

LEAH WITCHER TEAGUE

Baylor University School of Law
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EDUCATION

BAYLOR UNIVERSITY SCHOOL OF LAW

- Juris Doctor
- *Cum Laude*
- Law Review

BAYLOR UNIVERSITY

- Bachelor of Business Administration- Accounting Major
- *Summa Cum Laude*
- Beta Gamma Sigma

CAREER HISTORY

BAYLOR UNIVERSITY SCHOOL OF LAW - May, 1989 to present

Director of Business and Transactional Law Program, 2021 – present

Responsibilities include advancing our business and transactional programs, improving recruitment of applicants interested in business and transactional law, identifying new experiential and employment opportunities for our students, nurturing relationships with alumni, and elevating and strengthening the national and regional profile of Baylor Law's program. Duties are performed in collaboration and coordination with faculty, admissions team, career development team, clinical director, alumni director, and development/advancement director.

Director of Leadership Development Program, 2021 – present

The Leadership Development Program was co-founded in 2014 with Stephen Rispoli. Responsibilities include overseeing the operation, enhancement, and marketing of the Program that provides training to Baylor Law students with a three-fold mission:

- encourage law students and lawyers to embrace their obligation to serve clients and society,
- better equip law students for positions of leadership and influence, and
- inspire law students to boldly seek opportunities to make a difference in their communities and the world.

Professor of Law, 1989 – present

Tenured Professor, 1996-Present

Currently taught classes – Leadership Development

Previously taught classes – Basic Tax and Accounting for Lawyers, Individual Taxation, Corporate Taxation, and Partnership and S Corporate Taxation, Real Estate Finance, Immigration, Tax and Financial Planning for Individual and Small Business Owners

Currently teaching – Leadership Development

Associate Professor, 1992-1996

Assistant Professor, 1989-92

Associate Dean, November 1991-2021

Responsibilities include general operation of the law school, including hiring and supervision of staff (student recruitment, admissions, alumni relations, student relations, professional development, career services, clinics, marketing, information technology, and faculty assistance), academic regulation enforcement; academic advisement and counseling; monitoring submission of grades; honor code/disciplinary enforcement; special events; course scheduling; oversight of faculty teaching loads; scheduling and agenda for faculty meetings; hiring and oversight of adjunct professors; oversight of building and equipment maintenance and use; general assistance to the dean, faculty, students and student organizations; general assistance in alumni, bar and University relations; special projects; and self studies.

NAMAN, HOWELL, SMITH & LEE, P.C. - February, 1986 to May, 1989

Associate Attorney - primarily general business with a concentration in tax law. Also work in estate and probate, real estate, termination of parent rights, and immigration.

RECENT PUBLICATIONS

“Growing Number of Leadership Programs and Courses Supports Professional Identity Formation (forthcoming in the Santa Clara Law Review, Volume 62, 2021 Leadership Symposium Issue).

Leah Teague & Stephen Rispoli, “The Study of Leadership Theories: Great Leaders Are Made, Not Born” ABA Law Practice Magazine (Nov./Dec. 2021).

“Making Progress in Legal Education: Leadership Development Training in Law Schools,” 73 Baylor Law Rev. 1 (2021).

LEAH W. TEAGUE, ELIZABETH M. FRALEY & STEPHEN RISPOLI, FUNDAMENTALS OF LAWYER LEADERSHIP (2021).

Elizabeth M. Fraley & Leah Witcher Jackson Teague, *Where the Rubber Hits the Road: How Do Law Schools Demonstrate a Commitment to Training Leaders?* 14 TENN. J. L. & POL. 369-434 (2020).

Polden & Leah Jackson Teague, *More Diversity Requires More Inclusive Leaders Leading by Example in Law Organizations* 48 Hofstra L. Rev. 681-703 (2020).

“Training Lawyers for Leadership: Vitally Important Mission for the Future Success (and maybe survival) of the Legal Profession and Our Democracy,” 58 SANTA CLARA L REV 633 (2018).

