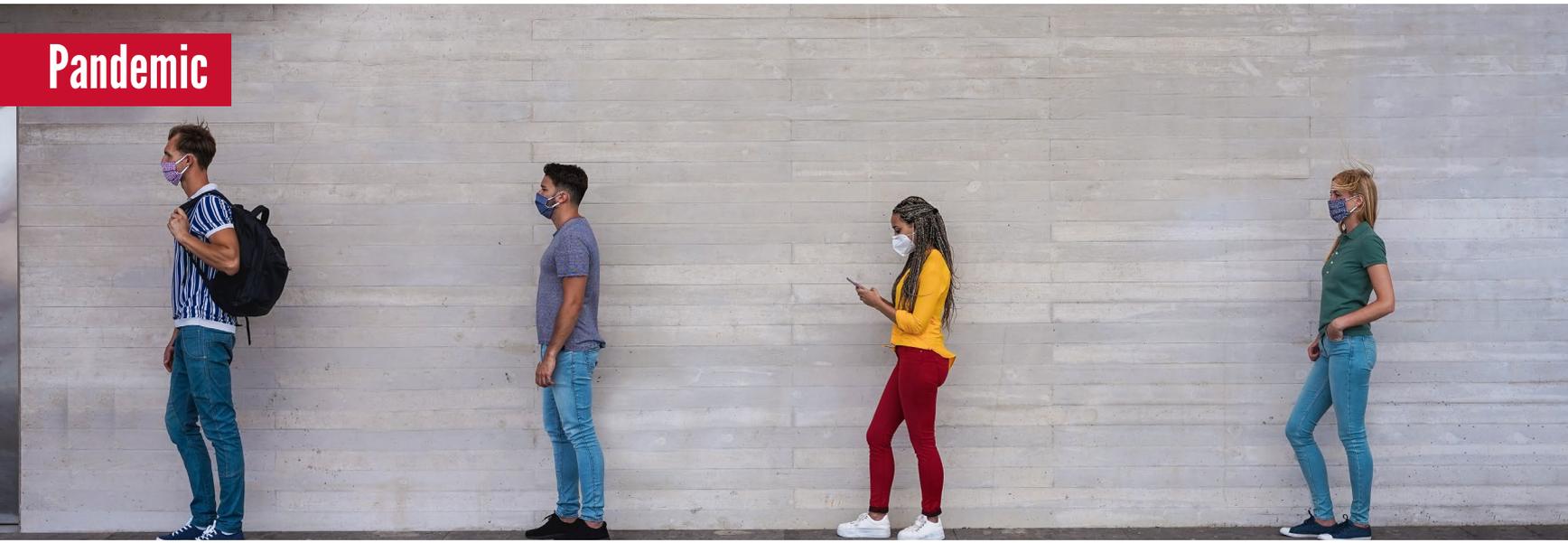


BRIEFCASE

UNIVERSITY of HOUSTON | LAW CENTER

Pandemic



Protests



Progress



Site of The John M. O'Quinn Law Building

2020
YEAR IN
REVIEW

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2020
Volume 38
Number 1

Cover Design: Elena Hawthorne

**Cover photo credit: Lucio Vasquez,
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DEAN'S NOTE



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As 2020 draws to a close, it is important to recognize that it will be remembered in the history books as being one of the most challenging years in our nation's history. We have witnessed racial/social unrest, an economic downturn, and a contested presidential election outcome along with a once-in-a-century pandemic. Together, these occurrences have totally upended our world.

For almost one year, we have tried to stay safe as we sheltered ourselves from the rages of the COVID-19 pandemic. In the United States, more than 16.6 million people have been infected and more than 302,000 have perished from the virus. For safety reasons, the University of Houston Law Center migrated the vast majority of classes, services, and events online.

Amid all the difficulties, it is critical to highlight some bright spots.

- The construction started on The John M. O'Quinn Law Building.
- Our faculty, staff, and students have adapted to engaging with the world through online video conferencing for instruction, events and work-related meetings.
- We have created a website highlighting our considerable racial justice and human rights initiatives.
- Along with Southern Methodist University, Dedman School of Law, the University of Houston Law Center co-convened the Black Lawyers Matter conference which drew more than 1,000 attendees from across the country.
- Our excellent faculty, who are brilliant teachers with stellar academic credentials, continue to author outstanding research and scholarship shaping the global and national debate.
- Our engaged, diverse, and well-credentialed student body possesses one of the largest first-year classes with a median LSAT of 160 and a median undergraduate GPA of almost 3.6.
- Our law alumni leaders have used their lawyering skills to represent clients in socially and economically important cases and continue to support us through philanthropy, mentoring and hiring our students.

I am personally very thankful to serve as your dean for almost 6 ½ years.

Please enjoy the "Year-in-Review" edition of Briefcase magazine which highlights many of the great things happening at the law school. We will also give you a peek into the construction progress of the new John M. O'Quinn Law Building and a summary of the Law Center's efforts to address the racial and social inequity in our society and the response to the COVID-19 crisis as well as highlighting many other significant achievements and outcomes.

I wish you and your families continued good health, safety, and overall well-being in the new year.

Sincerely,

Leonard M. Baynes

Dean and Professor of Law

UHLC'S GOMEZ LEADS EFFORTS AS COVID-19 HIGHLIGHTS GREATER NEED FOR PRO BONO WORK



For many people, situations arise in which legal services are necessary but not easily accessible. This is why Professor Alissa Rubin Gomez has made pro bono work a priority in her legal career and teaching at the University of Houston Law Center.

A clinical assistant professor teaching lawyering skills and strategies, Gomez's research focuses on legal writing, pro bono and civil justice reform. Before working in legal aid and teaching, she was a commercial litigator and trial attorney at the Houston office of King & Spalding for 10 years.

After a successful run at the firm, Gomez decided to pursue the passion she always had for helping people by using her legal expertise in a way that would serve those in need. She joined Houston Volunteer Lawyers, the largest pro bono legal retainer in Texas, as executive director. Gomez worked there for six years, where she oversaw the pro bono program. She also did her own pro bono work in family law, immigration, property disputes and more.

When it comes to practicing pro bono, Gomez said that a person must have a license to help someone with a legal problem. When the work and legal services are free and there's no expectation of payment, it makes it pro bono. She also said pro bono work has to be for someone unable to afford legal services, and it's similar to the idea of volunteering.

"Pro bono work is specific to lawyers, in that no one else can volunteer the way a lawyer can," she said.

When Gomez joined the Law Center in 2017, she wanted to bring pro bono into the legal classes she was teaching. She said getting students involved in pro bono during their education encourages them to view it as part of the culture and something to incorporate into their careers.

Now, pro bono work seems to be needed more than ever before. Prior to the COVID-19 pandemic, there was only one lawyer per 8,000 qualified people who needed legal help. Gomez said many who are living at the poverty line, especially in the economic fallout of COVID-19, might have problems with food stamps, housing issues or immigration. That's why it's crucial for students to get exposure to pro bono work now.

"It's very hard to get a lawyer," she said. "One in five get help who apply. That number hasn't changed in decades."

At the UH Law Center, students learn about pro bono work through legal aid clinics as well as in the classroom. In September, Gomez took on a new role as Pro Bono Facilitator, and in this position, she encourages students, faculty and staff to do more pro bono work and to come to her as a resource for finding opportunities. Before the pandemic and social distancing, those in need could come to in-person legal clinics and speak with law students about their cases. Now, the clinic has moved online.

Currently, the Law Center is coordinating a new program with Houston Volunteer Lawyers and the South Texas College of Law Houston where students will be able to meet safely with applicants to discuss their cases and help them with the process. Training for the students has begun, and the program will continue through spring 2021.

"Students get experience with actual client contact and report back to Houston Volunteer Lawyers," Gomez said. "It takes about an hour per client, and students can do however much they can give."

Gomez also incorporates a program called Free Legal Answers into her teaching and class exercises. The program was launched in 2017 and allows qualified clients to go online and get answers from a licensed Texas attorney. Often, Gomez will present real client questions from Free Legal Answers to students and have them develop responses in groups. Then, she will answer clients using what the students came up with. She said the program has been very successful, and they've answered thousands of questions over the years.

As far as the future, Gomez intends to continue incorporating pro bono into her lessons and ensure that students get involved and understand its vital role in law and society.

"Legal services are scarce," she said. "The only way to bridge that gap is for lawyers in private practice to give their time."

UHLC STUDENTS START NEW ACADEMIC YEAR UNDER HYFLEX MODEL AND AS PART OF 'ONE COMMUNITY'



The University of Houston Law Center entering class of 2020 and LL.M. Class of 2021 opened their textbooks for the first time of the Fall 2020 semester in August, beginning classes amid the coronavirus pandemic. Law school courses will be delivered through either distance education or HyFlex modalities.

HyFlex is a combination of distance and in-person learning. It gives faculty members flexibility to organize lectures through in person and/or a hybrid component of remote delivery. Law students also have flexibility to attend all their classes all online.

"You are part of 'one community' – the UH Law Center community," said Dean Leonard M. Baynes. "As members of this community, we respect each other; we look out for each other, and we hold each other accountable. It is quite an unprecedented time to be teaching when our nation faces a raging pandemic, racial and social strife, a major economic downturn, and a difficult and combative presidential election and its likely aftermath.

"In all of this, it is important for us to keep our eyes on our core mission of educating our students, keeping things as normal as possible, and adding our collective expertise and wisdom to the discussion of these very important issues."

For the third year in a row, full-time students combined for a 160 median score on the LSAT, the highest since 2013, and an undergraduate GPA of 3.57. The median LSAT score of the part-time class was 159, the highest since 2017.

The first-year entering J.D. class is made up of 52.8 percent women and 47.2 percent men, and 36.1 percent of students come from underrepresented minority backgrounds.

CAREER DEVELOPMENT OFFICE PROVIDES PRIMER ON FINDING LEGAL EMPLOYMENT AMIDST PANDEMIC

Recent alumni of the University of Houston Law Center learned about successful job search activities and strategies for securing post-graduate positions during the Career Development Office's presentation, "Recent Grad Training: Job Searching in the Era of COVID-19," in October held on Zoom.

Among the topics discussed were how to organize a job search, updating application documents from student to law graduate, tailoring a graduate résumé and cover letter to become a competitive applicant, applying to job postings, using networking and cold-calling to find a hidden market of employment and following up with contacts and employers to gain a recruiting edge.

Speakers included Assistant Dean for Career Development Tiffany Tucker and Graduate Employment Statistics Consultant Anne Elise Doise. Associate Director for Career Development Chandria Jackson was also in attendance.

Tucker said that despite the unique circumstances for job seekers in the legal market, the good news is that many firms are still hiring. She noted that many employers are hiring on a rolling basis and will begin interviews shortly after receiving applications.

"When applying to posted positions, you want to do this early and often," Tucker said. "You can't just look one time and look back another week or two weeks later. If you're really being aggressive about your search, you should check job postings on a regular basis and apply as soon as you possibly can."

Tucker said that she receives common feedback from employers about how a tailored cover letter can make the difference between securing a position or not.

"Use the job posting itself to help structure the focus of your cover letter," Tucker said. "Review the employer's website and promotional materials to understand its priorities. Create a list of employer needs from the posting and create a road map of your experience that addresses those needs."

Doise said to keep contacts in mind who may also be able to help young attorneys land a position.

"Your network is the people you have worked for in the past, your professors, the CDO, your friends and anyone and everyone you can reach out to in your job search and tell your story," Doise said. "The more people who know what you're looking for and are rooting for you, the more traction you're going to get."

UHLC'S ENTREPRENEURSHIP AND COMMUNITY DEVELOPMENT CLINIC HELPS LOCAL BUSINESSES SUCCEED DURING PANDEMIC



The COVID-19 pandemic has adversely affected many businesses, but the hardest hit have undoubtedly been small business owners and aspiring entrepreneurs, according to Morgan Morrow, a 3L and clinic student for the Law Center's Entrepreneurship and Community Development Clinic.

The clinic, directed by Clinical Associate Professor Christopher Heard, is largely run by law students and helps clients with a wide range of transactional business needs such as entity formation, contract drafting, buying and selling equities and assets, and connecting clients to legal knowledge and resources that can further aid them in developing their businesses or nonprofits.

"The Entrepreneurship and Community Development Clinic has transitioned to virtual operations and remains fully available to help entrepreneurs and nonprofit organizations during this tumultuous time," Morrow said. "The clinic's students, faculty, and staff are awed by our clients' drive and persistence in the face of the many challenges created by COVID-19. We are proud to assist our clients along their entrepreneurial journey."

Many of the Entrepreneurship and Community Development

Clinic's clients have reported a significant decline in demand for their goods and services due to the economic effects of the pandemic. Morrow said that lack of access to capital has been a persistent issue faced by many entrepreneurs, especially those from low-income or under-resourced communities. Other issues that have affected small business owners are having to take care of sick family members, becoming ill themselves, lack of access to child care and housing insecurity.

However, these obstacles aren't stopping clinic students from doing what they can to assist small business owners in the community.

The Entrepreneurship and Community Development Clinic has partnered with the Emancipation Economic Development Council's Third Ward Small Business Training Program, which helps participants create a solid foundation for their business by giving them the essential tools to implement their ideas or grow their existing business in the Historic Third Ward. Despite the headwinds caused by the pandemic, Entrepreneurship and Community Development Clinic students have formed eight new business entities for Third Ward Small Business Training Program graduates.

In addition, the clinic also partners with the SURE™ Program at the C. T. Bauer College of Business at the University of Houston. The program's mission is to provide an educational platform that facilitates a value-added partnership between UH students, industry experts, and entrepreneurs from under-resourced communities by offering free financial and business education, business consulting, and preparation for entrepreneurs to access capital. Each semester, students give educational presentations on business law topics to SURE™ Program entrepreneurs; despite the necessary cancellation of the spring in-person presentations due to the pandemic, the students quickly rose to the occasion to provide training in series to entrepreneurs through the program.

LAW CENTER IMMIGRATION SCHOLARS HOFFMAN, OLIVAS WEIGH IN ON DACA DECISION IN VIRTUAL PRESS CONFERENCE

Two of the University of Houston Law Center's leading scholars in immigration law, Clinical Professor Geoffrey Hoffman and Professor Emeritus Michael A. Olivas, provided analysis and responded to media inquiries about the U.S. Supreme Court's 5-4 decision in the case of Department of Homeland Security v. Regents of the University of California in a June press conference held via Zoom.

Olivas said that while the decision is a temporary reprieve for DACA recipients, their future status in the U.S. remains murky.

"This could be dragged out for a long time and as we come up on the election cycle," Olivas said. "It is a victory for the DREAMers, almost 800,000 of them, but at the end of the day all they get is extra time. At its very best, DACA did not provide a pathway for legalization or citizenship. They still do not have that pathway, and it would require Congressional action and presidential support."

Hoffman highlighted several principal issues – judicial review and reviewability and the Administrative Procedure Act.

"The Court in the plurality decision was very clear that the Department of Homeland Security acted arbitrarily and capriciously," Hoffman said. "What this means is that the Administrative Procedure Act was violated. The government was arguing it had unfettered discretion and that the Supreme Court had no ability to review the DACA decision.

"This is important because we need to look at this as a judicial review and reviewability decision. The Supreme Court issued a resounding rejection of the administration's position and saying the Supreme Court does have the ability to review decisions even if they are within the discretion of the administration."

UHLC FACULTY, EMPLOYEES APPROVE RESOLUTION TO RE-NAME CALHOUN RD. TO MLK BLVD.



University of Houston Law Center

University of Houston Law Center professors and professional staff unanimously endorsed a plan to rename Calhoun Rd. that traverses the UH campus to Martin Luther King, Jr. Boulevard in an official petition and request to the City of Houston in August.

If approved by city officials, Martin Luther King, Jr. Blvd. would be extended north of Wheeler Ave. by the UH campus to Spur 5. Student groups at the Law Center will also take part in the renaming effort through different programming and events.

Part of the request stated, "Renaming the referenced portion of Calhoun Rd. to 'Martin Luther King, Jr. Blvd.' would allow the University of Houston community to honor the legacy of Dr. King, who fought to end racial inequality and systematic oppression in our country."

The resolution was authored by the Law Center's Diversity & Inclusion Committee, which is co-chaired by Professor Meredith Duncan, the George Butler Research Professor of Law and Assistant Dean of Diversity, Inclusion and Metropolitan Programs and Clinical Professor Geoffrey Hoffman, director of the Immigration Clinic.

Dean Leonard M. Baynes applauded Duncan's and Hoffman's leadership and faculty and staff for their commitment to equality, equity and anti-racism.

