

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

**SUBJECT: Executive Appointment of Renee M. Hutchins as 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 §210.2 each person selected by the President for an executive appointment shall be qualified based 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 §212.1 et. seq., the position of Dean of an academic college shall be filled by executive appointment following a formal search and selection process; and

**WHEREAS**, pursuant to 8B DCMR §208.1, the Board determines 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**, Renee M. Hutchins has been appointed to serve as Dean of the David A. Clarke School of Law, based upon her knowledge, past accomplishments, and anticipated contribution to the growth and development of the School of Law; and

**WHEREAS**, after review of her credentials, it has been determined that Renee M. Hutchins is well-qualified for such position 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 appointment of Renee M. Hutchins, as Dean of the David A. Clarke School of Law effective April 17, 2019, consistent with the terms and conditions of her appointment letter.

Submitted by the Academic and Student Affairs Committee:

February 13, 2019

Approved by the Board of Trustees:

February 26, 2019

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Christopher Bell  
Chairperson of the Board

Fiscal Impact Statement

**To:** The Board of Trustees  
**From:** Managing Director of Finance *David A. Franklin*  
**Date:** February 26, 2019  
**Subject:** Executive Appointment of Renee M. Hutchins

**Conclusion**

It is projected, that there are sufficient unrestricted funds in the budget allocation of the University of the District of Columbia's FY2019 budget to cover the cost of the salary and benefits associated with the appointment of Renee M. Hutchins as Dean, David A. Clarke School of Law.

**Background**

The proposed resolution is to appoint Renee M. Hutchins, as Dean, David A. Clarke School of Law following a formal search. This position has been vacant since July 2018. John Brittain has been serving as Acting Dean during this vacancy period. Ms. Hutchins' appointment will be effective April 17, 2019 and it is in accordance with the District of Columbia Municipal Regulations, 8B DCMR §§210 through 212.

**Financial Impact**

The salary for this appointment will be Grade 1, Step 4 on the non-union administrative annual compensation schedule, paying \$225,178 and related benefits of \$63,050. Additionally, Ms. Hutchins will receive \$25,000 (FICA 7.65%, \$1,912.50) summer research grant for the first three years of her tenure.

Years of Service	Salary	Benefits	Summer Research Grant	FICA - 7.65%	Total Financial Impact
Years 1-3	225,178	63,050	25,000	1,912.50	315,141
Years 4 & out	225,178	63,050	-	-	288,228

The employee will continue to be fully eligible for cost of living increases in accordance with applicable University policy. She will also be eligible to participate in University of the District of Columbia 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 his initial appointment. The University will contribute the equivalent of seven percent (7%) of the employee's salary to her Teacher Insurance Annuity Association (TIAA) retirement. The employee leave accrual rates are as follows: annual leave accrual of seven (7) hours per pay period and sick leave of four (4) hours per pay period.

This request has been approved based upon the information provided.



Ronald F. Mason, Jr.  
*President*

December 21, 2018

Renee McDonald Hutchins



Re: Executive Appointment, Dean, David A. Clarke School of Law at the  
University of the District of Columbia

Dear Ms. Hutchins:

Pursuant to 8B DCMR §§210 through 212, I am pleased to offer you an executive appointment as Dean of the David A. Clarke School of Law at the University of the District of Columbia, effective April 19, 2019 pending Board of Trustees approval. Pursuant to District of Columbia Municipal Regulations, 8B DCMR §210, an appointment to an educational service position is “at will” which means you will serve at the pleasure of the President. Persons serving under an executive appointment have no job tenure or protection in such positions and may be terminated at any time without appeal or right to compensation. As Dean of the Law School, you will perform the duties and responsibilities of the position as directed by the Chief Academic Officer. Your eligibility for faculty rank and tenure as a full Professor at the David A. Clarke School of Law is contingent upon the submission and review of the documentation of tenure at your previous institution, a recommendation of approval by the faculty of the School of Law, the Chief Academic Officer and the President and approval by the Board of Trustees.

Your salary under this appointment will be \$225,178 (Grade 1, Step 4) on the non-union Administrative Service Salary Schedule. You will be fully eligible for cost of living increases in accordance with applicable University policy. In addition, during the summer you will be required to perform summer research as directed by the Chief Academic Officer for a summer salary of an additional \$25,000 for the first 3 years of your tenure.

You will also be eligible for and may participate in the University of the District of Columbia 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 contribute seven percent (7%) of your salary to your Teachers Insurance Annuity and 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.

In accordance with the requirements of the Immigration Reform and Control Act (IRCA) of 1986, any person accepting employment in the United States is required to complete a Form I-9, Employment Eligibility Verification. This form will be completed when you report for processing. At that time, you must present original documents that establish your identity and employment eligibility.

New hire orientation has been scheduled for **April 17, 2019** and will commence at 9:30 AM. Please report to the UDC Office of Talent Management, 4200 Connecticut Avenue, NW, Washington, DC, Building 39, Room 204 at 9:00 AM to complete any necessary paperwork. Please bring identification as required for the I-9 form.

