

## Stephen L. Rispoli

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### LICENSED TO PRACTICE LAW IN THE STATE OF TEXAS – NOVEMBER 2012

#### CURRENT EXPERIENCE

**Assistant Dean of Student Affairs and Strategic Initiatives**, Baylor Law School, Waco, TX—  
October 2021-Present

**Assistant Dean of Student Affairs and Pro Bono Programs**, Baylor Law School, Waco, TX—  
August 2015-October 2021

**Director of Student Relations and Pro Bono Programs**, Baylor Law School, Waco, TX—  
October 2012-August 2015

- Leadership Development Program
  - Directly involved with the creation and implementation of the Leadership Development and Professional Development Programs to help our law students enter the workforce with practical experience.
  - Creating leadership development learning opportunities for our students through lectures, discussions, projects, and internships.
  - Leadership Engagement and Development course. Co-taught with Associate Dean Leah Witcher Teague and Professor Patricia Wilson.
- LL.M. in Litigation Management
  - Director of Innovation and Scholarship.
  - Helped develop the LL.M. in Litigation Management. The cost of litigation has risen substantially in recent years, leading general counsel and their companies to wonder whether value is being provided and causing plaintiffs to re-evaluate how time and money are expended on cases. Providing value is what this program is designed to teach – delivering the right result in the right time frame for the right cost.
  - Ethical Issues in Litigation Management course.
  - Applying Technology in Litigation Management course. Co-taught with Associate Professor Elizabeth M. Fraley.
  - Legal Research and Writing in Litigation Management course.
- *Pro Bono* Programs
  - Assisting with development and oversight of all *Pro Bono* and Public Service Programs at Baylor Law School.
  - Research, writing, and speaking on *pro bono* and public interest subjects.
  - Creating and supervising new *pro bono* initiatives.
  - Working with other professors on *pro bono* cases, while overseeing the students working on the cases.
  - During my tenure as *pro bono* coordinator at Baylor Law School, the law school has won three *pro bono* awards for our programs—the 2016 Texas Access to Justice Commission’s Law School Commitment to Service Award, the 2015 American Bar Association (“ABA”) *Pro Bono Publico* Award, and the 2014 State Bar of Texas W. Frank Newton Award.
- Student Affairs
  - Externship creation and supervision.
  - New Student Orientation Coordinator.
  - Law School Student Organizations Liaison and Advisor.

- Worked with University Administrators to establish mental health services for law students.
- General Advisor for law students.
- Mock Trial Case Packet Creation – Working with faculty colleagues to create mock trial competition packets for Baylor Law School’s Top Gun National Mock Trial Competitions and the 2014 NITA Tournament of Champions National Mock Trial Competition. My involvement includes story creation, creating evidence and legal issues for the problem, physical and documentary evidence creation, and packet preparation for distribution.
- Associate Director of the Academy of the Advocate at St Andrews
  - Directly involved with the creation and implementation of the Academy of the Advocate at St Andrews, Scotland, Baylor Law School’s successful study abroad program.
  - Assisting with curriculum development for the Academy of the Advocate courses.
  - Actively recruiting (and retaining) students for the program.
  - Working as program logistics coordinator throughout the year and while in St Andrews.

***Trial Consulting***, Waco, TX—May 2012-Present

- Worked with various firms and trial lawyers to prepare their cases for trial. Assisted with jury selection suggestions, theme and theory development, case presentation, and other strategies.

**PREVIOUS EXPERIENCE**

***Practice Court Associate***, Baylor Law School, Waco, TX—May 2012-July 2013

- Assisted the Practice Court Professors with the Practice Court program, researched special topics, helped with scheduling and courtroom technology, and revised the minitrials and big trials used in the program. Assisting Baylor Law School’s administration with student groups and developing a *pro bono* program.

***Texas Railroad Commission***, Austin, TX, Intern—February-April 2012

- Assisted the staff in the Office of General Counsel with daily research tasks and drafting memoranda.

***Pro Bono Litigation Team***, Baylor Law School, Waco, TX, Intern—February-April 2012

- One of the founding members of this program.
- Worked with the team to solve complex legal issues.

