this appointment as Acting Dean will be at a rate of \$188,850.50 per year (Grade 01 Step 01) on the non-Union administrative salary schedule. You will be fully eligible for cost of living increases in accordance with applicable University policy. You will also continue your eligibility for, and your participation in, University health insurance, life insurance, retirement, and disability programs in the same manner and under the same conditions as regular administrative employees hired on or about the date of this appointment. The University will continue to contribute seven percent (7%) of your salary to your Teacher Insurance Annuity Association (TIAA) retirement account. Your leave accrual rates are as follows: annual leave accrual, seven (7) hours per pay period and sick leave accrual, four (4) hours per pay period.

As Acting Dean of the University's David A. Clarke School of Law, you will perform the duties and responsibilities of the position as directed by the President.

If you accept this offer and the terms set forth in this appointment letter, please return an executed original of this letter to the Office of Talent Management. If you have any questions, please feel free to contact Patricia Cornwell Johnson, our Vice President for Talent Management, at (202) 274-5946.

Sincerely,

Ronald F. Mason, Jr

cc: Patricia Cornwell Johnson, Vice President of the Office of Human Resources
Karen Hardwick, General Counsel
Official Personnel File

I accept the terms and conditions of the foregoing executive appointment as Acting Dean, David A. Clarke School of Law.

Signature

Date

RÉSUMÉ

John C. Brittain

Phone: 832/687-3007

Email: jbrittain@udc.edu

EDUCATION:

Howard University, Washington, DC
Bachelors of Arts, 1966

Howard University, Washington, DC
Juris Doctor, 1969

WORK HISTORY:

2009-present: Professor, University of the District of Columbia, David A. Clarke School of Law, Washington, DC

2005-2009: Chief Counsel and Senior Deputy Director, Lawyers' Committee for Civil Rights Under Law, Washington, DC

1999-2005: Dean (1999-2002) and Professor of Law, Texas Southern University-Thurgood Marshall School of Law, Houston, TX

1977-1999: Professor of Law, University of Connecticut School of Law, Hartford, CT

1973-1977: Private Practice, San Francisco, CA

1971-1973: Staff Attorney, Lawyers' Committee for Civil Rights Under Law, Jackson, MS

1969-1971: Staff Attorney, Reginald Heber Smith Fellow & Staff Attorney, North Mississippi Rural Legal Services, Oxford, MS

BAR ADMISSIONS:

Connecticut 1969

Mississippi 1971

California 1974

AFFILIATIONS:

- President National Lawyers Guild, 1991-93
- National Conference of Black Lawyers
- National Bar Association
- International Association of Democratic Lawyers
- American Bar Association
- Houston Lawyers Association
- American Civil Liberties Union Board Member, 1998-99 and Executive Committee 2001-2003
- Society of American Law Teachers
- International Association of Jurists
- Charles Houston Bar Association
- Magnolia Bar Association, Jackson, MS
- Houston Bar Association
- American Association of Law School Minority Group Section
- George W. Crawford Association, Hartford, CT, co-founder

- Board of Directors of the Hartford Foundation for Public Giving, 1995-1999
- American Leadership Forum-Houston Chapter Senior Fellow, 2002-2005
- Chairperson, ACLU Academic Freedom Committee, 1985-1988
- Alternate Member Connecticut State Labor Relations Board, 1990-1995
- Teach for America Advisory Board-Houston, 2002-2005
- Poverty Race Research Action Council Board of Directors

PUBLICATIONS:

- John C. Brittain, *Growing Up on the Gold Coast and Two Arrests While Practicing Law in Mississippi*, in *Voices of Lawyers: Reflections from the Deep South, 1964-1980*, at 37-69; 167-204 (Kent Spriggs ed., 2018)
- John C. Brittain, *Reducing Reliance on Testing to Promote Diversity*, in *The Future of Affirmative Action: New Paths to Higher Education Diversity after Fisher v. University of Texas* (Richard D. Kahlenberg, ed.) (Century Foundation Press, 2014) (with Benjamin Landy).
- John C. Brittain, *Affirmative Action Survives Again in the Supreme Court on a Legal Technicality: An Analysis of Fisher v. University of Texas at Austin*, 57 *How. L.J.* 960 (2014).
- John C. Brittain, *Admitting the Truth: The Effects of Affirmative Action, Legacy Preference and the Meritocratic Ideal on Students of Color in College Admissions*, in *Affirmative Action for the Rich: Legacy Preferences in College Admissions* (Century Foundation Press, 2010) (with Eric L. Bloom).
- John C. Brittain, *Mississippi Education Stuck At The Bottom; A Good Case For A New Frontier In Adequacy Funding Litigation* (Institute for Educational Equity & Opportunity forthcoming 2009)
- John C. Brittain, *Racial Disparities in Educational Opportunities in the United States*, 6 *Seattle J. Soc. Just.* 592, 594 (John C. Brittain ed., 2008)
- John C. Brittain, *From Brown to Grutter: Racial Integration and the Law: A Look at Brown v. Board of Education in 2054*, 3 *Seattle J. Soc. Just.* 29, (2004)
- John C. Brittain, *Remarks at Symposium: Brown v. Board of Education at Fifty: Have We Achieved Its Goal?* 78 *St. John's L. Rev.* 281 (2004)
- John C. Brittain, *Why Sheff V. O'Neill Is A Landmark Decision*, 30 *Conn. L. Rev.* 212 (1977)
- John C. Brittain, *Book Review, Paul Harris, Black Rage Confronts the Law, Guild Practitioner*, Vol. 54, Num. 3 (1997)
- John C. Brittain, *Direct Democracy By The Majority Can Jeopardize The Civil Rights Of*

- Minority Or Other Powerless Groups, 1966 Annual Survey Of American Law, Issue 3, NYU L. Sch.*
- John C. Brittain, *Obituary for Affirmative Action in Higher Education?* Civil Rights Litigation and Attorney Fees Annual Handbook, Vol. 12 (1996)
- John C. Brittain, *Affirmative Action Still Alive, but Badly Wounded, U.S. Supreme Court Imposes New Restrictions on the Federal Government. A Review of Adarand v. Peña,* Civil Rights Litigation and Attorney Fees Annual Handbook, Vol. 11 (1996)
- John C. Brittain, *Educational and Racial Equity Towards the Twenty-First Century-A Case Experiment in Connecticut,* Race In America The Struggle for Equality, (Herbert Hill et. al. eds., 1993)
- John C. Brittain, *The Culture of Civil Rights Lawyers. A Tribute to Justice Thurgood Marshall,* 25 Conn. L. Rev. 599 (1993)
- John C. Brittain, *Desegregation and the Future of Public Education,* The State of Black Hartford, (Stanley F. Battle, et. al. eds., 1993)
- John C. Brittain, *The Black College Case That Civil Rights Advocates Won In Court, But May Lose In The Classroom. Will U.S. v. Fordice Cause The Demise Of Historically Black Colleges And Universities?* Civil Rights Litigation And Attorney Fees Annual Handbook, Vol. 9 (1993)
- John C. Brittain, *No Absolute Immunity for the Prosecutor for Bad Advice to the Police: Recent Development in Burns v. Reed.,* Civil Rights Litigation And Attorney Fees Annual Handbook, Vol. 8 (1992)
- John C. Brittain, *Universities and Colleges Confront the Language of Hate,* Readings On The State Of Education In Urban America, (J. John Harris III, et. al. eds., 1991)
- John C. Brittain, *Education and Racial Equity: Towards the Twenty-First Century – A Case Experiment in Connecticut,* Civil Rights Litigation And Attorney Fees Annual Handbook, Vol. 6 (1990)
- John C. Brittain, Book Review, Derrick A. Bell, J., *Shades of Brown,* 14 Conn. L. Rev. 457 (1982)

John C. Brittain
Professor of Law

B.A., Howard University 1966; J.D., Howard University 1969

John C. Brittain joined the faculty of the University of the District of Columbia, David A. Clarke School of Law, in 2009, as a tenured professor of law. He had previously served as Dean of the Thurgood Marshall School of Law at Texas Southern University in Houston, as a tenured law professor at the University of Connecticut School of Law for twenty-two years, and as Chief Counsel and Senior Deputy Director of the Lawyers' Committee for Civil Rights Under Law in Washington, D.C., a public interest law organization founded by President John F. Kennedy to enlist private lawyers in taking pro bono cases in civil rights.