"It is not every day that you get 100 percent of faculty and staff to agree to anything," Baynes said. "This issue was important enough that it compelled them to act. I am very proud of the strength of their commitment and convictions."

"I am thrilled to be part of the effort to change the name of the road currently bordering the Law Center," Duncan added.

"Changing this road's current name to that of Dr. Martin Luther King, Jr. is sensible and fitting because once renamed, what is currently MLK Blvd. will logically extend north to Spur 5, right next to the Law Center.

"To have the Law Center situated adjacent to MLK Blvd. is a fitting tribute to one of America's greatest citizens, a person who died pursuing justice and equality for our country. As a law school, we treasure the same principles for which Dr. King fought and ultimately died. We will be proud to be so closely associated with his name."

UH LAW CENTER COMMUNITY MAKES COMMITMENT TO FIGHT RACISM

University of Houston Law Center faculty and staff unanimously approved a resolution in June pledging to dedicate more efforts for diversity and inclusion, social justice and racial equality. The resolution was drafted in response to the death of George Floyd on May 25, a native of Houston's Third Ward, and other victims of police brutality.

The resolution by Law Center administrators, employees and professors was joined with statements from the following affiliated groups:

- Asian Law Students Association
- Black Law Student Association
- Corporate and Tax Law Society
- Energy and Environmental Law Society
- First-Generation Law Students
- Hispanic Law Student Association
- Houston Business and Tax Law Journal
- Houston Journal of International Law
- Houston Law Review
- OUTLaw
- Public Interest Law Organization
- Student Bar Association
- UHLC Diversity and Inclusion Committee
- University of Houston Law Alumni Association
- University of Houston Law Foundation

The resolution read in part:

"The Law Center recognizes and affirms its obligation to fight intolerance, to support diversity and inclusion, and to embrace those from different backgrounds. We condemn racism and discrimination in all forms, will work to serve as anti-racists committed to eradicating the scourge of racism from our nation and community, and will work to identify and challenge systemic prejudice wherever it exists."

BUILDING CONSTRUCTION 2020

FRAMEWORK UNDERWAY FOR UHLC'S FUTURE HOME



Preliminary digital rendering of The John M. O'Quinn Law Building

Amidst a year fraught with uncertainty, the University of Houston Law Center's decades-long aspiration is coming to fruition with the start of construction of The John M. O'Quinn Law Building.

While the Law Center was unable to host an in-person groundbreaking ceremony before the start of the project because of the COVID-19 pandemic, the state-of-the-art project commenced during the Fall 2020 semester in the space previously occupied by parking lot 19B.

"This has been a long-term dream of alumni, faculty, staff, students and friends who wanted a facility reflecting the Law Center's outstanding caliber," said Dean Leonard M. Baynes. "Throughout this process, I have said a world-class law school in a world-class city deserves a world-class building.

"The John M. O'Quinn Law Building will be a striking icon reflecting the Law Center's prominence. We appreciate the generosity, hard work, trust, loyalty, faith and philanthropy of alumni, law firms, foundations, the Texas legislature and the University of Houston that have enabled us to achieve this milestone."

The new \$90+ million facility will be located between the current Law Center building and the University Lofts. Construction is expected to be completed by fall 2022 contemporaneous with the Law Center's 75th anniversary.

The five-story cantilevered structure will have a glass and metallic main entrance and limestone base. It will include a large event space, moot courtroom, a student lounge, convenience store, coffee bar and an outdoor

terrace with views of the campus and the Houston skyline.

Faculty offices will extend over two floors, while the modern law library will serve as a hub of student engagement and activity. It will occupy the top two floors with a significantly reduced number of stacks and with plenty of other spaces and seating areas for individual and group study.

On the top floor, there will be a reading room which will double as quiet space for student reading and a signature event space. The new building will also have rooms and spaces for IT services, journals, student organizations, the Blakely Advocacy Institute, Career Development, Student Services, Graduate and Global Programs, Admissions and Law Center Leadership.

Official fundraising for the new building started with the “More Than Bricks” campaign, in which alumni and friends raised an initial \$10 million toward construction of a new building, a goal that was reached in January 2019. In August of 2019, the Law Center secured additional funding from University of Houston System Board of Regents and Texas Legislature. Also in 2019, The John M. O’Quinn Foundation made the largest gift in the Law Center’s history to name the new Law Center building.



Preliminary digital rendering of the lobby



Preliminary digital rendering of the Michael A. Olivas and Professor Augustina Reyes Reading Room



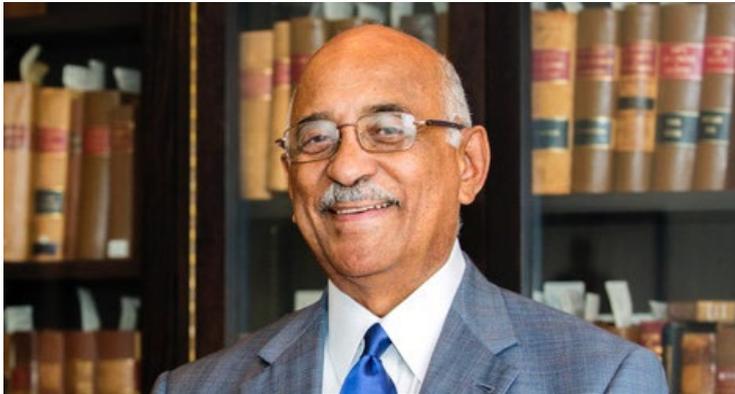
Preliminary digital rendering of the Danny M. Sheena Courtroom

Follow The John M. O’Quinn Law Building’s progress at law.uh.edu/building/



Preliminary digital rendering of the Commons at Terrace

NEW LAW CENTER BUILDING TO INCLUDE RECOGNITION FOR TRAILBLAZER ALUMNUS JIM LEMOND '70



Jim Lemond '70

An extraordinary figure who has left a lasting legacy, alumnus Jim Lemond was the first African American graduate of the University of Houston Law Center. Soon, he will have a space named for him in the Law Center's new building.

This recognition is more than well-deserved, as Lemond has been an inspiring figure in the Law Center for decades. Lemond graduated in 1970 and received his license to practice law in Texas that same year. His career in law has been a long and successful one that has included countless trailblazing achievements.

From working at several large, including international, law firms, becoming a founding partner of Lemond, Jones and Loston, serving in various leadership positions and dedicating time to civic and charitable causes, Lemond has cemented himself as a pioneer in the field of law. His late brother Xavier Lemond '74 and son Scott Lemond '94 also graduated from the Law Center.

Lemond has been the recipient of several awards, including the "Legal Pioneer in the State of Texas" award in 2004 from the State Bar of Texas in recognition of the 50th anniversary of the landmark Supreme Court Decision *Brown v. Board of Education*, and the "Living Legend" accolade in 2007 from the Houston Lawyers Association, presented by his peers in the local African American legal community. Lemond retired in 2017 but remains active at the Law Center, helping to mentor both students and alumni.

A key driver behind this initiative was the generosity of alumna Shari Coats '97, who said her goal was honoring a trailblazer and focusing on fostering diversity, equity and inclusion in society, the legal profession and at the Law Center. Tamecia Glover '12 and James Gray III '98, both alumni of the Law Center and co-chairs of the Black Law Alumni group, said this recognition means a great deal and will serve as a permanent memorial to Lemond's legacy and achievements.

"Jim Lemond is a cherished graduate," said Gray, who serves as Director of Projects at TechnipFMC in Houston. "He's always been at the forefront of our minds. When the opportunity arose to have a

space at the school named for him, we eagerly supported that."

Glover, who serves as an Assistant County Attorney at the Fort Bend County Attorney Office, was the first student to receive the Black Law Students Association scholarship. The scholarship was presented to her on behalf of Lemond.

"He broke a lot of barriers," Glover said. "This recognition is especially important in a time where we're trying to increase awareness and promote diversity."

Lemond said he is happy to see more of a focus on diversity at the Law Center, and that he hopes it will lead to more of a repository of information about African American law students and their histories.

"Diversity in the law school translates to diversity in the workplace," Lemond said.

As far as how he felt to be the first African American graduate of the Law Center, Lemond said it was mostly about following his dream and achieving his goal of becoming an attorney.

"I never wavered from my commitment to graduate," he said. "That was my objective, no matter what the circumstances were. I owe my success to my wife, Loretta, and her absolutely unwavering support through law school and life. The importance of education was also deeply rooted in the philosophy my parents had instilled in my family."

Lemond is one of 10 children, all of whom went to college despite their parents having little to no formal education. He said he hopes his journey will inspire other students to achieve their goals and be an encouragement to others, and his aim was to assist students in making strides.

"I hope anyone who takes that journey will become representative to others to take their own journeys," he said. "Keep your eye on the ball. Never deviate from your objective."

Gray said he thinks this memorial says a lot about the current Law Center administration's commitment to making the school represent what today's society represents, and the diversity many would like to see. Glover agreed.

"We're still, as African-Americans, making firsts," Glover said. "For someone like Jim who was a first and is still active, he's a major inspiration for those new firsts."

Glover noted that Lemond's permanent recognition in the Law Center will also be beneficial for prospective students to see.

"It shows that black students are recognized," she said. "If I had seen something like that as a prospective student, that would've stuck out to me. Jim Lemond has set a path for us."

Gray said the recognition will serve as a powerful statement for future students and signify a dedication to diversity for many years.

"This is a monument for generations to come," he said. "Students will leave knowing that the Law Center prioritizes diversity."

THE JOHN M. O'QUINN FOUNDATION AWARDED UNIVERSITY OF HOUSTON PRESIDENT'S MEDALLION

The John M. O'Quinn Foundation was the recipient of the President's Medallion, the highest honor personally bestowed by UH President and System Chancellor Renu Khator, on Dec. 17 at the University of Houston's virtual commencement ceremony.

"The John M. O'Quinn Foundation supports a wide variety of charitable activities throughout the Houston community and is one of UH's most generous financial benefactors," Khator said. "Mr. O'Quinn's legacy lives on through the O'Quinn Law Library, throughout the Law Center community and John M. O'Quinn Field at TDECU Stadium. Indeed, the reach of John O'Quinn's legacy is immense."

UH began awarding the President's Medallion in 2005 to recognize individuals and organizations who have shown an extraordinary commitment to advance the University and the community.

John M. O'Quinn graduated magna cum laude from the Law Center in 1967. He was State Moot Court champion in 1966 and editor-in-chief of the Houston Law Review from 1966-1967. He served as an adjunct professor of law at the Law Center, South Texas College of Law, and Texas Southern University College of Law. O'Quinn received the honor of Distinguished Alumnus from UH in 1993 and from the Law Center in 1996. He was the founding partner of The O'Quinn Law Firm and named one of the "100 Most Influential Lawyers in America." Texas Lawyer named him one of the "100 Legal Legends of Texas," and the Houston

Chronicle listed him among the five best Texas trial lawyers of the past century.

In November of 2019, it was announced that The John M. O'Quinn Foundation contributed a significant gift to support construction of the Law Center's new facility, which will be named the John M. O'Quinn Law Building. The foundation bearing his name has donated more than \$16 million to the Law Center, a significant portion of which supports the construction of the law building.

"We are very grateful that the O'Quinn Foundation made the largest gift in the Law Center's history which helped provide pivotal funding for the construction of the new Law Center building," said Dean Leonard M. Baynes. "I am delighted that the new state-of-the-art facility will be named after John M. O'Quinn, one of our most accomplished alumni.

"Although I never had the good fortune to meet John, I know that a new Law Center building was an important objective for him. So even after his death, I am very excited that John has been able to achieve his objective."

"Lastly, John was a first-generation college student who pulled himself up by his bootstraps," Baynes continued. "Naming the new Law Center building after John sends an important signal to our students that UH Law provides the requisite training that allows students to pursue super successful careers and achieve justice for their clients just like John."



Preliminary digital rendering of The John M. O'Quinn Law Building (north west view)

UHLC SEMINAR ON RACE EMPHASIZES IMPLICIT BIAS TRAINING, PIPELINE PROGRAMS AND DIALOGUE

Three University of Houston Law Center alumni discussed racism in society at large, how it can be addressed in the legal profession, their own personal experiences and a number of similar wide-ranging topics during a June town hall, “Racism and What to Do About It.”

The panel was sponsored by the Law Center’s Diversity & Inclusion Committee, which is co-chaired by Professor Meredith Duncan, the George Butler Research Professor of Law and Assistant Dean of Diversity, Inclusion and Metropolitan Programs and Clinical Professor Geoffrey Hoffman, director of the Immigration Clinic.



Dean Leonard M. Baynes; Kirk Dobbins '93, Vice President and Regional Counsel of Kaiser Permanente in Portland, Ore.; Tiana Sanford '08, Montgomery County Assistant District Attorney; and Richard Craig Smith, LL.M. '00, partner at Quinn Emanuel in Washington, D.C.

It was in commemoration of Juneteenth, when Union general Gordon Granger read federal orders in Galveston on June 19, 1865 that all previously enslaved people in Texas were free, more than two years after the Emancipation Proclamation.

Dean Leonard M. Baynes served as moderator.

“We’ve been rocked by the death of Houston native George Floyd, while he was in police custody in Minneapolis,” Baynes said in his welcoming remarks. “We have also seen the deaths of Breonna Taylor in Louisville and Ahmaud Arbery in Georgia, among other events.

“Even with all of the University of Houston Law Center’s achievements in diversity, we recognize that there is so much more we can do.”

The featured speakers were:

- Kirk Dobbins '93, Vice President and Regional Counsel of Kaiser Permanente in Portland, Ore.
- Tiana Sanford '08, Montgomery County Assistant District Attorney
- Richard Craig Smith, LL.M. '00, a partner at Quinn Emanuel in Washington, D.C.

Among the first questions posed to the panelists was how they have overcome obstacles throughout their personal and professional lives.

Dobbins referenced the term “code-switching,” which helps you communicate effectively as an African American in your neighborhood versus the work world, and how he was taught from an early age that he would have to meet a higher level of expectations than non-minority classmates or colleagues.

“It’s definitely been a journey,” he said. “The exterior may show that we’ve got it made and we haven’t had obstacles, but we all know it took a lot of work. I knew innately I had to do incredibly well

and I had to fit in. Fitting in sometimes was awkward, but I made sure I didn’t settle.

“Fit in as much as you can, but as Black people we’re straddling the line of two worlds. We have the way we live and talk at home, but when we’re in school and work we have to be a somewhat different person.”

Sanford added to Dobbins’ point that many of these experiences are universal throughout the Black community. She emphasized the need for having a strong support system.

“There is absolutely no way that I would be sitting where I am today if it were not for an incredible village and community,” she said. “They had to be intentional and put in work because they understood the world was not built for me. The most difficult part personally and professionally is what is commonly referred to as microaggressions – they happen everywhere. They are the things that happen to us in our spaces that are not explicitly meant to be hurtful or harmful but reflect what the messenger thinks about you simply because of your race.”

your race.”

Smith said that in order to confront racism in the legal community and beyond, organizations should be encouraged to institute implicit bias training for all employees.

“In addition to talking about it, it needs to be understood that law firms in particular are in the business of making money,” Smith said. “We spend a lot of our time focused on the next deadline, case or challenge. Sometimes we forget to think about bigger societal issues. But the issue of racism needs to be eradicated at its core.

“We all have to understand we have implicit biases, and the problem is not dealing with that bias and it impacts someone’s decision-making process.”

UHLC COMMUNITY GATHERS FOR VIRTUAL TOWN HALL DISCUSSION ADDRESSING RACE



University of Houston Law Center administrators, faculty, students and staff met via Zoom in June for a discussion addressing recent news events involving race, racial incidents on campus, eradicating racism, and recommitting to diversity and inclusion.

“I am glad that we are able to hold this forum to have tough conversations about race and racism, to condemn the recent racist hate speech, to educate our students about how the First Amendment applies to hate speech at a state institution,” said Dean Leonard M. Baynes. “Many thanks to my faculty colleagues and staff who stepped up to work with me to address these issues.

“Special thanks go to Professor Geoffrey Hoffman and Meredith Duncan who are co-chairs of the Diversity and Inclusion committee and helped to organize the event.”

The first topic, First Amendment and Hate Speech was a panel that included Associate Professor Emily Berman, and Associate

and George A. Butler Research Professors Daniel I. Morales and D. Theodore Rave.

The second speaker was University of Houston Vice President for Legal Affairs General Counsel Dona Cornell who spoke about the First Amendment, hate speech and UH EEO policies.

