

**BOARD OF TRUSTEES  
UNIVERSITY OF THE DISTRICT OF COLUMBIA  
UDC RESOLUTION NO. 2023 - 27**

**SUBJECT: EXECUTIVE APPOINTMENT OF TWINETTE L. JOHNSON 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 Operations 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 §212.3, a formal search and selection process was conducted; and

**WHEREAS**, pursuant to 8B DCMR §208.11, the Board determines executive compensation for administrators and non-administrators at Grade Level 1A and above, upon recommendation of the President through the Operations Committee or appropriate committee as determined by the Board Chair; and

**WHEREAS**, Twinette L. Johnson has been appointed to serve as Dean of the David A. Clarke School of Law, based upon her knowledge, past accomplishments, leadership capabilities, and anticipated contribution to the growth and development of the School of Law; and

**WHEREAS**, after a review of her credentials, it has been determined that Twinette L. Johnson is well-qualified for such a position and that the recommended salary adequately reflects the job duties and experience.

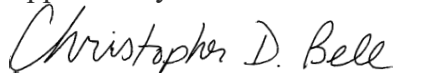
**NOW, THEREFORE, BE IT RESOLVED** that the Board of Trustees of the University of the District of Columbia approves the appointment of Twinette L. Johnson, J.D., Ph.D., as Dean of the David A. Clarke School of Law, effective July 3, 2023, consistent with the terms and conditions of her appointment letter.

Submitted by the Operations Committee:

May 25, 2023

Approved by the Board of Trustees:

June 8, 2023



Christopher D. Bell  
Chairperson of the Board



Ronald Mason, Jr., J.D.  
*President*

May 17, 2023

Twinette L. Johnson, J.D., Ph.D.  
[REDACTED]  
[REDACTED]

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

Dear Dr. Johnson:

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 July 3, 2023, 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. You will retain your faculty rank and tenure as a full Professor at the David A. Clarke School of Law and have reversionary rights upon completing the executive appointment.

Your salary under this appointment will be \$234,269 (Grade I, Step 4) on the non-union Administrative Service Salary Schedule. You will be fully eligible for cost-of-living increases in accordance with the applicable University policy. Additionally, 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 supported by the UDC Law Foundation.

You will also be eligible for and may participate in the University of the District of Columbia health insurance, life insurance, and 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. You must present original documents that establish your identity and employment eligibility at that time.

**ASPIRE. ACCOMPLISH. TAKE ON THE WORLD.**

4200 Connecticut Avenue, NW — Washington, District of Columbia 20008  
Phone: 202.274.6016 ▪ [www.udc.edu](http://www.udc.edu) ▪ Facsimile: 202.274.5304

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 Human Resources. If you have any questions, comments, or concerns, please contact Lorinnsa Bridges-Kee, Vice President of Human Resources, at (202) 274-5447 or via email at [Lorinnsa.bridgeskee@udc.edu](mailto:Lorinnsa.bridgeskee@udc.edu).

Sincerely,



Ronald Mason, Jr.

cc: Dr. Lawrence T. Potter, Jr., Chief Academic Officer  
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.

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

**ASPIRE. ACCOMPLISH. TAKE ON THE WORLD.**

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*Practice Law. Promote Justice. Change Lives.*

**DEAN, DAVID A. CLARKE SCHOOL OF LAW**  
Washington, DC

The University of the District of Columbia (UDC), founded in 1855, and its David A. Clarke School of Law (UDC Law) invite nominations and applications for the Dean of the School of Law. UDC Law carries the distinction of being the only public law school in the nation's capital and supports the university's designation as an urban, public, land-grant, and historically black college or university (HBCU). The Dean reports directly to the Provost and Chief Academic Officer.

UDC comprises the undergraduate flagship, the embedded UDC Community College, and the David A. Clarke School of Law, one of only six accredited HBCU law schools in the nation. Recognized broadly for work in clinical settings on behalf of the public interest, UDC Law boasts the largest clinical requirement of any U.S. law school. *U.S. News & World Report* ranks UDC Law fifth in the nation for its clinical program. UDC Law offers the J.D.

An exceptional, dynamic student body at UDC Law undertakes study in a full-time day division and a part-time evening division. Respecting the unique history of UDC Law, the incoming Dean will have the opportunity to build upon its mission ". . .to provide a well-rounded theoretical and practical legal education that will enable students to be effective and ethical advocates; to recruit and enroll students from communities underrepresented at the bar; and to serve the public interest." The UDC Law student is secure with the foundation of an accessible and affordable learning experience.