Professor Brittain writes and litigates on issues in civil and human rights, especially in education law. In 2015, the Mississippi Center for Justice honored him as a "pioneering civil rights leader and esteemed law professor who has inspired a generation of young attorneys." In 2013, he was named to the Charles Hamilton Houston Chair at North Carolina Central University School of Law, established to bring prominent civil rights law professors and litigators to the law school to teach constitutional and civil rights law for a year. Professor Brittain was one of the original counsel team in *Sheff v. O'Neill*, the landmark school desegregation case decided by the Connecticut Supreme Court in 1996, chronicled in Susan Eaton's book, *The Children in Room E4: American Education on Trial*, in which he is frequently mentioned. He is presently a part of a legal team representing private plaintiffs in a federal lawsuit against the State of Maryland for denying Maryland's historically black institutions of higher learning – Morgan, Coppin, Bowie and Maryland Eastern Shore Universities – comparable and competitive opportunities with traditional white universities.

Brittain has participated in filing nearly a dozen briefs in the United States Supreme Court, and he was a member of a legal team that filed a friend of the court brief on behalf of the NAACP in the *Parents Involved in Community Schools v. Seattle School District* and *Meredith v. Jefferson County Board of Education* (Louisville) school cases decided by the Supreme Court in 2007, concerning voluntary race-conscious student assignment plans. He filed a friend of the court brief in the Connecticut finance adequacy lawsuit, *Connecticut Coalition for Justice in Education Funding v. Rell* (2010), a landmark case that recognized the state constitution has a qualitative dimension guaranteeing all students an adequate education. Professor Brittain has an interest in a related area, the intersection between housing and school segregation, and the policies that contribute to structural poverty in low-income and neighborhoods of color.

He has been president of the National Lawyers' Guild, a member of the Executive Committee and the Board of the ACLU, and legal counsel to the NAACP at the local level and national office of the General Counsel. In 1993, the NAACP awarded Professor Brittain the prestigious William Robert Ming Advocacy Award for legal

service to the NAACP without a fee. The Ming award was named in honor of the African American law professor, at the University of Chicago, and brilliant civil rights lawyer who worked closely with Justice Thurgood Marshall.

Professor Brittain has traveled extensively on international human rights investigations in Africa, Central America, the Middle East, Europe, Latin America, and the Caribbean, and to the United Nations in Geneva, Switzerland. Currently, he serves as Chairperson of the Norflet Fund Cy Pres, a charitable organization created by settlement in a lawsuit involving John Hancock Life Insurance Company for racial discrimination against African Americans in selling life insurance, that will distribute approximately \$16 million in grants to benefit African Americans in education, health, and post-Katrina relief. He has also served on the board of directors of the Hartford Community Foundation and represented many individuals in pro bono cases.

He loves reading books and sailing and enjoys a national ranking for master's runners in his age group. Like the late comedian and activist Dick Gregory, Brittain is a vegetarian who eats no meats, fish or fowl.

Research and Teaching Interests

- Torts
- Administrative Law
- Civil Procedure
- Civil and Political Rights
- International Law

Recent Publications

- John C. Brittain, *Growing Up on the Gold Coast and Two Arrests While Practicing Law in Mississippi*, in *Voices of Lawyers: Reflections from the Deep South, 1964-1980*, at 37-69; 167-204 (Kent Spriggs ed., 2018)
- John C. Brittain, *Reducing Reliance on Testing to Promote Diversity*, in *The Future of Affirmative Action: New Paths to Higher Education Diversity after Fisher v. University of Texas* (Richard D. Kahlenberg, ed.) (Century Foundation Press, 2014) (with Benjamin Landy).
- John C. Brittain, *Affirmative Action Survives Again in the Supreme Court on a Legal Technicality: An Analysis of Fisher v. University of Texas at Austin*, 57 How. L.J. 960 (2014).
- John C. Brittain & John K. Pierre, *Maryland Lawsuit Is Hardly "Unusual,"* *The Chronicle of Higher Education*, January 29, 2012 (Letters to the Editor).

- John C. Brittain, *Room for Debate: Why Do Top Schools Still Take Legacy Applicants: Bad for Diversity*, N.Y. Times, Nov. 13, 2011; updated May 13, 2013.
- John C. Brittain, *Admitting the Truth: The Effects of Affirmative Action, Legacy Preference and the Meritocratic Ideal on Students of Color in College Admissions*, in *Affirmative Action for the Rich: Legacy Preferences in College Admissions* (Century Foundation Press, 2010) (with Eric L. Bloom).