Lawyers as Leaders: Community Engagement and Leadership Benefits All, 81 Tex. B. J. 88 (2018)

“Higher Education Plays Critical Role in Society: More Women Leaders Can Make a Difference,” Forum on Public Policy (Summer 2015).

American Council on Education’s IDEALS for Women Leaders: Identify, Develop, Encourage, Advance, Link, and Support, WOMEN AND LEADERSHIP IN HIGHER EDUCATION 61-78 (Information Age Publishing 2014).

“Networking to Leadership in Higher Education: State-based Networks for Women’s Leadership” Co-authored with Josefina Castillo Baltodano, Susan Carlson, and Wanda Mitchell, Leadership Programs for Women in Higher Education Special Issue, *Advances in Developing Human Resources*. May 2011.

“Educate the Women and You Change the World: Investing in the Education of Women is the Best Investment in a Country’s Growth and Development.” Forum on Public Policy (2009).

“Women in Leadership Positions in the Legal Profession: Do They Face a Glass Ceiling or Clogged Pipeline, or Is It Now a Ceiling of Lifestyle Bubbles?,” *Forum on Public Policy Online*, Summer 2007 edition. <http://forumonpublicpolicy.com/archivesum07/jackson.pdf>

Jackson, Leah W., “Won the Legal Battle, but at What Tax Cost to Your Client: Tax Consequences of Contingency Fee Arrangements Leading up to and After *Commissioner v. Banks*.” 57 BAYLOR L. REV. 1 (2005).

RECENT PRESENTATIONS

"Ethical Leadership," Leadership Waco, Waco, Tx (January 19, 2021)

"Ethical Leadership," Leadership Waco, Waco, Tx (January 21, 2020)

“What LSSSE Data Can Teach Us About Developing Our Law Students for Influence and Impact as Leaders,” Webinar hosted by AALS Section on Leadership, AALS Section for the Empirical Studies of Legal Education and the Legal Profession, AALS Section on Law and Social Sciences and LSSSE (November 5, 2019).

“Society Needs Lawyers Equipped for Ethical Leadership and Service: The Role of Law Schools in Character Development,” The Character of the University Baylor Symposium on Faith and Culture, Waco, Tx (October 18, 2019)

“Lawyers as Leaders” University of Texas System General Counsel Annual Meeting, Austin, Tx. (September 26, 2019)

“Tax Consequences of Litigation: Why You Must Care and What You Need to Know.” Texas Trial Lawyers Association Annual Meeting, Houston, TX. (June 6, 2019)

“Tax Law Changes: What Turbo Tax Can’t Tell You on the Fly.” State Bar of Texas Soaking Up Some CLE 2019: A South Texas Litigation Seminar, South Padre Island, TX (May 17, 2019)

“Tax Consequences of Litigation After the Tax Cuts and Jobs Act,” Attorney Information Exchange Group, Charleston, S.C. (April 11, 2019)

“Components of an Effective Leadership Class,” University of Tennessee Institute for Professional Leadership Roundtable, Knoxville, TN. (April 4, 2019)

“Leadership Development in Law Schools: What are We Doing Now?” University of Tennessee Law Institute for Professional Leadership Roundtable, Knoxville, TN. (April 4, 2019)

“Law and Leadership,” Live with Kellye and Ken Monthly Dialog Webcast (April 1, 2019)

“Lawyer as Leaders: What you do matters!,” Office of U.S. Immigration and Customs Enforcement Monthly Webcast (March 27, 2019)

“The Lawyer’s Legacy: May Your Footprint Be Larger Than Your Foot,” Waco-McLennan County Bar Association CLE Luncheon (November 9, 2018)

“We need more gritty, resilient, educated citizens, lawyers and leaders.” American Board of Trial Advocates Teachers Law School, Waco Texas (June 15, 2018)

“What You do Matters Greatly!,” keynote address, Delta Kappa Gamma Annual Meeting, Waco, Texas (June 14, 2018)