***Professor Bridget Fuselier***, Baylor Law School, Waco, TX—October 2011-February 2012

- Researched potential materials, subjects, and problems for Professor Fuselier’s Land Use class. Focused on conservation easements and their uses under federal and Texas law, eminent domain and takings of property, and special issues in non-judicial foreclosure proceedings in Texas.

***U.S. District Court, Western District of Texas, Magistrate Judge Jeffrey Manske***, Waco, TX—June-August 2011

- Researched complex areas of procedure and substantive law, drafted memoranda, and assisted Judge Manske with writing orders for pending cases. Specific subject matter included Social Security Disability Benefits appeal, discovery issues and sanctions under Fed. R. Civ. P. 26, inmate litigation concerning First Amendment Freedom of Speech and Fourth Amendment Freedom of Association.

***Professor Matthew Cordon***, Baylor Law School, Waco, TX—February-August 2011

- Researched updates, edited content, and suggested additions for the third edition of Professor Cordon's book, *Researching Texas Law*.

**State Representative Carol Kent**, Dallas, TX, Deputy District Director and District Director—June-December 2009; Austin, TX, Intern and Scheduler—January-June 2009

- Oversaw operations in Representative Kent's district office relating to office management, constituent services, legislative resolutions, scheduling, and coordinating district events. Streamlined district office procedure to increase efficiency, created office handbooks and procedures for all staff positions.
- As part of the Bob Bullock Scholars and Texas Legislative Internship Program, placed in State Representative Carol Kent's office.
- Responsible for briefing Rep. Kent on issues in the district.
- Promoted to scheduling and coordinating events early in 81<sup>st</sup> Legislative Session.

#### **BOOK**

Leah W. Teague, Elizabeth M. Fraley, and Stephen L. Rispoli, *FUNDAMENTALS OF LAWYER LEADERSHIP*, WOLTERS KLUWER (2021).

#### **SCHOLARSHIP**

- Stephen L. Rispoli, *Courting Access to Justice*, 29 S. Cal. Rev. L. & Soc. Just. 333 (2020).
- Stephen L. Rispoli, *The Walking Dead: Psychological Biases That Keep the Billable Hour Alive*, 43 J. Legal Prof. 187 (2019).
- Stephen L. Rispoli, *Honoring Innocent Until Proven Guilty: Switching the Default Rule from Pretrial Detention to Pretrial Release in Texas's Bail System*, 6 TEX. A&M L. REV. ARGUENDO 41 (2019). Available at: <https://scholarship.law.tamu.edu/lawreview/vol6/iss1/17>.
- Robert R. Little and Stephen L. Rispoli, *The Hearsay Paradox: Declarant-Witnesses' Own Out-Of-Court Statements*, 70 BAYLOR L. REV. 843 (2018).

#### **PUBLICATIONS**

- "Avoiding Ethical Pitfalls in Third-Party Litigation Financing: How Lawyers Can Maintain Independence and Avoid Conflicts of Interest", co-author with James E. Wren and Hannah Hoke, *The Advocate*, State Bar of Texas Litigation Section (October 2021).
- "The Future of Law Firms: Does Solving the Access to Justice Problem Mean that Lawyers Must Take a Vow of Poverty?", author, Legal Mapmaker (July 2018).
- "Four Years Later: A Review of New York's 50-Hour Pro Bono Rule," co-author with Thomas Schoenherr (Assistant Dean of Public Interest Resource Center, Fordham Law School) and Laren Spierer (Director of Pro Bono Programs, Columbia Law School), American Association of Law Schools *Pro Bono* and Justice Section Newsletter, p. 12-18 (December 2017).
- "Growing Your Network: Ethics and Professional Conduct that Build Relationships," co-author with Matt Czimskey and Jeanine Rispoli, Young Lawyers Division Fall Conference, American Bar Association (October 20, 2016).
- "The Interview: Law School *Pro Bono* Programs: Where We've Been, Where We Are, and Where We're Headed, an Interview with Julie Jackson, Assistant Dean for Public Interest Programs and Adjunct Professor of Law, Tulane University Law School," author, American

- Association of Law Schools *Pro Bono* and Justice Section Newsletter, p. 8 (August 2016).
- “Professionalism,” author, Legal Mapmaker, Baylor Law School (August 17, 2016).
- “Office and Staffing,” author, Legal Mapmaker, Baylor Law School (August 18, 2016).
- “Bar and Community Involvement,” author, Legal Mapmaker, Baylor Law School (August 18, 2016).
- “Creating Servant Leaders: Teaching by Example,” co-author with Professor Bridget Fuselier, American Association of Law Schools *Pro Bono* and Justice Section Newsletter, p. 9 (April 2016).
- “Hurdling Voir Dire Issues,” co-author and presenter with Judge A. Lee Harris, 66<sup>th</sup> District Court, Hill County, Texas, Texas Annual Judicial Education Conference (September 11, 2012).