Recent Presentations and Activities

- Published chapter in a book entitled, "Voices of Civil Rights Lawyers - Reflections from the South 1964-1980 and conducted book signings. (2018)
- Received the Connecticut State University Ebenezer Bassett Humanitarian Award from Connecticut Central State University (In 1853, the New Britain Normal School, the founding institution for CCSU, graduated its first African American student, Ebenezer D. Bassett. He would go on to become a noted educator, an influential activist in the anti-slavery movement, and this nation's first African American diplomat as the Minister Resident to Haiti). (2018)
- Delivered keynote address to mark the 200th birthday of a renowned statesmen entitled, "Frederick Douglass in Ireland: "The Black O'Connell," at the unveiling of a statute and launch of an art exhibit at Quinnipiac University in New Haven, Connecticut. (2018)
- Delivered paper at the Congressional Black Caucus Annual Legislative Conference, Education Brain Trust, entitled. "From Brown to Fisher: Increasing Diversity to Improve Education Equity." (2018)
- Keynote speaker, Rutgers University Law School, The Inclusion Project Conference: "How Do We Achieve Equitable Inclusion in Our Public Schools?" (2018)
- Panelist, University of Pennsylvania, Commemoration of the 50th anniversary of the Fair Housing Act, and delivered remarks on, "Disrupting Housing and Education Segregation." (2018)
- Received the University of the District of Columbia, Ronald Brown Distinguish Leadership Award. (2018)
- John C. Brittain, Presentation, *60th Anniversary of Brown v. Board of Education on May 17, 2014: Is Education Equal Today for all School*

Children? (17th Annual Robert Smalls Lecture, University of South Carolina African American Studies Program, S.C., Apr. 10, 2014).

- John C. Brittain, Presentation, *President Johnson's War on Poverty and Neighborhood Legal Services Program: Legal Services, an Irreconcilable Contradiction Due to Restrictions on Cases* (Overcoming Barriers to Economic Opportunity in America Today: Renewing the War on Poverty Fifty Years Later, UDC Law Review Symposium, University of the District of Columbia David A. Clarke School of Law, D.C., Apr. 4, 2014).
- John C. Brittain, Presentation, *The Role of Civil Rights and Public Interest Lawyers* (27th Annual Robert M. Cover Retreat, Lawyering for Civil Rights in the 21st Century, Peterborough, N.H., Feb. 2014).
- John C. Brittain, Presentation, *President Johnson's War on Poverty and Neighborhood Legal Services Program: Providing Legal Access to Justice for the Poor* (Mid-Atlantic People of Color Legal Scholarship Annual Conference, Baltimore, Md., Jan. 23, 2015).
- John C. Brittain, Board of Directors (Appleseed Foundation, D.C., Spring 2014).
- John C. Brittain, Board of Directors, (Poverty and Race Research Action Council, Washington, DC, 2007-2014).



University of the District of Columbia

Job Classification Description

Job Title: Dean, David A. Clarke School of Law

FLSA: Exempt
Grade: AD-301-2A

GENERAL DESCRIPTION OF THE JOB:

The incumbent functions as Dean, David A. Clarke School of Law, Office of the Provost and Vice President for Academic Affairs, University of the District of Columbia. The incumbent functions under the administrative direction of the Provost and Vice President, Academic Affairs. Assignments are generally broadly defined. The incumbent is required to assume the responsibility for planning, coordinating and carrying-out the program and is required to inform the Provost and Vice President, Academic Affairs of progress as appropriate. Completed assignments are examined for compliance with board policy of the university.