The event concluded with a brief overview of the Law Center’s Diversity and Inclusion committee, student advisement and pandemic planning. Speakers were:

- Associate Dean Greg Vetter
- Assistant Dean for Student Affairs Monica Mensah
- Professor Meredith Duncan, George Butler Research of Law and Assistant Dean of Diversity, Inclusion and Metropolitan Programs
- Clinical Professor Geoffrey Hoffman, director of the Immigration Clinic

NATIONAL SURVEY RECOGNIZES HOUSTON LAW REVIEW AS NO. 2 LAW STUDENT PUBLICATION IN TEXAS

The 2020 Meta-Ranking of Flagship U.S. Law Reviews placed the Houston Law Review at the University of Houston Law Center as the second-best in the state in a list published in July.

The Houston Law Review was ranked No. 51 out of 191 law reviews across the country, putting it in the top 27 percent nationally. The

survey was prepared by University of Oregon Assistant Professor of Media Law and Policy Bryce Clayton Newell.

“Our members work diligently to make each issue of the Review even better than the last,” said Houston Law Review Editor-in-Chief Reagan Lutter. “It is encouraging to see that our dedication and commitment to excellence has resulted in an increased ranking this year, and we will continue pushing ourselves to be better editors and leaders.”

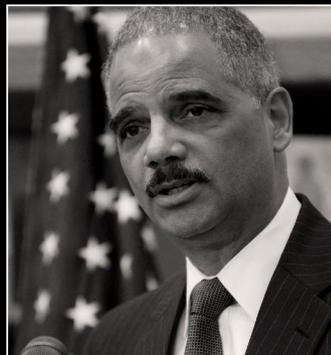
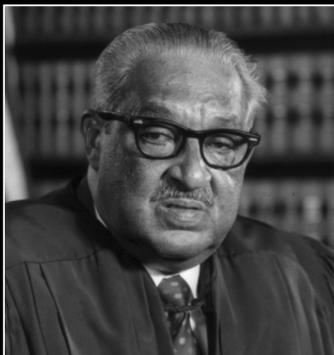
“It is inspiring to see the enthusiasm that our members bring to their work being recognized,” added Managing Editor Austin Turman. “We are proud to continue fostering the outstanding reputation the Review has earned during its decades of publication.”

UHLC AND SMU DEDMAN SCHOOL OF LAW ADDRESS LAW'S DIVERSITY STRUGGLES AT FIRST-EVER BLACK LAWYERS MATTER CONFERENCE

BLACK LAWYERS MATTER:

Strategies to Enhance Diversity, Equity, and Inclusion

#BLACKLAWYERSMATTER2020



Judges, law professors and attorneys from a variety of practices determined that the legal profession must have a collective sense of urgency to remedy a historic lack of representation during a day-long virtual conference hosted by the University of Houston Law Center and SMU Dedman School of Law. “Black Lawyers Matter: Strategies to Enhance Diversity, Equity and Inclusion” was held in October. More than 1,000 people were in attendance.

Dean Leonard M. Baynes began the symposium by saying that while some progress has been made, significant underrepresentation persists in the legal profession.

“I’m delighted that the UH Law Center and SMU Dedman School of Law co-convened this conference,” Dean Baynes said in his welcoming remarks. “After the tragic deaths of George Floyd, Breonna Taylor, Ahmaud Arbery and so many others, SMU’s Dean Collins and I observed that there are still too few Black lawyers.

“Only five percent of lawyers in our nation are African

American. Less than eight percent of first-year law students in 2019 were Black, whereas 13 percent of the U.S. population is Black. There is still a lot of work to be done, and our goal is that the audience is left with best practices to increase the pipeline of Black law students, lawyers, judges and other legal professionals.”

SMU Dedman School of Law Dean Jennifer Collins added that these issues have been discussed for decades, but with little meaningful progress to show for it.

“Law remains one of the least diverse professions in the nation. That is unacceptable; it is inexcusable and it’s time to do something about it,” Collins said. “I hope the conference left participants with some concrete ideas and strategies for how to create real, meaningful and sustained change in your workplace – whether that is a law school, law firm, a corporation or a public interest organization. Black lawyers matter and Black law students matter. Now and always. SMU Law and the University of Houston Law Center are absolutely determined

to do everything we can to demonstrate our commitment to that enduring principle.”

The event’s opening speaker was U.S. Representative Sheila Jackson Lee of the 18th Congressional District of Texas. Her introduction was provided by Michael F. Barry, President and Dean of the South Texas College of Law Houston. Jackson Lee said that to ensure more equality in the legal profession, there must be consistency, persistence and understanding.

“Knowledge is power,” Jackson Lee said. “If you want to see a sizably recognized increase of African Americans in law firms across the country and state, there has to be an appreciation for the history from which they came from. It is a high calling to be a lawyer and the defenders of the Constitution. This conference can be a great opportunity for expanding the horizons of young Black lawyers and young Black law students.”

The Bracewell LLP Distinguished Lecture in Racial and Social Justice Keynote Speaker was David B. Wilkins. Wilkins serves as the Lester Kissel Professor of Law at Harvard Law School, Vice Dean for Global Initiatives on the Legal Profession, Faculty Director of the Center on the Legal Profession and the Center for Lawyers and the Professional Services Industry. He was introduced by Bradley J.B. Toben, the Dean & M.C. Mattie Caston Professor of Law at Baylor Law School.

In his presentation, Wilkins drew a parallel between the COVID-19 pandemic and recent renewed calls for racial equality in recent months, following a string of incidents involving police brutality.

“This conference breathes much-needed life into the effort to bring diversity, equity, and inclusion to the legal profession,” Wilkins said. “To demonstrate legitimacy, the legal profession must address its own diversity problem. The forces pushing for change are urgent. COVID has underscored the interdependence and fragility of our society. The pandemic and protests make clear that interdependence and fragility is fundamentally linked to race and social justice.

“We need to recognize that to meet institutional challenges, we need institutional responses. We need to re-think recruiting. We need to develop rigorous metrics for identifying a full range of qualities that predict success.”

The first panel discussion, “Increasing Black Enrollment in Law Schools,” highlighted a number of programs across the country that make the legal profession more accessible for young minorities. It was moderated by Patricia Roberts, Dean and Charles E. Cantu Distinguished Professor of Law at St. Mary’s University School of Law and Jack Wade Nowlin, Texas Tech School of Law Dean and W. Frank Newton Professor of Law.



Increasing Black Enrollment in Law Schools Panel

Speakers included:

- Meredith Duncan, Law Center Professor and Assistant Dean of Diversity, Inclusion and Metropolitan Programs, who discussed the success of the Pre-Law Pipeline Program. From 2015-2020, the Pipeline Program has graduated 198 students, with 69 who have been accepted into graduate schools and 66 who matriculated into law school.
- Rebecca R. McMahon, CEO Cleveland Metropolitan Bar Association, discussed extensive pipeline measures that she said, “extend from a single-minded commitment to be intentionally and consciously inclusive.”
- Michael Meyerson, Piper Professor of Law and Director of University of Baltimore Law School, Fannie Angelos Program for Academic Excellence. He said part of the program’s mission is to, “overcome the toxic voices that say students don’t belong.”
- James O’Neal, Co-Founder and Executive Director, Legal Outreach, who described the organization not just as a pipeline to diversity non-profit, but also a college prep non-profit.
- “We work at the high school level,” O’Neal said. “Our primary objective is to do our part to level the educational and professional playing field for underserved and minority youth by closing the outlook gap, achievement gap and college matching gap – all three of which can literally prevent students of color from having a realistic and legitimate shot at acquiring their fair share of the American dream.”
- Bill Weaver, Director of UTEP’s Law School Preparation Institute explained the initiative that takes place over two summers and gives students a preview of first-year law school classes.

The following panel explained “The Role of Historically Black Law Schools,” with A. Felecia Epps, Dean and Professor of Law at UNT Dallas College of Law moderating the discussion.



Speakers included:

- Joan R.M. Bullock, Dean and Professor of Law at the Texas Southern University Thurgood Marshall School of Law, who stated that the school produced 13 percent of active minority attorneys in Texas and more African American attorneys than any other law school in Texas.
- Danielle Holley-Walker, Dean and Professor of Law, Howard University School of Law, discussed that the central duty of her institution is to produce Black lawyers, with a special focus in areas like intellectual property, alternative dispute resolution, corporate law and environmental justice.
- Renée McDonald Hutchins, Dean and Professor of Law at the UDC David A. Clarke School of Law who said, “We have a mission of advancing the profession, promoting social justice and changing lives. Because of our history, HBCU law schools understand law as a verb. We understand the law must be placed into action.”
- Deidré A. Keller, Dean and Professor of Law at Florida A&M University College of Law who said, “Our mission is to serve as a beacon of hope and catalyst for change by providing access to excellent educational training and opportunities to generations of students seeking to serve the needs of traditionally underserved people and communities locally, nationally and internationally.”
- Browne C. Lewis, Dean and Professor of Law, North Carolina Central University School of Law, discussed the importance of narrowing the technological divide and mentioned the school’s robust clinical programs, including a patent law clinic and an ongoing virtual justice project.
- John K. Pierre, Chancellor and Vanue B. Lacour Endowed Professor of Law at the Southern University Law Center, noted that six historically black law schools produce 25 percent of African American law graduates.

The third panel, “The LSAT, Socioeconomics and U.S. News & World Report,” was moderated by Dean Baynes.

Speakers were:

- Robert B. Ahdieh, Dean and Anthony G. Buzbee Endowed Dean’s Chair at the Texas A&M University School of Law. Ahdieh noted the importance of affinity groups that encourage ongoing relationships which can transform diversity in the legal community as a whole.
- Paul L. Caron, the Duane and Kelly Roberts Dean of Pepperdine Caruso School of Law, who said that diversity should be a factor when law schools are ranked.
- Robert Morse, Chief Data Strategist, U.S. News & World Report, discussed a number of ideas under consideration by the publication that would factor in the underrepresentation across the profession.
- Victor Quintanilla, Professor of Law and Val Nolan Faculty Fellow and Co-Director of Center for Law, Society & Culture, Indiana University Maurer School of Law, who delivered a presentation entitled, “Black Lawyers Matter: An Empirical Analysis of the Impact of the California Cut Score on Diversity in the Legal Profession.”
- Kellye Testy, President and Chief Executive Officer of the Law School Admission Council, said that LSAC’s goals to level the playing field are fairness, integrity and equality.



The fourth panel, “Pathways to the Profession: Hiring for Firms and Corporate Positions,” was moderated by Judge James Noel Dean and Professor of Law at the SMU Dedman School of Law, Jennifer Collins.

Panelists included:

- Sandra Phillips Rogers, Chief Diversity Officer and the General Counsel, Toyota Corp., said it is incumbent on lawyers to serve as an exemplar in workplace equality.
- “It’s been a journey and not a destination, and more progress needs to be made much more quickly,” she said. “Our profession must and should take the leading role in diversity and inclusion.”
- Chequan Lewis, Chief Equity Officer, Pizza Hut Corp. said

that law firms should not just hire Black lawyers, but support them, allow them to fail and learn from their mistakes and allow them to take risks without fear.

- James G. Leipold, Executive Director of the National Association for Law Placement, said the class of 2019 across ABA accredited law schools had about 8.7 percent Black graduates. The employment rate of Black graduates was about five percent below the rest of the class 10 months after graduation, and in jobs that required bar passage nearly 14 percent less than the average.
- Jami McKeon, Chair, Morgan, Lewis & Bockius, discussed how her firm and its sponsors create pathways to the legal profession and established a diversity and inclusion committee to implement the firm’s diversity initiatives.
- Christa Brown-Sanford, Partner and Deputy Department Chair of Intellectual Property at Baker Botts, said that putting Black lawyers in positions of power at law firms is long overdue.
- “It is beyond logic that there are not Black partners that register on the percentage scale. “Law firms need to get Black Lawyers into leadership roles.”



Pathways to the Profession: Hiring for Firms and Corporate Positions Panel

The fifth and final panel, “Diverse Pathways to the Profession: Law Faculty Hiring, the Judiciary, and Judicial Clerkships,” was moderated by Ward Farnsworth, Dean and John Jeffers Research Chair in Law at the University of Texas School of law.

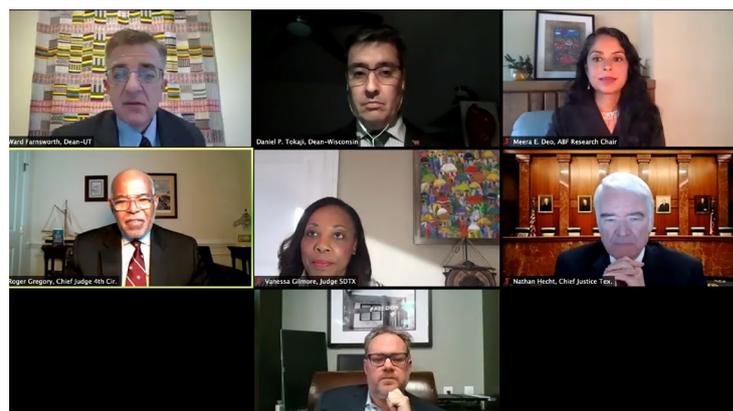
Panelists included:

- Honorable Roger Gregory, Chief Judge of the Fourth Circuit Court of Appeals, said that judges should use less filters when recruiting judicial clerks.
- “How do we keep the pipeline open, moving, fresh and accessible in terms of judicial clerkships? Some judges want clerks from a set of five schools, of a certain ranking and of a certain GPA,” Gregory said. “But there are many wonderful

law clerks of color who are beyond top 14 schools, beyond class rank and beyond GPA.”

- Honorable Gregg Costa of the Fifth Circuit Court of Appeals said that only 3.5 percent of federal law clerks are African American and 6.4 of the state law clerks are African American. He said that judges need to commit to interviewing applicants from disadvantaged backgrounds.
- “A clerkship is a sterling credential, and unfortunately the number of minority law clerks is abysmally low,” Costa said. “It’s a challenge for the judiciary to make sure we’re extending these opportunities to more students.”
- Honorable Vanessa Gilmore ’81 of the Southern District of Texas encouraged law school professors to help connect diverse law students with judges and urged judges to be proactive to find a diverse applicant pool for judicial clerkships.
- Chief Justice Nathan Hecht of the Texas Supreme Court said that law schools need to encourage diverse law students to apply for judicial clerkships.
- Dean Daniel Tokaji of the University of Wisconsin-Madison School of Law said that law schools should create a diversity pipeline for entry level law professors and that law schools must take responsibility for more diversity in legal academia.
- Professor Meera E. Deo, 2020-21 American Bar Foundation William H. Neukom Fellows Research Chair in Diversity and Law, Director of the Law School Survey of Student Engagement (LSSSE), and a Professor of Law at Thomas Jefferson School of Law, said that just seven percent of law professors today are women of color and eight percent are men of color.

“If you keep doing the same things you’ve been doing, you’re going to get the same results,” Deo said.



Diverse Pathways to the Profession: Law Faculty Hiring, the Judiciary, and Judicial Clerkships Panel

VIRTUAL OUTLAW PANEL DISCUSSES LGBTQ RIGHTS AND PROGRESS TOWARD ACCEPTANCE IN THE LEGAL PROFESSION



Nationally recognized experts examined legal turning points for LGBTQ issues and what can be done to make the profession more tolerant during a University of Houston Law Center presentation in November.

The virtual event, “LGBTQ+ Rights, Advancement, and the Lawyers That Made It Happen,” examined legal turning points for the LGBTQ community, was presented by the Law Center’s Diversity and Inclusion Committee and the student organization OutLaw.

Dean Leonard M. Baynes gave opening remarks. Featured speakers included Jennifer Levi, director of the Transgender Rights Project, Gay & Lesbian Advocates & Defenders, and Shedrick Davis, regional director of the western regional office for Lambda Legal, the largest national legal organization committed to achieving full recognition of the civil rights of lesbians, gay men, bisexuals, transgenders, and people with HIV.

Levi expressed the importance of community and the vitality of networking and communication across multiple sectors.

“There is a tremendous amount of work that remains to be done across all of the issues that impact LGBTQ peoples’ lives, and these last few years have really elevated and made more visible these concerns,” Levi said.

Davis said that attorneys of all orientations can assist to make

the legal field a more inclusive space.

“You do not need to be in the movement to be of service to the movement,” Davis said. “If we continue to push forward, there are good things to be done. The sooner that we get changes in place, the more that we continue to make progress on the state level, the easier it will be to make changes stick.

“There are a number of areas that we are going to hone in on and continue to push to foster community acceptance and encourage growth. But change is inevitable.”