#### PRESENTATIONS

- “The Great Resignation: Understanding and Working in a Multi-Generational Workforce.” Presented with Professor Elizabeth M. Fraley at the Legal Project Management Roundtable (August 2, 2022).
- “The Great Resignation and Managing a Multigenerational Workforce.” Presented with Professor Elizabeth M. Fraley at the Texas City Attorneys’ Association Summer Conference (July 15, 2022).
- “Leadership Development: How Bar Leaders Today Build Diversity, Equity, and Inclusion to Create Better Outcomes Tomorrow”. Presented with Assoc. Dean Patricia Wilson at the TYLA Mountain West Summit Conference (May 20, 2022).
  - Program description: “It’s not enough to just affirm the singular importance of diversity, equity, and inclusion; we must equip ourselves to effectively lead our bar associations as they grow increasingly diverse in the broadest sense. While this session will discuss the challenges that bar associations face as they work to create more inclusive environments, the focus will primarily be on practical ideas about what bar associations can do to move beyond superficial diversity to become more inclusive. The session will include interactive exercises, measures that bar associations have already implemented, and some concrete actions that can be taken going forward to increase membership and prepare future leaders.”
- “Supporting the *Pro Bono* and Legal Services Community with Data and Predictive Research”. Presented at the ABA Equal Justice Conference (May 13, 2022).
  - Presented with:
    - Cheryl Zelinski, Counsel for the Standing Committee on Pro Bono and Public Service and Director for the Center for Pro Bono, American Bar Association
    - Margaret Hagan, Executive Director of the Legal Design Lab at Stanford University, as well as lecturer at the Law School and d.school.
  - Program description: “Representatives from Baylor Law School, Stanford Legal Design Lab and Vanderbilt Law School will provide legal services and pro bono advocates with strategies derived from the data research of common client inquiries on ABA Free Legal Answers. Highlights include national and local predictive legal

needs analytics, timelines for client outreach and attorney recruitment based on seasonality of legal inquires, and strategies for dissemination of category-specific legal information based on those inquiries.”

- “Leadership Skills Today to Build More Inclusive Bars Tomorrow”. Presented with Assoc. Dean Patricia Wilson at the Western States Bar Conference (April 2, 2022).
  - Program description: “Culture within an organization is built upon leaders who are intentionally inclusive. These leaders seek to create an atmosphere that encourages relationship and collaboration, and they implement inclusive policies and the procedures necessary to support them. Building upon the first session’s discussion, this highly-interactive session will include exercises to get participants thinking, a detailed discussion of the steps that can be taken to implement an inclusive culture, and facilitated breakout groups to help participants share information and brainstorm implementation ideas that participants can add to their leadership toolkit.”
- “Leadership Development: How Bar Leaders Today Build Diversity, Equity, and Inclusion to Create Better Outcomes Tomorrow”. Presented with Assoc. Dean Patricia Wilson at the Western States Bar Conference (April 1, 2022).
  - Program description: “It’s not enough to just affirm the singular importance of diversity, equity, and inclusion; we must equip ourselves to effectively lead our bar associations as they grow increasingly diverse in the broadest sense. While this session will discuss the challenges that bar associations face as they work to create more inclusive environments, the focus will primarily be on practical ideas about what bar associations can do to move beyond superficial diversity to become more inclusive. The session will include interactive exercises, measures that bar associations have already implemented, and some concrete actions that can be taken going forward to increase membership and prepare future leaders.”
- “Developing Law Students and Faculty Who Can Lead Diversity, Inclusion, and Equity Efforts”. Presented with Professor Leah Teague and Assoc. Dean Patricia Wilson in the 2022 AALS Associate Deans for Academic Affairs and Research Section session. The presentation discussed how leadership development programs can help prepare students for their role as leaders in society. If the proposed amendment to ABA Standard 303 (b) is adopted, all law schools will be required to “provide substantial opportunities to students for ... (3) the development of a professional identity.” Lawyers’ role as leaders in society IS a fundamental part of lawyers’ professional identity and leadership programs and courses help with that training. AALS 2022 Annual Meeting (January 5, 2022).
- “Supporting the Pro Bono and Legal Services Community With Data and Predictive Research”. This presentation was given virtually as part of the 2021 Annual Conference of the National Legal Aid and Defender Association (November 9, 2021).
  - Program description: “Are your client outreach and attorney recruitment strategies data driven or are you simply relying on anecdotal information from clients and attorneys? What can be done using data to better address client needs and provide

