



Stephanie L. Goutos

**HEAD OF EMPLOYMENT LAW
PRACTICE INNOVATION**

New York

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Stephanie is Head of Employment Law Practice Innovation.

Stephanie is in our New York office where she leads strategic innovation and knowledge management initiatives. With a wealth of experience in class action defense, litigation, and employment counseling, Stephanie brings a depth of expertise to her role. Her unwavering passion for forward-thinking innovation drives her to bridge traditional legal practices with cutting-edge solutions to enhance the practice of law.

Before joining Gunderson Dettmer, Stephanie led innovation and knowledge management at a national law firm with over 900 attorneys. There, she spearheaded multiple enterprise deployments of cutting-edge technology, built transformative solutions, and was instrumental in building out the firm's Innovation & KM department. Prior to this, as the lead KM Attorney, Stephanie played a central role in establishing and expanding the firm's Class Actions and Complex Litigation Practice Group, which grew to nearly 200 attorneys nationwide. Her innovative mindset and strategic vision were pivotal in driving the firm's success in complex legal matters.

Stephanie also has extensive experience in litigation, where she focused her practice on class, collective, and multiparty actions, including a broad spectrum of federal and state law wage and hour claims. She has successfully defended against complex

actions across several states, including New York, New Jersey, Connecticut, and Maryland, alleging misclassification of employees, off-the-clock work, failure to properly calculate the regular rate of pay, failure to pay minimum and overtime claims, and numerous other similar federal and state law violations. She has also defended class claims under the Fair Credit Reporting Act and discrimination statutes.

Before her career in private practice, Stephanie served as Counsel to the New York State Deputy Commissioner of Higher Education at the Department of Education. There, she provided legal counsel on a diverse range of matters, including educational policy, legislative drafting, and the interpretation of newly enacted laws. This experience equipped her with invaluable skills in navigating complex regulatory environments and fostering effective interdepartmental collaboration.

Stephanie is a recognized thought leader in the legal technology industry. She regularly shares her insights through panel discussions, publications, and unique content creation, shaping the future of legal practice. Her commitment to driving transformative change extends beyond her professional endeavors. Stephanie is deeply passionate about achieving tangible outcomes that benefit stakeholders and enhancing access to justice. Her dedication encompasses promoting inclusivity within the legal sector, where she actively mentors women and advocates for their increased participation and opportunities in legal technology, fostering a more diverse and equitable industry landscape.

Presentations & Publications

PUBLISHED WORKS

- *Current and Future Trends in Knowledge Management and Innovation for the Legal Profession*, Chapter 1 - Building the Future of Law: The Competitive Edge of Innovation and Knowledge Management by Natalie Pierce, Stephanie Goutos, and Avi Saiger, Inspire Legal Publishing (2024)
- *Why Lawyers Must Responsibly Embrace Generative AI*, Natalie A. Pierce & Stephanie L. Goutos, 21 Berkeley Bus. L.J. 469 (2024)
- *Legal Operations in the Age of AI and Data, Powered by AI - Shaping tomorrow's workforce*, Globe Law and Business (March 2024)
- *AI Governance Playbook*, Athena Alliance, Contributing Author (February 2024)
- *AI at Work: Building a Future-Ready Workforce*, Legal Business World (No.8, 2023)
- *AI and the Legal Profession: Transforming the Future of Law*, Globe Law and Business (Fall 2023)
- *Beyond the Bots: KM&I 2023 Highlights the Human Factor in Legal Innovation*, LinkedIn Article (October 2023)
- *Public's Unease With AI Is Creating Another Hurdle For Adoption*, New York Law Journal (September 25, 2023)
- *Expert Analysis: Law Firm Guardrails for Responsible Generative AI Use*, Law360 Pulse (August 15, 2023)
- *ChatGPT Doesn't Have Ethical Obligations, But Attorneys Do*, Bloomberg Law (July 2023)
- *Pierce & Goutos on Why Law Firms Must Responsibly Embrace Generative AI*, AI Law Blawg (July 2023)
- *ChatGPT Doesn't Have Ethical Obligations, But Attorneys Do*, Inside Legal AI Newsletter (July 2023)
- *Why Law Firms Must Responsibly Embrace Generative AI*, SSRN (Social Science Research Network) (June 2023)

- *Lawyers Must Responsibly Embrace Generative AI*, Columbia Law School, CLS Blue Sky Blog (June 2023)
- *Happy 30th Birthday Hoffman-La Roche: It's time for a change*, Journal of Compensation and Benefits (May/June 2020)

SPEAKING ENGAGEMENTS

- Guest Lecturer, Albany Law School, Community Economic Development Clinic — “AI and the Practice of Law: Practical Applications and Emerging Challenges” (April 2025)
- Panelist, Responsible AI Institute, Legal Teams as Responsible AI Champions: Balancing Enablement and Risk Mitigation (February 2025)
- Guest Lecturer: Albany Law School, Navigating the Regulatory Landscape of Emerging Technologies (February 2025)
- Panelist: 2024 Legal Tech Hub GenAI and Data-Enablement Conference, *Data Governance, Regulations and Ethics in an AI-Driven World* (November 2024)
- Panelist: 2024 Legal Tech Hub Innovation and Tech-Enabled Lawyering Conference, *Fireside Chat: AI Governance and Responsible Deployment* (September 2024)
- Panelist: International Legal Technology Association Conference (ILTACON), *How To Get Attys Excited — Not Scared — About Innovation* (August 2024)
- Panelist: Bluestar, *Generative AI and Legal Ethics* (April 2024)
- Panelist: International Legal Technology Association (ILTA), *The Role of AI Powered Chatbots* (February 2024)
- Speaker: Josef-Q Launch, *Product Insights* (January 2024)
- Panelist: *Building the Legal Practice of the Future, KM & Innovation for Legal Conference* (October 2023)
- Panelist: *Demystifying the PACER Services Marketplace: From Docking to Analytics*, American Association of Law Libraries (AALL) (June 2022)
- Panelist: *Making Smarter Legal Tech Decisions*, hosted by Bob Ambrogi (January 2022)