Professor Victor Flatt, the Dwight Olds Chair in Law and co-director of the Environment, Energy & Natural Resources Center, provided opening remarks, speaking on how attorneys in various roles can continue to bring about legal change in way of human rights. He also provided a brief video on U.S. Supreme Court changes in cases such as *Lawrence v. Texas*.

Co-sponsors for the event included the Association of American Law Schools, the Houston Bar Association, the Houston Young Lawyers Association and the Law School Admissions Council.

PRELAW MAGAZINE COMMENDS UHLC’S EFFORTS IN BUSINESS LAW, CRIMINAL LAW AND RACIAL JUSTICE

The University of Houston Law Center received high marks in three categories in the Fall 2020 edition of preLaw magazine by the National Jurist. The Law Center received an A grade in the categories of business law and criminal law. It was ranked No. 19 among Top Racial Justice Schools in the country with an A grade.

In an article that described the affordability and diversity of law schools located in the South Central region of the U.S., the Law Center was noted for its strengths in health law and employment for graduates.

“I am delighted that the Law Center continues to be recognized by different ranking organizations,” said Dean Leonard M. Baynes. “The Law Center is an excellent institution with an excellent and talented faculty known for their scholarship, successful and committed, and diverse and well-credentialed student body. I am thankful that preLaw confirmed what we all know — the Law Center is outstanding!”

ONWUACHI-WILLIG DESCRIBES CULTURAL TRAUMA CAUSED BY POLICE BRUTALITY AT 25TH ANNUAL FRANKEL LECTURE

Boston University School of Law Dean and Professor Angela Onwuachi-Willig used the deaths of Trayvon Martin, Michael Brown, Tamir Rice and most recently Houston native George Floyd, as examples of how the legal system has normalized violence committed against the Black community by law enforcement officers. Onwuachi-Willig's talk, "From 'Lynching as Status Quo' to the New Status Quo: A socio-legal discussion of the pattern of police and quasi-police killings of African Americans," was the keynote address during the Houston Law Review's virtual 25th annual Frankel Lecture in October.

"We are talking about a pattern that begins with a tragic killing or horrific beating of a non-threatening or unarmed African American that is frequently followed by an acquittal or a non-indictment of an officer or quasi-officer," Onwuachi-Willig said. "It ends in a cultural trauma and a sense of hopelessness and disappointment in the legal system."

Onwuachi-Willig said there are nine stages of what she refers to as the new status quo:

- The killing or severe physical attack on an unarmed or non-threatening Black individual
- Use of the media to bring attention to the killing of an unarmed Black person by a police officer or quasi-police officer
- The denial of the role of racism in the incident by a significant number of white Americans
- Promises for an investigation or swift action by those in power in response to the uproar from the Black community and its allies
- The demonization and super-humanization of the beaten or killed Black person
- The acquittal or non-indictment of the officer or quasi-officer who killed the Black individual
- Cultural trauma for Black people
- Continued advocacy for reform or change
- The letdown and disappointment following the recurrence of a similar incident in the country

Onwuachi-Willig concluded her presentation by pointing to the renewed push for civil rights and following Floyd's death in May, and how it has led to united calls for social justice.

"We might be in a unique moment for change," Onwuachi-Willig said. "For a meaningful number of white people having to witness the killing of George Floyd as he cried out for his mother, as he cried out for help, the officer who was under no duress or threat kneeled on his neck for nearly nine minutes. His partners who had a duty to save people did nothing to save Mr. Floyd and assisted



Dean Angela Onwuachi-Willig

their partner.

"That video enabled an awakening to racism that arguably resulted in a cultural trauma that has led to multicultural protests. We're seeing a shift we haven't seen before."

Tamara Lawson, Dean and Professor of Law at the St. Thomas University School of Law and Aya Gruber, a Professor of Law at the University of Colorado, served as commentators.

Gruber stated that Onwuachi-Willig laid out a pattern of injustice that has been repeated since Jim Crow, and that the state and society have tolerated racial violence and have failed to hold wrongdoers accountable.

"The penal system itself spends most of its time inflicting pain on Black and brown bodies," Gruber said. "In the historical evidence of Reconstruction era policing and imprisonment's role in maintaining oppression of formerly enslaved people. This all reveals our criminal system as a mechanism by which the government and powerful private actors control the masses, perpetuate racial hierarchy and minimize social welfare.

"Police killings of innocent African Americans are not a matter of bad apples. They are a product of policing structure. From the disproportionate deployment of police in neighborhoods of color, to the training that ingrains in police that they must use extreme tactics."

Lawson used her remarks to ponder if American juries are ready to criminally convict police officers and if prosecutors can use this awakening and convert it into criminal punishment.

"As lawyers and as lawyers in training, our calling is to the study of the law and also to eradicate its unfairness where it exists," Lawson said. "I wish I could cite the perfect statute and precise case law that would undo these harms and soothe our societal unrest. But it is much more complicated than that. What is clear in all of these situations is that indifference is not an option. Impunity is not acceptable under our laws."

DEAN'S DISTINGUISHED SPEAKER FRANK WU DESCRIBES CONNECTION BETWEEN DIVERSITY AND DEMOCRACY DURING UHLC PRESENTATION



Queens College, City University of New York President
Frank H. Wu

Frank H. Wu, president of Queens College, City University of New York, discussed his perspective on the Asian-American experience and how it must lead to allyship with the historic struggle for Black equality as part of the Dean's Distinguished Speaker Series. His talk, "Asian Americans at a Crossroads During COVID-19: Allyship and the Future of Civil Rights," was held via Zoom in September.

"As a people, all of us, we stand in this crossroads as we address not only the pandemic, but the problems of racial discrimination," Wu said. "As much as we have made progress on the ideals we share, there are still disparities and violence that results in death. This is a moment fraught with tension and anxiety, and yet I have hope in the power of words, rhetoric principles and coalition building."

Wu described how in some instances throughout U.S. history, Asian-Americans were considered the "model minority" compared to other people of color. He said such prejudices can lead to an exaggerated or distorted image of the Asian-American community.

"Asian-Americans get brought into the discussion not to unite, but to divide," Wu said. "It leads to inaccurate comparisons. My concern is when we generalize on a racial basis, because we know how dangerous racial stereotypes are."

"The problem with the model minority myth is it's just not factually accurate. Asian-Americans are the least likely group in America to be

promoted to management in Silicon Valley. They face bullying and hazing at high levels."

Wu pointed to several notable instances of anti-Asian-American sentiments, including the internment of Japanese-Americans during World War II.

"I believe we face a moral dilemma for individuals in communities as Asian-Americans are being blamed for COVID-19 – not just for being contagious but for being culpable" Wu said. "Not just the notion that they are vectors for infection, but that somehow as a people they are to blame."

Wu concluded his remarks in what he described as an abiding belief in the American dream among Asian immigrants.

"They continue to come and hope to share in the prosperity of this nation through the opportunity available," he said. "They seek to make their future on these shores."

"Diversity and democracy are twin ideals. Both processes require our engagement and our participation. That is ultimately what our society has been built upon. It is up to us to make good on these ideals."

UHLC ASSOCIATE PROFESSOR KAUFMAN JOINS LEADERSHIP OF AALS' HUMAN RIGHTS SECTION

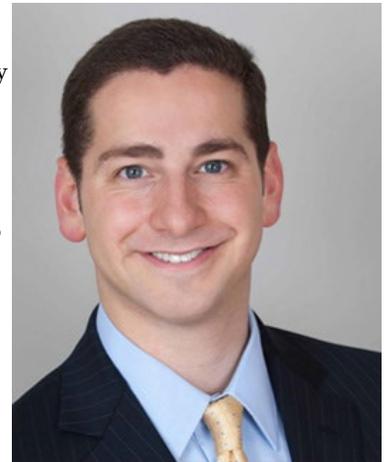
University of Houston Law Center Associate Professor of Law and Political Science Zachary D. Kaufman was selected to join the Executive Committee of the Association of American Law Schools' International Human Rights Section in January. He also serves as the section's treasurer.

"In an era when so much of the world is moving backward on human rights, rigorous scholarly engagement in this crucial field is increasingly needed," Kaufman said. "I am honored to be selected as a leader of the Association of American Law Schools'

International Human Rights Section, which is dedicated to raising that academic discourse in our turbulent times."

The purpose of the section is to "promote the communication of ideas, interests, and activities among members and makes recommendations to the AALS on matters of interest in the teaching and improvement of the law relating to international human rights."

Kaufman, who teaches criminal law, international law, and international justice and Atrocities, is already a leader of another prominent legal association's human rights section. He continues to serve as vice chair of the American Society of International Law's Human Rights Interest Group.



Professor Zachary D. Kaufman

CONSTITUTIONAL LAW SCHOLAR ANALYZES FIRST AMENDMENT AND ECONOMIC INEQUALITY AT UHLC'S ROSENBERG LECTURE



The Yale L. Rosenberg Memorial Lecture, March 3, 2020

Cornell Law School Professor Nelson Tebbe suggested that speech and religious provisions in the Constitution should be reassessed during a March presentation at the University of Houston Law Center.

Tebbe presented his research on Lochnerism and the relationship between the First Amendment and the distribution of resources, including wealth and income. He cited examples that have impacted current society like *Sorrell v. IMS Health Inc.* and *Burwell v. Hobby Lobby Stores, Inc.*

“At this moment of worsening resource inequality, freedom of speech and religion are being used to weaken redistributive programs,” Tebbe said. “Today, the argument is that the court has breached that agreement by using the First Amendment to invalidate economic policy.”

Tebbe then discussed his ideas for alternatives and solutions to the challenges created by these policies and rulings.

“Today, the First Amendment is weakening democratic belonging for millions of people, precisely at the moment when that belonging is being degraded by economic conditions,” Tebbe said. “To adequately respond to this, the constitutional law and political theory and the conception of democracy that appears with the substantive re-imagining of the Constitution’s speech and religion provisions.

“That conception is possible and urgently necessary. It would apply not only to speech law, but to religious freedom doctrine in ways I’ve described. It would concern not just social and political issues, but pressing as a distributive justice in an age of worsening inequality. Now is the time to develop an approach to these fundamental questions that can work for everybody.”

UHLC'S BADEAUX ELECTED PRESIDENT OF REGIONAL LAW LIBRARY ASSOCIATION

Katy Stein Badeaux, head of faculty services at the University of Houston Law Center’s O’Quinn Law Library, was named president of the Southwestern Association of Law Libraries in January. She began her term in March, following the 2020 SWALL Annual Meeting from March 26-28 in San Antonio, where several members of the law library staff delivered presentations. Badeaux previously served as vice president of the organization.



Katy Stein Badeaux

“I am so proud to be elected as SWALL President,” Badeaux said. “SWALL is a dynamic organization that has gathered the ideas and insights of law librarians of all types across eight southern states since 1958.

“As president, I hope to increase the availability of our educational programming through webinars and streamline chapter communications.”

UHLC'S VAIL WORKSHOP ADDRESSES EVER-CHANGING PRACTICE OF ASYLUM LAW



2020 Joseph A. Vail Asylum Law Workshop, Jan. 24, 2020

Immigration advocates learned about immigration appellate issues, preserving the record, and how to set the stage for removal proceedings through five panel discussions, a keynote address and a presentation on community lawyering, at the Joseph A. Vail Asylum Law Workshop in January at the University of Houston Law Center.

The event, organized by the Immigration Clinic, part of the Law Center's Clinical Legal Education Program, was co-sponsored by the Refugee and Immigrant Center for Education and Legal Services.

"Since this was the 20th anniversary of our clinic, and my 10th year as immigration clinic director, we wanted the Asylum Workshop to be special this year," said Geoffrey Hoffman, Clinical Professor and Director of the Immigration Clinic. "We were honored to hear from past Board of Immigration Appeals member Lory Rosenberg about due process concerns in our immigration courts.

"We also were fortunate to have a former immigration judge, as well as an array of excellent panelists, who shed light on all the important changes in immigration adjudication."

Rosenberg, who spoke in an individual capacity, delivered the keynote address. Rosenberg pointed to rights under the Immigration and Nationality Act and in immigration court that are whittling away under current immigration policies. Some of these rights include the right to notice of hearing, right to be heard, right to counsel at no expense to government, right to hearing open to the public, right to a neutral adjudicator, right to a reasoned decision and the right to a written decision.

UHLC DEAN BAYNES NAMED TO LAWYERS OF COLOR POWER LIST



Dean Leonard M. Baynes

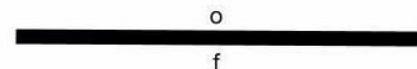
University of Houston Law Center Dean Leonard M. Baynes was selected to the fifth "Power List" of the Lawyers of Color Foundation in January, a non-profit organization dedicated to promoting diversity in the legal profession.

The Power List recognizes the most influential minority attorneys in the nation, including general counsel, managing partners, legal media representatives, non-profit leaders and law school deans.

"I am humbled and honored to be chosen as part of the Power List by the Lawyers of Color Foundation," Baynes said. "It is wonderful to be recognized by my peers."

Baynes was honored at a reception in February at the Ritz Carlton Hotel in Washington, D.C.

Lawyers



Color

LEGAL EXPERTS EXCHANGE IDEAS ON PROSECUTORIAL ETHICS AT HUNTON ANDREWS KURTH MOOT COURT NATIONAL CHAMPIONSHIP SYMPOSIUM



U.S. Magistrate Judge Andrew Edison, left, Executive Assistant U.S. Attorney Mitchel Neurock and University of Kansas School of Law Professor Suzanne Valdez, right, served as panelists at the Hunton Andrews Kurth Moot Court National Championship 2020 Symposium, Feb. 12, 2020

Distinguished speakers considered the principles and professional responsibility requirements and considerations associated with a prosecutor's decision of whether to pursue criminal charges against a suspect or not. They also discussed what motivations and biases can drive these decisions in an interactive and wide-ranging panel discussion hosted by Locke Lord LLP in its Houston office.

The January symposium, "Prosecutorial Ethics: A 360° View," was held in conjunction with the Hunton Andrews Kurth Moot Court National Championship, presented by the University of Houston Law Center's Blakely Advocacy Institute.

The opening speaker, University of Kansas School of Law Professor Suzanne Valdez, shared her thoughts on a prosecutor's ethical responsibilities in both federal and state practice and explored constitutional and ethical constraints on prosecutorial discretion.

Executive Assistant U.S. Attorney Mitchel Neurock discussed what motivations, professional responsibility considerations and ethical concerns a prosecutor must take into account when deciding to pursue criminal charges against a potential defendant, and the consequences of those decisions.

"Prosecutorial ethics has always been a hot topic for us," Neurock

said. "It's our commitment to do the right thing in every case, no matter what kind of case it is. Our first mandate above all is to do justice.

"Our compass is pointed in one direction, and that's just to make sure we do the right thing by the public. We are not going to have any credibility with members of the public if they cannot trust us to do the right thing. We're super-focused on making sure we make the right decisions for the right reasons."

U.S. Magistrate Judge Andrew Edison, who serves as a trial advocacy adjunct professor at the Law Center, shared his views on prosecutorial ethics from a judge's standpoint.

"My view as a new judge is you want to be a referee or an umpire," Edison said. "Call the balls and strikes the way you see them. Do not take one side or the other.

"After practicing cases all over the country, one of the things I have really liked from judges I admire is to be fair, follow the law, avoid the appearance of impropriety or favoritism and rule promptly. I want to stay out of the decision of whether or not to bring charges."

EENR CENTER'S NORTH AMERICAN DIGITAL CONFERENCE EMPHASIZES CHANGED WORLD OF ENERGY

The Environment, Energy & Natural Resources Center at the University of Houston Law Center hosted a special virtual webinar in August called "The New Energy Landscape: COVID-19, Climate Change and Diversification." The event began the 4th Annual North American Environment, Energy & Natural Resources Conference.

"So much change has happened in the world in the last six months," said Victor Flatt, Dwight Olds Chair and faculty director of the EENR Center. "We had excellent speakers who provided context to the impact of the COVID pandemic, energy demand, and increasing climate change policy changes in companies."

Among topics discussed were technological innovation and energy, energy investment in direct air capture, innovations in low carbon emissions and IP innovation, carbon neutrality, COVID-19, Black Lives Matter and the 2020 election. A roundtable talk featured commentary on the business and policy future for North American Energy – lessons from COVID.

The conference had registrants from more than 35 countries, including high-level government officials and executives from some of the world's largest companies.

Sponsors for the event were Blank Rome, UH Energy, the University of Calgary Faculty of Law, The National Autonomous University of Mexico Faculty of Law and the TGL Energy Transition Governance & Law.