This offer is contingent upon our review and acceptance of the background check conducted by AGB Search. If you accept this offer, please return an executed original of this letter to the Office of Talent Management. If you have any questions, comments or concerns, please contact Patricia Cornwell Johnson, Vice President of Human Resources, at (202) 658-8677 or via email [patricia.johnson3@udc.edu](mailto:patricia.johnson3@udc.edu)

Sincerely,



Ronald F. Mason, Jr.  
President

cc: Patricia Cornwell Johnson, Vice President of Talent Management  
Official Personnel File

I accept the terms and conditions of the foregoing executive appointment as Dean, David A. Clarke School of Law at the University of the District of Columbia.

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Signature

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Date

## RENÉE MCDONALD HUTCHINS

September 17, 2018

### SUBMITTED ELECTRONICALLY

Dr. Ronald Carter  
Dr. Richard A. Wueste  
UDCdol@agbsearch.com

Dear Drs. Carter and Wueste:

I am writing to express my interest in the position of Dean for the University of the District of Columbia David A. Clarke School of Law. As requested in the position announcement materials, I have included with this letter of interest my current CV and a list of five references.

I have been on the faculty at the University of Maryland Carey School of Law since the 2004-2005 academic year. During my time at Maryland Carey Law, I have had a number of experiences with leadership, relationship-building, fundraising, and successfully managing change at a public law school that answers to a variety of stakeholders.

For example, in the mid-2010s, Maryland Carey faced several seemingly existential challenges as a result of declining enrollment and an exploding deficit. Faculty, staff, and student morale was low; and many worried the school might not weather the storm. To address these issues, in 2013, I was asked to co-chair the law school's newly-minted "Futures" Committee. This committee was created with the singular purpose of identifying and studying the school's challenges, and crafting a slate of forward-looking recommendations that would help the school successfully navigate the times. Everything (from curricular reform to additional revenue streams to improved relations with the campus and the state legislature) was on the table. In working through the issues, the committee's task was not to impose solutions by fiat. Instead, we were asked to work collaboratively to ensure on-going faculty/staff engagement and buy-in. After several months of investigation, discussion, and deliberation, we crafted an austerity plan that was unanimously and enthusiastically approved by the Faculty Council. That plan, which has been implemented over the last several years, helped to ensure a now-thriving law school with improved financial footing, an enhanced sense of community, increased morale among faculty, staff, and students, and growing enrollment.

Additionally, since 2014, I have (with Professor Michael Pinard) directed the school's Clinical Law Program. Maryland Carey Law's Clinical Law Program is consistently ranked in the top ten nationally, and is one of the oldest, largest, and most comprehensive programs in the country. It admits and trains more than 150 law students each year. As has the law school, the Clinical Law Program too has, from time to time, faced challenges. But, together, Professor Pinard and I deploy a "one-firm" model to ensure the program's financial stability, curricular integrity, and adherence to the highest standards of ethical law practice.

By way of further example, in April of 2015, the death of Freddie Gray while in police custody left Baltimore reeling. Students and the broader city community struggled with anger, fear, frustration, and bewilderment following Gray's death and the ensuing civil unrest. Determined to productively harness these emotions, several colleagues and I resolved to create a course that would explore the broader historic context of legislative, policy, and legal decisions that created the West Baltimore community where Gray lived and died. Within the space of two months, we produced a collaborative eight-week course offering, that was taught by law school professors, elected officials, and civic leaders. Open to students across the curriculum, the course explored issues of education, housing, criminal justice, health care, joblessness, and community development. After exposing students to the historic choices that created "Freddie Gray's Baltimore," students were encouraged to spend the balance of the semester getting engaged, applying what they had learned in one or more carefully selected pro bono projects in the surrounding community.

As a graduate of Spelman College, I am familiar with the compound mission of simultaneously advancing excellence and access. As a member of the American Law Institute, the Board of Trustees for the Maryland Office of the Public Defender, and the Appellate Courts Judicial Nominating Commission, I am well-versed in working collaboratively and intentionally with external communities to emphasize and enrich a law school's value. As a Co-Director of the Clinical Law Program and a practicing criminal appellate lawyer, I am confronted daily with issues of inequity and injustice, and regularly encourage students to work to address both while in law school and after graduation. I welcome an opportunity to talk with you more about my interest in the deanship at the University of the District of Columbia David A. Clarke School of Law.