“Growing Movement: Leadership Development in Law Schools” and “Challenges to our State Court Systems: Implications for Democracy,” Symposium: Advancing Leadership Development in the Legal Profession: Addressing Challenges in Legal Education and the Practice of Law, Santa Clara University School of Law (March 23, 2018)

“Moving the Needle: Lifting As We Climb through Strategic Alliances,” American Council on Education Women’s Network State Chairs Conference, Washington, D.C. (March 10, 2018)

“Leadership Development in Law Schools,” 2018 AALS Annual Meeting, San Diego, CA (January 6, 2018)

“Resources for Baylor Women in the Academy,” Going for the Gold in Higher Education: On Mentors, Research, Huddles, and Panache, Baylor University (May 29, 2017)

“IDEALS: Identify, Develop, Encourage, Advance, Link and Support Women Leaders in Higher Education,” 3rd Biennial International Leadership Association Women and Leadership Conference, Omega Institute, Rhinebeck, NY (June 12, 2017)

“Why Gritty, Resilient Women Are More Likely to Be Successful, Happy Leaders and How You Can Be Too,” 3rd Biennial International Leadership Association Women and Leadership Conference, Omega Institute, Rhinebeck, NY (June 14, 2017)

“The Role of Leadership in Law School Education: More than just an ‘other’ skill,” 2017 Institute for Law Teaching and Learning, Little Rock, AR (July 8, 2017)

“Lawyers as Leaders,” 2017 Wolters Kluwer 4th Annual Leading Edge Conference, Chicago, IL (July 11, 2017)

“Plenary: Budget Basics and Law School Finances,” American Bar Association 2017 Associate Dean Conference, Chicago, IL (July 13, 2017)

“Finding Your Grit to Trump Adversity in Your Career: Getting Grittier, Growing Your Mindset and Developing Resilience,” 2017 Young Lawyers Division ABA Annual Meeting, New York, NY (August 11, 2017)

“Introducing Leadership Development into the Law School Curriculum,” 2017 AALS Annual Meeting Discussion Group, San Francisco, CA (January 5, 2017)

Closing Keynote, Women in the Academy 2016 Annual Conference, Baylor University, April 9, 2016.

“Moving the Needle: Strategies for Successfully Steering the Advancement of Women,” Keynote Address, Texas Women in Higher Education 2016 Annual Conference, April 4, 2016

“Promoting Women’s Advancement & Equity Leveraging Title IX & Other Strategies for Success,” ACE Women’s Network Annual State Chairs Conference, San Francisco, CA, March 12, 2016.

“Moving the Needle Initiative,” Wisconsin Women in Higher Education 2015 Annual Conference, Milwaukee, WI, November 30, 2015.

“ACE Leadership Programs & Moving the Needle,” International Leadership Association, Women’s Affinity Group, Aslimar Conference, June, 11, 2015

“What Have We Learned? – Transferable Insights from Four Women’s Leadership Development Programs,” International Leadership Association, Women’s Affinity Group, Aslimar Conference, June, 11, 2015

“Healthy, Wealthy & Wise,” For Women for Life: Focus on You Conference, Baylor Scott & White, Waco, April 11, 2015.

Leah Jackson, *Leadership Development for Women: Celebrating Our Uniqueness While Learning to Play Well with Others*, Pathways to Potential Conference, Oklahoma Women in Higher Education, Oklahoma City, November 20, 2014.

Leah Jackson, *American Council on Education’s (ACE) IDEALS for Women Leaders: Identify, Develop, Encourage, Advance, Link, and Support*, Leading Consciously: Women and Leadership in Higher Education, International Leadership Association Annual Conference, San Diego, Ca., November 2, 2014.