more targeted services? By analyzing data, we can discover the trends in legal problems that the client population our team is experiencing and offer insights into how we might address challenges and opportunities. Representatives from Baylor Law School, Stanford Legal Design Lab and Vanderbilt Law School will provide pro bono legal services strategies derived from the data research of common client inquiries on ABA Free Legal Answers and other platforms. Highlights include predictive timelines, dissemination of category-specific legal information and legal needs assessments, based on the frequency, seasonality and layperson phrasing of legal inquires.”

- Panelists:
  - Tali Albuquerk, National Administrator, ABA Free Legal Answers, American Bar Association.
  - Margaret Hagan, Executive Director of the Legal Design Lab at Stanford University, as well as lecturer at the Law School and d.school.
  - Spring Miller, Assistant Dean and Martha Craig Daughtrey Director for Public Interest and Lecturer in Law, Vanderbilt Law School.
- “Can We Really Do That? The Ethics of Judicial Involvement in Pro Bono” Panelists:
  - Moderator: Honorable Selena Solis, Judge for 243rd Judicial District Court and chair of the State Bar of Texas Pro Bono Workgroup, Judiciary Subcommittee
  - Honorable Gina M. Benavides, Senior Justice on the Thirteenth Court of Appeals and 2021 recipient of the State Bar of Texas Judge Merrill Hartman Pro Bono Judge Award
  - Honorable Lora J. Livingston, presiding judge of the 261st District Court and previous member of the State Bar of Texas Pro Bono Workgroup, Judiciary Subcommittee
  - Jacqueline Habersham, Executive Director of Texas State Commission on Judicial Conduct
  - Anne Chandler, Executive Director of Houston Volunteer Lawyers and member of the State Bar of Texas Pro Bono Workgroup, Judiciary Subcommittee
  - Dean Stephen Rispoli, Assistant Dean of Student Affairs and Pro Bono Programs at Baylor Law School and member of the State Bar of Texas Pro Bono Workgroup, Judiciary Subcommittee

Program Description: These days pro bono and access to justice are hot topics across the state. But what can judges do to increase access to justice? It turns out the answer is a lot. This session will cover the ethical considerations that arise when judges participate in pro bono efforts, and will provide you with concrete steps you can take to help increase access to justice in your community without crossing any ethical lines. Some of the questions we will address include:

- What are the appropriate ways for judges to recognize lawyers’ pro bono efforts?
- Can judges appoint lawyers to pro bono cases?
- What does the duty of “Administration of Justice” mean in practical terms?
- What are judges doing to help strengthen the culture of pro bono in Texas?

- How can I get involved?

This presentation was given virtually as part of the Texas Bar CLE series (October 27, 2021).

- “Contesting Your Property Taxes.” Program description: “Concerned about your property taxes and the valuation of your real property? In this course, the instructor will address the process for challenging your property valuation and strategies that may result in lowering your property taxes.” This presentation was given at the Baylor Law People’s Law School (February 15, 2020).
- “*Pro Bono* and Public Service: Pillars of Democracy and the Legal Profession,” moderator, panelists included: Betty Balli Torres, Executive Director of the Texas Access to Justice Foundation; David Bienvenu, Chair of the ABA Standing Committee on Pro Bono and Public Service; Darcy Meals, Assistant Director of Center for Access to Justice at Georgia State University College of Law; and Jim Sandman, President of the Legal Services Corporation. Program description:

Lawyers have an obligation to uphold the rule of law and be the guardians of our legal system and society. Pro bono and public service are essential elements to the profession remaining a profession – helping those who cannot help themselves. These historical roles of the lawyer have been critical in protecting our society through cases for individual clients, serving as advisors for non-profit organizations, or serving in public office. Moreover, this service is not just good for clients and society, it is also good for the lawyer doing it.