UDC Law is committed to excellence and will expect the same in the successful candidate. The School seeks energetic, dynamic leadership characterized by innovation and dedication. The successful candidate will demonstrate the requirements, characteristics, and expectations that follow:

- Promote student support, well-being, and accommodation needs with an equal view to day and evening divisions;
- Frame, advance, and implement a vision for UDC Law to achieve its goals and mission;
- Lead accreditation standards and compliance in an environment that fosters academic success;
- Understand and commit to the vision for clinical and experiential education in a law school curriculum;
- Demonstrate sound decision-making abilities with management, budget, and legal education skills;
- Carry knowledge of a wide range of academic trends, legal disciplines, and sectors of law school operations, including library and communication needs;
- Be dedicated to excellence in teaching, research, and service, and advance strategic planning as a means of innovative program development;
- Advance enrollment management with bold, innovative outlooks to support growth, retention, access, and post-graduation opportunities;

- Elevate UDC Law's profile as a voice in the community and engagements across the university with partnerships among industry, government, legal, and other external constituents;
- Support alumni relations and encourage a culture of philanthropy, identifying sources for successful fundraising;
- Be a strong advocate of UDC Law while supporting university-wide policies and colleague Deans;
- Provide supervisory stability and ability to hire talented professionals to join UDC Law's cadre of outstanding faculty and staff; and
- Demonstrate strong, approachable interpersonal practices as an active listener with excellent written and spoken communication skills.

The preferred candidate should have previous, successful administrative experience in a law school. Further, there must be a demonstrated commitment to student and faculty diversity principles. An earned Juris Doctor and eligibility for appointment as a tenured professor of law is preferred.

### **APPLICATIONS AND NOMINATIONS**

To ensure the best consideration, applications and nominations should be received by March 17, 2023. The application should include a letter of interest addressing the qualities described (not more than 3 pages); a current résumé (or curriculum vitae); and the names of at least five professional references with each person's position, office or home address, e-mail address, and telephone numbers. Nominations and applications should be sent electronically (MS Word or PDF Format) to [udclawdean@agbsearch.com](mailto:udclawdean@agbsearch.com). References will not be contacted without prior authorization from the applicant. The new Dean will assume office by or before August 1, 2023.

The search is being assisted by James McCormick, [jim.mccormick@agbsearch.com](mailto:jim.mccormick@agbsearch.com), 651-238-5188, and Janice Fitzgerald, [janice.fitzgerald@agbsearch.com](mailto:janice.fitzgerald@agbsearch.com), 717-580-0663, AGB Search. More information about UDC Law may be found at [UDC David A. Clarke School of Law – Practice Law, Promote Justice, Change Lives.](#)

*In accordance with the D.C. Human Rights Act of 1977, as amended, D.C. Official Code §§2-1401.01 et seq. (Act), the District of Columbia does not discriminate on the basis of actual or perceived: race, color, religion, national origin, sex, age, marital status, personal appearance, sexual orientation, gender identity or expression, familial status, family responsibilities, matriculation, political affiliation, genetic information, disability, source of income, status as a victim of an intrafamily offense, or place of residence or business. Sexual harassment is a form of sex discrimination which is prohibited by the Act. In addition, harassment based on any of the above protected categories is prohibited by the Act. Discrimination in violation of the Act will not be tolerated. Violators will be subject to disciplinary action.*

**AGB  
SEARCH**

Advancing Higher Education Leadership

## ACADEMIC LEADERSHIP EXPERIENCE

**University of the District of Columbia**  
**David A. Clarke School of Law (UDC Law)**  
Washington, D.C.

*Interim Dean*, August 1, 2022 – Present

- Chief operating, financial, and academic officer of UDC Law
- Member of University's Administrative Council
- Member of University's Dean Council

### Duties

- Manage overall operation, budget, and academic direction of the law school unit.
- Manage direct reports including associate deans and directors.
- Lead fundraising efforts by nurturing pre-established relationships with law school and community stake holders and building new relationships.
- Develop and execute a strategic plan for institutional growth in enrollment, retention, bar pass, and curricular design and offerings.
- Create programs and partnerships designed to meet the needs of today's student.
- Create and implement strategies for recruiting, hiring, and retaining faculty and staff.
- Lead assessment of legal education program to comply with accreditation requirements.

### Accomplishments

- Expanded faculty professional development through increased funding designed to create more opportunities for scholarship and teaching development.
- Created standard operating procedures related to faculty and staff use of professional development funding.
- Created fundraising initiative to address inequities which create non-academic issues that impede students' ability to complete the law degree.
- Solicited and secured donations from alumni and community members to address inequities creating non-academic issues which impede student persistence in law school and ultimate ability to complete the law degree.
- Strengthened faculty advising program by establishing an initiative to build better connections through advisor/advisee lunches.
- Launched an initiative to strengthen use of university resources by aligning law school academic calendar with university academic calendar.
- Launched an initiative to create an internal "scholarship application season" to address student financial need and to generate more interest from current students.
- Launched a curricular study and assessment to prepare faculty and students for the Next Generation Bar Exam.
- Created a program to improve faculty member retention.
- Finalized current and future year budgets by forecasting and assessing unit needs.