BUILDING A BETTER LAWYER



Lucy Bassli '00

As a top in-house counsel at Microsoft, Lucy Bassli established a reputation for legal innovation. Now, she wants to help law firms across the country modernize their practice.

In 2002, two years after graduating from the University of Houston Law Center, Lucy Bassli took a job as a commercial contract attorney at a well-respected Seattle law firm. Quickly overwhelmed by the volume of work, she created a Microsoft Word document, using the Word's Table function to track each contract from origination to completion. She then shared the document periodically with her clients to keep them up to date with her progress.

Unaccustomed to such transparency from their lawyers, her clients told her they appreciated being kept in the loop. To Bassli, who describes herself as "genetically inclined to be efficient," the Word document just seemed like a logical way to organize her workflow. But in the occasionally hidebound world of elite law firms, it marked a significant innovation. In part, that's because most firms still bill clients by the hour, a practice that doesn't exactly encourage efficiency.

"As a law firm associate, the less time you spend on a client, the less money you make," Bassli said. "I'm not a math whiz, but that's a problem."

In 2004, Bassli got an offer to join the in-house legal team at Microsoft, where she continued to innovate. She standardized the company's legal processes, used cloud-based documents to organize her team, and applied principles derived from Six Sigma organizational strategy. To increase efficiency and lower costs, she

began outsourcing much of the company's lower-level contract review work to a third party legal service provider (formerly called Legal Process Outsourcers) to its offices in Fargo, North Dakota and then Bristol, England and Mumbai, India.

Over the course of 13 years, she rose to become Microsoft's Assistant General Counsel of Legal Operations and Contracting, overseeing a team of more than 20 lawyers and winning an industry-wide reputation for creative legal solutions. Bassli left Microsoft in 2018 to start her own business, InnoLaw Group, which offers workshops and training sessions to law firms on how to modernize their practice, and consults with corporate law departments on optimizing how they handle commercial transactions.

Over the past two years, Bassli has given talks around the world, created an online course, and published her first book, "The Simple Guide to Legal Innovation," with another book scheduled to come out next year. Building on the traditional legal education she received at the Law Center, she has become a passionate evangelist for innovation, arguing that firms must embrace change or risk obsolescence.

"Over time, they're not going to survive without changing," she said. "The competition, especially from the alternative service providers like the big four accounting firms, is heating up. Outside the U.S., where regulations are different, alternative legal service providers are already in the law firm space competing for business."

The push for innovation is also coming from clients increasingly emboldened to request more flexibility in how they are billed, and more creativity in how firms are carrying out the work.

"There's a mismatch between what clients need and what law firms are capable of delivering," Bassli said. "There's also a mismatch of communication — clients aren't always able to articulate what they need, and law firms aren't able to extract that message from the conversation. There's a lot being lost in translation."

Firms are aware of the problem. Many of them have created positions like chief innovation officer or chief client service officer. These are great beginnings, but innovation can't just be a buzzword; it has to be embraced by the entire firm.

Partners must create an atmosphere conducive to innovation, and associates must feel empowered to try out new things without worrying about jeopardizing their career.

"It has to become part of the firm's DNA," Bassli said. "It has to be rewarded by the leadership. And lawyers have to be educated. There's a big education gap right now."

Although Bassli is working to develop continuing education courses on legal innovation, she said that the traditional CLE format may not be sufficient to the task. Instead, attorneys should be given the opportunity to experiment with new ways of delivering their service.

Innovation doesn't require immediately jumping on the hottest new technology trend. It involves being open to new ways of approaching old problems — even if that simply means creating a Word document to track contracts, as Bassli did at her old firm 17 years ago.

"It's not about doing something different for the purpose of doing something different," she said. "For me, it's about asking the question: Why are we doing this in a certain way? Can we do it better?"

UHLC MOVES UP IN U.S. NEWS ANNUAL RANKINGS

UH Law Center Stands out in U.S. News State Rankings

#1
IN TEXAS

- Environmental Law
- Health Care Law
- Intellectual Property Law
- Part-time Program

#2
IN TEXAS

- Business/Corporate Law
- Constitutional Law
- Contracts/Commercial Law
- International Law
- Tax Law

The University of Houston Law Center improved on three rankings, including its overall standing and two perennial Top 10 specialty programs, in the annual survey of the nation's law schools released in March by U.S. News & World Report.

The Law Center moved up three spots to a three-way tie for 56th among the country's 194 law schools accredited by the American Bar Association. The law school's Health Law program moved up to 3rd from 6th while Intellectual Property and Information Law rose two spots to 5th from 7th.

"U.S. News provides us with an important baseline of performance as compared to other law schools," said Dean Leonard M. Baynes.

"Despite of this baseline, we all know that UH Law Center is an excellent law school with well-credentialed faculty, hardworking and determined students, very accomplished alumni, and outstanding staff. It also has a diversity of world-class centers and institutes specializing in a wide variety of the areas of the law."

Other rankings included the Law Center's Part-Time program, 12th; the Environment, Energy and Natural Resources and Tax Law programs, both 26th; Contracts-Commercial Law, 34th; Trial Advocacy, 44th; and International Law, 46th.



LAW.COM SURVEY FINDS UHLC AMONG 'GO-TO' SCHOOLS FOR 'BIG LAW'

The University of Houston Law Center placed 34th among the nation's top 50 law schools in Law.com's annual "Go-To" survey, which was published in March. The survey is based on the percentage of 2019 graduates hired as associates by the 100 largest firms in the country.

The "2020 Go-To Law School Big Law" hiring report notes 13.85 percent of the 2019 graduating class joined the large firms. The publication noted the Law Center "does particularly well with Texas powerhouse firms."

"Our Law Center students are eager, talented and smart," said Dean Leonard M. Baynes. "I am very proud of their accomplishments, working at some of the nation's largest and most prestigious law firms. I also credit the amazing work of our Career Development Office who work with our students to get them ready for these job opportunities as well as many others."

SONDOCK JURIST-IN-RESIDENT SUTTON SAYS STATE COURTS CAN PROVIDE GREATER INSIGHTS TO SCOTUS



Judge Jeffrey S. Sutton of the U.S. Court of Appeals for the Sixth Circuit, Feb. 7, 2020

Judge Jeffrey S. Sutton of the U.S. Court of Appeals for the Sixth Circuit proposed that giving greater weight to state constitutions and court rulings would lead to a better balance of power between state and federal courts during a February lecture at the University of Houston Law Center.

The judge's talk, based on his book, "51 Imperfect Solutions: States and the Making of American Constitutional Law," was the year's first Justice Ruby Kless Sondock Jurist-in-Residence Lectureship in Legal Ethics.

Sutton maintained that most discussions of constitutional guarantees center on U.S. Supreme Court decisions, failing to mention that many of the protections originated in state constitutions and how state court rulings greatly influenced the high court's landmark rulings.

"The U.S. Supreme Court and federal courts in general are identifying more areas that they have authority over in American law and American politics," Sutton said. "The constant over time, is the U.S. Supreme Court exercising more authority over American government. You have noticed this phenomenon with all confirmation processes at the federal level in the past few years.

"There was a presidential election in 2016 that turned a sufficient number of Americans thinking a vote for president of the United States should be treated as a proxy to fill one seat on a nine-member court. Think of how far we've come from 1776."

Sutton said that American citizens viewing the U.S. Supreme Court and other federal courts as political institutions would damage their authority and credibility to check other political branches of government.

He mentioned that a potential solution would be to provide more authority to lower courts.

"It's a dangerous trajectory we're on, but state courts and state constitutions can come into the mix," Sutton said. "When you have a new social problem like data privacy or opioids, it's a great idea to use the states as laboratories to try to fix this problem with their insights.

"It is way better to experiment in 50 different places with smaller populations than to have one experiment for the whole country at once before you know whether it's a good idea or whether it will work."

UHLC PROF. HOFFMAN NAMED 'ADVISOR' TO MEXICAN CONSULATE ON IMMIGRATION

University of Houston Law Center Clinical Professor Geoffrey Hoffman was appointed in February as an attorney advisor for the Mexican Consulate in Houston where he will serve as a consultant on immigration matters.

"I am happy to have been selected for this honor by the consul general and look forward to supporting the Mexican Consulate," said Hoffman, director of the Immigration Clinic at the Law Center.

His five-year appointment to the position was marked by a ceremony at the Mexican Consulate where Hoffman received a certificate and met with Consul General Alicia G. Kerber Palma.

Hoffman will provide general advice on immigration matters, serve as a consultant on cases, and work with the consulate to educate the community on issues relating to immigrants.



Clinical Professor Geoffrey Hoffman, Feb. 14, 2020

UHLC PROFESSORS HAWKINS AND ROBERTS DISCUSS USE OF PERSONAL INFORMATION IN SCIENCE MAGAZINE



Professor Jim Hawkins and Professor Jessica L. Roberts

In a February article published in *Science* magazine, University of Houston Law Center Professors Jim Hawkins and Jessica L. Roberts called for stronger consumer safeguards to protect the privacy of personal information collected online by health-related companies.

The article, “When health tech companies change their terms of service, consumers may have limited control over their data,” explained that because most health-related apps and websites are not operated by health care providers, they are largely unregulated in the tracking and use of intimate digital data. Consumers and companies enter into an agreement that outlines their rights and obligations in the use and protection of data. Many companies, however, reserve the right to unilaterally change terms of service agreements as to what they can do with user data, such as share it or sell it to other companies.

The authors wrote that most users of health-related apps and online sites do not read the fine print of the agreements and are unaware when the terms are changed. Consumers who assumed their data was confidential are vulnerable to loss of privacy as personal information, including genetic data, details about mental health, medical history, and even doctor appointments could be shared with other companies. Courts have generally sided with the companies, leaving consumers little recourse.

Hawkins and Roberts suggest several options Congress could take to protect consumers, including: require mandatory notice to users that changes are being made to the terms of service; allow users to opt out of any changes and revert to the original terms; and require user consent for significant changes as is the case with all other contracts.

“Health tech companies can change minor things that don’t affect the consumers’ experience with the product in substantial ways,” Hawkins concluded. “They can fix small bugs in their terms of service, but for things that really matter to the consumer, we argue for the old fashioned way — get the person to agree to them.”

Hawkins, the Alumnae College Professor in Law, conducts research and teaches in the areas of commercial and business law, the fringe banking industry and the fertility business.

Roberts, the Leonard Childs Chair in Law and director of the Health Law & Policy Institute, specializes in genetics and the law, health law and disability law. Her research operates at the intersection of health law, ethics and social justice.

Science, an online weekly, is the peer-reviewed academic journal of the American Association for the Advancement of Science. It publishes original scientific research as well as science-related news, opinions on science policy and other matters concerning science and technology.

UHLC COMMUNITY SEES APPELLATE SYSTEM IN ACTION DURING FIFTH CIRCUIT ORAL ARGUMENTS

In February, the University of Houston Law Center was the site of oral arguments brought before the U.S. Circuit Court of Appeals for the Fifth Circuit in Krost Hall.

“We are grateful to the Fifth Circuit for holding oral arguments at the University of Houston Law Center,” said Dean Leonard M. Baynes. “It has been our goal over the past six years to build a stronger relation with the judiciary.

“During this time, we have had the Texas Supreme Court and the Texas 14th Court of Appeals also hold oral arguments as well as have had lectures by U.S. Supreme Court Justice Sonia Sotomayor and other prominent jurists through the Ruby Kless Sondock Jurist in Residence Program. It is exciting for our students to get a first-hand look at how highly-skilled lawyers and jurists operate and have an opportunity to interact with them.”

- A three-judge panel of Judge Carolyn Dineen King, Judge Gregg J. Costa and Judge James C. Ho heard from prosecuting and defense attorneys in the following cases:
- Appeal of a preliminary injunction blocking a Mississippi law that would ban abortion after presence of a fetal heartbeat. (Jackson Women’s Health Organization v. Thomas E. Dobbs, M.D., M.P.H, No. 19-60455)



Dean Leonard M. Baynes greets the U.S. Circuit Court of Appeals for the Fifth Circuit, Feb. 11, 2020

- Appeal of a summary judgment in a case involving the suicide of a prisoner in a jail cell. (Jacqueline Smith v. Harris County, No. 19-20194)
- Appeal of new sentence after a McAllen man violated the terms of his supervised release. (United States v. Arnoldo Belmontes, Jr., No. 19-40001)

CORPORATE COUNSEL MAGAZINE RECOGNIZES UHLC LL.M. TAX PROGRAM AS ONE OF NATION’S BEST

The LL.M. Tax program at the University of Houston Law Center has been selected as the second best in the nation by readers of Corporate Counsel magazine.

The program was cited in the education category of the April “Best of 2020” reference guide. The annual survey asks readers to vote for the best providers of services to the legal profession in a variety of areas.

“Corporate Counsel represents a broad cross-section of leaders in the legal profession, so their views are especially valuable to us and to our program,” said Bret Wells, Law Foundation Professor of Law and tax specialist. “We have a strong commitment to training students on the tax skills they will need to be practice ready, and the high ranking we consistently receive from Corporate Counsel is great confirmation of that commitment.”



The Law Center’s LL.M. tax faculty includes full-time Professors Johnny Rex Buckles and Wells, both of whom bring years of academic contributions and high-level practice experience to the classroom. Paul H. Asofsky, a longtime partner and head of the Houston tax group, at Weil Gotshal & Manges LLP, serves as a special advisor. Denney Wright joined the Law Center in 2016 as a professor of practice after 42 years of practice with Exxon Mobil Corporation. Emeritus Professor of Law William Streng, who was named the 2019 Outstanding Texas Tax Lawyer by the State Bar, continues to contribute to the program.

UHLC'S BLAKELY ADVOCACY PROGRAM EARNS TOP MARK FROM PRELAW MAGAZINE



Blakely Advocacy Program

PreLaw magazine awarded an A+ rating to the University of Houston Law Center's advocacy program in February, one of only five schools nationwide to achieve the highest possible grade.

Under the headline "The art of the duel: Trial advocacy leaders" in its winter edition, the magazine noted the top ranking was not surprising because of the success of the school's "renowned" Blakely Advocacy Institute. The program not only produces winning teams in national competitions, but founded and hosts the annual Hunton Andrews Kurth Moot Court National Championship.

"The BAI is one of the few advocacy programs in the country that houses all advocacy disciplines under one roof," said Jim Lawrence, executive director of the Blakely Advocacy Institute who developed the point system used to determine the nation's top 16 qualifiers for the championship competition.

"This program structure, along with Houston's outstanding national and international legal market, creates a win-win opportunity for our students," Lawrence continued. "We teach and practice the art of advocacy."

"The school's trial advocacy program is consistently ranked

among the top in the nation and attracts much student interest," the magazine noted. "For instance, in 2018-19 more than 300 University of Houston students took advocacy courses. During the past 20 years, more than 11,000 students have done so."

"Students enrolled in the Blakely Advocacy Institute's classes and extracurricular competitions devote an enormous amount of extra time and hard work to mastering the various legal skills offered by the BAI, over and above the usual rigors of a typical law school education," said Amy Hawk, associate director. "Late-night study sessions, weekend practices and complicated competition travel schedules are the norm for BAI students — and they tell us almost daily how much they love it!"

"The Blakely Advocacy Institute is one of the University of Houston Law Center's premier centers focusing on experiential learning to ensure that our students follow in the footsteps of their academic predecessors in becoming outstanding legal advocates," said Dean Leonard M. Baynes. "Jim Lawrence and Amy Hawk work tirelessly to provide students with these terrific opportunities. The A+ ranking by preLaw magazine is a well-deserved recognition for an extraordinary program."

OUTLAW AND AMERICAN CONSTITUTION SOCIETY SHED LIGHT ON LGBTQ+ EMPLOYMENT DISCRIMINATION SCOTUS CASES FROM 2019

University of Houston Law Center students learned about three LGBTQ+ discrimination cases that were presented before the U.S. Supreme Court during a February presentation.

“SCOTUS & LGBTQ+ Employment Discrimination: A Discussion on Cases Before the Supreme Court,” was co-presented by the Law Center’s branch of the American Constitution Society, and OUTLaw, a student organization for LGBTQ+ concerns devoted to the issues of lesbian, gay, bisexual and transgender students.

“This year, OUTLaw has aimed to grow its presence on campus, create a supportive space for LGBTQ+ law students, connect our members with LGBTQ+ attorneys, and inform law students and faculty about matters affecting our community, including employment discrimination,” said Emma Brockway, president of OUTLaw. “Our event allowed us to accomplish these goals, and we were honored to hear from two distinguished attorneys.”

