

MICHAEL J. RITTER



Legal Experience

Director FENNEMORE CRAIG P.C. (San Antonio, TX)	2025–Present
Partner Appellate Counsel, SCHMOYER REINHARD LLP (San Antonio, TX)	2021–2025
Staff Attorney, 4th Court of Appeals (San Antonio, TX)	2014–2021
Assistant Attorney General, Office of the Attorney General (Austin, TX)	2012–2014
Briefing Attorney, 4th Court of Appeals & Texas Court of Criminal Appeals (Austin, TX)	2010–2012
Appellate Law Clerk, Travis County District Attorney’s Office (Austin, TX)	Spring 2010
Intern, Supreme Court of Texas (Austin, TX)	Spring 2009

Education

J.D., University of Texas School of Law (Austin, TX), <i>with honors</i> <i>Academics:</i> GPA: 3.67 / Top ~20% <i>Law Review:</i> TEXAS LAW REVIEW, Member; REVIEW OF LITIGATION, Notes Editor <i>Moot Court:</i> ABA Moot Court Team (2nd Place – Nationals 2010) *Transferred from the University of the Pacific, McGeorge School of Law -GPA: 3.92 / Class Rank 2 of 228 -MCGEORGE LAW REVIEW, Summer Staff 2008	May 2010
B.A., Trinity University (San Antonio, TX), <i>cum laude</i> Baker-Duncan Scholar (NDT/ADEA Interscholastic Debate) Lambda Pi Eta Honor Society	May 2007

TBLS Board Certification

Civil Appellate Law	2017–Present
Labor & Employment Law	2024–Present
Criminal Appellate Law	2018–2023

Admissions

State Bar of Texas	2010
U.S. Court of Appeals – 3rd, 4th, 5th, 8th, 9th, 11th Circuits	<i>Various Dates</i>
U.S. District Courts – All Texas Districts	<i>Various Dates</i>

Leadership & Service in Professional Associations

Chair, LGBT Law Section, San Antonio Bar Association (SABA)	2019–Present
Board Member, State Bar of Texas Board of Directors	2021–2024
Member, Executive Committee, 2022–2024	
Member, Nominations & Elections Committee, 2022–2024	
Member, Budget Committee 2022–2023	
Member, Audit & Finance Committee 2021–2022	
Member, Contracts & Litigation Committee, 2021–2022	
Advisor, Appellate & LGBT Law Sections of the State Bar of Texas	
Past President, Texas Young Lawyers Association (TYLA)	2022–2023
Secretary & Vice President, 2019–2021	
Member, Executive Committee, 2019–2024	
Member/Advisors, Various Project Committees, 2018–2024	
Member, Texas Bar Journal Board of Editors	2021–2022
Councilmember, State Bar of Texas (SBOT) LGBT Law Section	2019–2021
Past President, Texas Association of Appellate Court Attorneys	2017–2020
Past President, San Antonio LGBT Bar Association	2018–2019
Past Board Member, San Antonio Young Lawyers Association & Foundation	2017–2019

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Professional Awards & Recognitions

SuperLawyers, THOMPSON REUTERS	2023–2025
<i>Areas:</i> Appellate; Labor & Employment; Employment Litigation	
Top Lawyers–Appellate Law, San Antonio Magazine	2022–2024, 2019
Best LGBTQ+ Lawyers Under 40 Award, National LGBTQ+ Bar Association	2023
<i>BEST LAWYERS IN AMERICA:</i> Labor & Employment Law; Litigation: Labor & Employment	2022, 2026
<i>Scene in S.A.</i> , Best Lawyers–Appellate Law	2022 & 2019
<i>Scene in S.A.</i> , Best Lawyers–Employment Litigation: Defense & Labor & Employment	2022
Outstanding Law Review Article, Texas Bar Foundation	2022
Michael K. Moore Award, Texas Bar’s Legal Services to the Poor Committee	2022
Franklin Jones Award (Outstanding CLE Article), Texas Bar College	2020
Top 40 “On the Rise” Award, American Bar Association	2019
Inductee, Texas Bar College	2012
Best Constitutional Law Note Award, TEXAS LAW REVIEW	2010
Ridley-Ray Outstanding Note Award, REVIEW OF LITIGATION	2009
Smith-Babcock-Williams Honorable Mention, American Planning Association	2009
Witkin Award: Criminal Law, University of the Pacific, McGeorge School of Law	2008

