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**Alumni Bulletin of the University of Wisconsin Law School**

**Vol. 11 No. 1**

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# *The Gargoyle*

Law School  
University of Wisconsin  
Madison, Wisconsin 53706



## COMMENTS BY THE DEAN

I am pleased to introduce as the new editor of the Gargoyle a man who, as the saying goes, needs no introduction, at least to our younger alumni. Ed Reisner joined our staff as Assistant Dean in February 1976 to serve as director of our Placement Office. He also doubles as Executive Director of the Wisconsin Law Alumni Association. He has served capably in both of these positions for the past four years and now is taking on the additional task of producing and editing the Gargoyle. Ed is a 1972 graduate of this Law School and spent several years working for the State Bar of Wisconsin before returning to the Law School.

I also take this opportunity to again express my appreciation to Ruth Doyle who served as producer and editor of the Gargoyle during the past 10 years. Mrs. Doyle decided to retire last summer.

This issue of the Gargoyle features an article on our labor law curriculum. It remains true that, on the whole, legal education at the J.D. level takes a generalist approach. Nevertheless, it is possible, as the article points out, for a student who has an interest in a particular area of the law to take a good deal of course work in that area. From time to time, we hope to feature similar articles on various areas of our curriculum.

Orrin L. Helstad



## TABLE OF CONTENTS

Alumni Take the Bench .....	3
Class of 1982 Admitted .....	3
New Assistant Dean .....	3
Prof. Katz Dies .....	4
In Memorium .....	4
1979-80 Fund Drive .....	5
Labor Law Studies .....	8
Law School in the Olympics .....	9
On Campus Recruiting .....	10

### THE GARGOYLE

Bulletin of the University of Wisconsin Law School, published quarterly.

Vol. 11 No. 1 Fall, 1979

Edward J. Reisner, editor

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COVER PHOTO: Taken before the recent addition to the library wing, this unusual view offers a different perspective of the Law School. An office-classroom-administrative addition is presently being studied. If funded, it would add another tower to the top corner of the building as shown here.

## CLASS OF 1982 ADMITTED

As classes resumed in September, 287 new freshman entered the University of Wisconsin Law School. These individuals were selected from more than 1,400 applicants. The number of applications declined by approximately 14% from the previous year. This apparently reflects a national trend towards fewer applications to law schools. While median and average LSAT scores and undergraduate grade points both declined slightly from the recent peak figures encountered last year, the high academic credentials of entering classes over the past several years remains essentially unchanged.

The number of women in the first year class has risen to 43%, the highest figure in recent history. Overall, women now make up almost 40% of the enrollment. 232 of these new students report Wisconsin as their homes with the remaining 55 divided among 23 states, the District of Columbia and Puerto Rico. The largest number come from Illinois (11). Further reflecting the variety of backgrounds is the fact that these students represent 93 undergraduate schools. The average age of the entering students is 25.41 years. This statistic is reflected in the fact that 67 students have done at least some graduate study including five who have Ph.D. degrees.

On a national level some law school officials are beginning to voice concern over the apparent decline and interest in legal education. While it is true that fewer applications are being received at the University of Wisconsin Law School, the time appears distant when an insufficient number of qualified individuals cannot be chosen to fill an entering class.

## Joan Rundle Named New Assistant Dean

Joan Bright Rundle, a 1977 graduate of the UW Law School, has been named as a new Assistant Dean for Student and Academic Affairs. Ms. Rundle received her undergraduate degree at UW in 1973. She had been a staff attorney with the Nursing Home Ombudsman program in the office of Governor Schreiber. Her main responsibility in the new position is to administer the financial aids program formerly directed by Ruth Doyle. In addition she will be responsible for interpretation of Law School rules, as they affect students, and for pre-law advising.

Ms. Rundle, the mother of three sons, worked throughout her years in Law School. As a result she feels that she will be able to understand the kind of stresses that law students face, and will be better able to help students with their problems. She intends to hold evening office hours during exam periods to provide counseling.



Dean Rundle



## ALUMNI TAKE THE BENCH

Among recent judicial appointments by President Jimmy Carter were two U.W. Law School alumni.

Barbara Crabb (1962) was named U.S. District Judge for the Western District of Wisconsin. Ms. Crabb had been serving as U.S. Magistrate for the Western District and had previously clerked for Judge James Doyle who will now share the bench with Ms. Crabb. She has also been active in the U.W. Law Alumni Association, including a recent term as chairman of its Board of Visitors.