However, these traditional roles face modern challenges. This session will discuss funding issues that the Legal Services Corporation and state Access to Justice Commissions face, how defunding them may affect pro bono around the country, and how legal education can help. Finally, this session will provide some practical tips and sample programs that attendees can implement at their home schools.

This program was held at the Association of American Law Schools 2020 Annual Meeting (Jan. 4, 2020).

- “Legal Mapmaker: Four Pillars of Solo and Small Firm Success,” co-presenter with Jeanine Rispoli and Laura Geisler, Dallas Bar Association President, Dallas Bar Association’s Entrepreneurs in Community Lawyering Boot Camp. This panel discussed what Baylor Law has learned through the Legal Mapmaker experience, covered the four key findings of successful solo and small firms, and gave a general introduction to incubators (September 16, 2019).
- “Thriving in the Legal Profession: Maintaining work-life balance without sacrificing profitability,” moderator, panelists included: Dr. Sara Perry, Baylor Business School; Susan Nelson; Mike Scanes; Tori Rhodes, Baylor Law student. Program description:

For lawyers, is there such a thing as work-life balance? If so, how do you achieve it? Can you do so without sacrificing profitability? How do you build a practice that is good for you and good for business? This panel will suggest ways to make minor changes to firm culture and procedures that will keep morale, and profits, up.

This program was held at the September 2019 meeting of the Abner V. McCall Inn of Court (September 10, 2019).

- “Spotlight on Sections: Section on Pro Bono and Public Service Opportunities,” interview with Barbra Elenbaas, Association of American Law Schools (September 2019).
- “Overcoming Challenges in a Pro Bono Program: Recruiting and Maintaining Students, Managing their Expectations, Recognizing them for their Work, and Inspiring Future Service,” co-presenter with David Johnson, George Washington University Law School, and Thomas Maligno, Touro College Jacob D. Fuchsberg Law Center. This panel discussion covered advanced issues encountered as a law school pro bono coordinator and how to handle them. This session was a continuation of a previous session on program design, but tackled more in-depth issues and included interactive discussions to brainstorm solutions to everyday challenges. This program was held at the 2019 ABA Equal Justice Conference (May 8, 2019).
- “Local Planning and Zoning Laws – What are they for and how do they work?” Program description: “Local governments across Texas have implemented zoning laws to control the use of real property within their jurisdictional limits. Why did they do so? This session will cover not only the history and use of zoning laws, but also how they are created, how they may affect you, and how you can appeal to your city for upcoming plans or for requesting changes.” This presentation was given at the Baylor Law People’s Law School (February 9, 2019).
- “The Lawyer’s Legacy: May Your Footprint Be Bigger Than Your Foot,” co-presenter with Leah Witcher Teague. Program description: “Throughout history, lawyers have played important roles in their communities, including ours, as lawyers advocate for causes, counsel clients, and serve non-profits. This presentation will recognize and celebrate the impact of lawyers in our community, consider ways to encourage, mentor, and engage younger lawyers to help fulfill our professional obligation to serve, and discuss why this is important for the future of the legal profession and society.” The presentation was given to the Waco-McLennan County Bar Association (November 9, 2018).
- “Tracking, Training, & Supervision: Tips and Tricks for Ensuring Excellent Student Service and Capturing the Scope of Your Program.” This panel discussed the full range of tools and techniques utilized by our schools to organize student service initiatives, and to ensure that our students are well supported in that service. We also introduced two time-tracking methods that have enabled us to capture student time without draining too much of our own. Panelists included Carol Gattis (Associate Dean, Pro Bono and Community Engagement Program, University of Arkansas) and Arlene Finkelstein (Associate Dean for Public Interest Programs, University of Pennsylvania Law School). This panel was held at the Spring 2017 ABA Equal Justice Works Conference in Pittsburgh, PA (May 2017).
- “The Role of Incubators in Legal Education.” This panel discussed the historical role of *pro bono* and public service as experiential education in law school, then turned to modern approaches to experiential learning through incubator programs. I discussed Legal Mapmaker, and it’s benefits for young lawyers wanting to start a solo practice with an access to justice focus. Panelists included Jeanne Charn (Senior Lecturer on Law, Harvard Law School), Melissa Hart (Schaden Chair and Professor of Law, Director of the Byron R. White Center, University of Colorado Boulder Law School), Mimi Marton (Director of Tulsa Immigrant Rights Network and Visiting Assistant Clinical Professor, University of Tulsa College of Law), and John Mayer (Executive Director, The Center for Computer-Assisted Legal Instruction). This panel was held at the 4<sup>th</sup> Annual Incubator Consortium Conference at the Texas A&M University School of Law in Fort Worth, TX (March 2017).