“Moving the Needle”, American Council on Education’s Women’s Network Annual State Coordinators Conference, San Diego, March 8, 2014

“Women’s Leadership Programs and Initiatives: Developing Higher Education’s Future Leaders,” International Leadership Association, Women’s Affinity Group, Aslimar Conference, June, 11, 2013

“Introducing Moving the Needle Initiative,” American Council on Education’s Women’s Network Annual State Coordinators Conference, Washington D.C., March 2, 2013

“Strengthening and Leveraging our Affinity Relationship: The State Networks and ACE,” American Council on Education’s Women’s Network Annual State Coordinators Conference, Washington D.C., March 2, 2013

“Working Together to Move the Needle: Advancing Women in Higher Education Leadership,” American Council on Education, An Inclusive Excellence Group Roundtable, Washington, D.C., June 28, 2012

“The Status of Women in Higher Education Leadership: Are We There Yet?” Texas A&M and Baylor University Women Administrators Exchange, Waco, Texas, June 8, 2012

“State Networks: Organizational Issues,” ACE Women’s Network Annual Conference, Phoenix, AZ, March 10, 2012

“Connecting with State Legislators,” Office of Women in Higher Education State Network Annual Conference, Washington, D.C., March 5, 2011.

“Family-Friendly Policies in Texas Institutions in Higher Education.” Texas Women in Higher Education Annual Conference, Dallas, Texas, April 9, 2010.

“Getting Your Network on Sound Legal Ground: 501c3 status, and Managing Liability,” Office of Women in Higher Education State Network Annual Conference, Phoenix, Arizona, March 6, 2010.

“Addressing Poverty through the Education of and Investment in Women,” Social Justice: Human Rights, Poverty and Financial Resources Round Table at Harris Manchester College, Oxford, England, July 22, 2009

“Integrating Tax Issues into a Law School Curriculum,” Institute for Law Teaching and Learning, Gonzaga University School of Law, Spokane, Washington, June 23, 2009.

“Women’s Leadership Retreat, co-presenter for full day leadership training workshop,” Texas Christian University, April 24, 2009

“Opportunities and Challenges for Women in the Law Profession,” Women’s Leadership Summit, Baylor University, March 29, 2008 and March 21, 2009

“Family-Friendly Policies in Higher Education: How do your institution’s policies stack up?” Texas Women in Higher Education Annual Conference, San Marcos, Texas. April 25, 2008.

“Women in Leadership Positions in the Legal Profession,” Women’s Rights and Leadership Round Table at Lincoln College, Oxford, England, August 6, 2007

“Life Lessons Learned Through Sports and the Paths We Choose in Life,” Baylor Softball Team, Fall 2002, and Fall 2008

Motivational speech to *Journey Beyond Dreams College Experience Program*, Baylor University, 50 high school students from intercity Houston, June 2005, 2006, 2007, 2009.

“Where Do You Go From Here: Finding a Dream and Living with Passion,” Showcase of the Stars, Midway ISD Education Foundation Recognition Dinner, April 5, 2004.

“Cross Roads” Book Report on *Founding Brothers* and Panel Discussion to Honor Program Freshman, August 24, 2001

UNIVERSITY INVOLVEMENT

UNIVERSITY COMMITTEES:

Illuminate Academic Strategic Initiative, Chair, 2018-2020

University-Wide Student Leadership Initiatives, 2015-2018

Leadership Visioning Committee, 2014-2015

Faculty Diversity Committee, 2013-2015

Strategic Themes Committee, 2010-2011

Academic Research Committee, 2007-2010

Review potential conflict of interest issues.

Pre-Law Council, 2007-2013

Worked with a small group to create a formal pre-law program. The group developed a website, materials and developed programs to be presented to students every fall and spring to guide them through the process of getting ready for and applying to law school. Created the PowerPoint presentation that the group uses for the presentation to incoming freshman. Made numerous presentations to undergraduate students about the legal profession and the process.

