

On Jeanne P. Gray

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Jeanne Gray came to the ABA on January 2, 1980. That must mean she started at the ABA when she was ten years old, when I was much, much younger and that we have been very good friends for 30 years!

It was my recollection—confirmed by Jeanne—that when she applied for a position at the ABA, Mike Franck and I interviewed her. And so Mike (post-humously) and I are happy to take the credit for that extraordinarily wise hiring decision.

Despite her remarkable record of achievement as Director of the Center for Professional Responsibility (CPR), Jeanne's C.V. is predictably unassuming. However, it does reflect one of her early distinctions; she co-authored a forgettable article with me in 11 Capital U. L.R. (1982): "*Standards for Lawyer Discipline & Discipline Proceedings*"—a preview of coming attractions.

Her accomplishments as Director of CPR are truly stunning and these are just some of them: Model Rules of Professional Conduct; Model Rules for Lawyer and Judicial Disciplinary Enforcement; Standards for Imposing Lawyer Sanctions; Model Code of Judicial Conduct; and Ethics 2000, Ethics 20/20, MJP and MDP Commissions.

If this were not enough, I learned that earlier this year, Jeanne was promoted within the ABA to the position of Interim Director of the Public Services Group (and has since officially become the Associate Executive Director of the Public Services Group). This promotion gives Jeanne responsibility not only for the Center for Professional Responsibility but also for the Division of Legal Services and Division for Public Education. This added leadership position makes Jeanne one of the top eight managers at the ABA and she is now responsible for directing a staff of approximately 75. Happily, Jeanne is still director of the Center.

It is especially fitting that Jeanne should be the first recipient of the Charles W. Kettlewell Legal Ethics Advisor Award because Jeanne played a crucial role in the establishment of APRL as a viable, vibrant and ultimately respected professional organization. Jeanne's unique role is evident from her 1989-90 correspondence encouraging potentially interested members to attend organizational meetings of APRL in Honolulu and Los Angeles and from her support for APRL during the ensuing years. The vision and work of Chuck Kettlewell, Jack Weiss and others gave birth to APRL. It was Jeanne's goodwill, credibility and institutional support that were equally indispensable to APRL's ultimate success.

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Jeanne would be the first to acknowledge that the milestones and achievements of the Center over the past thirty years could not have been attained without the work of a great many dedicated staff and volunteers. But since her arrival in 1980, I have had the privilege of watching Jeanne function as Director of the Center from the vantage point as a member and Chair of the Standing Committees on Discipline and Professionalism; as a member of the Standing Committee on Ethics and as Chair of the Commission to Evaluate the Code of Judicial Conduct. Jeanne was consistently, constructively and actively engaged in the *substantive* work of all of those committees and commissions—she was far, far more than an administrator.

In the case of Jeanne Gray, familiarity breeds love, respect and admiration. If you doubt this for a minute, listen to what her staff and volunteer colleagues—the people who work with her day in and day out—have to say:

Mary Devlin, Regulation Counsel, said that “apart from her continued pronunciation of Chicago as ‘Chicager’ with a Boston accent that makes John Kennedy sound like a Chicago native . . . I have the warmest regard for a boss who’s a good friend and one of the kindest people I’ve ever known, with a deep love of her profession and an exemplar of the highest integrity (with a lot of good sense thrown in).” John Holtaway, Client Protection Counsel, said that “Jeanne has always let the CPR staff know that she believes one of the most important services the Center has to offer is for the Center lawyers to direct and provide counsel to presidentially-created Commissions whose missions touch upon professional responsibility law (UPL, MDP, MJP, MRPC, MCJC, Ethics 20/20). . . . I had the opportunity to serve as Counsel to the ABA Commission on Multijurisdictional Practice (2000-2002). . . . While feeling a little ‘under the gun’ to make sure the MJP Commission produced a superior Report and Recommendation to the House of Delegates, it was Jeanne’s dedication to the project, and her personal and professional support of me, that made my work that much easier and enjoyable.” Becky Stretch, Associate Director of the Section on Legal Education and Admission to the Bar, said that “one of the greatest things about Jeanne, other than her generous nature, is how hard she fights for the people who work for her. She has been a wonderful mentor to me and, no doubt, many others.”