With Regards,

/s/

Renée McDonald Hutchins

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## RENÉE MCDONALD HUTCHINS

### EXPERIENCE

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- GEORGE WASHINGTON UNIVERSITY LAW SCHOOL, Washington, DC**  
Visiting Professor of Law and Acting Director, Criminal Appeals and Post-Conviction Services (“CAPS”) Clinic 2018 - 2019
- *Courses:* Criminal Procedure; CAPS Clinic
  - *Practice:* Primarily criminal appellate and post-conviction work in Maryland state courts
- UNIVERSITY OF MARYLAND CAREY SCHOOL OF LAW, Baltimore, MD**  
Jacob A. France Professor of Public Interest Law 2016 - present  
Co-Director, Clinical Law Program 2014 - present  
Professor of Law 2014 - present  
Associate Professor (with tenure) 2010 - 2014  
Assistant Professor 2004 - 2010
- *Courses:* Appellate and Post-Conviction Advocacy Clinic; Criminal Procedure; Fourth Circuit Decisions; Criminal Appeals Seminar; Comparative Criminal Processes (Summer 2011, University of Aberdeen, Scotland)
  - *Practice:* Primarily criminal appellate and post-conviction work in Maryland state courts
- NEW YORK UNIVERSITY SCHOOL OF LAW, New York, NY**  
Acting Assistant Professor 2002 - 2004
- *Course:* Lawyering Program (required first-year legal skills and writing class)
- SILLS CUMMIS EPSTEIN & GROSS, Newark, NJ**  
Senior Associate 2000 - 2002
- *Practice:* Criminal tax defense and general civil litigation
- UNITED STATES DEPARTMENT OF JUSTICE, Washington, DC**  
TAX DIVISION, NORTHERN CRIMINAL ENFORCEMENT SECTION  
Trial Attorney 1997 - 2000
- *Practice:* Criminal tax prosecutions
- Special Assistant United States Attorney 1997 - 1998
- *Practice:* eight-month training detail to U.S. Attorney’s Office (DC) to prosecute misdemeanor cases in DC Superior Court
- SOUTHERN CENTER FOR HUMAN RIGHTS, Atlanta, GA**  
NACDL Death Penalty Counsel 1996 - 1997
- *Practice:* Primarily criminal appellate and post-conviction work in Georgia state courts and federal habeas litigation
- OFFICE OF THE APPELLATE DEFENDER, New York, NY**  
Staff Attorney 1994 - 1996
- *Practice:* Criminal appellate work in New York state courts
- THE HONORABLE NATHANIEL R. JONES, Cincinnati, OH**  
UNITED STATES COURT OF APPEALS FOR THE SIXTH CIRCUIT  
Law Clerk 1993 - 1994



## EDUCATION

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<b>YALE LAW SCHOOL, JD</b> <ul style="list-style-type: none"><li>• Yale Moot Court Board of Directors (Chair, 1992-1993)</li></ul>	1990 - 1993
<b>SPELMAN COLLEGE, BA, <i>cum laude</i> (Mathematics)</b> <ul style="list-style-type: none"><li>• Beta Kappa Chi National Scientific Honor Society</li><li>• Pi Mu Epsilon National Mathematics Honor Society</li></ul>	1986 - 1990

## APPOINTMENTS AND SELECTIVE AFFILIATIONS

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<b>AMERICAN LAW INSTITUTE</b>	2017 - present
<b>BOARD OF TRUSTEES FOR THE MARYLAND OFFICE OF THE PUBLIC DEFENDER</b>	2017 - present
<b>U.S. SUPREME COURT NOMINATIONS APPOINTED READING GROUP</b> (for the ABA Standing Committee on the Federal Judiciary)	2017 - present
<b>APPELLATE COURTS JUDICIAL NOMINATING COMMISSION</b>	2007 - present
<b>CHARACTER COMMITTEE FOR THE COURT OF APPEALS OF MARYLAND</b> (Sixth Appellate Circuit)	2014 - 2017
<b>BOARD OF DIRECTORS FOR THE JUDICIAL INSTITUTE OF MARYLAND</b>	2012 - 2016
<b>ASSIGNED COUNSEL PLAN FOR THE STATE OF NEW YORK</b> (Appellate Division First Department)	2002 - 2004

## PUBLICATIONS

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*Policing the Prosecutor: Race, the Fourth Amendment, and the Prosecution of Criminal Cases*, 33 CRIMINAL JUSTICE \_\_ (2018)

*Racial Profiling—The Law, the Policy, and the Practice* in A. Davis, Ed., POLICING THE BLACK MAN: ARREST, PROSECUTION AND IMPRISONMENT (Pantheon) (2017)

DEVELOPING PROFESSIONAL SKILLS: CRIMINAL PROCEDURE (West Academic) (2017)

LEARNING CRIMINAL PROCEDURE (West Academic) (2015) (with Professor Ric Simmons)

*When Enough Is Enough: Location Tracking, Machine Learning and the Mosaic Theory*, 8 N.Y.U. J. OF LAW & LIB. 555 (2014) (with Professor Steve Bellovin, Professor Tony Jebara, and Sebastian Zimmeck)

*You Can't Handle the Truth! Trial Juries and Credibility*, 44 SETON HALL L. REV. 505 (2014)

*Stop Terry: Reasonable Suspicion, Race and a Proposal to Limit Terry Stops*, 16 N.Y.U. J. OF LEGIS. & PUB. POL'Y 883 (2014)

*Anatomy of a Search: Intrusiveness and the Fourth Amendment*, 38 SEARCH AND SEIZURE LAW REPORT 21 (2011) (revised version of article originally published in 44 U. OF RICH. L. REV. 1185 (2010))

*Stop and Frisk* in ENCYCLOPEDIA OF THE SUPREME COURT OF THE UNITED STATES (MacMillan) (2008)

*Tied Up in Knots? GPS and the Fourth Amendment*, 55 U.C.L.A. L. REV. 409 (2007)

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#### **FORTHCOMING PUBLICATIONS AND WORKS-IN-PROGRESS**

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*A Rich Man's Right? Race, Class and the Fourth Amendment* (work-in-progress)

*Progressive Punishment: Poverty and the Criminal Sanction* (work-in-progress)

