



LAWYERS WHO LEAD: ETHICS, INFLUENCE, AND IMPACT

Experts will discuss the unique role lawyers play as trusted advisors, mentors, and leaders, highlighting how strong leadership skills enable lawyers to better serve clients, organizations, and society.

Thursday, October 16, 2025

3:00-5:00 PM Central Time

via Zoom

Approved for 2.0 hours of Texas MCLE credit, of which 1.0 hour is ethics

Agenda

3:00-3:10 PM

Opening Remarks

Leonard M. Baynes

Dean, Hugh Roy and Lillie Cranz
Cullen Distinguished Chair
Professor of Law
University of Houston Law Center

3:10-3:35 PM

Why Lawyers Need to Be Leaders

Emphasizing practical strategies for lawyers to lead with integrity, vision, and impact beyond their legal expertise

Andrew Gratz

Creator and Professor of Lawyers as Leaders
Founder of the Initiative on Lawyers as Leaders
University of Houston Law Center

3:35-4:00 PM

25 minutes of ethics

On Leaders, Legacies, and Legal Ethics

Focusing on the ethical obligations of lawyers to serve as mentors

Renee Knake Jefferson

Professor of Law
Joanne and Larry Doherty Chair in Legal Ethics
Assistant Dean of Outcomes, Assessments, and Strategies
University of Houston Law Center

4:00-4:25 PM

25 minutes of ethics

A Lawyer's Role in Corporate Governance

Providing counsel with concepts, approaches, and tools to aid in addressing the delicate but critical issues requiring counsel's involvement in corporate governance

H. Stephen Grace, Jr., Ph.D.

President and Founder
H.S. Grace & Co

4:25-5:00 PM

10 minutes of ethics

Roundtable Discussion with Dean Baynes and All Panelists

BIOGRAPHIES



LEONARD M. BAYNES

*Dean, Hugh Roy and Lillie Cranz Cullen Distinguished Chair
Professor of Law
University of Houston Law Center*

Leonard M. Baynes, currently the longest serving law dean in Texas, made history in 2014 with his appointment as the first dean of African descent at the University of Houston Law Center.

During his deanship, the UH Law Center's admission credentials have steadily increased – the median LSAT score climbed from 159 to 163 and the median GPA grew from 3.47 to 3.79, with over 20% of the students in the 2025 entering class from first-generation college backgrounds and more than 83% from first-generation law school backgrounds. Under Dean Baynes's leadership, the Law Center completed the \$93 million world-class John M. O'Quinn Law Building in 2022 and expanded pathways to legal education through innovative programs including the 3-3 Program with UH Honors College, the UH Law Express Program, and the award-winning Pre-Law Pipeline Programs, which prepare first generation, economically challenged students for the competitive law school admissions process.

A prolific scholar, Dean Baynes co-authored the casebook "Telecommunications Law: Convergence and Competition" and has published over 25 law review articles and book chapters. He has received numerous honors, including recognition as one of the nation's 100 most influential lawyers of color, the Paul Robeson Award from his alma mater Columbia Law School, and the Clyde Ferguson Award from the Association of American Law Schools. He is serving a three-year term on the AALS' Executive Committee.

BIOGRAPHIES



H. STEPHEN GRACE, JR., PH.D.

President and Founder

H.S. Grace & Co.

Dr. Stephen Grace is President and Founder of H.S. Grace & Company, Inc., a litigation support, expert testimony and business consulting firm serving corporate officers and directors and their counsel as well as other organizations and individuals. The firm has offices in Houston and New York and has provided services both nationally and internationally. Dr. Grace's more than 40 years of senior management/board, Big Five national director, and university faculty member experience underlie his expert witness work on corporate governance, business practices, damages and related issues arising in business disputes. His prior business career included senior responsibilities in organizations involved in real estate, oil & gas, national sports team franchises, auto and equipment leasing, and other areas.

Since founding H.S. Grace, Dr. Grace has been retained as a testifying expert in over 180 matters involving complex commercial disputes in real estate, energy, banking, finance and insurance, and in numerous organization forms including partnerships and non-profit entities. He has assisted clients in shareowner derivative suits and regulatory enforcement actions. H.S. Grace & Company's resources include thirty-plus senior advisors and expert engagement staff members from a wide range of industries and professional disciplines.

Dr. Grace received his B.S. in Industrial Engineering from Lamar in 1964, his MBA from the University of Chicago in 1966 and his Ph.D. in Economics from the University of Houston in 1970. He has authored and co-authored over 70 articles in peer reviewed business and legal professional journals, and has spoken broadly (www.hsgraceco.com/presentations/). He and four advisors author "The Corporate Governance Corner" column in the *CPA Journal*, and the ABA recently published the book Corporate Governance: Understanding the Board-Management Relationship (americanbar.org) authored by Dr. Grace and three members of the Board of Advisors.