Bush Presidential Center Steering Committee, 2001-2006

Chair, Library Planning Committee

Unsuccessful bid for the Presidential library; however, several successful projects resulted from Baylor’s and Waco’s joint efforts

Outstanding Faculty Selection Committee, 2002-2004

Search Committee for Vice-President of Development, 2011

Search Committee for Men’s Basketball Coach and Athletic Director, 2003

Asked by then President Sloan to serve as the faculty representative on the committee to hire the basketball coach and AD after the murder of Patrick Denny. I became the primary contact with the remaining players on the men’s basketball team during the critical weeks as we tried to limit the number of players who requested transfers to other schools. We hired Scott Drew and Ian McCall, both of whom still serve.

Frequent speaker to various groups or departments on federal income tax, charitable, and leadership topics (especially women’s leadership development).

Technology Planning Council, 1996-1998

Baylor Roundtable Curriculum Committee, 1996

Information Resources Technology Task Force, 1995

Student Life, Activities, and Ministries Self Study Committee, 1994-95

Records Subcommittee, Chair 1994-95

Faculty/Staff Sesquicentennial Steering Committee, 1994

Faculty/Staff Sesquicentennial Golf Tournament, Co-Chairperson, 1994
Distance Learning Task Force, 1994-95
Respondent on panel for Sesquicentennial Symposium, *One Out of Many, The Great American Experience of Unity in Diversity*, November, 1994
Speaker on Estate and Disability Planning for Herbert H. Reynolds Summer School for Retired Persons, 1991-93
Speaker on Disability Planning for the Summer Institute on Aging for Religious Workers, 1991-93
University Calendar Committee, 1992-95
Computer Facilities and Usage Committee, 1992-94
Committee for the Promotion of Sexual Equality, 1990-92

LAW SCHOOL RESPONSIBILITIES:

Associate Dean, Nov. 1991-present
Academic Standards Committee, 1991-present, Chair 2011-2015
Oversee the probation and dismissal policy. Determine when and if students are allowed to continue or return to class. Monitor all policies and procedures that affect academic standards. Studied which students are at risk for failing the bar exam and created a program to assist them. Studied and determined a need to change the grading scale more consistent with other top law schools.
Curriculum Committee, 1991-present, Chair, 2010-2013, Co-Chair 2005 – 2009
Regularly monitor curricular changes at other law schools looking for trends and best practices in legal education. Also monitor trends and changes in practice areas within the legal profession and suggest changes to curriculum as appropriate.
Faculty Retreat Planning, Co-Chair 2006
Planned and lead a weekend faculty retreat to review and reestablish the goals, mission and vision for the law school. Served on all three workgroups that followed providing significant direction and leadership to the entire process. The work led to the strategic plan document for the Law School.
Secretary-Treasurer of the Baylor Law Alumni Association, 1997 – present
Work with the Officers to determine ways in which the Alumni Association can support the work and activities of the Law School. Plan reunions. Supervise the hosting of graduation receptions, and for many years, the alumni receptions.
Supervise the creation and publication of the alumni directory.

DUTIES AS ASSISTANT PROFESSOR:

Coach, Client Counseling Team, 1991-94
Advocacy Competitions Committee, 1990-94
Facilities Committee, 1992-94
Alumni Relations Committee, 1990-91
Continuing Legal Education Committee, 1990-91
Publications Committee, 1990-91
Student Relations Committee, 1990-91

PROFESSIONAL ACTIVITY

American Association of Law School Section for Leadership, 2018 – 2020
Co-founder of Section
Executive Committee, 2018- 2020
Chair, 2019
Past Chair, 2020

Texas Federal Tax Institution, Board Member, 2014-present, Executive Committee 2015-present
Texas Bar Foundation, Elected Member, Sustaining, 2002-present
Texas Committee on Professional Ethics, 2012-2014
American Council on Education, Inclusive Excellence Group, Women's Network
Executive Council, 2012-2018
Chair of Strategic Initiatives Committee, 2012-2018
American Council on Education, Office of Women in Higher Education, State Networks
Advisory Board, 2009-2012
Texas Women in Higher Education, Inc., Founding Board Member, 2006-present
Co-Chair, 2006-2009
Waco-McLennan County Bar Association, Director 1991-2001
President, 1999-00
Vice-President, 1997-98
Secretary, 1996-97
Treasurer, 1995-96
Waco-McLennan County Young Lawyers, 1986-1998
Chair, Mentor Program, 1997-98
Staff Diversity Task Force appointed by the Texas Supreme Court as part of the Texas
Commission on Judicial Efficiency, 1995-96
Estate Planning Council of Waco, Secretary 1988-91
Frequent Speaker, topics include taxation of individuals and business entities, non-profit
organizations, leadership, women's issues and charitable giving