Appointed as an Associate Judge in the Superior Court of the District of Columbia was Truman A. Morrison, III (1970). Mr. Morrison served as law clerk for Chief Judge John W. Reynolds of the U.S. District Court for the Eastern District of Wisconsin after graduation. He then began work as a public defender for the District of Columbia and was serving as chief of its Trial Division when appointed by the President.





## PROF. WILBER G. KATZ DIES

Emeritus Prof. Wilber G. Katz, a member of the Law School faculty since 1961, died in Milwaukee on May 17, 1979.

Wilber was educated at the University of Wisconsin (A.B. 1923) and at Harvard Law School (LL.B. 1926; S.J.D. 1930). He was Phi Beta Kappa here and Note Editor of the Law Review at Harvard. He received an honorary degree (D.C.L.) from Kenyon College. He was awarded the chair of George I. Haight Professor of Law by the Regents of this University.

Wilber practiced law at the Wall Street firm of Root, Clark, Buckner and Ballantine before beginning his teaching career at the University of Chicago. For thirty-one years, from 1930 to 1961, he taught at the Chicago Law School. He also served as its dean from 1939 to 1950. In 1961, he joined the faculty of the University of Wisconsin Law School from which his father had graduated sixty-five years earlier. For a decade here he taught corporations, accounting and the law, legal ethics, and the law of religious freedom.

Wilber was a nationally recognized scholar in the fields of accounting, corporations, and church-state relations. He was author of "Introduction to Accounting"; co-editor with Felix Frankfurter of a casebook on "Federal Jurisdiction and Procedure." He contributed studies of law and religion to books entitled *Religion in America* (Cogley ed., 1958); *Religion in American Life* (Smith and Jamison eds., 1961); and *Religion, Morality and Law* (Harding ed., 1956). He wrote many articles on accounting, corporations, and religious freedom for professional journals.

A distinguished peer, Professor Paul G. Kauper of the University of Michigan, had this to say of Wilber's scholarship concerning the constitutional issues of church and state:

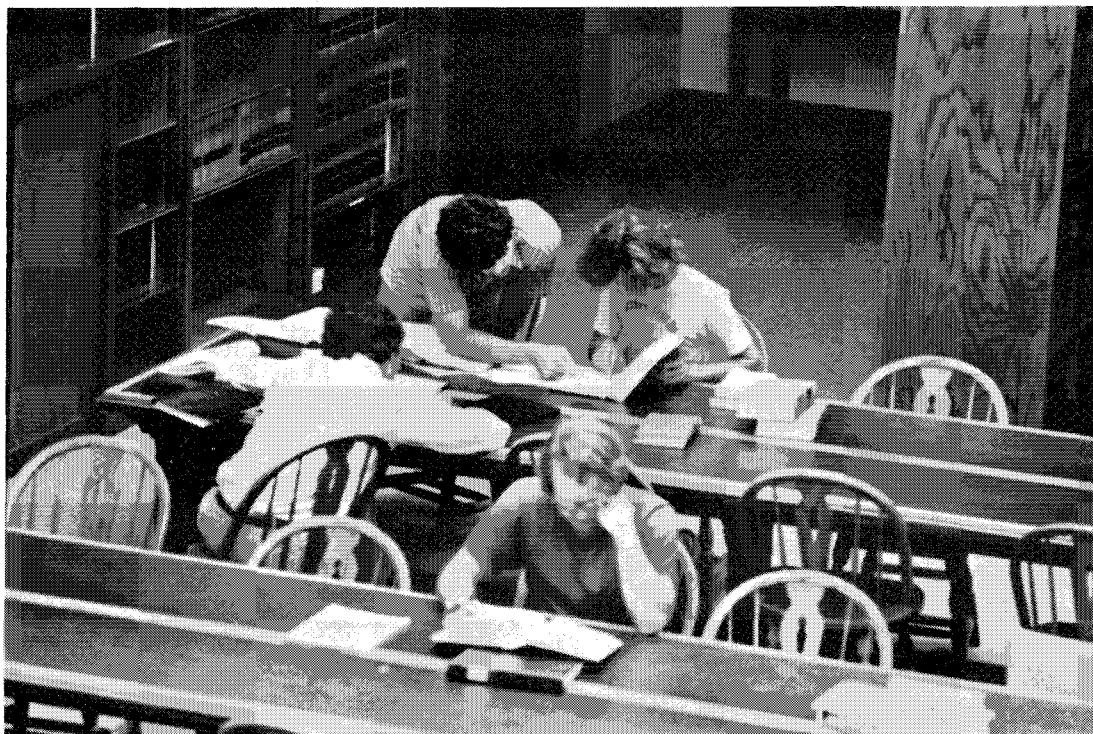
"In his writings on the subject he has revealed insights and developed a canon of constitutional interpretation which have earned him a position of preeminent mentor ... A rich scholarship, penetrating analysis and insights, and mature reflection coupled with grace in writing, sensitivity to underlying values, a sense of intellectual integrity, respect for the views of others, and a kindly humor have all contributed to the effectiveness with which he has presented his views."