ESSENTIAL DUTIES & RESPONSIBILITIES:

1. Provides and promotes academic leadership of the school.
2. Provides oversight of the administration of programs and curriculum
3. Markets the school's programs and activity recruit students and faculty
4. Maintains the school's compliance with accrediting bodies and professional standards
5. Acquires and allocates resources
6. Facilitates the acquisition of grants and contracts
7. Plans in consultation with faculty, students and staff, short-term and long-range programs and activities that promote the vision and achieve the mission of the School.
8. Recruits, employ and develops a cadre of high, competent administrative, supervisory and management staff.
9. Manages academic program performance in the School of Law by providing guidelines and evaluating the success of educational programs. In this capacity, reviews proposed new courses and programs revision of existing courses or programs, deletions of courses or programs, recommends appropriate changes to the Provost and Vice President, Academic Affairs. Specifies criteria and approves schedule of classes including course offerings and number of sections, ensures quality standards of instruction in the college, monitor student recruitment, enrollment and retention for the School of Law.
10. Manages the establishment and adherence to a strategic plan pertinent to achieving full accreditation.
11. Manages personnel employed by the School of Law. This requires developing performance objective and standards for administration and clerical staff reporting directly to the Dean, monitoring and evaluating subordinate's performance using appropriate University procedures reviewing recommendations from subordinate supervisors concerning staff personnel matters, exercising leadership in planning and

providing faculty and staff development opportunities within budget constraints, appointing faculty and staff to School of Law and university committees and assuming prime responsibility for recruiting staff consistent with university recruiting and affirmative action policies.

12. Prepares annual budget requests for the School of Law and manages expenditures for the fiscal year. Manages expenditures from assigned budgets to meet the needs of the School of Law in compliance with applicable policies, ensures that reports regarding funding for special projects are prepared as required, aggressively seeks supplemental funding from non-UDC sources to support School of Law programs, particularly encourages grant proposals and contract projects by faculty and administrative technical staff.

OTHER DUTIES:

Performs a variety of professional and managerial tasks which may be requested by the Provost and Vice President, Academic Affairs or the president or tasks which are necessary to the interest of the university's mission.

MINIMUM JOB REQUIREMENTS:

The Dean will have the J.D. and academic and professional qualifications appropriate for appointment as a tenured full Professor at UDC DCSL and a strong record of distinguished academic or professional accomplishments that exhibit a commitment to excellence and a dedication to social justice.

REQUIRED COMPETENCIES:

1. Thorough background and up-to-date knowledge of the principles, practices, theories and techniques of goal-oriented educational programs that generally lead to recognized certificates, diplomas or degrees.
2. Knowledge of public policy issues related to goal-oriented education programs.
3. Knowledge of the executive legislative decision making process at both the national and local levels.
4. Knowledge of pertinent research and analytical methodology.
5. Knowledge of other programs, organizations and activities to which goal-oriented education programs relate.
6. Skill in interacting with peers and experts in the field of education and related fields.
7. Skill in dealing effectively with voluminous amounts of information.
8. Skill in preparing and presenting highly complex technical material and complex issues.
9. Skill in assessing the political and institution environment in which decisions are made and implemented.
10. Ability to explore and present full the many facets of policy issues.
11. Ability to exercise good judgment.
12. Ability to effectively express ideas orally and in writing, using appropriate language, organizing ideas and marshalling facts in an objective manner.
13. Ability to work effectively under the pressure of time-frames and rigid deadlines.

STANDARDS & EXPECTATIONS:

1. **Expectations of the job:**

The work directly contributes to achieving full accreditation, which may impact student enrollment and continuance of the School of Law. Work efforts also contribute to the continuance of services provided by the school to persons who could not otherwise obtain legal representation. The Dean of the School of Law has the chief responsibility of securing full ABA accreditation for the School at the earliest possible time. The Dean also is responsible for strategic planning, academic leadership, budgeting, curricular, personnel matters, fundraising, representing the School within and outside the University and day-to-day operations. The Dean is responsible for managing the School's resources, securing private support through the School's Foundation, engaging in significant grant activity, providing innovative solutions to complex problems and working with the faculty to articulate a vision for the School that will carry it into the next millennium. The Dean, along with the faculty, shares the responsibility for attracting, promoting and retaining a diverse and accomplished faculty.

2. Knowledge of UDC Rules and Regulations:

Guidelines are appropriate legislation and board policy statements. The incumbent must exercise considerable judgment in interpreting and adapting existing precedents and in developing new or improved approaches to solving problems.

The university provides all training required by OSHA to ensure employee safety.

The University of the District of Columbia is an Equal Opportunity Employer (EOE).

Note: The University reserves the right to change or reassign job duties as provided in policy and negotiated agreements.

REVISED DATE: 05/01/2009