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#### **SELECTED PLEADINGS AND ORAL ARGUMENTS**

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*Carter v. State*, et al., Consolidated Brief of Present and Former Juvenile Lifers as Amici Curiae in Support of Daniel Carter, James Bowie, Matthew McCullough and Phillip Clements (Md. 2017) (with Professor Michael Pinard)

*Grant v. State*, Petition for Writ of Actual Innocence and Oral Argument (Cir. Ct. Balt. City 2017)

*Ward v. State*, Petition for Writ of Actual Innocence (Cir. Ct. Balt. City 2012), and Petition for Writ of Actual Innocence and Oral Argument (Cir. Ct. Balt. City 2017)

*State v. Spencer*, Petition for Writ of Certiorari, Petitioner's Briefs, and Oral Argument, 450 Md. 530 (2016) (<http://courts.state.md.us/coappeals/webcasts/webcastarchive2016term.html#september2016>)

*In re Kaylah S.*, Opposition to State's Motion to Dismiss and Appellant's Reply Brief (Md. App. 2015)

*Carter v. State*, Appellant's Briefs and Oral Argument (Md. App. 2013)

*Lance v. State*, Leave Application (Md. App. 2012)

*Carter v. State*, Appellant's Briefs (Md. App. 2011, 2013)

*Douglas v. State/Curtis v. State*, Petitioners' Briefs and Oral Argument, 423 Md. 156 (2011) (<http://www.courts.state.md.us/coappeals/webcastarchive.html>)

*Mansfield v. State*, Petitioner's Briefs (with co-counsel) and Oral Argument, 422 Md. 269 (2011) (<http://www.courts.state.md.us/coappeals/webcastarchive.html>)

*Ramsey v. State*, Petitioner's Briefs (with co-counsel) and Oral Argument, 409 Md. 260 (2009) (<http://www.courts.state.md.us/coappeals/webcastarchive.html#march2009>)

*State v. Grant*, Clemency Petition (granted by then-Governor Martin O'Malley) (2008-2012)

*State v. Wilkins*, Petitioner's Briefs and Oral Argument, 393 Md. 269 (2006)

*New York v. Roman*, Appellant's Briefs and Oral Argument, 88 N.Y.2d 18 (1996)

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#### **REVIEWS AND COMMENTARIES**

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*A Step Back for Rights: The Supreme Court Failed to Take Bold Action on Civil Liberties in GPS Monitoring Decision*, BALTIMORE SUN, News and Commentary at 21 (January 29, 2012)

*Book Review: The New Jim Crow by Michelle Alexander*, 47 CRIMINAL LAW BULLETIN 522 (2011)

*Coming Off the Bench: Observations of a Rookie Clinician*, 4 U. OF MD. L. J. OF RACE, RELIGION, GENDER AND CLASS 297 (2004)

### SCHOLARLY PRESENTATIONS

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“Policing the Prosecutor: The Fourth Amendment and the American Prosecutor,” Criminal Justice Reform, Tommy G. Thompson Center on Public Leadership at the University of Wisconsin-Madison (April 26, 2018)

“Racial Issues in the Criminal Justice System,” Anatomy of Justice: An Honest Conversation on the Criminal Justice System in 2017, American University Washington College of Law, Washington, DC (November 10, 2017) (with Roger Fairfax, Marc Mauer, Katheryn Russell-Brown, and Angela J. Davis)

“Progressive Punishment: Poverty and the Criminal Sanction,” Criminal Justice Ethics Schmooze, Benjamin N. Cardozo School of Law, New York, NY (June 9, 2016)

“Racial Profiling—The Law, the Policy, and the Practice,” Mid-Atlantic Criminal Law Research Collective, hosted at George Washington University School of Law, Washington, DC (December 21, 2015)

“Stop & Frisk/Search & Seizure: *Terry v. Ohio*, *Floyd v. New York* and Beyond,” Criminal Justice in the 21<sup>st</sup> Century: Eliminating Racial and Ethnic Disparities in the Criminal Justice System II, co-hosted by The Brennan Center for Justice, NACDL, NACDL Foundation, the Center for NuLeadership, the Association of Prosecuting Attorneys, and the New York County Lawyers’ Association, Washington, DC (December 6, 2013) (with David Harris and Darius Charney)

“When Enough Is Enough: Location Tracking, Machine Learning and the Mosaic Theory,” Mid-Atlantic Criminal Law Research Collective, hosted at the Vera Institute, Washington, DC (December 5, 2013); and Privacy Law Scholars Conference, Berkeley, California (June 6, 2013) (with Steve Bellovin, Tony Jebara and Sebastian Zimmeck)

“Fifty Years After *Brady v. Maryland*: Where Are We Now?” Discussion Group, Southeastern Association of Law Schools, Palm Beach, FL (August 6, 2013)

“Stop *Terry*: Race, Reasonable Suspicion, and a Proposal to Limit *Terry* Stops,” Mid-Atlantic Criminal Law Research Collective, hosted by the University of Maryland Carey School of Law, Baltimore, MD (May 23, 2013)

“Chief Judge Bell and the Right to Counsel in Maryland,” Access to Justice: Five Decades of Change in Maryland and the Impact on America—A Symposium in Honor of Chief Judge Robert Bell, Baltimore, MD (April 19, 2013)