In addition to being an innovative teacher, Prof. Katz served this Law School in a number of other important administrative functions including chairing a committee to select the dean. He will be missed as a colleague, a scholar and as a great teacher.

## IN MEMORIAM

The entire law school community was saddened recently by the loss of four of our alumni. Two of these prominent alumni, F. Ryan Duffy (1912) and J. Ward Rector (1931), were recipients of the Alumni Association's Distinguished Service Award. Each had an outstanding record of contribution to the profession through distinguished service during their careers. The loss of James Schipper (1955) and Richard Trembath (1942) is a particular loss to the Association since at the time of their deaths Mr. Schipper and Mr. Trembath were active members of the Alumni Association's Board of Visitors and Board of Directors respectively. A successor to Mr. Schipper will be appointed by the President of the Alumni Association, and Mr. Trembath will be replaced by election of the members at next spring's annual meeting but their places will be difficult to fill. Members of our two boards serve without compensation or reimbursement, but the spirit of service was exemplified by the activities of these two men. Memorial contributions in their names have been received by the association.

# 1979-80 Alumni Fund Drive Begins



## ALUMNI CONTRIBUTIONS CRUCIAL TO LAW SCHOOL

This Law School and its students have for a long time recognized the importance of the financial contributions of its alumni. Eleven years ago Dean Spencer Kimball organized the first Annual Law Alumni Fund Drive. Since that time our alumni have contributed more than one million dollars in voluntary support. We have grown to rely upon these contributions and find them even more necessary for the continued success of this school's mission of excellence.

Recently the American Bar Association's Task Force on Lawyer Competence made a number of recommendations relating to legal education. Among these were:

Lawyers having an obligation to support the education of future lawyers should be contributing their time and their money.

Employers of lawyers, including law firms, should make "substantial" financial contributions to law schools either directly or by matching the contributions of their lawyers to a law school's annual giving fund. The organized bar should back these efforts.

In its simplest terms the ABA is saying that it will take more and more money to educate lawyers to the higher standards of competence demanded by both the profession and the public today and tomorrow. Those of our alumni who currently contribute to the alumni fund do so generously. This number, however, is disappointingly small and a much larger percentage of our graduates should establish a pattern of annual giving to the school which provided the basis for their employment.

This is one of the professional obligations of attorneys and one of the personal obligations of each of our graduates.

**IS \$5.60 a year ALL THE SUPPORT YOU WANT TO GIVE TO YOUR LAW SCHOOL?**

Small amounts of the Alumni Fund have been used in the past for projects involving capital expenditures for improvement of the Law School physical facility, purchase of books or supplies and supplementing monies available from the state budget for faculty travel and seminar attendance.

On the other hand, the generosity of those who do help is exemplary. The average gift gets larger and larger although perhaps not at a rate sufficient to offset the negative effects of inflation. Several years ago a special Fund Raising Committee of the



Alumni Association expressed its opinion that our fund raising efforts should concentrate on increasing the number of alumni who contribute regardless of the amount per gift. All kinds of fund raising activities have expenses but it is generally conceded that mass appeals are the most expensive per dollar returned. Our campaigns will be successful only if there is a significant increase in the number of contributors and that these new givers establish the same tradition of assistance as already exists in our established giver corp.

We ask you to join us because it is only with your help that this Law School can be a truly great national institution.