- Developed a comprehensive spending plan for allocated Higher Education Act Title III funds.
- Developed a plan for data mining and assessment in preparation for accreditation self-study and review.
- Launched a drive to fill all open staff positions by fiscal year end.

*Associate Dean for Academic Affairs, January 2022 – August 1, 2022*

- Led the development, maintenance, and execution of the legal education program from pre-matriculation programs through alumni bar preparation programs.
- Assisted the Dean in managing law school operations.
- Liaised with faculty through committee work and other one-on-one interactions involving the execution of the legal education program.
- Updated and revised Student Handbook and ensured compliance with Student and Faculty Handbook rules.
- Supervised the Assistant Dean of Academic Administration, Registrar, Assistant Registrar, and a staff assistant in the Academic Affairs Department.

*Director of Academic Success, July 2017 – August 1, 2022*

- Created a comprehensive academic and bar success program to address bar passage decline.
- Developed, maintained, and executed a high touch academic and bar success program which included programs directed at pre-matriculated students, matriculated students, and alumni.
- Hired, trained, and supervised full time and adjunct instructors in the academic success program.
- Led the faculty in matters concerning adult learning theory and best practices associated with bar exam preparation and course instruction.
- Managed a budget in relation to administering bar exam preparation services to students and alumni.
- Proposed and administered law school foundation bar pass grants.
- Worked with commercial bar preparation vendors in providing services and materials for bar preparation.
- Supervised two instructors, an assistant director of academic success, and several adjunct instructors.

## **OTHER ACADEMIC LEADERSHIP EXPERIENCE**

### **Southern Illinois University at Carbondale**

Carbondale, IL, 2011 – 2017

- Director of Academic Success

### **Saint Louis University School of Law**

St. Louis, MO, 2003 – 2011

- Associate Director of Bar Preparation Programs, 2008-2011
- Interim Director of Student Activities and Leadership, 2009

## **FACULTY EXPERIENCE**

### **University of the District of Columbia David A. Clarke School of Law**

Washington, D.C.

- Professor of Law, 2018 – present
- Associate Professor of Law, 2017 – 2018
  - Courses: Business Organizations I (Agency and Partnership), Contracts I, Introduction to Commercial Law, Sales and Leases, Advanced Legal Analysis and Strategies: Multiple Choice, and Legal and Bar Success Foundations

### **Southern Illinois University at Carbondale**

Carbondale, IL

- Associate Professor of Law, 2017
- Assistant Professor of Law, 2011 – 2017

### **Saint Louis University School of Law**

St. Louis, MO

- Associate Professor of Legal Writing, 2010 – 2011
- Assistant Professor of Legal Writing, 2008 – 2010 (programmatic change converted Instructors to Assistant Professors of Legal Writing)
- Instructor of Legal Writing, August 2003-August 2008

## **OTHER PROFESSIONAL EXPERIENCE**

### **Shearman & Sterling Law Firm**

New York, NY

- Associate – Bank Finance, 2000 – 2002
- Summer Associate 1997 and 1998

### **Judge W. Duane Benton, Supreme Court of Missouri**

Jefferson City, MO, 1999-2000

- Law Clerk

## **PROFESSIONAL SERVICE, AWARDS, AND RECOGNITIONS**

### *Service*

- Member, DC Affordable Law Firm Board
- Subject matter expert (law): New England Commission of Higher Education regional accreditation team (reviewed a regionally accredited law school) – 2022

### *Membership in Professional Associations*

- Association of American Law Schools – Education Law (former officer and executive committee member), Academic Support, Teaching Methods, Balance, Minorities, and Women sections
- Academic Success Black Women’s Collective – Co-Founder



- Association of Academic Support Educators Inaugural Association and Conference planning committee member (Former Executive Board Member)

#### *Awards*

- Association of Academic Support Educators Excellence Award – 2018
- Black Law Students Association (UDC Law) Academic Support Award – 2018

#### *Recognitions*

- Association of Academic Support Educators Member Spotlight – 2021
- Legal Writing Institute Spotlight, “LWI Lives” – 2016

## **EDUCATION**

**Saint Louis University**, Public Policy, Ph.D., Concentration: Implementation and Management, Emphasis: Higher Education Policy, 2019

**Tulane University Law School**, J.D., 1999

**Saint Louis University**, B.A., English Literature, Certificates: Business Administration/Creative and Professional Writing Certificates, 1996