“You Can’t Handle the Truth! Trial Juries and Credibility,” Mid-Atlantic Criminal Law Research Collective, hosted at Georgetown University School of Law, Washington, DC (December 20, 2012)

“Binary Searches and the Fourth Amendment,” Panel Discussion, Southeastern Association of Law Schools, Amelia Island, FL (August 2, 2012)

“You Can’t Handle the Truth! Credibility, Juries and Appellate Courts,” Clinical Theory Workshop, New York Law School, New York, NY (March 30, 2012); and Mid-Atlantic Criminal Law Research Collective, hosted at George Washington University School of Law, Washington, DC (December 15, 2011)

“The Worthless Wounded: Rethinking Victims’ ‘Rights’ at Sentencing,” Mid-Atlantic Criminal Law Research Collective, hosted at New York University School of Law, New York, NY (May 13, 2009)

“Anatomy of a Search: Intrusiveness and the Fourth Amendment,” Faculty Development Workshop, University of Maryland Carey School of Law, Baltimore, MD (April 7, 2009); University of North Carolina School of Law, Chapel Hill, NC (April 17, 2008); Half-Baked Ideas Lunch, University of Maryland Carey School of Law, Baltimore, MD (April 7, 2008); New Scholars Panel, Southeastern Association of Law Schools, Amelia Island, FL (July 29, 2007); and Mid-Atlantic Criminal Law Research Collective, hosted at Georgetown University School of Law, Washington, DC (May 23, 2007)

“Tied Up in *Knotts*? GPS Technology and the Fourth Amendment,” Faculty Development Workshop, University of Maryland Carey School of Law, Baltimore, MD (November 13, 2006); and New Scholars Panel, Southeastern Association of Law Schools, Hilton Head, SC (July 17, 2005)

## TALKS, INTERVIEWS, AND COMMUNITY SERVICE

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“Clinical Rounds,” AALS Conference on Clinical Legal Education, Chicago, IL (April 30, 2018) (with Jeff Leslie)

“Policing the Black Man” Book Talk, University of Maryland Carey School of Law, Baltimore, MD (March 29, 2018) (<https://www.youtube.com/watch?v=sdlDuMjqJDs>) (with Angela Davis and Kris Henning); Georgetown Law Center, Washington, DC (February 12, 2018) (with Angela Davis, Roger Fairfax, and Kris Henning); American University Washington College of Law, Washington, DC (August 30, 2017) (with Angela Davis, Roger Fairfax, Kris Henning, and Marc Mauer); and Politics & Prose Bookstore, Washington, DC (July 20, 2017) (<https://archive.org/details/720Davis>) (with Angela Davis, Roger Fairfax, and Kris Henning)

“Policing of Vulnerable Groups,” The Challenge of Crime in a Free Society: 50 Years Later, The George Washington University Law School, Washington, DC (October 27, 2017) (with Kris Henning, Erik Luna, and Tracey Meares)

“Media in the Age of Trump,” University of Maryland Carey School of Law, Baltimore, MD (October 9, 2017) (with Sheila Kast and Garrett Epps)

“Murder for Dealing,” On Point with Sheila Kast, WYPR Radio Station 88.1, Baltimore, MD (August, 28, 2017) (<http://wypr.org/post/murder-dealing>)

“Trial of Van Driver in Freddie Gray Case Reveals Prosecutor’s Violations,” NBC News (June 23, 2016) (<http://www.nbcnews.com/storyline/baltimore-unrest/trial-van-driver-freddie-gray-case-reveals-prosecutor-violations-n596731>)

“Caesar Goodson, Baltimore Van Driver Charged in Freddie Gray Death, Acquitted,” NBC News (June 23, 2016) ([http://www.nbcnews.com/news/us-news/caesar-goodson-baltimore-van-driver-charged-freddie-gray-death-acquitted-n595361?cid=sm\\_fb](http://www.nbcnews.com/news/us-news/caesar-goodson-baltimore-van-driver-charged-freddie-gray-death-acquitted-n595361?cid=sm_fb))

“Could Outcome in Caesar Goodson Trial Spell End for Freddie Gray Case?” NBC News (June 9, 2016) (<http://www.nbcnews.com/storyline/baltimore-unrest/could-outcome-caesar-goodson-trial-spell-end-freddie-gray-case-n587681>)

“Mapp v. Ohio,” Landmark Cases Series, C-SPAN (November 30, 2015) (<http://landmarkcases.c-span.org/Case/9/Mapp-V-Ohio>) (with Dr. Carolyn Long and host Susan Swain)

“Eliminating Racial Disparities in the Criminal Justice System—Best Practices and New Ideas,” Discussion Group, Southeastern Association of Law Schools, Boca Raton, FL (July 31, 2015)

“Reversing Mass Incarceration: What Reforms Are Working (or Could) and Why?” Discussion Group, Southeastern Association of Law Schools, Boca Raton, FL (July 29, 2015)

"The Freddie Gray Case," The Last Word with Lawrence O'Donnell, MSNBC (May 1, 2015) (<https://www.youtube.com/watch?autoplay=1&v=SPFL8BiysZY&app=desktop>)