## **WHY MORE?**

One obvious need for additional support is to maintain and even increase the level of financial assistance we can offer our students. This is particularly important if the quality of legal education is to increase in the future. Not only will more student time be necessary for basic education and skills training but experimentation and improvement of teaching tools and techniques will require the outlay of substantial amounts of money not presently available from our tax support. In an era of tight tax money the best we can hope for is maintenance of existing programs with little or no chance of additional funds to improve the quality of education.

Equally important is alumni support for expansion of this school's research activity. It is often true that research is eventually paid for by contract or grants but negotiating for and obtaining these grants and contracts is a costly activity in itself. Normally there are no state funds to cover the cost of these activities. Last year the use of several thousand dollars in alumni funds through the Dean's discretionary fund allowed the UW Law School to successfully obtain a \$1.5 million contract with the U.S. Department of Justice. While research may have academic justifications it is also useful to improve the system of justice and the delivery of legal services, two goals highly sought after in today's society.

## **HOW CAN YOU CONTRIBUTE?**

- Individual donation
- Individual pledge
- Deferred giving: Insurance program  
Estate planning
- Gifts to the UW Foundation pledged to the Law School
- Contribution by law firm or employer
- Matching contribution from firm or employer
- Assigned royalties
- Challenge gifts
- Class gifts
- Assigned stocks or bonds



## LABOR LAW STUDIES AT WISCONSIN

It has been a tradition at the University of Wisconsin Law School since the early thirties, with the late William Gorham Rice and with the arrival in 1932 of Nathan P. Feinsinger, to give special emphasis to the study of labor law. This Law School interest was then, and is still today, paralleled by comparable interest in the other Social Science departments. That Wisconsin tradition is alive and well today.

Although we have not collected precise data to document this statement, it appears that this Law School offers as large a concentration in labor law as exists in any law school at the J.D. program level. (There are, however, several universities, most notably New York University and Georgetown and George Washington Universities in Washington, D.C., which offer degrees at the graduate level (LLM) with a specialization in labor law.) Additionally, it is possible by being admitted in both the Law School and the Industrial Relations Research Institute for a student to complete both a J.D. and a masters degree in Industrial Relations in four years.

The University of Wisconsin Law School currently offers Basic Labor Relations Law, Equal Employment Law, Public Sector Labor Law, a Collective Bargaining seminar devoted to mock arbitration, and a clinical program with placements in the National Labor Relations Board, the Wisconsin Employment Relations Commission, and the possibility of some placements in the field of equal rights. These courses comprise 17 credit hours and have been offered in recent years at least once every year.

This year the Law School is fortunate in having an advanced course in Practices and Procedures before the National Labor Relations Board presented by Joseph Szabo, regional attorney for Region 30 of the Board.

Although it has not been taught in recent years, we still have in the curriculum a course in Protective Labor Legislation. We are optimistic that it will be offered in the near term.

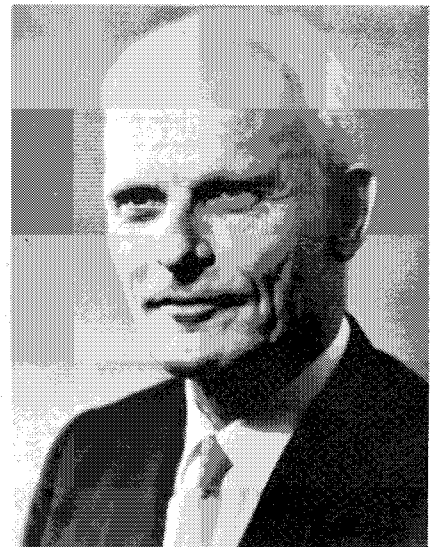
These course offerings, if a student took all of them, come to 22 credits in the labor field. Additionally, the Law School has a rule which permits a student, with consent of the Dean, to elect to take up to six credit hours outside of Law School in the student's area of concentration. The University offers a wide range of courses related to the labor law area. In fact, the Industrial Relations program alone offers a substantial number of courses which would be candidates for approval under the 6-credit rule. Many of the Law School's courses in the labor law

area meet the Wisconsin Supreme Court's 60-credit requirement for bar admission under the diploma privilege, so it is possible for a student to pursue a concentration in the labor law area and still satisfy the bar admission requirements.