Service Project Awards

Outstanding Public Service Award, American Bar Endowment	2023
Award of Achievement (Statewide Comprehensive Service), American Bar Association	2023
Award of Achievement (Statewide Public Service Project), American Bar Association	2023
Award of Achievement (Statewide Professional Service Project), American Bar Association	2023
Award of Achievement (Statewide Diversity Project), American Bar Association	2023
Stars of Texas Bars Award for Outstanding Partnership, State Bar of Texas	2019
Award of Achievement (Statewide Diversity Project), American Bar Association	2019
Award of Achievement (Local Diversity Project), Texas Young Lawyers Association	2018

Community Involvement

Fellow, San Antonio Bar Foundation	2021–Present
Sustaining Life Fellow, Texas Bar Foundation	2019–Present
Liaison, Texas Bar Foundation, Board of Trustees	2022–2023
Board Member, San Antonio AIDS Foundation	2018–2021
Board Member, Driving Single Parents Inc.	2018–2021
LeaderBoard Class, Junior League San Antonio	Spring 2019
Events Volunteer, Fiesta Youth	2017–2019
Moot Court Instructor, The University of Texas School of Law	2012–2013

Selected Presentations

<i>Benefits of Bar Leadership</i> , TEXAS YOUNG LAWYERS ASSOCIATION, 2025	
<i>Post-Verdict Motions</i> , CIVIL APPELLATE LAW 101, TEXASBARCLE, 2023	
<i>Welcome to the Texas Young Lawyers Association</i> , NEW LAWYERS INDUCTION CEREMONY, Supreme Court of Texas & Texas Court of Criminal Appeals, 2023	
<i>Rehearings & En Banc Reconsideration</i> , HIDALGO COUNTY BAR ASSOCIATION (APPELLATE SECTION), 2023	
<i>Level Up Your Spellcasting: Mandamus & Other Appellate Writs in Family Law Cases</i> , SAN ANTONIO FAMILY BAR ASSOCIATION SEMINAR, 2023	
<i>Stop Trying to Make ‘Fetch’ Happen: The Art of Surrender in Promoting Attorney Wellness</i> , TYLA WELLNESS SUMMIT, 2023	
<i>Making Meaningful Connections: Inigo Montoya’s Guide to Networking for Newly Licensed Attorneys</i> , NEW LAWYERS INDUCTION CEREMONY, Supreme Court of Texas & Texas Court of Criminal Appeals, 2022	

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Stuck On You: How to Add Value & Acquire Clients Using Your Connections, TYLA CLE Series 2022 & ABA-YLD Annual Meeting, 2022

The Therapeutic Benefits of Servant Leadership, Texas Lawyers' Assistance Program (TLAP Presentation), 2022

Paths to Leadership: Finding Success Through Failure, LeadershipSBOT Luncheon Presentation, 2022

Strategies for Rehearing & En Banc Reconsideration, Advanced Civil Appellate Course – State Bar of Texas, 2022

Do the Thriller: Making Time for You During Law School, SMU School of Law – 1L Orientation, 2022

Torrance Shipman's Three-Step Guide to Bar Leadership, Texas Bar Leaders Conference, 2022

Supporting Uncommon Affiliates, Texas Bar Leaders Conference, 2022 & 2019

"What, like it hard?": Revitalizing Bar Leadership after the Pandemic, State Bar of Texas Annual Meeting, 2022

Legal Issues with Remote Work, State Bar of Texas Mountain West Summit, 2022

LGBTQ+ Client Competency, San Antonio Bar Ass'n (LGBT Law, Family Law & Employment Sections), 2022