Speakers included Associate Professor Emily Berman, who teaches constitutional law, foreign affairs law, and national security law and Brian Klosterboer, a Skadden Fellow at the American Civil Liberties Union of Texas.

Among the cases discussed were R.G. & G.R. Harris Funeral

Homes Inc. v. EEOC, which centers on whether discrimination on the basis of gender identity is covered by the Title VII of the Civil Rights Act of 1964. The case involves a transgender woman fired from a funeral home after informing her employer that she identifies as a woman and intended to undergo gender reassignment surgery.

“It was a pleasure to hear from Brian and Professor Berman on their predictions for how these monumental cases will be decided,” added Mark Kritzer, president of the Law Center’s American Constitution Society chapter. “With questions from the Supreme Court’s bench centered around ancillary topics like gendered bathrooms, there appears some concern over how narrow or wide the Court will define gender identity with their decision in the funeral home case.”

The following case was *Altitude Express, Inc. v. Zarda*, where a man was dismissed from his job as a skydiving instructor for sharing his sexual orientation with a customer. This case was consolidated with *Bostock v. Clayton County*, which involves a gay man who alleged that Clayton County, Georgia terminated his employment because of his sexual orientation under the claim that he had misspent government funds.



UHLC student Emma Brockway, left, Brian Klosterboer of ACLU Texas and Associate Professor Emily Berman, right, address audience members at an event hosted by OUTLaw and the UHLC American Constitution Society, Feb. 10, 2020



Speakers for the Children, Law & Policy Zealous Advocacy for Detention Hearings conference

UHLC'S CENTER FOR CHILDREN LAW & POLICY EXPLORES HOW DETENTION HARMS YOUTH

University of Houston Law Center's Center for Children, Law & Policy held a virtual conference in June emphasizing how the detention process has a detrimental impact on young people during the Zealous Advocacy for Detention Hearings event.

Kameron Johnson, the chief public defender of the Travis County Juvenile Public Defender Office, began the discussion by explaining how the U.S. detains more youth than any other country and how this negatively impacts mental health.

"Last year there were over 67,000 juveniles brought into the juvenile justice system in Texas," said Johnson. "Before they get into the detention facilities and have a detention hearing, these youth are arrested, taken into custody, and processed. That process in itself can be traumatic for a young individual.

"When we talk about detention hearings, it's important to note that there is trauma associated in being arrested, taken into custody, being placed in a police car, being brought to a station, being processed and being booked. Having to call your parents or family and being chained is all detrimental to the child."

Ellen Marrus, director of the Center for Children, Law & Policy, and the Royce Till Professor of Law, explained the importance of remembering that probable cause comes before a detention hearing.

"There isn't any reason for a detention hearing if they don't find probable cause," she said. "You don't necessarily want to bring up all the other information at the probable cause hearing. You want to concentrate on the police report and the affidavits and showing that there is not enough evidence for probable cause.

"If you can't show there is no probable cause, you should still strongly advocate for your client's release at the detention hearing. Detention is no place for children."

Malikah Marrus, a Licensed Master Social Worker and Assistant Professor of Social Work at Hood College discussed resources available to attorneys.

"You do not have to do this alone," Malikah Marrus said. "Either with your caseload or everything you have going on, you may not have the time to gather all the information you need. A social worker can come in and help and may have resources that you may not know about.

"There are other people besides just the parents or guardian who may be able to step up and take up some role in a child's life to ensure that they do not stay in detention prior to the adjudicatory hearing. At detention the child still has not been found to be delinquent."

UHLC'S IMMIGRATION CLINIC CELEBRATES 20-YEAR ANNIVERSARY

As the Immigration Clinic at the University of Houston Law Center enters its third decade of service to the community, its core mission of teaching competent and ethical future immigration attorneys continues.

"In my 10 years as the Immigration Clinic director, I have seen our clinic grow and develop in many ways," said Immigration Clinic Director and Clinical Professor Geoffrey Hoffman. "We now have four licensed attorneys and help hundreds of immigrants on an annual basis with their cases, work authorizations, appeals and in myriad ways.

"We do a lot of complex litigation involving cases on the cutting edge of immigration. We've been to the Fifth Circuit, the Supreme Court, the 9th Circuit and 11th Circuit and help people all over Texas and all over the country. Our students consistently go on to serve immigrants and other communities, here in Houston, as well as throughout Texas and the nation."

Class of 2020 graduates Paul Pierla and Anna Steele reflected on the profound impact that working in the Immigration Clinic had on them personally and professionally.

"My understanding of the practice and substance of immigration law increased substantially," Pierla said. "The practical aspects of working as an attorney, interviewing skills with regard to clients, spotting issues in applications, and new updates in immigration law were some of the topics I enjoyed the most."

"Working in the Immigration Clinic was one of the most challenging and rewarding experiences of my academic career," Steele added. "Though I was deeply moved and saddened by many of the things I have heard from my clients, I used my emotions for something positive – for inspiration and motivation to do my best work on my cases."

Additional Immigration Clinic faculty include:

- **Clinical Fellow and Supervising Attorney Parker Sheffy**, who previously worked as a Fellow at the St. Francis Cabrini Center in Houston for two years, providing representation to individuals with wide-ranging immigration-based issues, including: asylum, special immigrant juvenile status (SIJS), family-based immigration issues, and inadmissibility waivers, among others. While in law school, he served as a law clerk in both chambers of the U.S. Congress, which included working on projects pertinent to immigration policy.
- **Clinical Supervising Attorney Josephine Sorgwe**, who supervises law students on pro bono cases involving crime victims, asylum seekers, and more. Sorgwe also provides direct pro bono legal representation to immigrant victims of crime, domestic violence, and human trafficking under a grant from the

Texas Access to Justice Foundation.

- **Clinical Lecturer Rosemary Vega**, who was previously in private practice and a former partner at Tausk & Vega. She was the sole staff attorney at YMCA International Services from 2003-05. After completing her legal education, she worked as a judicial law clerk for seven immigration judges at the Houston Immigration Court through the Department of Justice Honors Program from 2000-01.

UHLC PROFESSOR JAMES NELSON RECOGNIZED FOR RESEARCH EXCELLENCE



Associate Professor
James D. Nelson

James D. Nelson became the first Law Center faculty member to be honored by the University of Houston with its award for "Excellence in Research, Scholarship and Creative Activity" in May.

"I am delighted to receive this award," said Nelson, a business law scholar who works at the intersection of corporate and constitutional law. "I am also very

grateful to my colleagues at the Law Center for their support and to the University for making the selection."

"I would like to extend my heartiest congratulations for achieving this great scholarly milestone," Amr Elnashai, UH vice chancellor/vice president for Research & Technical Transfer, wrote in notifying Nelson of the award. "I understand that the quality of the nominees this year was exceptionally high, and your selection is a testimony of your outstanding accomplishments in research and scholarship."

"I am very proud of Professor Nelson's accomplishments," said Dean Leonard M. Baynes. "He is the first professor whom I hired as dean. He is an immensely talented teacher and scholar with a great deal of future potential. He is part of an incredibly productive and scholarly faculty."

Prior to joining the Law Center in 2015, Nelson was a postdoctoral fellow in Corporate Governance at Columbia Law School. He also has been a fellow at the Millstein Center for Global Markets and Corporate Ownership and research director of the Project on Corporate Political Spending at Harvard Law School. Nelson earned a J.D. in 2009 from the University of Virginia School of Law where he was editor-in-chief of the Law Review.

In 1993, the late Professor Irene Merker Rosenberg was recognized with a similar honor, the University of Houston Research Excellence Award, for her scholarship in the areas of criminal law and the juvenile justice system.

VETERAN ARMY LAWYER HEADS UNIQUE CLINIC AT UHLC TO REPRESENT SERVICE MEMBERS IN CRIMINAL CASES



Clinical Adjunct Professor
Jason Marquez

The University of Houston Law Center launched the nation's first military justice clinic in July in which law students, under the supervision of faculty and experienced military defense attorneys, will represent service members facing criminal charges.

The Military Justice Clinic is led by Jason Marquez, clinical adjunct professor and veteran of 21 years in uniform, over 15 of those on active duty. He

currently holds the rank of major in the Army Reserve and serves as the deputy regional defense counsel for the Southwest region of the Army Reserve's Trial Defense Service.

"The idea for the program originated when I was serving on active duty and defending a capital murder case," Marquez said. "My defense team had three amazing law students assisting us with research and motions practice. I saw firsthand how law students could both benefit a defense team and could learn a great deal from exposure to the military criminal justice system.

"There are several veterans benefits clinics across the U.S., but this clinic is distinct because it focuses exclusively on assisting current and former service members with military criminal justice matters."

"I am delighted that the Law Center will have the first legal clinic to provide important representation to soldiers charged with crimes as well as provide our students with the necessary practice ready skills to become outstanding lawyers," said Dean Leonard M. Baynes.

In addition to teaching at the Law Center and his duties with the Army Reserve, Marquez works for the UH System as the Clery Act compliance coordinator overseeing federal regulatory and statutory requirements for university crime and security statistics and programs.

UHLC PROFESSOR FAGUNDES NAMED TO AMERICAN LAW INSTITUTE

University of Houston Law Center Professor Dave Fagundes has joined the American Law Institute after being elected by its current members in July. Fagundes was one of 38 new additions to the prestigious organization, which comprises exceptional judges, lawyers, and legal academics from all states and the District of Columbia, along with international members.

Fagundes, the Baker Botts LLP Professor of Law and Assistant Dean for Faculty Development, teaches first-year property, trusts & wills, and copyright. He joined the Law Center faculty in fall 2016.

"I am honored to be elected to the ALI," Fagundes said. "I look forward to assisting in its efforts to advance the law."

Fagundes began his teaching career at Southwestern Law School in Los Angeles, where he taught from 2007 through 2016. Prior to entering academia, he worked as a Bigelow Fellow and lecturer in law at the University of Chicago Law School, an associate at the Washington, D.C. office of Jenner & Block, LLP, and a clerk to Judge David S. Tatel of the U.S. Court of Appeals for the D.C. Circuit.

Fagundes' most recent and forthcoming scholarship focuses on property's abandonment doctrine, the Second Amendment status of municipal corporations, and the intersection of copyright and administrative law. His articles have appeared in the Cornell Law Review, the Northwestern University Law Review, the Texas Law Review, and the Vanderbilt Law Review, among others.



Professor Dave Fagundes

UH'S ARTE PÚBLICO PRESS PUBLISHES COLLECTION OF SCHOLARLY ESSAYS CO-WRITTEN BY LAW CENTER'S LÓPEZ DE LA OSA ESCRIBANO



Adjunct Professor and director of the Center for U.S. and Mexican Law Alfonso López de la Osa Escribano

Alfonso López de la Osa Escribano, adjunct professor and director of the Center for U.S. and Mexican Law at the University of Houston Law Center, co-edited and co-authored a collection of scholarly essays called, “The Future of U.S.-Mexico Relations: Strategic Foresight,” published in July.

In this book, various scholars have contributed to writing different prospective studies about how the relations between Mexico and the U.S. would be in the next 25 years. Using a futurist methodology, the scholars analyze a range of topics include socio-demographic dynamics, cultural and political changes to immigration, economy at the border and trade between the two countries, health and public issues, the energy industry, environmental protection of the border and more.

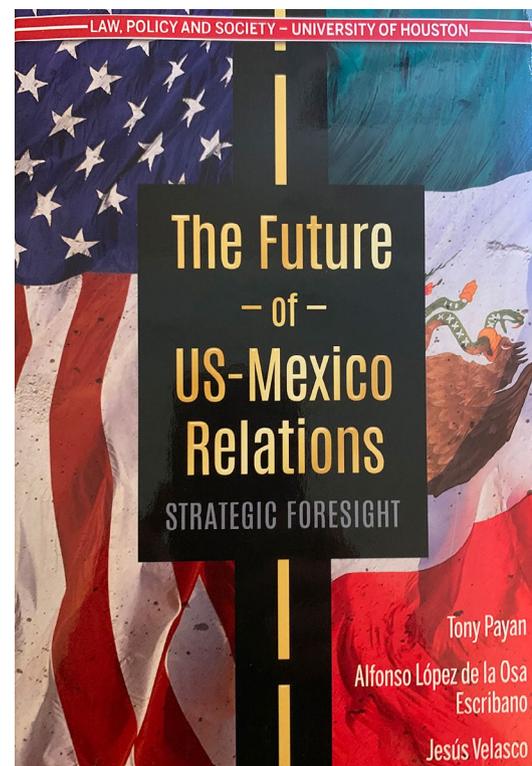
“With this strategic foresight methodology, each author selects between four and six drivers as primary areas of interest, exposing, based on indicators, up to three scenarios on how the relations between the U.S. and Mexico might be or evolve: a baseline or continuity scenario, an optimistic version, and a pessimistic one, as well as the implications each possibility has for both nations,” López de la Osa Escribano said.

For López de la Osa Escribano, he hopes the book provides an analysis on the future relationship between the two neighboring countries that he believes have more factors that unite them than separate them. That way, U.S. and Mexican officials can explore scenarios for strengthening their partnership.

“Even though we can’t predict the future, in unprecedented times due to the COVID-19 pandemic, and following the recent entry into force of the USMCA, this book is critical for anyone that wants to explore how could the U.S.-Mexico relations be in the years to come,” he said. “U.S. and Mexican officials can explore scenarios for strengthening their partnership.

“We would like to avoid undesired scenarios, anticipating and focusing on building a strong partnership between the world’s first economy, and one of the already leading, and also most promising countries in Latin America.”

The strategic foresight was published under the collection Law, Policy and Society at the University of Houston, by Arte Público Press, a University of Houston-run publishing house.



UHLC'S O'QUINN LAW LIBRARY APPOINTED PRIDE PARTNER BY UH LGBTQ RESOURCE CENTER



The University of Houston Law Center's O'Quinn Law Library was designated as a Pride Partner in July, after unanimous approval from the University of Houston's LGBTQ Resource Center Advisory Board.

The program works to create a LGBTQ inclusive campus, and the designation will last for the next three years.

"Our Pride Partners, through training, visibility, involvement or programming, have shown their dedication not only to nondiscrimination but also to providing a welcoming, safe and supportive learning environment for all LGBTQ people," the LGBTQ Resource Center said in a statement.

"Pride Partners seek to promote awareness of and sensitivity toward differences in gender identity and expression, and sexual orientation. The goal is the acceptance and celebration of differences rather than mere tolerance."

Reference and Student Services Librarian Ashley Arrington thanked those in the Law Center community who participated in the Visibility Project, attended Cougar Ally and other related trainings or supported the initiative in other ways.

"I am so grateful that we have always provided a welcoming and safe environment for all students, but it is wonderful to make it official," Arrington said.

UHLC PROFESSORS DUNCAN, KNAKE JOIN LEGAL TEXTBOOK ADVISORY BOARD

University of Houston Law Center Professors Meredith Duncan and Renee Knake Jefferson were appointed to the West Academic Publishing Advisory Board in August.

Duncan, the George Butler Research Professor of Law and Assistant Dean of Diversity, Inclusion and Metropolitan Programs, is a 1993 graduate of the Law Center and joined the faculty in 1998. She teaches torts, professional responsibility and criminal law and oversees the award-winning Pre-Law Pipeline Program. She has been nationally recognized for her law teaching in the Harvard University Press book, "What the Best Law Teachers Do."

"I am so honored and humbled that West Academic Publishing, the leader in legal materials in both print and digital formats, selected me to serve on its prestigious advisory board," Duncan said. "I hope to be able to use my expertise and experience to enhance its efforts to maintain and continue its leadership in this field."

Knake Jefferson, the Joanne and Larry Doherty Chair in Legal Ethics joined the faculty in 2016 and teaches constitutional

law, professional responsibility and a seminar on gender, law, leadership, and power. She is the director of Outcomes and Assessments at the Law Center, which develops and implements policies for compliance with the American Bar Association's standards on student learning.

"I'm honored to be invited to join this prestigious advisory board, and especially pleased that West Academic Publishing selected two University of Houston Law faculty members to join the select group of just 10 advisors, which evidences the University's strong commitment to faculty research and scholarship," Knake Jefferson said.



Professor Meredith Duncan '93 and Professor Renee Knake Jefferson

UHLC'S PRE-LAW PIPELINE PROGRAM SIXTH YEAR ENDS SUCCESSFULLY IN COAST-TO-COAST CLOSING CEREMONY

The first online-only classes in the University of Houston Law Center's Pre-Law Pipeline Program celebrated their introduction to the study of law during a reception event held via Zoom in July.