CIVIC AND CHARITABLE ACTIVITIES

Waco Entrepreneurial Ecosystem, Inc., Board of Director, 2018-present
Governance Committee, Chair 2019-present
Association of Good Government, 2018-present
Nominations Committee, 2020-present
Harris Creek Baptist Church
Pastor Search Team, Chair, 2019
American Heart Association
Waco Heart Walk, Chair, 2014
Greater Waco Education Alliance, Planning Team, 2010-2013
Executive Committee, 2008-2010
Creation of a community-wide initiative to raise the level of commitment to
education by the entire community. For 18 months, we have met at least once a
week for 2 or more hours to work on the building of this community-wide
support system for the education of each student, from birth through post-
secondary education or training. Over 600 individuals were involved in the first
Education summit in November 2008. Eleven stakeholder groups work regularly
to plan and implement projects and activities.
Greater Waco Chamber of Commerce LEAD Mentor and Advisor, 2007-2012
A founding member of this program that this year provides mentors to over 70
students in the Waco ISD system. I personally mentor 4 girls who are in the ninth
grade at University High School. Our job is to encourage and support their
academic and life goals
Waco I.S.D. Partners Advisory Board, 2008-2014
Steering Committee, 2009-2014
First Baptist Church of Woodway

Sunday School teacher, Children's Department, 1994 – 2004, 2006 – 2013
 International Missions Committee, 2011-2013
 Personnel Committee, 2007 – 2011
 Chair, 2009-2010
 Midway ISD Education Foundation, Founding Director 2001- 2007
 President, 2004-2005
 Waco Juniors Volleyball Club, Secretary, 2003- 2006
 Bluebonnet Girl Scout Council 1999 Women of Distinction Program, Chair, 1999
 Leadership Waco Advisory Board, Director, 1994-98
 Chair, 1997
 The Art Center, Director, 1995-98
 Leadership Waco Alumni, President, 1993-94
 Chair, Program Committee for the 1994 Association of Texas Leadership
 Program Annual Conference
 Images of Waco Foundation, Director, 1988-95
 FasTrac Premier, Committee Member, 1996
 Chair, Instructor Selection Committee
 Heart O'Texas Fair and Rodeo Complex, Director, 1989-91
 Secretary, 1991-92
 Midway Little League, Assistant Coach, Coach, and Parent Helper 1994-2001
 for Pee Wee, Major, Junior and Senior League Softball
 Pee Wee Softball Manager, 1997
 Pee Wee Softball Coach, 1994-1997
 Assistant for the 2000 Senior League World Series Championship Team
 Assistant for the 1998 Junior League World Series Championship Team
 Assistant for the 1997 Major League World Series Championship Team
 Assistant for the 1996 Major 10 State Championship Team
 Assistant Pitching Coach for the 1994 Major League World Series Championship
 Team

AWARDS AND HONORS

Midway High School Distinguished Alumni, 2005
 1997 Woman of Distinction, Awarded by Bluebonnet Girl Scout Council
 Leadership America, Class of 1997
 Leadership Texas, Class of 1996
 Leadership Waco Outstanding Alumni, 1996
 Who's Who in America, various categories

PERSONAL

Attend Harris Creek Baptist Church

Family: Married to Ted Teague
 Children and Grandchildren:
 Nicole Hogan and husband Ben Hogan and two children,
 Wesley and Zachary
 Ashley Jackson
 Tiffany Teague and son Caden Parker
 Trey Teague and two children, Tristin and Trace

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