Strategic Employer Decisions Post-Pandemic, Schmoyer Reinhard LLP Webinar, 2022

LGBTQ+ Lawyer Panel, St. Mary's University School of Law, 2022

Becoming TBLS Board Certified, San Antonio Young Lawyers Association, 2022

Tips for Briefing & Oral Argument in the Courts of Appeals and Supreme Court, CIVIL APPELLATE PRACTICE 101 CLE, STATE BAR OF TEXAS (co-presented with Ret. Justice Paul Green), 2021

Pride Month Celebration CLE: Diversity & Inclusion Stories from the Legal, Nonprofit & Small Business Worlds, Houston Young Lawyers Association, 2021

St. Mary's Law Panel on Diversity, Equity & Inclusion, St. Mary's University School of Law, 2021

Uniquely Qualified, Diversity Speaker Series, St. Mary's University School of Law, 2019

Diversity Panel, LeadershipSBOT Conference, State Bar of Texas, 2019

Serving a Diverse Community & Supporting Uncommon Affiliates, SBOT Bar Leaders Conference, 2019

How to Build a Podcast on Shoestring Budget, American Bar Association – Young Lawyers Division (ABA-YLD), 5th Annual Western State Regional Summit, 2019

Appellate Considerations with a Transitioning Judiciary: From Basic to "Blow Your Mind," SABA Brown Bag Lunch Series, 2019

Training & Education Session: LGBTQ Inclusivity, Junior League San Antonio, 2019

Appellate Whine: Ask a Staff Attorney, SABA Appellate Section, 2018

Staff Attorney Roundtable, Texas Association of Appellate Attorney's Conference, 2018

Rule 91a Motions & Summary Judgments, SABA's Civil Bench Motions & Trials, 2018

Love It or Hate It: Practical Tips for Improving Your Legal Writing, SAYLA, 2018

LGBT Law Seminar 2018, SA LGBT Bar Association, 2018

Alumni Panel on the Legal Profession, Trinity University Pre-Law Society, 2016

Researching Legal Resources, Texas Speech Communication Association Conference, 2014

Legal Writing Panel, UT Law Diversity Education Weekend, 2012

Diversity in the Legal Profession, UT Law Diversity Education Weekend, 2013

Perry v. Schwarzenegger: Trying Same-Sex Marriage, St. Mary's Scholar Symposium, 2011

Same-Sex Marriage, UT Queer Texas Conference, Fall 2010

Same-Sex Adoption, UT Queer Texas Conference, Spring 2010

Legislation in the 81st Session, UT Law OUTLaw Conference, 2009

Selected Publications

Appellate Law Blog, "Appeals to Authority," www.Ritter.Appeals.com (2018–present) (appellate practice and case updates)

Post-Verdict Motions, CIVIL APPELLATE LAW 101, TEXASBARCLE, 2023

TYLA President's Columns, TEX. BAR. J. (2022–23) (eleven monthly columns published in the Texas Bar Journal)

Motions for Rehearing & En Banc Reconsideration, ADVANCED CIVIL APPELLATE PRACTICE, TEXAS BAR CLE (2023)

COVID-19's Impact on the Practice of Employment Law, 85 TEX. BAR. J. 345 (2022) (coauthor Christine Reinhard)

Tips for Briefing & Oral Argument in the Courts of Appeals and Supreme Court, CIVIL APPELLATE PRACTICE 101 CLE, TEXAS BAR CLE (co-authored with Ret. Justice Paul Green) (2021)

Resolving the Anders Dilemmas: How & Why Texas Should Abandon the Anders Procedure, 12 ST. MARY'S J. LEGAL ETHICS & MALPRACTICE 94 (2022) (received the Texas Bar Foundation "Outstanding Law Review Article" Award 2022 & the State Bar Legal Services Committee's Michael K. Moore Award 2022)

Tips for Pursuing Mandamus Relief, NEWS FOR THE BAR, STATE BAR OF TEXAS LITIGATION SECTION (2021)