PODCAST APPEARANCES

- Guest, Embracing Knowledge Management and Innovation in Legal, Reinventing Professionals Podcast hosted by Ari Kaplan (September 2024)
- Guest, Practice Automation with Natalie Pierce and Stephanie Goutos of Gunderson Dettmer, American Bar Association (ABA) Center for Innovation (October 2021)

FEATURED APPEARANCES

- Featured Leadership Profile in Duke Center on Law & Technology Responsible AI in Legal Services (RAILS) Organization
- *Ironclad's The Legal AI Handbook*, Gunderson Dettmer case study page 48
- Josef-Q
- InfoDash's Review of KM&I 2023
- Bob Ambrogi's Review of KM&I 2023

Credentials

EDUCATION

- Albany Law School of Union University, J.D.
cum laude
- The College of Saint Rose, B.S., Business Administration
cum laude
- Berkeley Law School, Executive Education
Certificate in Generative AI for the Legal Profession

BAR ADMISSIONS

- New York
- N.D.N.Y.
- W.D.N.Y.

ACHIEVEMENTS

- Recipient of the “Young Professional to Watch” by ILTA’s 2024 Distinguished Peer Awards
- 2024 Nominee, Women in Tech Global Awards
- 2024 Relativity Innovation Award Winner: Stellar Women
- 2024 Relativity Innovation Award Finalist: Artificial Intelligence
- 2024 Relativity Innovation Award Nominee: Education & Mentorship
- 2024 vLex Fastcase 50 Honoree
- Selected to Super Lawyers *Rising Stars* in Employment Litigation Defense (2017, 2018, 2019, 2020)

AFFILIATIONS

- Member of the KM&I Advisory Board
- Member of the Athena Alliance AI Governance Playbook Working Group
- Member of the American Bar Association

- Mentor in the ILTA MyMentor Program
- Member of The Duke Center on Law & Technology Responsible AI in Legal Services (RAILS) Organization
- Member of the Society for Human Resources Management (SHRM)

Focus Areas

Employment & Labor
AI & Machine Learning

Related News & Insights

INSIGHTS

Lead Practice Innovation Attorney Stephanie Goutos Published in 2024 International Legal Technology Association Awards of Excellence Magazine

INSIGHTS

Law360 Quotes Stephanie Goutos in “How To Get Attys Excited – Not Scared – About Innovation”

INSIGHTS

ILTA’s 2024 Distinguished Peers Honors Practice Innovation Attorney Stephanie Goutos in its Young Professionals to Watch List

INSIGHTS

Legal Business World Features “AI at Work: Building a Future-Ready Workforce” by Natalie Pierce and Stephanie Goutos

INSIGHTS

Bloomberg Law Posted Natalie Pierce and Stephanie Goutos Article “ChatGPT Doesn’t Have Ethical Obligations, But Attorneys Do”

INSIGHTS

CLS Blue Sky Posts Natalie Pierce and Stephanie Goutos Article “Lawyers

Must Responsibly Embrace Generative AI”

INSIGHTS

SSRN Posts Natalie Pierce and Stephanie Goutos Article “Why Law Firms Must Responsibly Embrace Generative AI”

INSIGHTS

January 21 Update - U.S. Supreme Court Blocks Federal COVID Vaccine and Testing Mandate

INSIGHTS

Returning to the Workplace VC Survey Report

INSIGHTS

Returning to the Workplace Company Survey Results

CLIENT NEWS

Dataminr Announces \$100M Investment Led by Fortress Investment Group

INSIGHTS

Client Insight: California AI Transparency Act

INSIGHTS

Tech Brew Interviews Aaron Rubin in “Where the legal battle stands around copyright and AI training”

EVENTS

Webinar: Fundamentals of Noncompetes 2025

EVENTS

Webinar: Speaking of AI: What Can You Do to Avoid Trouble in Disclosures, Litigation, and Regulatory Scrutiny

CLIENT NEWS

AI-Powered Data Security Cyberhaven Announces \$100M Series D Financing

EVENTS

Webinar: AI Regulatory Landscape Under the New Trump Administration

CLIENT NEWS

Nexthop AI Announces \$110M Financing Led by Lightspeed

CLIENT NEWS

Prosus Ventures Invests in Voa Health

CLIENT NEWS

Fast Company Recognized 20 Gunderson Dettmer Clients in 2025 World's Most Innovative Companies List

CLIENT NEWS

Gunderson Dettmer Clients Recognized in Inc.'s 2025 Female Founders 500 List

FIRM NEWS

Gunderson Dettmer Welcomes Adrian Rich as a New Life Sciences Partner in Northern California