- “Growing Your Network: Ethics and Professional Conduct that Build Relationships,” co-author and presenter with Matt Czimskey and Jeanine Rispoli, Young Lawyers Division Fall Conference, American Bar Association (October 20, 2016).

## **EDUCATION**

**University of Texas School of Law**, Austin, TX, Master of Laws—May 2018

- Legal Economics Concentration

**Baylor Law School**, Waco, TX, Juris Doctorate—April 2012

- Real Estate and Natural Resources Concentration
- Administrative Practice Concentration
- Student Bar Association Leadership Award Recipient—April 2012
- Student Bar Association: Executive President—June-October 2011, ABA Representative—June-October 2011, Executive Secretary—October 2010-June 2011, 1L Student Rep.—June-October 2010
- Phi Alpha Delta: Justice—February-October 2011, Marshall—October 2009-February 2010
- Baylor Law School Career Services Student Advisory Committee—October 2011-April 2012

**Baylor University**, Waco, TX, Bachelor of Arts in Political Science—May 2009

- Texas Legislative Internship/Bob Bullock Scholarship—January-June 2009
- Pi Kappa Alpha: Vice-President—January-December 2007, Treasurer—January 2006-December 2007, Alumni Chair—January 2006-December 2008, Risk Awareness Chair—January-December 2006, Recruitment Chair—January-December 2006, Social Chair—January-December 2006

## **COMMUNITY INVOLVEMENT**

- American Bar Association, Young Lawyers Division, Legal Innovation Team Member: September 2019-August 2020.
- American Association of Law Schools, *Pro Bono* and Justice Section: President—January 2019-Present; President-Elect—January 2018-December 2018; Treasurer—January 2017-December 2018.
- State Bar of Texas *Pro Bono* Workgroup: Member—August 2014-Present;
- McLennan County Young Lawyers Association: President—August 2018-July 2019; President Elect—August 2017-July 2018; Vice-President—August 2016-July 2017; Director—August 2013-July 2016
  - During my tenure on the Board of the MCYLA, the MCYLA has won three awards – the 2019 and 2016 Texas Access to Justice Commission’s Deborah G. Hankinson Access to Justice Award, and the 2016 State Bar of Texas’ Award of Merit – based on several projects that I helped create and implement.
- City of Waco Zoning Board of Adjustment: Chair—August 2018-September 2019; Vice-Chair—August 2017-July 2018; Member—August 2015-July 2017.
- Student Bar Association’s Carter Blood Bank Drive and donation collection benefitting Waco’s Youth Law Project: Organizer—March 2011, Assistant Organizer—March 2010
- Phi Alpha Delta: First Annual Professor Auction—November 2010, Clothing Drive—March 2010

## **AWARDS**

- Recipient of the 2020 Lone Star Legal Aid Remote Legal Services – Community Partner

Award

- Recipient of the 2019 State Bar of Texas Pro Bono Coordinator Award.
- Recipient of the 2017 McLennan County Young Lawyers Association Outstanding Young Lawyer Award.
- Recipient of the 2016 Lone Star Legal Aid Helping Hands Award – given “[i]n appreciation of extraordinary efforts to ensure access to the legal system for low-income residents of the McLennan County, Texas area and to recognize the generous gifts of time and talent.”