Speakers included Dean Leonard M. Baynes; Luke Gilman '10, a partner at Jackson & Walker; General Counsel at Southwest Water Company Joseph Park; and Dianne Ralston '04, Executive Vice President, Chief Legal Officer and Secretary at TechnipFMC.

In his opening remarks, Baynes emphasized the need to demonstrate perseverance to reach professional success.

"There will be people who tell you that you can't do something," Baynes said.

"They may be telling you that law, finishing your bachelor's degree, becoming a judge, prosecutor or corporate attorney is not for you. The bottom line is – if you want it, do it. It doesn't mean

automatically you'll reach your goals tomorrow, but it's so important to be resilient. Don't give up."

Gilman reflected on diversity, inclusion and pipeline programs as it relates to law firms. He also discussed that it is the responsibility of legal professionals to point out wrongs and to create positive change.

"A lot of times the discussion is just diversity," Gilman said. "If it's just described as diversity it's an amorphous goal if it doesn't include the ideas of inclusion or a pipeline of people coming into the profession. Over the last 10 or so years, the conversation has moved to something that we expect and that we don't have to wait for any longer.

"As you enter your legal careers, I want to suggest and empower you to raise your hand and point out things that can be improved. You're not criticizing – you're helping the community that you're a part of become something better."

Park congratulated the pipeline graduates for taking the trajectory of their careers into their own hands.

"You have taken some major steps to where you want to be," he said. "It's great to see the impact the Pipeline Program has on people's lives and the impact it's having on the legal profession as a whole. We have come a long way, but we have a lot more to do. You are that next generation, and it's critically important for you to succeed."

As the final speaker, Ralston commended students for making an investment in their future through their participation in the program.

"It's a really interesting and dynamic time to be thinking about being a lawyer when we think of the legal implications of our current environment," Ralston said. "Those of you coming into the legal practice will have the ability to help influence very important issues for our society.

"In these times, when perhaps things seem stagnant in the world around us, and the times seem uncertain and unsettling, it is inspirational to know that there are students like yourselves who are thoughtful and hopeful about the future."

More than 21 universities from across the country were represented in the 2020 class, the sixth year of the program. The program has been honored by numerous organizations and publications, including the American Bar Association, the Law School Admission Council, the AccessLex Institute and INSIGHT

Into Diversity magazine (HEED Award).

Among sponsors for the 2020 class were the University of Houston's Office of the Provost; alumnus Kirk L. Dobbins '93; Jackson Walker, Dillard University; the John Jay College of Criminal Justice; the John Jay College of Criminal Justice's Office of the Provost Yi Li; and Ellen Hartigan, the school's Interim Vice President of Enrollment Management and Student affairs; the CUNY BMI; SouthWest Water Company; and Huntington Ingalls Industries.

The program was established by Baynes and Program Director Kristen Guiseppi. Professor Meredith J. Duncan, director of Metropolitan Programs and the George Butler Research Professor of Law, oversees the program. The initiative is designed to increase diversity among law school applicants and to provide students from low-income, first-generation, and underrepresented backgrounds an opportunity to seriously consider a legal education.



UHLC FACULTY EXAMINE LEGAL PROCEDURES OF U.S. SUPREME COURT JUSTICE CONEY BARRETT'S CONFIRMATION

Legal Implications of Amy Coney Barrett's Supreme Court Nomination



With the most recent addition of a new U.S. Supreme Court Justice, University of Houston Law Center faculty analyzed the process in a Zoom discussion entitled, “Legal Implications of Amy Coney Barrett’s Supreme Court Nomination Confirmation.”

Professor of Law and the Mike and Teresa Baker College Professor Johnny Buckles was the opening speaker. He discussed the role of religious clauses and their relevance during confirmation proceedings for a Supreme Court vacancy.

“It is appropriate for a senator to inquire into whether a judicial nominee will faithfully discharge her office,” Buckles said. “It is therefore appropriate for a senator to ask whether a judicial nominee’s views – whether they’re scientific, philosophical, ethical or religious – will affect how she interprets the Constitution. But is there a Constitutional violation when a senator argues or votes against a judicial nominee on account of that nominee’s religious faith?”

“Senators who oppose a nominee solely on the basis of religious belief, that is, concluding with no legitimate basis that those beliefs would impair the nominee’s ability to discharge her public duties, would offend all major Constitutional norms, particularly the neutrality norm. But they would technically not be violating the Constitution. If a senator were to oppose solely because of faith, that decision

would not rise to the level of a violation of the religion clauses, just the norms.”

Associate Professor of Law and Business James Nelson noted that the constitutional norm of equal treatment has a “flip side,” which he described as a “commitment to religious nonpreferentialism.” This commitment, Nelson said, means that “the government is not allowed to prefer one religion over others, nor may it prefer religion over nonreligion.” He then discussed several reasons to be concerned about the erosion of nonpreferentialism following Barrett’s confirmation.

“We didn’t get a lot of new information at Justice Barrett’s hearings, but I do think we have some reasons to worry that this norm of religious nonpreferentialism might be losing its hold on the Supreme Court,” he said.

Professor Renee Knake Jefferson, Professor of Law and the Joanne and Larry Doherty Chair in Legal Ethics and Director of Law Center Outcomes and Assessments, drew from her book, “Shortlisted: Women in the Shadow of the Supreme Court,” and discussed upcoming decisions that Coney Barrett could have an impact on.

“There are cases in the works right now involving how we count votes across the country. In the year that we’re celebrating 100 years of women’s suffrage, these voting rights cases matter to women – making sure that everyone’s vote gets counted,” Knake Jefferson said.

UHLC ALUMNA HON. RUBY KLESS SONDOCK '62 FEATURED IN 'CELEBRATING EXTRAORDINARY HOUSTON WOMEN' SERIES



Justice Ruby Kless Sondock '62

In commemoration of the centennial of the 19th Amendment, Judge Ruby Kless Sondock's legendary career was highlighted by VisitHouston.com in August. Sondock was co-featured with former Sen. Barbara Jordan.

The article stated, "While she may not have set out to become a trailblazer, the Hon. Judge Ruby Kless Sondock managed to excel in a male-dominated profession with grace, dignity, intelligence and courage."

In 1962, Sondock was one of only five women in her graduating class at the Law Center. It is reported that she started law school with the aim of becoming "the best legal secretary in town." She graduated first in her class and was admitted to the Texas Bar one year before she graduated from law school. Within only one year of practice, she argued a case before the Texas Supreme Court. After practicing law for 12 years, she was appointed a judge on the Harris County Domestic Relations Court in 1973, becoming the first woman district court judge in Harris County. After serving in this capacity for four years, she was appointed to the 234th District Court again making her the first woman to have that honor.

In 1982, Sondock was appointed to the Texas Supreme Court to serve the unexpired term of a deceased justice. With this appointment, she became the first woman to serve on the Texas Supreme Court in a regular session of the Court. Justice Sondock neither sought election for a full term nor accepted

the later nomination to serve the unexpired term of then-retiring Texas Supreme Court Chief Justice Joe Greenhill. She returned to the District Court, and ran unopposed. After serving as a judge, Sondock has worked as a successful private mediator in Houston.

Sondock was proclaimed a "Texas Legal Legend" by the litigation section of the State Bar of Texas in 2016. In Sondock's honor, the Law Center hosts the Justice Ruby Kless Sondock Jurist-in-Residence Lectureship in Legal Ethics speaker series.

CITY OF HOUSTON RECOGNIZES UHLC PROFESSOR THOMPSON WITH HISPANIC HERITAGE AWARD

University of Houston Law Center Professor Sandra Guerra Thompson was the recipient of the Mayor's Hispanic Heritage Education in the Community Award in a virtual ceremony in October.

"She has dedicated her life to persevering and making contributions

for the betterment of the Latino community," Mayor Sylvester Turner said in a proclamation. "Her expertise in the areas of wrongful convictions, forensic science, discrimination in jury selection, prosecutorial ethics, and police interrogations is highly sought after, especially during this current movement for critical criminal justice reform to reduce racial and ethnic disparities."

Thompson is the Newell H. Blakely Professor of Law and director of the Criminal Justice Institute at the Law Center. She teaches criminal evidence, criminal law, evidence and hot topics in criminal law and procedure. Part of the recognition included the City of Houston proclaiming Sept. 15, 2020 as Sandra Guerra Thompson Day.

"The City of Houston commends Dr. Sandra Guerra Thompson for her outstanding commitment to education in the community and extends best wishes for continued success in all endeavors," the proclamation stated.



Professor Sandra Guerra Thompson

UHLC'S INCLUSION EFFORTS DRAW NATIONAL ACCLAIM FROM INSIGHT INTO DIVERSITY MAGAZINE FOR FIFTH STRAIGHT YEAR

The University of Houston Law Center received the 2020 Higher Education Excellence in Diversity (HEED) Award from INSIGHT Into Diversity magazine in September, the oldest and largest diversity-focused publication in higher education. The accolade marks five consecutive years for the Law Center as a HEED Award recipient.

As a recipient of the annual HEED Award – a national honor recognizing U.S. colleges and universities that demonstrate an outstanding commitment to diversity and inclusion – the Law Center will be featured in the November 2020 issue of INSIGHT Into Diversity magazine.

“It is gratifying to see this continued validation for the work the UH Law Center has achieved to build a diverse culture on our campus,” said Paula Myrick Short, senior vice president for academic affairs and provost. “The HEED Award is a reminder of the importance of building an inclusive campus community, and we are committed to that work.”

“At this time, when acts of racism, violence and hate speech have become even more prevalent, I am encouraged that the Law Center stands as a bulwark of understanding, education and progress towards a more diverse and inclusive future. I am honored that the Law Center has been recognized for its diversity programs with the HEED Award for the fifth year in a row,” said Dean Leonard M. Baynes. “The Law Center continues to stand ready to serve as a forum and vessel for achieving lasting diversity, inclusion and excellence.”

“Many thanks go to Professor Meredith Duncan, assistant dean of Diversity, Inclusion and Metropolitan Programs, Clinical Professor Geoffrey Hoffman, Director of the Immigration Clinic, and Kristen Guiseppi, the director of the UHLC Pre-Law Pipeline Program, for their extraordinary efforts to help us achieve our diversity goals.”

HEED Award recipients are selected on the basis of an extensive application, detailing demographics of the faculty and student body, recruitment practices, mentoring and resource programs, community outreach and other efforts designed to increase diversity.

“The HEED Award process consists of a comprehensive and rigorous application that includes questions relating to the recruitment and retention of students and employees – and best practices for both – continued leadership support for diversity and other aspects of campus diversity and inclusion,” said Lenore Pearlstein, publisher of INSIGHT Into Diversity magazine.

“We take a detailed approach to reviewing each application in deciding who will be named a HEED Award recipient. Our standards are high, and we look for institutions where diversity and inclusion are woven into the work being done every day across their campus.”

UHLC ALUMNUS AND U.S. DISTRICT JUDGE BROWN '95 HEADLINES UHLC'S 36TH ANNUAL FALL INSTITUTE ON INTELLECTUAL PROPERTY LAW

Members of the judiciary, legal academia and attorneys discussed a wide range of innovations and updates to their practice and research areas at the 36th Annual Fall Institute on Intellectual Property Law. The hybrid event, hosted by the Law Center's Institute for Intellectual Property & Information Law and Houston Intellectual Property Law Association, was presented to attendees over the course of three days in October virtually through multiple platforms and in-person at the Moody Gardens Hotel in Galveston.



U.S. District Court for the Southern District of Texas Judge Jeff Brown '95 and Associate Dean Greg Vetter

U.S. District Court for the Southern District of Texas Judge Jeff Brown '95 served as the keynote speaker. The Hon. Wallace Jefferson, former Chief Justice of the Texas Supreme Court served as the diversity speaker. Judge Peter Bray, Judge Christina A. Bryan, Judge Andrew M. Edison and all of the U.S. District Court Southern District of Texas, participated in a judicial panel, which was moderated by Sharon Israel, a partner at Shook, Hardy & Bacon.

Twenty-five attorneys and professors provided analysis on topics ranging from best practices for serving clients during crisis – from a pandemic to a hurricane, trademark law, protecting third party privilege, trade secrets, ethics issues created by AI, innovation, the IoT and 3D printing, among others.

Several Law Center faculty members also served as speakers. Baker Botts LLP Professor of Law Dave Fagundes provided attendees with a copyright law update. Professor Paul Janicke discussed recent ethics cases in IP practice. Professor Renee Knake Jefferson delivered a presentation titled, “Diversity as an Ethics Obligation – Understanding ABA Model Rule 8.4(G) Through the Lens of Supreme Court Shortlists.”

UHLC'S EENR CENTER WELCOMES PROFESSOR WARREN AS NEW CO-DIRECTOR



Professor Gina Warren

The Environment, Energy and Natural Resources Center at the University of Houston Law Center named Professor Gina Warren as its co-director in November alongside Victor Flatt, the Dwight Olds Professor of Law.

"I envision a new age for EENR as a leader in sustainability," Warren said. "Now is the time to build relationships, support research, and advance the transition to a clean energy future."

Warren, a George Butler Research Professor and a UH Energy Fellow, joined the Law Center in 2016. She teaches property, energy law and policy, renewable energy law, international energy law, and oil and gas. Warren previously served as the chair of the Association of American Law Schools Section on Natural Resources and Energy Law and was an Energy Fellow at UH Energy.

Warren is a prolific scholar who is highly published in the areas of sustainable social, environmental, and energy practices. Her research explores the role of policy and regulation in the area of sustainable energy, with a focus on renewable energy, climate change, and distributed generation.

Prior to joining academia, Warren was in private practice for several years as a litigator in energy and utility law for the international law firm of Perkins Coie LLP, where she

represented utility companies in court and before federal and state commissions.

PROFESSOR MANTEL TO SERVE ON BOARD OF ADVISERS FOR NEW UH NATIONAL RESEARCH CENTER



Professor Jessica Mantel

University of Houston Law Professor Jessica Mantel will be providing her health law expertise as a member of the advisory committee for the University of Houston's HEALTH Center for Addictions Research and Cancer Prevention, which has received a \$11.8 million grant from the National Institutes of Health.

"This new center is poised to play a vital role in reducing health disparities in Houston by addressing the mental health challenges that lead to higher addiction and cancer rates in marginalized communities," Mantel said. "I am honored to be a part of this bold initiative."

Mantel, the George A. Butler Legal Research Professor and Co-Director of the Health Law & Policy Institute, joined the Law Center faculty in 2010. She is a leading scholar on the legal, ethical, and policy issues related to new models of health care delivery.

JUDGE GRAY MILLER '78 TELLS UHLC STUDENTS INTERNSHIPS AND CLERKSHIPS ARE ESSENTIAL IN UNDERSTANDING THE COURT



U.S. District Judge Gray H. Miller of the Southern District of Texas led an October webinar, sharing insight and answering questions from University of Houston Law Center students to convey the benefits of judicial internships and clerkships for state or federal judges.

“A law clerk basically acts as the lawyer for the judge,” Miller, a 1978 alumnus of the Law Center said. “They will advise me on the law and facts of the cases that come up and on evidence points in suppression hearings and criminal cases.”

Panelists included: Career Law Clerk Anna Archer '06, term law clerks Drew Padley '20 and Christina Beeler '18 and summer intern Austin Turman.

“You get to learn about the different areas of federal and state law that come up through diversity jurisdiction,” Padley said. “Instead of the constraints and narrow focus of a specific law firm, where you might be pigeonholed into a certain area of law, here you never know what’s coming.”

According to Miller, key advantages of interning are learning the mannerisms of the courtroom and studying lawyering skills and strategies. Clerkships offer the same benefits, as well as starting bonuses and an opportunity to network and forge foundational professional relationships, making clerks a competitive applicant to law firms.

“Clerking is hands down the best career experience I have ever had, not just as a lawyer, but even looking at past career experiences as a teacher and musician,” Beeler said. “Even the interviewing process is valuable. Going into chambers and seeing how things work behind the scenes was so exciting.”

Panel members emphasized the importance of interning and clerking with judges, stating that it provides imperative legal experience and builds research and legal writing skills that will be utilized throughout their careers.

“It’s like a postgraduate degree in law,” Miller said. “The hand-on approach exposes unique facets of the court not taught, and it is a steppingstone into any legal occupation.”

HISTORIC UNDERREPRESENTATION WOVEN INTO LEGAL PROFESSION AND BEYOND SAYS UHLC’S KNAKE JEFFERSON

University of Houston Law Center Professor Renee Knake Jefferson said that the low number of female judges throughout the legal system mirrors the lack of women in leadership positions in all industries during the 2020 Women of the Law Fall Event in October.