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- Recommendations for Motions for En Banc Review*, AMERICAN BOARD OF TRIAL ADVOCATES (SAN ANTONIO CHAPTER) NEWSLETTER (Oct.-Nov. 2020)
- En Banc Review in Texas Courts of Appeals*, 39 REV. LITIG. 377 (2020) (recommendations adopted by the Texas Supreme Court & Court of Criminal Appeals, Order Nos. 21-9059 & 21-001 (5/25/2021)) (cited in *Kownslar v. City of Houston*, 658 S.W.3d 733 (Tex. App.—Houston [14th Dist.] 2022, no pet.) (Poissant, J., dissenting) & *City of Austin v. Anam*, 623 S.W.3d 15, 23 (Tex. App.—Austin 2020, no pet.) (Smith, J., dissenting)).
- Texas's Transitioning Judiciary: A Few Appellate & Ethical Considerations*, 31:1 APP. ADVOCATE (2020); THE ADVOCATE 1, 51 (2019); HOUS. L. REV.: OFF THE RECORD (2019) (received Texas Bar College's Outstanding CLE Article in 2020).
- Ten Steps for Handling Your First Civil Appeal*, TYLA eNEWS (May 2019)
- Let It Go: Has Texas Actually Disposed of the Final Judgment Rule as the "General" Rule?*, 30:2–30:3 APP. ADVOCATE 227 (2018) (recommendation adopted by the Texas Supreme Court in *Dall. Symphony Ass'n, Inc. v. Reyes*, 571 S.W.3d 753, 758–59 (Tex. 2019))
- Rule 91a Dismissals & Rule 166a Summary Judgments: Lessons & Reminders from Recent Cases*, SABA Civil Bench Motions & Trials (2018) (coauthor Judge Michael Mery)
- Pieces of the Diversity Puzzle: TYLA's New Toolkit for Local Affiliates to Improve & Maintain Organizational Diversity*, TYLA eNEWS (August 2019)
- Beware the "Substantive Ruling" Requirement: Preparing a Trial Court's Order to Avoid Dismissal of Your Permissive Appeal*, 80 TEX. BAR. J. 504 (2017) (coauthor Ben Allen)
- Permissive Appeals in Texas State Courts: Reconciling Judicial Procedure with Legislative Intent*, 36 REV. LITIG. 55 (2017) (recommendation adopted by the Texas Supreme Court in *Sabre Travel Int'l, Ltd. v. Deutsche Lufthansa AG*, 567 S.W.3d 725 (Tex. 2019))
- Lessons from the Texas Supreme Court's Recent Case on Spoliation*, TYLA eNews (2012)
- Texas's Spoliation "Presumption,"* 43 ST. MARY'S L.J. 691 (2012) (coauthor Justice Rebecca Simmons) (quoted by the Texas Supreme Court in *Brookshire Bros., Ltd. v. Aldridge*, 438 S.W.3d 9 (Tex. 2014))
- Criminal Procedure: Confessions, Searches & Seizures*, 65 SMU L. REV. 423 (2012) (co-authored with Judge Michael Keasler) (cited in *Williams v. State*, No. 02-19-00055-CR (Tex. App.—Fort Worth Feb. 27, 2020)
- Disputing Arbitration Clauses in International Insurance Agreements: Problems with the Self-Execution Framework*, 3:6 PACE INT'L L. REV. (2012)
- Perry v. Schwarzenegger: Trying Same-Sex Marriage*, 13 SCHOLAR 363 (2011)
- Note, *Quality Care for Queer Nursing Home Residents: The Prospect of Reforming the Nursing Home Reform Act*, 89 TEX. L. REV. 999 (2011)
- Note, *Adoption by Same-Sex Couples: Public Policy Issues in Texas Law & Practice*, 15 TEX. J. C.L. & C.R. 235 (2010)
- The Legal Status of Same Sex Adoption in Texas*, SBOT FAM. L. SEC. REPORT (2010)
- Note, *Child Pornography, the First Amendment & Mistakes of Age*, 88 TEX. L. REV. 1101 (2010) (received Best Constitutional Law Note Award 2010)
- Note, *Just (Juvenile Justice) Jargon: An Argument for Terminological Uniformity Between the Juvenile and Criminal Justice Systems*, 37 AM. J. CRIM. L. 221 (2010)
- Note, *Teaching Tolerance: A Harvey Milk Day Would Do a Student Body Good*, 19 TEX. J. W. & L. 59 (2009)
- Note, *Standing in the Way of Animal Welfare: A Reconsideration of the Zone-of-Interest "Gloss" on the Administrative Procedures Act*, 29 REV. LITIG. 951 (2009) (received Ridley-Ray Outstanding Note Award 2009)
- Chapter 554: Protecting California's First Responders*, 40 MCGEORGE L. REV. 436 (2009)