"Baltimore Courts Struggle to Handle Protest Arrests," BuzzFeed News (April 29, 2015) (<http://www.buzzfeed.com/nicolasmedinamora/baltimore-courts-struggle-to-handle-protest-arrests#.jwNj1J7Ank>)

"Impact Decisions," MSBA Litigation Section/Appellate Practice Committee Program, Annapolis, MD (March 19, 2015) (with Bruce Marcus and Judge Alan Wilner)

"Is Anybody There? Use of Cellphones and Technical Evidence in Criminal Cases," 2014 Maryland Judicial Conference, National Harbor, MD (October 24, 2014) (with Judge Paul Grimm and Forensic IT Expert Blazer Catzen)

"Present and Future Issues Impacting State Clinical Law Programs," Panel Discussion, 40<sup>th</sup> Anniversary Conference of the Clinical Law Program at the University of Maryland Carey School of Law, Baltimore, MD (April 4, 2014)

"The Impact of and Responses to Ineffective Lawyering," Gideon's Promise and Peril: Meeting the Mandate for Indigent Defense, Harvard Law School, Cambridge, MA (October 11, 2013) (<http://www.youtube.com/watch?v=hxuo00cFrM0>)

"Life After Death Row: A Conversation with Exoneree Gary Drinkard," Gideon's Promise and Peril: Meeting the Mandate for Indigent Defense, Harvard Law School, Cambridge, MA (October 11, 2013) ([http://www.youtube.com/watch?v=sA\\_50I8CZJA](http://www.youtube.com/watch?v=sA_50I8CZJA))

"Politics and Social Justice: A Private Conversation with Soledad O'Brien," Open Society Institute, Baltimore, MD (January 25, 2013)

"Prosecutorial Overreaching and the Aaron Swartz Case," Voice of America News (January 16, 2013)

"Clinics and Teaching Methodologies: Teaching Critical Lawyering Skills Through Layered Legal Education," Panel Discussion, Access to Justice and Clinical Legal Education Conference, University of KwaZulu Natal Howard College School of Law, Durban, South Africa (December 10, 2012)

"Post-Civil Rights and Post-Racial: Teaching and Training the Next Generation of Advocates," Discussion Group, Southeastern Association of Law Schools, Amelia Island, FL (August 3, 2012)

"Educating Social Justice Lawyers," Discussion Group, Southeastern Association of Law Schools, Amelia Island, FL (August 1, 2012)

"Life After the Conviction: Integrating 'Legal Practice Gap' Lessons into Legal Education," Tenth International Clinical Legal Education Conference, Durham, UK (July 12, 2012)

"Supreme Court Update," Midday with Dan Rodricks (discussing *Miller* – no mandatory life without parole for juveniles), WYPR Radio Station 88.1, Baltimore, MD (June 25, 2012)

"Things I Wish Someone Had Told Me When I Started Teaching," Plenary Session, 2012 Workshop for New Clinical Law School Teachers, American Association of Law Schools, Washington, DC (June 21, 2012)

"Careers in Clinical Law Teaching," Panel Discussion, Yale Law School, New Haven, CT (March 22, 2012)

"Maryland Law Information Session," Panel Discussion, Spelman College, Atlanta, Georgia (October 6, 2011)

"Supreme Court Preview," Panel Discussion, American Constitution Society, University of Maryland Carey School of Law, Baltimore, MD (September 26, 2011)

"Your Path to Becoming a Judge," Panel Discussion, American Constitution Society, Baltimore, MD (March 23, 2011) (<http://www.acslaw.org/news/video/your-path-to-becoming-a-judge-ac-s-maryland-lawyer-chapter>)

"Criminal Procedure Workshop Roundtable: The Exclusionary Rule," Panel Discussion, Southeastern Association of Law Schools, Palm Beach, FL (August 3, 2010)

"Crime and Punishment in a Race and Class-Conscious Society," Panel Discussion, OSI-Baltimore Talking About Race Lecture Series, Enoch Pratt Free Library, Baltimore, MD (April 20, 2010) (with Bryan Stevenson and Angela Jordan Davis)

"*McCleskey v. Zant*: An Introduction to the Review of Criminal Convictions," Leadership Scholars Program Lecture, University of Maryland Carey School of Law, Baltimore, MD (April 9, 2010; March 27, 2009; April 4, 2008; April 30, 2007; August 7, 2006)

"The Clemency Case for Mark Grant," Midday with Dan Rodricks, WYPR Radio Station 88.1, Baltimore, MD (September 28, 2009)

"The Life of a Lawyer," Panel Discussion, Community Law In Action (CLIA)'s Law and Leadership Academy Brown Bag Lunch Series, Reginald F. Lewis High School of Business and Law, Baltimore, Maryland (March 6, 2009)

"Carnegie, Best Practices and (Re)Development of the Law School Curriculum," Clinical Law Program 35th Anniversary Conference, University of Maryland Carey School of Law, Baltimore, MD (March 6, 2009)

"Diversity in Legal Education," University of Maryland, College Park, MD (April 10, 2008)

"The Impact of Documentaries on Law Teaching: What Lessons Are We Trying to Show, What Lessons Were Learned: A Dialogue Between Law Teachers and Students," What Documentary Films Teach Us About the Criminal Justice System, University of Maryland Carey School of Law, Baltimore, MD (March 1, 2008)