BIOGRAPHIES



ANDREW GRATZ

*Creator and Professor of Lawyers as Leaders
Founder of the Initiative on Lawyers as Leaders
University of Houston Law Center*

Andrew Gratz is the Deputy General Counsel of Archrock, Inc. (NYSE: AROC), a leading energy infrastructure company, where he advises on corporate legal strategy, governance, strategic transactions, M&A, compliance, and enterprise risk.

With more than two decades of experience, Andrew has guided legal teams through some of the most complex challenges facing global corporations, including multibillion-dollar acquisitions, bankruptcy restructuring, high-stakes commercial negotiations, regulatory matters, and crisis management. Before joining Archrock, Andrew served as Associate General Counsel at LyondellBasell, where he managed a global legal team responsible for one of the company's major business segments. He began his career in private practice at Foley & Lardner and Baker Botts.

Andrew's contributions have been widely recognized. He has been profiled by the *Houston Chronicle*, *Texas Lawyer*, *LawDragon*, *Texas Law Book*, and *Modern Counsel*, and is the recipient of the Texas General Counsel Forum's Magna Stella Award for Best Senior Managing Counsel – Large Legal Department and the Houston Corporate Counsel Award for Senior Counsel of the Year – Large Legal Department. He was also a finalist for both the Financial Times Innovative Lawyer Award for Innovation in Legal Expertise and the ACC Global Counsel Award for Mergers & Acquisitions.

In addition to his corporate practice, Andrew is committed to advancing the legal profession. He founded Lawyers as Leaders, a course dedicated to equipping legal professionals with critical leadership skills, which he currently teaches at the University of Houston Law Center. He also established the Initiative on Lawyers as Leaders, a first-of-its-kind program promoting the study and practice of leadership in the legal profession.

Andrew earned his J.D. *magna cum laude* from the University of Houston Law Center, where he was Notes & Comments Editor of the *Law Review*, and his MBA from the University of Texas at Dallas.

A sought-after speaker, Andrew frequently presents on the evolving role of lawyers serving as leaders of their law firms and organizations—providing actionable insights that bridge legal, operational, and strategic perspectives.

BIOGRAPHIES



RENEE KNAKE JEFFERSON

Professor of Law

Joanne and Larry Doherty Chair in Legal Ethics

Assistant Dean of Outcomes, Assessments, and Strategies

University of Houston Law Center

Professor Jefferson is an award-winning scholar and educator known for her expertise in legal and judicial ethics. Her research, published in top journals such as the *Michigan Law Review* (forthcoming) and the *Yale Law Journal Forum*, has been cited in court proceedings and major media outlets such as the *New York Times*, *Wall Street Journal*, and *Washington Post*. She is also the founder of the *Legal Ethics Roundup*.

She regularly is called upon as an expert witness, including testimony before Congress regarding judicial financial disclosures, two appearances before the Texas Supreme Court of Special Review successfully defending judges, and helping secure the dismissal of an \$800 million malpractice case on behalf of an AmLaw 100 firm.

Professor Jefferson is also a proven leader in higher education. As a university trustee, she oversees a \$3.7 billion budget at an R-1 research institution. As an assistant dean, she successfully guided law school accreditation efforts. She also serves as an elected member of the American Bar Association's Council for the Section on Legal Education and Admission to the Bar (the sole national accreditor of J.D. programs) and a subject matter expert for the National Conference of Bar Examiners on the Multistate Professional Responsibility Exam.

She is the author of five books and more than 30 academic articles. Her book, *Shortlisted: Women in the Shadows of the Supreme Court*, has been called "an excellent contribution" by the *Library Journal* and praised in numerous reviews. Professor Jefferson has been a scholar-in-residence at Stanford Law School's Center on the Legal Profession and a visiting scholar at the American Bar Foundation. In 2019, she was awarded the Fulbright Distinguished Chair in Entrepreneurship and Innovation at Royal Melbourne Institute of Technology University in Australia, where she conducted research for her most recent book, *Law Democratized: A Blueprint for Solving the Justice Crisis*, described by one reviewer as "the best book on access to justice in many years."

Professor Jefferson has been selected for a range of leadership roles. Jefferson currently sits on the board of directors for the International Association of Legal Ethics. She is a past-chair for the Association of American Law Schools Section on Professional Responsibility. She was appointed as a reporter for the American Bar Association Presidential Commission on the Future of Legal Services, and is a past-delegate to the World Economic Forum Global Agenda Councils on Justice and Rule of Law. She was elected to the American Law Institute in 2017.

At the Law Center, she currently teaches Professional Responsibility, Legal Methods, and the seminar Law, Leadership & Power. Other courses previously taught include Constitutional Law, Entrepreneurial Lawyering, Federal Jurisdiction, the First Amendment and Lawyer Speech, and 21st Century Law Practice.

For more information about upcoming events and programs at the University of Houston Law Center:



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