In the Media

- Grace Elletson, *5th Circ. Backs UPS' Win In Fired Black Worker's Bias Suit*, LAW360, Feb. 11, 2025
- Anne Cullen, *5th Circ. Won't Revive Worker's Virus Leave Retaliation Suit*, LAW360, May 1, 2023
- TYLA Seeks To Improve Public Understanding Of Texas Courts*, VALLEY BUSINESS REPORT, Feb 23, 2023
- Texas Young Lawyers Association launches website to improve public understanding of Texas courts*, TIMES FREESTONE COUNTY, Feb 23, 2023, & WAXAHACHIE SUN, Feb. 22, 2023
- Grace Elletson, *11th Circ. Says Medical Leave Suit Against UPS Falls Short*, LAW360, Oct. 18, 2022
- Presidential Goals with Laura Gibson & Michael Ritter*, LEGAL TALK NETWORK (Podcast Interview), June 11, 2022

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Robyn Munn, *Alumni Profile: Michael J. Ritter '10, Texas' First Openly LGBTQ+ Lawyer Elected to Statewide Bar Office*, TEXAS LAW NEWS, The University of Texas School of Law, June 16, 2021
J. Edward Moreno, *New Prez of Texas Young Attys Association on Mental Health*, LAW360, May 19, 2021
Kathryn Rubino, *Channeling Elle Woods for Young Lawyers Campaign*, ABOVE THE LAW, Mar. 16, 2021
Robert Storace, *Michael Ritter Seeks to Be Texas' First Openly Gay Lawyer Elected to Statewide Bar Office*, TEXAS LAWYER – LAW.COM, Mar. 4, 2021
San Antonio openly LGBTQ lawyer nominated for presidency of State Bar's Young Lawyers Ass'n, OUTINSA, Mar. 2, 2021
Recent Supreme Court Decision in Bostock v. Clayton County, PRIDESA (Streaming Panelist), June 27, 2020
Justices Rule LGBT People Protected from Job Discrimination, SPECTRUM NEWS (TV Interview), June 16, 2020
Local LGBT Bar Association Publishes Guide to Same Sex Marriage, WOAI 4 (Radio Interview), Mar. 7, 2019
Discretionary Decisions in the Courts of Appeals, TEXAS APPELLATE PODCAST (Podcast Interview), June 14, 2020
Abby DeNike, *Behind the Scenes of Justice*, TRINITY UNIVERSITY NEWS CENTER (Feature), Oct. 31, 2019
Nicolette Good, *All Eyes on the Appellate Court*, TRINITY UNIVERSITY NEWS CENTER (Feature), Oct. 31, 2019
Sam Sanchez, *Lawyers Produce Catalog with List of Bexar County Judges Who Will Marry Same-Sex Couples*, OUTinSA Magazine, Mar. 8, 2019
Kristi Cochran, *Michael J. Ritter one of two attorneys Texas Board Certified in both Civil Appellate Law & Criminal Appellate Law*, SABA, Jan. 29, 2019
Adam Faderewski, *Annual Review: Texas Legal Answers Celebrates Its One-Year Anniversary*, 81:8 TEX. BAR. J. 604-05, Sept. 2018

Interests & Other Certifications

Dogs
Gaming
Health & Wellness
Certified in QPR Suicide Prevention
Marriage Officiant, American Marriage Ministries