Member, Montgomery County Democratic Central Committee Election Day Legal Team (February 12, 2008)

"21st Century Challenges to Minority Representation," Mid-Atlantic People of Color Scholarship Conference, University of Maryland Carey School of Law, Baltimore, MD (January 25, 2008)

Member, Committee on Litigation and Legal Priorities, American Civil Liberties Union of Maryland (2007 - 2011)

Deputy Chair, Issues Subcommittee of the Montgomery County Democratic Central Committee (2007 - 2011)

"Laws and Rules: An Introduction to the Legal System," Community Law in Action's Summer Mock Trial Program Lecture, Baltimore, MD (August 6, 2007)

Poll Watcher, Maryland State Democratic Party Protect the Vote Initiative (November 2006)

“The Pitfalls of Relying on Forensic Evidence to Prove Guilt,” The CSI Effect on Criminal Prosecutions Symposium, University of Maryland Carey School of Law, Baltimore, MD (September 14, 2006)

“*Brooks v. Lewin*: An Introduction to Legal Analysis,” First-Year Orientation Program, University of Maryland Carey School of Law, Baltimore, MD (August 25, 2006; August 19, 2005)

“The Legacy of Thurgood Marshall,” Roundtable, Law and Society Association Annual Meeting, Baltimore, MD (July 7, 2006)

“Legal Services and Reentry: The Role of State’s Attorneys, Public Defenders and Legal Services Programs,” A Working Conference on the Collateral Consequences of Criminal Convictions and the Reentry of Ex-Offenders in Maryland, University of Maryland Carey School of Law, Baltimore, MD (November 18, 2005)

“Applying to Law School,” Spelman-Morehouse Pre-Law Society, Atlanta, GA (November 15, 2005)

“Working as a Lawyer for the Government,” Phi Alpha Delta Government Employment Program, University of Maryland Carey School of Law, Baltimore, MD (October 25, 2005)

“The Intersection of Race and Over-Incarceration,” Panel Discussion, Correcting the Correctional System: Evaluation and Implementation of the Justice Kennedy Commission’s Recommendations on Alternatives to Incarceration, University of Maryland Carey School of Law, Baltimore, MD (April 14, 2005)

“*Simmons v. Missouri* and the Juvenile Death Penalty,” Daybreak with Anthony McCarthy, WEAA Radio Station 88.9, Baltimore, MD (March 3, 2005)

“The Clemency Case for Walter Arvinger,” The Gloria Minott Show, WPFW Radio Station 89.3, Baltimore, MD (February 2005)

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#### ACADEMIC SERVICE

##### CHAIR

Futures Committee (law school committee)	2013
Clinical Legal Education Association (CLEA)’s Per Diem Project	2007 - 2014

##### CREATOR/FOUNDER

Mid-Atlantic Criminal Law Research Collective	2006 - present
Maryland Carey Law - CLIA Mentoring Project (local high school partnership)	2015 - 2017
Freddie Gray’s Baltimore: Past, Present and Future (law school course)	2015

##### MEMBER

AALS Standing Committee on Clinical Legal Education	2015 - present
Administrative Committee (law school committee)	2014 - 2015
Appointments Committee (law school committee)	2007 - 2013
CLEA Board of Directors	2007 - 2011

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#### LICENSURE

##### ACTIVE

State of New York	1995 - present
State of Maryland	2005 - present
Supreme Court of the United States	2011 - present
U.S. District Court for the District of Maryland	2015 - present

**PENDING**  
District of Columbia (admission sought summer 2018)

**VOLUNTARY WITHDRAWALS**

State of Georgia

1996 - 2006

State of New Jersey

2000 - 2010

U.S. District Court for the District of New Jersey

2000 - 2010



**University of the District of Columbia  
Job Description**

**Job Title** Dean (School of Law)  
**Occupational Series/Pay Plan/Grade:**  
**FLSA:** Exempt  
**Union Status:** Non-union  
**Job Code:**

The Dean is the chief academic and executive officer of the School of Law. S/he reports to the UDC Chief Academic Officer and serves as a member of the President's Administrative Council. The Dean of the School of Law has the chief responsibility of maintaining full ABA accreditation for the School. The Dean also is responsible for strategic planning, academic leadership, managing fiscal resources, personnel matters, fund-raising and day-to-day operations. The Dean is responsible for managing the Schools' resources, securing private innovative solutions to complex problems, and working with the faculty to articulate a vision for the Law School. The Dean, along with the faculty, shares the responsibility for preparing the graduates for bar passage, and for attracting, promoting, and retaining a diverse and accomplished faculty. The Dean also promotes the reputation of the School of Law both internally and in the broader D.C., national, and international community and represents the school externally through fundraising, career development, and alumni relations.