It should be a source of satisfaction for those students and alumni who chose the University of Wisconsin Law School because of its preeminence in the labor field that this emphasis continues in the year 1979. However, as you will all appreciate, the field has not been static and there are many things which the Law School must continue to explore if program quality and leadership is to be maintained. In recent years, while we have added Equal Employment Law and Public Sector Collective Bargaining, we have done little with matters such as occupational health and safety, with the regulation of private insurance programs (ERISA) or with the law pertaining to regulation of the internal affairs of labor organizations. Moreover, there has been some slippage in that we have given diminished attention to the whole area of workers compensation. Faculty members who are vitally interested in the labor law program hope to address these deficiencies in course offerings in the near term.



Feinsinger



Rice

The continued cooperation between the Law School, the Industrial Relations Research Institute, the Business School, the School of Social Work and the School of Engineering, as well as the general tradition of the interaction between law and social sciences at U.W.-Madison, provide the kind of supportive environment that has enabled our programs to survive and grow despite limited resources.

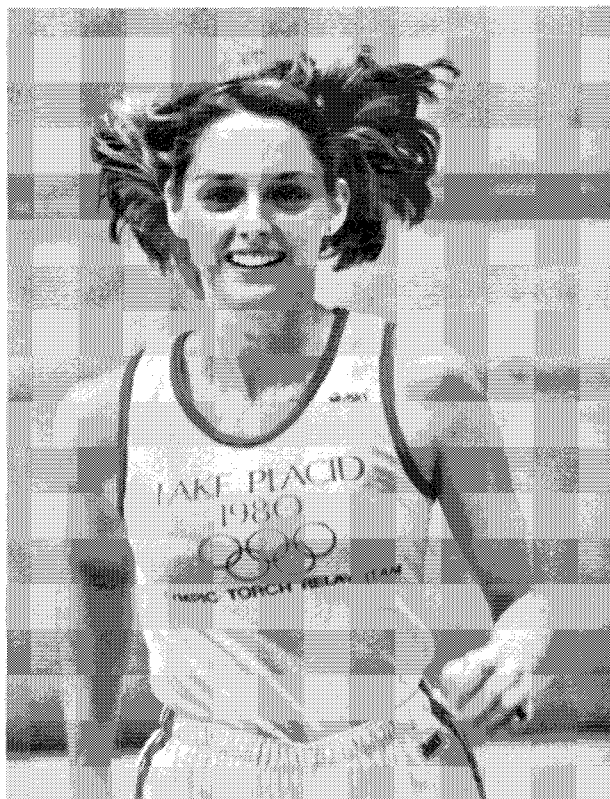
Currently, Professors James E. Jones, Jr. and June Weisberger are the faculty members primarily involved in the labor law program. However, Professor Arlen Christenson maintains an active interest. His teaching of Local Government Law includes substantial portions directed to public sector collective bargaining, and periodically he teaches a course devoted specifically to public sector labor law.



**Weisberger**



**Jones**



**Carlson**

## **LAW SCHOOL IN THE OLYMPICS**

Alison Carlson a University of Wisconsin Law Student will be one of 52 persons elected from a field of 6,000 who will carry the Olympic Torch to the 1980 Olympic games at Lake Placid, New York. She will represent the State of Wisconsin. Ms. Carlson was selected on the basis of personality, academics, outside activities, and her essay on the "Greek Ideal of the Whole Man". Ms. Carlson rowed with the Princeton Women's Crew as an undergrad, runs regularly, and is President of the Mendota Rowing Club. In addition to running an 18 to 30 mile leg of the relay she will also participate in opening ceremonies.

While the Olympic Committee is paying for the direct costs of the torch relay, it is the individual's responsibility to pay all other expenses including travel, food and lodging. Ms. Carlson is hoping to raise at least part of the estimated \$3,000 cost of her participation by appearances at various group meetings. She will also accept contributions made to her (2546 Kendall Avenue, Madison, WI 53705).