Ellyn Rosen, Associate Regulation Counsel, said that “I have been privileged to know Jeanne for the last 14 years, as a colleague and a friend. When I think of Jeanne what comes to mind are not so much specific stories, but two characteristics that she shares with this Award’s namesake, Chuck Kettlewell. First, the fierce depth of her commitment and loyalty to her colleagues at the Center (and we are not always an easy bunch!) and to her friends in the professional responsibility world. We are privileged to not only work for her, but with her. The second is her passionate commitment to professional responsibility law. Like Chuck, she has vision about the profession and its role in our society. Despite her myriad responsibilities she has immersed herself in the work of the Ethics 20/20 Commission. I look forward to her continued insights about where that work will take us, the ABA and the profession.”

George Kuhlman, Ethics Counsel writes, “As I was trying to be clever and flesh out an acronymic (!) description of Jeanne, my idea for the two ‘N’s’ was the word, ‘notice,’ used in two ways. First, Jeanne is voracious in her review and comprehension of everything that’s being done in the field—i.e., she takes *notice* of developments everywhere and sees their potential relationship to and implications for those who practice in the area of professional responsibility. The second significance of ‘notice’ is that Jeanne has always made sure that the Center let all interested persons and groups know what those developments were, in two major ways: she was the true mastermind behind the creation of the Lawyers’ Manual on Professional Conduct (still the greatest revenue stream the Center has), and she brought up her underlings—the many of us who served as committee counsel in the Center—to give wide notice and seek everyone’s comments on policy issues in which we were involved. This led to a sense of inclusion that APRL, NOBC, and many other groups feel today about working with the Center. . . . Finally, Jeanne has a wonderful gift for forging professional relationships that benefit from a warm, caring, and inquisitive personal component. Sometimes it seems as if she cares as much about our daughters’ law school graduations, our fathers’ passings, our battles with cancer, and our personal ambitions as she does about our ability to use ethics and professionalism standards honorably and successfully to represent our clients.”

Don Hilliker, who served as Chair of the Ethics Committee and serves as Chair of the Center’s Coordinating Council, said that “Jeanne Gray has more passion for the importance of lawyer and judicial ethics than anyone I know. That passion, as well as her superb leadership and consensus building skills, have been the key drivers in the creation of the ABA Center for Professional Responsibility, and in making it the leader in the development of legal and judicial ethics, nationally and internationally, that it is today. Without Jeanne, it wouldn’t have happened. She is second to none.”

No testimonial for Jeanne would be complete without hearing from Paul Gallagher, her husband of 30 years and her daughter, Brie, speaking for all of the Gallagher/Gray offspring. Paul said that shortly after Jeanne had arrived at the ABA in 1980, “. . . we were waiting for an elevator at the old headquarters in the Kent Law School building when I first met her. While waiting, we discovered we had both grown up and gone to law school in the Boston area. I asked what her what her background was and she said: ‘Prosecuting bad lawyers, and what do you do?’ I replied, ‘Uh, I work in ABA Communications trying to convince the public that all lawyers are good professionals. It seemed like a match made in heaven.’”

Jeanne’s daughter, Brett, added the following poignant stories:

The Real Lawyer: “With my mother at a mostly adult party when I was 12, someone asked me what I wanted to do when I grew up. ‘I want to become a lawyer,’ I announced and asserted, ‘but I want to be a *real* lawyer,’ not an ABA lawyer like my mother. Years have passed and sure enough, I’m preparing for my law school graduation. I have been exposed to excellent law professors, worked for skilled prosecutors, defense attorneys and judges. Throughout, my mother offered

me sage counsel, legal insights and motherly encouragement. In the end I realize that my mother is, in fact, the best *real* lawyer I know. . . .

My Mother, My Fiduciary—Also, I remember a dialogue my mother and I had shortly after my 1L year. I came to my mother for her opinion on an issue I had encountered during my first internship. Before I could get two sentences into my carefully tailored fact pattern, she stopped me. ‘Before we go any further,’ she said, ‘I just want to clarify that we are in an attorney-client confidential relationship.’ Taken aback by my mother’s uncharacteristically formal tone, I responded: ‘I thought I was just talking to my mother.’ She smiled and said, ‘I’ll always be your mother . . . but then again, I’ll always be a lawyer. So, let’s just make this *official*.’ Two things happened that day. First, my mother *officially* became my fiduciary. Second, I slept very well, confident that she would not be able to disclose where I buried those bodies!”

Jeanne, in closing we all want to tell you that those who knew and loved Chuck Kettlewell as the “father” of APRL are truly thrilled that you are the first recipient of the award named for Chuck. As Don Hilliker said, “You are second to none.” We honor you, but you have honored us for 30 years and continue to do so.