## **BAR ADMISSION**

- New York
- Missouri (inactive status)

## **PUBLICATIONS**

- *Advanced Legal Analysis and Strategies* (co-authored textbook on bar exam preparation), Wolters Kluwer Law Publishers (2019).
- *In the Room Where it Happens: Including the “Public’s Will” in Judicial Review of Agency Action*, Invited submission – Symposium, 72 Ark. L. Rev. 467 (2019).
- *Reimagining Accountability: A Move Toward Re-Entrenching the Higher Education Act*, 28 U. Fla. J.L. & Pub. Pol’y 35 (2017).
- *50,000 Voices Can’t Be Wrong, But Courts Might Be: How Chevron’s Existence Contributes to Retrenching the Higher Education Act*, 103 Ky. L.J. 65 (2014-2015).
- *Going Back to the Drawing Board: Re-Entrenching the Higher Education Act to Restore Its Historical Policy of Access*, Invited submission - Symposium, 45 U. Tol. L. Rev. 543 (2014); reprinted in the Institute for Higher Education Law and Governance Monograph Series (invited submission) <http://www.law.uh.edu/ihehg/series.asp> (2014).

- *Francis, Norman C.*, African American National Biography, Ed. Henry Louis Gates Jr., Ed. Evelyn Brooks Higginbotham, Oxford African American Studies Center (January 2008).

## WORKS IN PROGRESS

- *Lord Willing and the Covid Numbers Don't Rise: What Evacuation Hesitancy Can Teach about Vaccination Hesitancy.*
- *To "Affinity" and Beyond: Defining and Recognizing the Value of Affinity Groups in Creating Social Capital and Professional Upward Mobility for Minorities.*

## SELECTED PRESENTATIONS

- "Workshop on Legal Writing- *Teaching Writing as Resistance*," Panelist, South East Association of Law Schools (SEALS), August 2019, Boca Raton, Florida.
- "Persuasive Comment Writing: Connecting with the Administrative Process and Policy Advocacy," Moderator, South East Association of Law Schools (SEALS), August 2018, Fort Lauderdale, Florida.
- "Seeing But Not Seeing: Ending the Panoptic Trend in Higher Education Regulation," (invited to apply and accepted as a participant), Institute for Higher Education Law and Governance Workshop Learning, May 2015, Houston, Texas.
- "50,000 Voices Can't Be Wrong, But Courts Might Be: How Chevron's Existence Contributes to Retrenching the Higher Education Act," Panelist, selected from a call for papers, Association of American Law Schools (AALS), Education Law Section, The Higher Education Act at 50 panel, January 2015, Washington, D.C.
- "Going Back to the Drawing Board: Re-Entrenching the Higher Education Act to Restore Its Historical Policy of Access," Invited Panelist, *The University of Toledo Law Review Symposium, From Kindergarten to College: Brainstorming Solutions to Modern Issues in Education Law – Equal Access?* An Analysis of Affirmative Action in Higher Education panel, October 2013, Toledo, Ohio.
- "Curricular Reform Efforts that Support Outcome Measurements," Invited Co-Presenter, Law School Admission Council (LSAC) Workshop Conference, February 2012, Memphis, Tennessee.
- "Convincing Your Faculty that a Bar Preparation Program Is Valuable and Viable," Invited Presenter, Law School Admission Council (LSAC) Academic Assistance Bar Preparation Workshop, September 2010, Sacramento, California.

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## Fiscal Impact Statement

**TO:** Board of Trustees

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

**DATE:** June 8, 2023

**SUBJECT:** Executive Appointment of Twinette L. Johnson, J.D., Ph.D., as Dean of UDC David A. Clarke School of Law

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### Conclusion

It is projected that there are sufficient unrestricted funds in the budget allocation of the University of the District of Columbia to cover the cost of the salary and benefits associated with the appointment of Twinette Johnson as Dean of the UDC David A. Clarke School of Law (DACSL).

### Background

The proposed resolution is to appoint Twinette L. Johnson as Dean, DACSL, following a formal search. This position has been vacant since July 2022. Twinette L. Johnson, J.D., Ph.D., has been serving as Acting Dean during this vacancy period. Dr. Johnson's appointment will be effective July 3, 2023, and it is in accordance with the District of Columbia Municipal Regulations, 8B DCMR §§210 through 212.

### Financial Impact 234,269

The salary for this appointment will be Grade 1, Step 4 on the non-union administrative annual compensation schedule, paying \$234,269 and related benefits of \$63,910. Additionally, Dr. Johnson will receive \$25,000 (FICA 7.65%, \$1,912.50) summer research grant for the first three years of her tenure.

The employee will continue to be fully eligible for cost-of-living increases in accordance with the 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 her 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.