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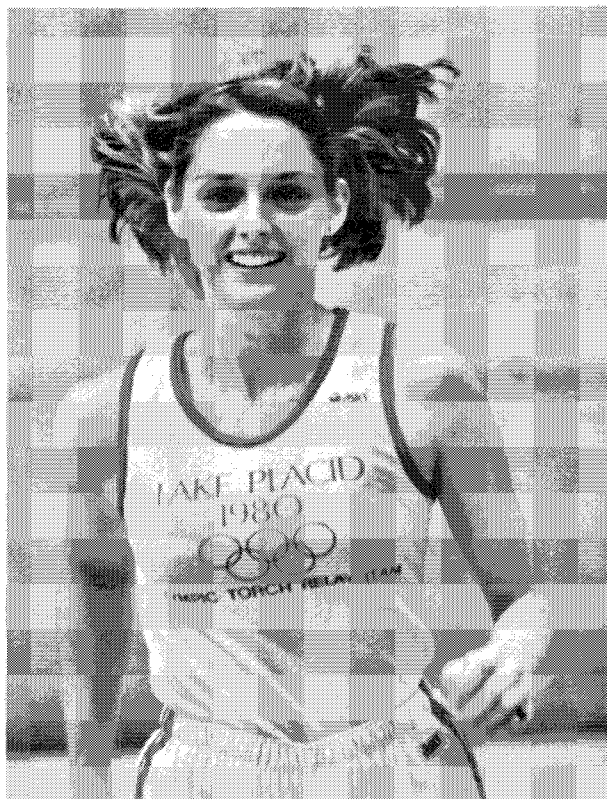
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**Weisberger**



**Jones**

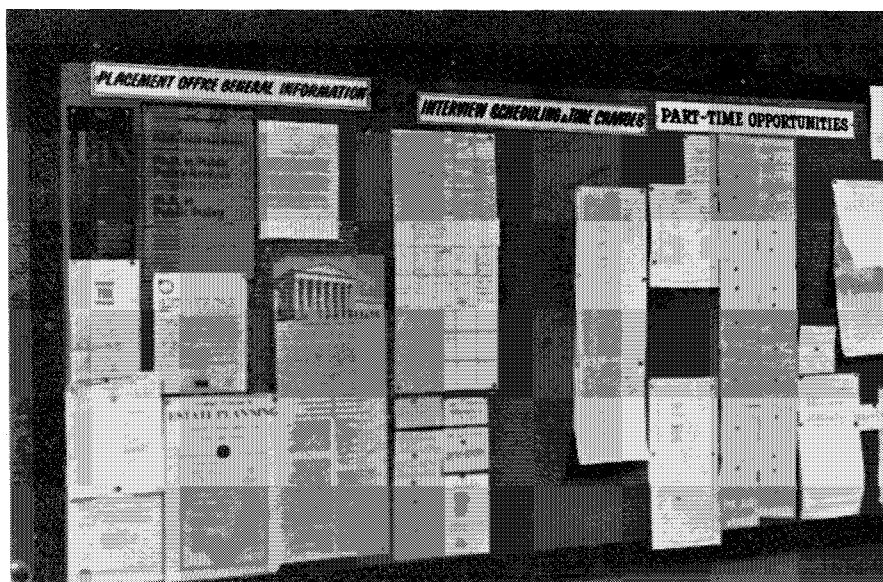


**Carlson**

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## On Campus Recruiting — 1979

On some days the line begins forming as early as 10:30 a.m. although sign-up sheets are not posted until 11:55 a.m. On these popular days, when the appointed hour arrives, fifty or sixty second and third year students will be waiting for the opportunity to arrange a brief interview with one or more of the employers visiting the Law School two weeks later. The sign-up session ends more quickly than it begins, and within a few minutes the crowd has dispersed for another day.

This scene is repeated each day for at least the five or six peak weeks in fall interviewing season. On an average day during this period, four employers will conduct recruiting interviews at the Law School. More than 100 individual interviews will be conducted, some students interviewing each of the employers during that day. This is the showiest part of placement although in any given year no more than one-third of our graduates will be placed as a result of on-campus interviewing.