“Through their stories and through their history, we can actually chart out the next steps in how we further our professional commitment to diversity,” Knake Jefferson said. “It’s only when we view these collective stories and take a more holistic look that we see there are systemic problems here. A key effort to moving forward is visibility and transparency in details.”



Knake Jefferson drew her talking points from her book, “SHORTLISTED: Women in the Shadows of the Supreme Court,” which examines the personal and professional lives of nine women who appeared on presidential shortlists as candidates for the U.S. Supreme Court but were ultimately passed over before Sandra Day O’Connor was selected in 1981.

“Less than four percent of Supreme Court Justices have been women, and there has never been a female Court Chief Justice. This aptly

reflects the current lack of diversity in legal positions of leadership and furthers the importance of women working in prominent, national positions that gain attention and enable a voice. “

Knake Jefferson said that her research on Supreme Court shortlists comes from an investment in diversity and more women in the judiciary, but it also extends into non-law career fields.

“It is a lens for us to think about our commitment to diversity much more broadly throughout the legal profession, and indeed in all professions,” Knake Jefferson said. “It vividly conveys glass ceilings that have been shattered and how these women, varied in age, profession and nationality, paved the way for gender equality.”

Women of the Law aims to create a space for women alumni to network, learn together, and enjoy group events, as well as support the school’s efforts to recruit female students and promote diversity within the Law Center. If you are interested in joining the organization, contact Director of Development Stephanie Johnson at sejohns9@central.uh.edu or 713.743.3839.

UH LAW CENTER UNVEILS INITIATIVE ON GLOBAL LAW AND POLICY CENTER

The University of Houston Law Center is adding to its renowned centers and institutes with the founding of the Initiative on Global Law and Policy for the Americas in 2020.

The Initiative on Global Law and Policy for the Americas (GLPA) is an international center supporting research, scholarship, and teaching related to international comparative law. It was established by Founding Director Elizabeth Trujillo, the Mary Ann & Lawrence E. Faust Professor of Law. Trujillo joined the Law Center's faculty in 2019. She specializes in international trade and investment law, sustainable development and energy, contracts, and international law.

GLPA

Global Law and Policy for the Americas

"GLPA's unique mission is to provide a platform for research on the ways that local legal structures interact with the global," Trujillo said. "Specifically, GLPA focuses on the role of the Americas in shaping global law and policy and on the ways that domestic law and policy in the different regions of the Americas connect with the global."

Prior to joining the Law Center, Trujillo was a Professor of Law at Texas A&M University School of Law where she was also the co-convenor for its Global and Comparative Law Program and an Affiliated Faculty member with the Texas A&M University Energy Institute. She also was a Professor of Law at Suffolk University School of Law in Boston where she also served as co-director of their International Law Concentration, a Visiting Professor at Florida State University School of Law, and a Visiting Scholar at Harvard University Law School.

Prior to entering academia, Trujillo worked for the Houston office of the New York law firm LeBoeuf, Lamb, Greene and MacRae L.L.P., later known as Dewey and LeBoeuf LLP, in the areas of corporate law, project finance and international business transactions, with an emphasis on energy and Latin America.

Trujillo's publications have appeared in top 50 law reviews, books, and peer-reviewed journals, examining the relationship between international trade and investment with domestic regulatory structures, specifically in the areas of energy and the environment, sustainable development, and international consumer protection

law. Her recent research focuses more specifically on the trade implications of local decarbonization strategies in national efforts to mitigate for environmental challenges.

GLPA is focused on the role of the Americas in shaping global law and policy and on the ways that domestic law and policy in the different regions of the Americas connect with the global. GLPA intends to bring together academics, practitioners, and policymakers to develop research, coursework, and collaboration on areas involving domestic law and policy within the regions of the Americas and their comparative relationships to a new global order.

Specific areas of study will include international trade and investment, national security, technological innovation, development, migration, and human rights in the context of today's environmental and energy challenges.

While the center is focused on the Americas, it is not confined to the region. Rather, collaborators will examine these areas in terms of the interconnections between domestic law and policy with international law and global policy, with the Americas as a platform from which to engage with the rest of the world. Specific areas of the Americas will be highlighted and collaboration with other university departments and centers or institutes will be fostered for interdisciplinary research on specific regions: North, Central, South, and the Caribbean.

In addition to Trujillo, affiliated faculty members include Zachary D. Kaufman, Daniel Morales, Tracy Hester and Alfonso López de la Osa Escribano.

In 2021, GLPA will launch a six-part webinar speaker series in partnership with the University of Bologna Department of Political and Social Sciences. The theme of the series is, "Constitutionalism, Trade, Social Justice, and Sustainability in the Americas: Lessons from the 2020 Global Pandemic."

TEXAS INNOCENCE NETWORK PROVIDING ADVOCACY SUPPORT DESPITE LIMITED ACCESS TO CLIENTS

The Texas Innocence Network's Capital Division has been prevented from visiting its clients on death row since March and has therefore had to communicate exclusively by phone. In addition, the Capital Division made the decision to postpone most witness interviews until the pandemic subsides and they can be done in person.

Despite these restrictions, the Capital Division's students and interns have continued assisting in representing its death-sentenced clients during this time by requesting and evaluating records, reviewing transcripts, and conducting legal research and assisting in the preparation of pleadings. The Texas Innocence Network's Capital Division assisted in obtaining a stay of execution for a client who was scheduled to be executed on May 6, 2020, and filed a federal habeas petition and four state habeas applications on behalf of death-sentenced inmates.

JCAP TRANSITIONS TO DIGITAL OPERATIONS, CREATES NATIONAL HEADLINES

As a result of the COVID-19 pandemic, the Juvenile and Children's Advocacy Project's Juvenile Representation clinic has adapted to continue to represent dual-status youth by having students attend Zoom hearings on behalf of their clients along with their supervising attorneys. Client visitations and meetings have been accomplished via a mix of Zoom visitations, phone calls, and socially distanced placement visits. Additionally, students are able to sit in the courtroom with Juvenile Court Judge Dena Fisher to view other juvenile court hearings and trials and discuss their questions and reactions with Fisher in real time, so they get an overview of many different proceedings and case situations.

Students in the class have also represented clients on record sealing cases by meeting with clients virtually, drafting and filing the pleadings, and attending opposed record sealing cases with Professor Katya Dow. Currently, the JCAP record sealing program has sealed over 600 juvenile records.

JCAP has extended the reach of the juvenile record sealing clinic by training approximately 150 lawyers at major law firms how to do juvenile record sealing. Training sessions have been held at Vinson & Elkins, Morgan Lewis, Latham & Watkins, Beck Redden and Jackson Walker, as well as through the Houston Bar Association sealing program. Professor Dow will provide further record sealing training to the Houston Volunteer Lawyers Program, as the HBA sealing program transitions to the HVL.

In partnership with Texas Appleseed, the Harris County Youth Collective, the Earl Carl Institute and Beacon Law, JCAP has participated in expunction clinics to provide pro bono expunction and sealing services for both adult and juvenile records.

JCAP made national news as a result of its representation of DeAndre Arnold and Kaden Bradford, who had been suspended from the Barbers Hill Independent School District for wearing their hair in dreadlocks. JCAP partnered with the ACLU of Texas and LDF on these cases, with JCAP's Equal Justice Works fellow Christina Beeler '18 providing representation in the school grievance process and conducting research and support for the ACLU and LDF in the civil court proceedings. The court ultimately ruled that the BHISD hair policy was discriminatory.

In public policy initiatives, JCAP's Professor Dow is a member of the Texas Supreme Court Children's Commission state-wide task force on Dual Status Youth, which was created to identify best practices for representing and advocating for dual status youth and propose policies and legislation aimed at implementing those practices.

CHINQUAPIN PREPARATORY STUDENTS WIN TOP HONORS AT 2020 UH LAW CENTER STREET LAW MOCK TRIAL TOURNAMENT



High school students from Chinquapin Preparatory School won the championship round of the University of Houston Law Center's virtual Street Law 2020 mock trial competition in November. Students from Alief Early College were the runners-up. The Honorable Gregg Costa of the Fifth Circuit of Appeals served as the judge of the final round.

Other participating schools included High School for Law and Justice, KIPP Northeast College Prep High School, KIPP Generations Collegiate High School, Mickey Leland College Preparatory Academy for Young Men and Excel Academy Charter School: a Residential Facility of Juvenile Probation. There were 28 teams total.

"You all should be very proud of yourselves," Costa said in his closing remarks. "You all accomplished a great deal. Even if you don't become a lawyer, I hope you recognize the importance of the justice system, serving as jurors, getting active in voting and playing a part in our democracy. It all depends on talented young people like you. It was an honor to be a part of this."

The Street Law program was established in 2016 by Professor Ellen Marrus, director of the Center for Children, Law & Policy and the Royce Till Professor of Law.

"There were many changes in our mock trial this year – students competed over multiple days, for the first time we had youth involved from juvenile probation residential facilities, and of course, due to the pandemic all learning and trials occurred over Zoom," Marrus said. "Many attorneys have not been prepared for conducting trials virtually. Our Street Law scholars did an amazing job. I cannot wait to see them as true lawyers in the future."

"The legal profession needs to keep an eye on these young people. They have the potential of being future changers and shakers. Hearing from a young person who has been in conflict with the law themselves, hearing them understand how the legal system works, and them proclaiming that they found their voice and want to continue their education, get a law degree and represent young people in court summed up why this program is so important. It really does change lives."

JAIME GUTIERREZ '20, LL.M., INTELLECTUAL PROPERTY AND INFORMATION TECHNOLOGY LAW



Jaime Gutierrez '20 and
Lupita Gutierrez

Jaime Gutierrez knew at the age of six he wanted to be a lawyer, but his career took a different path to engineering. Still, the dream of being an attorney lingered for decades.

“One day in 1995, over a cup of coffee, my wife Lupita and I were discussing my dream of going to law school,” Gutierrez shared. “That’s when she said, ‘You do not want to be 60 years old and

wonder whether you could have made it through law school.’”

Gutierrez took his wife’s words to heart and now at 64, not only does the father of three have a law degree from South Texas College of Law, he’ll receive a Master of Laws degree from the UH Law Center with a specialization in intellectual property and information technology law. Getting a second law degree was also at the encouragement of his wife.

Despite his educational triumphs, Gutierrez has never been a practicing attorney. Having a solid knowledge of the law helps him in his current job at Occidental Petroleum, he said, to negotiate software contracts with other large companies.

When the time comes to retire, Gutierrez said he’s interested in teaching law courses. You can bet his biggest supporter, Lupita, will be there to cheer him on.

UH LAW CENTER CELEBRATES THE SEASON THROUGH VIRTUAL HOLIDAY EVENT

Administrators, alumni, faculty, staff and friends of the University of Houston Law Center gathered virtually in December for a special edition of the annual Holiday Coffee event.

Attendees heard holiday jingles from Eduard Gavril, a PhD student from the University of Houston’s Moores School of Music, learned about faculty and other milestones at the Law Center during the past year and received a virtual tour of renderings of The John M. O’Quinn Law Building, which is currently under construction.

“This has been a tough year for so many people,” said Dean Leonard M. Baynes. “There has been the economic downturn,



coronavirus, racial and social unrest. But it’s really important for us to focus on positive things and some of the highlights happening at the Law Center. I want to wish the Law Center community a Merry Christmas, Happy Hannukah, Happy Kwanzaa and a Happy New Year.”

Baynes’ presentation began with results from the September bar exam, in which Law Center graduates had a passing rate of more than 94 percent, the third-best result among Texas law schools. He also discussed the Law Center’s standing in this year’s U.S. News & World Report, and accolades from INSIGHT Into Diversity and preLaw magazines. It concluded with a question-and-answer session and attendees networking in breakout rooms for separate conversations.

UH LAW CENTER HOSTS VIRTUAL GATHERING FOR WASHINGTON D.C. ALUMNI



University of Houston Law Center graduates, leadership and faculty gathered via Zoom in November for the D.C. Alumni

& Friends Reception.

Attendees received an update on the progress of the new John M. O’Quinn Law Building, which is currently under construction, and other accomplishments and happenings at the Law Center.

“D.C. is the Law Alumni Association’s first chapter outside of Texas. I was delighted to reconnect with some alumni whom I haven’t seen in a while. Also, I was delighted that some of our law alumni leadership were able to join us on the Zoom call,” said Dean Leonard M. Baynes. “We look forward to when we can visit with our alumni in Washington D.C. again in person.”

IMPLICATIONS OF 2020 PRESIDENTIAL ELECTION EXAMINED AT VIRTUAL UH LAW CENTER EVENT

Legal, political and policy experts discussed the record-breaking amount of voter participation, the minority vote, and potential outcomes among other topics during the University of Houston Law Center's virtual event, "What Happens Next: A Discussion of the November 3, 2020 Presidential Election" held in November.

Associate Professor Emily Berman, the opening speaker, said the election itself went smoothly and showed a robust democratic sentiment in the country.

"This was an incredibly successful election with record turnout," Berman said. "Many people were worried about widespread violence around the country at the polls, which didn't happen. There were concerns about foreign and domestic interference in the election in the form of cyberhacking, and that did not materialize.

"There have been no credible allegations of systemic problems. Both Republican and Democratic state officials have said that they have seen no irregularities. The suits that have been filed in the aftermath of the election have been thrown out."

Berman said there are however causes for concern given allegations of voter irregularities and the pursuit of legal action by the Trump administration.

"What the president did was calling the legitimacy of the election into question," Berman said. "That has long-term implications for our democracy. There are also concerns about how the refusal to acknowledge the outcome is undermining the ability for President-Elect Biden and his team to have a smooth and effective transition. There are a lot of challenges facing this country. The delay and calling into question the legitimacy of the label president-elect is really undermining the effectiveness of the transition, and is likely to put the next administration in a hole to begin with."

The second speaker, George A. Butler Research Professor Daniel Morales, discussed the dynamics of the Latino vote, including particular areas that sparked national interest in Texas and Florida.

"The Rio Grande Valley is a big story of lack of attention," Morales said. "The Biden campaign wanted to emphasize social distancing, so they weren't knocking on doors in an epicenter of the coronavirus epidemic. The other piece is that the surge in funding for border protection by the Trump administration has led to an increase in Latino jobs that are tied to the Department of Homeland Security. A long-term trend with border enforcement is these are wealth creation vehicles."

Morales also pointed to how the Trump campaign made a direct appeal to Cuban and Venezuelan populations in the Miami area.

"Cubans have always had an overwhelming fear of Communism in the United States," Morales said. "Trump messaged Cubans and Venezuelans directly with ads that resonated with the population that

occupies Miami-Dade County."

The third and final speaker was Dr. Jim Granato, Associate Dean and Professor in the Hobby School of Public Affairs. Granato discussed how the incoming administration is likely to restore Obama era policies through executive orders in areas of climate change, taxation, immigration and potentially criminal justice reform.

Granato also pointed to past presidents and presidential candidates that have followed a similar career path to President-Elect Joe Biden.

"Joe Biden is in the last 60 years only the third person to serve in the Senate, serve as vice president and become elected president," Granato said. "The last two candidates to attempt that were Al Gore and Walter Mondale. LBJ and Harry Truman are the last two that follow this trajectory."

The discussion was co-sponsored by the Houston Bar Association.

UH LAW CENTER SUPPORTS ABA'S CALL TO ACTION FOR DISABILITY DIVERSITY IN LEGAL PROFESSION

The University of Houston Law Center signed onto a Pledge on Disability Diversity in the Legal Profession in November, an initiative brought forth by the American Bar Association's Commission on Disability Rights.

"As we think about diversity, equity and inclusion, we need to be broad in our scope to ensure all members of our society are able to live up to their full potential and have wide range of opportunities," said Dean Leonard M. Baynes. "I am heartened that the Law Center signed this pledge and commitment to disability diversity."

The pledge reads:

"As Legal Employers, Chief Legal Officers, Law Schools, State and Local Bar Associations, Judges, Court Administrators Hiring Partners, and Hiring Personnel in the Legal Profession, we hereby affirm our commitment to diversity in the legal profession, including diversity with respect to individuals with mental, physical, and sensory disabilities. Our pledge is based on the need to enhance opportunity in the legal profession and our recognition that the legal and business interests of our clients and the populations we serve require legal representation that reflects the diversity of our employees, customers and the communities where we operate. In furtherance of this commitment, this is intended to be a Pledge for Change for the profession generally and in particular for our law departments, firms, agencies, law schools, state and local bar associations, courthouses, and organizations. We further pledge that we will encourage other law departments, firms, agencies, law schools, state and local bar associations, court systems, and/or organizations that we do business with to make a similar diversity commitment."

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