**ESSENTIAL DUTIES & RESPONSIBILITIES:**

- Plans, in consultation with faculty, students, staff and alumni, as appropriate, short-term and long-range programs and activities that promote the vision and achieve the mission of the University and the School of Law.
- Monitors and improves bar passage to required levels.
- Develops and implements academic success programs and other retention strategies.
- Oversees and manages, in coordination with the University, communication and messaging for the law school, public relations, marketing and the image of the law school.
- Oversees the effective and service oriented administration of law school programs and services including the law library.
- 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, revisions of existing courses or programs, deletions of courses or programs; recommends appropriate changes to the Chief Academic Officer. Specifies criteria and approves schedules of classes including course offerings and number of sections; ensures quality standards of instruction in the School of Law.
- Appoints faculty and staff to University and School of Law committees.
- Develops and implements a targeted marketing plan designed to recruit and enroll a highly qualified and diverse student body including members of racial, ethnic and other

population groups traditionally under represented at the bar, particularly those residing in the District of Columbia.

- Provides financial aid and scholarship aid sufficient to attract and retain targeted student body.
- Ensures the effective delivery of legal services to low-income residents of the District of Columbia to the maximum extent feasible through the School of Law's legal clinics.
- Promotes the role of the law school as an HBCU.
- Maintains and improves the School of Law's compliance with accreditation and other professional standards.
- Manages the establishment of and adherence to a strategic plan designed to maintain full ABA and AALS accreditation and meet the School of Law's mission.
- Facilitates the acquisition of and effectively deploys appropriated and non-appropriated resources including tuition, grants, gifts and contracts.
- Prepares annual budget requests for the School of Law and manages expenditures for the fiscal year 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 and required.
- Develops and implements effective fund-raising strategies including alumni giving, annual fund, endowment and capital campaigns, etc.
- Enhances the University and the School of Law's reputation both locally and nationally.
- Represents the School of Law before key stakeholders such as the District of Columbia City Council and D.C. executive officers, including meeting with key officials, making public statements and offering testimony when pertinent.
- Recruits, employs and develops a cadre of highly competent administrators, faculty and staff.
- Manages personnel employed by the School of Law. This requires monitoring performance objectives and standards for administrative faculty and clerical staff reporting directly to the Dean; monitoring and evaluating employee performance using appropriate University and School of Law procedures; reviewing recommendations from subordinate supervisors concerning personnel matters; exercising leadership in planning and providing faculty and staff development opportunities within budget constraints; and, assumes prime responsibility for recruiting employees consistent with University recruiting and affirmative action policies.
- Performs a variety of professional and managerial tasks requested by the Chief Academic Officer or the President, and tasks necessary to the interest of the University mission.
- Performs other duties as assigned.

#### **REQUIRED COMPETENCIES:**

- Thorough background and up-to-date knowledge of the principles, practices, theories and techniques or goal-oriented educational programs that generally lead to recognized certificates, diplomas, or degrees in law
- Knowledge of public policy issues related to legal education programs

- Knowledge of the executive/legislative decision making process at both the national and local levels
- Skill in interacting with peers and experts in the field of education and related fields
- Skill in dealing effectively with voluminous amounts of information
- Skill in preparing and presenting highly complex technical material and complex issues
- Skill in assessing the political and institution environment in which decisions are made and implemented
- Ability to effectively express ideas orally and in writing, using appropriate language, organizing ideas, and marshaling facts in an objective manner
- Ability to work effectively under the pressure of time-frames and rigid deadlines
- Ability to exercise good judgment
- Ability to solve complex problems
- Thorough knowledge of American Bar Association and American Association of Law Schools Standards for Accreditation, the Model Rules of Professional Conduct, and other standards and rules associated with legal education and the legal profession

#### **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 Law and a strong record of distinguished academic or professional accomplishments that exhibit a commitment to excellence and a dedication to social justice.

#### **SUPERVISORY CONTROL:**

The Dean functions under the direction of the Chief Academic Officer or the President. The Dean must be responsible for the implementation of programs at the School of Law.

#### **SCOPE AND EFFECT:**

The work directly contributes to maintain 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.

#### **PHYSICAL DEMANDS:**

The work is sometimes sedentary and often stressful. Typically, the incumbent may sit comfortably to do the work, or may travel across campus, the District and to other jurisdictions. The job requires some walking, standing, and carrying of light items such as papers and books. No special physical demands are required to perform the work.

#### **WORK ENVIRONMENT:**

The work environment involves everyday risks or discomforts which require normal safety precautions typical of such places as offices, meeting rooms, and libraries

## **STANDARDS & EXPECTATIONS:**

### **1. Expectations of the job:**

Work consists of a variety of complex inter-related tasks. The incumbent is expected to function with considerable independence on all assignments and to use initiative and seasoned judgment in arriving at sound conclusions and recommendations. Recurring contacts are made with students, staff members, faculty, administrators and the general public, as well as with staff of institutions which are University partners. Contacts are established to open channels of communication and acquire information for decision making and disseminations to others. Normal physical dexterity is required. The work is generally performed in an office setting.

### **2. Development and Counseling:**

Employee is expected to participate in activities that will help in the development of his/her career, and help in the performance of the job. Employee may seek counseling from the immediate supervisor.

### **3. Training:**

Training is available to help improve the skill and knowledge level, and for updates on the latest techniques, methods and theories that are being used in the industry.

### **4. Knowledge of UDC Rules and Regulations:**

The position requires a solid understanding of the policies and procedures of the Board of Trustees, the University, as well as applicable Federal and D.C. government laws. The University provides all training required by OSHA to ensure employee safety.

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

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

Revised: July 2018