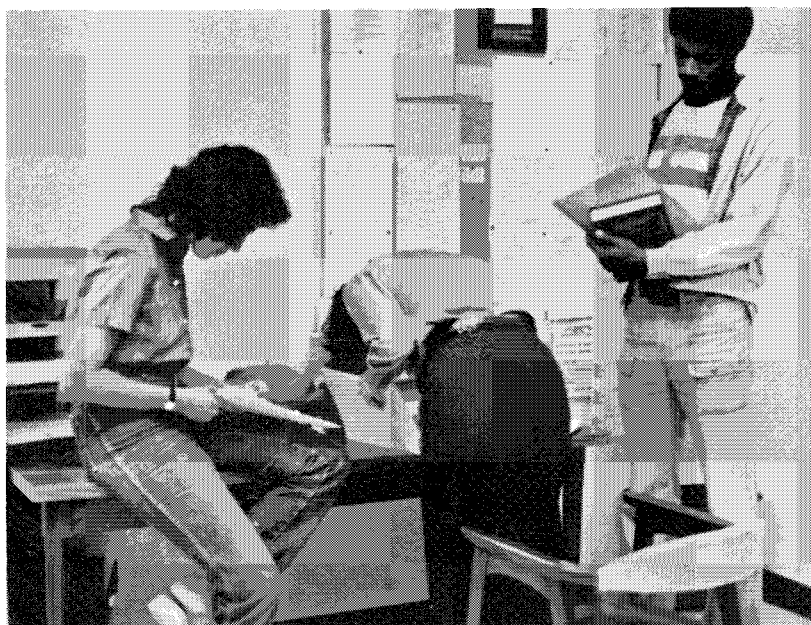
The number of employers visiting our school this fall has set a new record. With first semester interviews continuing the number approaches 120. Included are many of the country's most prominent law firms, governmental agencies and in a growing number corporate law departments. Some on-campus recruiting is done by small Wisconsin law firms, but during the fall interviewing season private practice is represented primarily by large law firms from around the country. They come from Honolulu, San Francisco, Las Vegas, Philadelphia, Washington, New York, Chicago and Minneapolis. They look for a few outstanding third year students but concentrate their efforts on second year law students who will serve as summer clerks. More and more employers are relying on these summer clerkships as their principal means of recruiting permanent employees. Over the course of the summer employers have an unusual opportunity to observe the work product of the potential employee as well as to form an

opinion about how that individual will fit into their practice.

On the day of the employers visit, candidates wait anxiously for their appointed times. Every half hour or twenty minutes the interviewer welcomes a new applicant. There are a wide variety of interview techniques, but the most common approach is for the interviewer to question the applicant about their training background and interests, provide some information about who they are and what they are looking for and finally allow the candidate an opportunity to ask questions. A few employers will feel confident enough of their impressions of the applicant during these brief interviews to make a decision on the spot. For most candidates, however, the best that can be hoped for is an invitation to a second interview usually held in the office of the employer. While the expense of sending an interviewer to a number of campuses is substantial, the process of bringing applicants into the office tends to be even more expensive. If a large firm anticipates hiring 15 to 20 summer clerks, they may invite twice that number for all day interviews in a city far removed from Madison. One East Coast firm estimates that it spends in excess of \$100,000 per quarter in recruiting activities, much of this expended to bring candidates for on-site interviewing.

If each of the employers recruiting on campus sought only top grades, there would not be enough qualified candidates to satisfy the demand and justify the continued expense. Most employers, however, are more sophisticated in their recruiting than merely to demand outstanding grades. Grades are and will remain one of the criteria in the selection process, but the difference in ability between a person in the upper third of the class and one in the upper ten percent is difficult to measure. Consequently employers have other criteria to use. One of these is to measure the candidates' writing ability. Those students who have published in the Law Review are presumed to have such





ability, while many others prove their ability by writing done in the course of employment or as part of their class work. Part time and summer employment leads to another measure of the candidate: practical skills. While large firms do not place particular emphasis on practical skills, they do find candidates' exposure to practice as at least a measure of their practice interests. Finally, and in many cases most importantly, the personality of the candidate as it

is shown during the interviewing process is very important to the potential employer. It is absolutely essential that the applicant demonstrate an ability to relate to the interviewer and to other employees. Given two otherwise equally qualified applicants, naturally the employer will seek that individual who will be most pleasant to work with.

It is accurate to say at least when referring to the large firms and agencies that do on campus

recruiting, that every student has an equal chance for employment. There are no longer discernible prejudices for or against any particular group of students. Each competes for positions on his or her own merits. This is the only way in which the employer can be certain of finding the best employee, since that person can exist among any of the groups making up the student body of the University of Wisconsin Law School.

### Fall Semester 1979-80 Interviews

Type of Employer		Locations	
Accounting firms	5	Wisconsin	49
Corporations	11	Milwaukee	23
Law firms	88	Madison	7
District attorneys	2	Out of State	
Legal aid	2	Illinois	20
Federal government	11	District of Columbia	13
		Minnesota	8
		Michigan	6
		California	4
		New York	3
		Ohio, Iowa and Colorado	2 each
		Arizona, Texas, Connecticut,	
		Hawaii, Pennsylvania, Nevada	
		and Georgia	1 each

