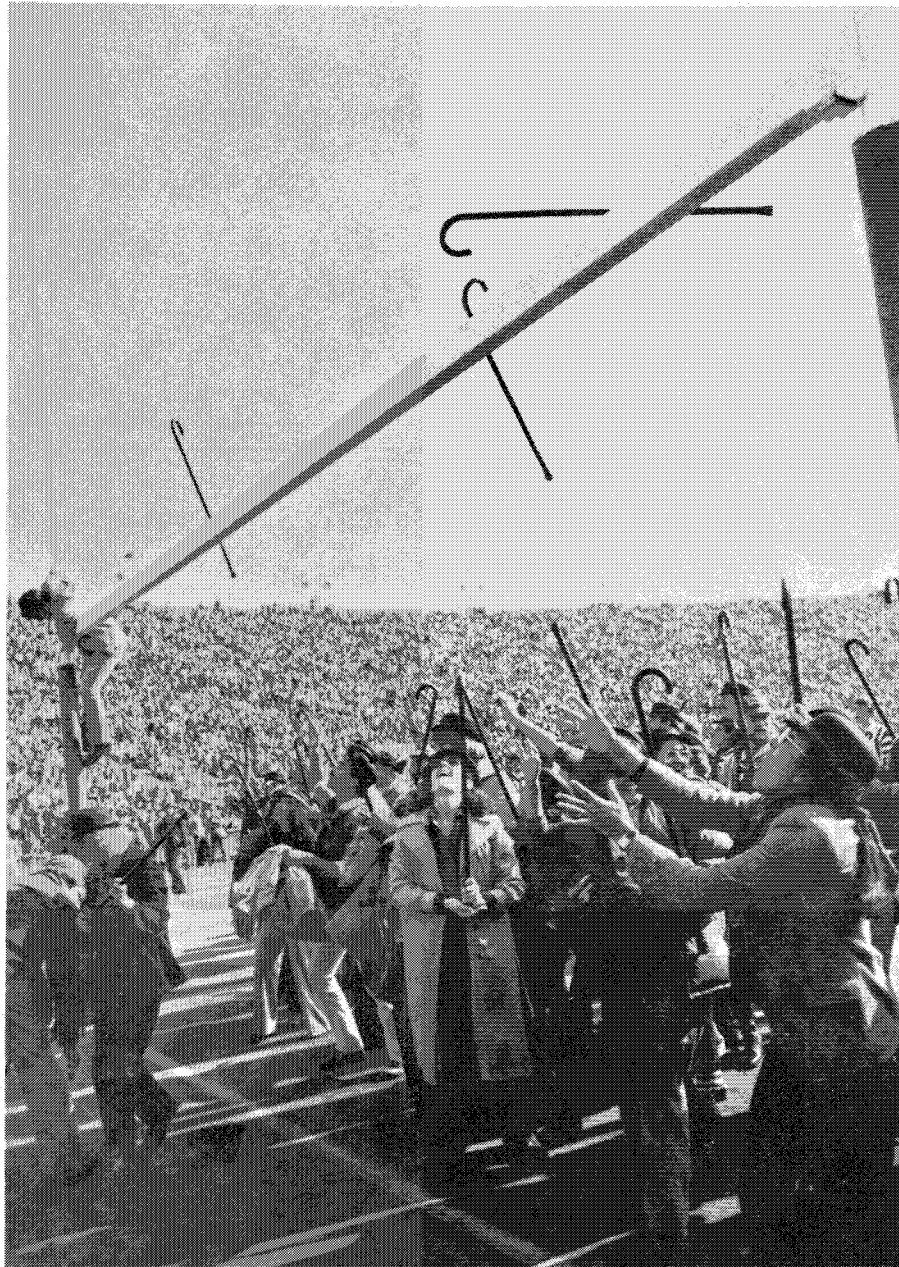


The Gargoyle



Alumni Bulletin of the University of Wisconsin Law School

Vol. 11 No. 2

Winter 1979-80

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Did you know ...

The *Gargoyle* is sent to every alumnus without a subscription cost. It is paid for out of our Annual Fund Drive.

We think it is important to provide our alumni with continuing information about our Law School. It is also expensive.

Make your contribution now so that we can keep coming to you.

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COMMENTS?

The editor invites your reaction to the style and content of the *Gargoyle*. When appropriate, letters of general interest will be printed. We are also interested in hearing of significant events concerning our alumni.

THE GARGOYLE

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

Vol. II, No. 2 Winter, 1979-80

Edward J. Reisner, editor

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COVER PHOTO: Tradition Continues — On Saturday, October 27, 1979, members of the Class of 1980 took part in the ritual Cane Parade. The origins of the tradition are lost, but it has been part of the Homecoming ritual at least since 1917 when William Herbert Page arrived and began 35 years of Parade leadership. (See back cover)



Board meeting

ation's books. Mr. Reisner reported on possible redesigning of the Gargoyle. John Fetzner, a member of the Board of Visitors, was elected to fill the Director's position created by the death of Richard Trembath. Roger Eñerson and Roy Evans were selected as Visitors to replace Mr. Fetzner and fill a vacancy caused by the death of James Schipper. Dean Helstad concluded with a report on the Law School, particularly the addition of Joan Rundle as assistant dean and Stuart Gullickson as associate dean.

tributed greatly to its work. We can only add our praise to that already given him by members of both parties in the legislature, his friends and acquaintances. His attitude towards his work in the legislature and his service to his Alma-Mater can only be explained as a continuous thank you for all life had given him.

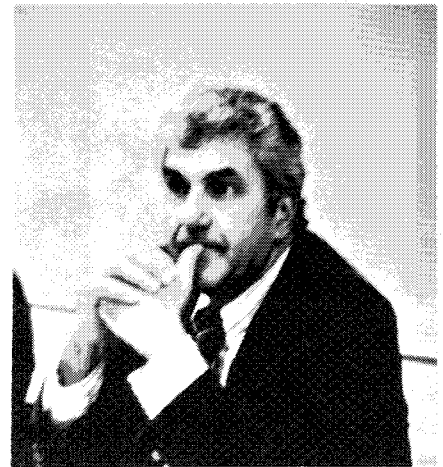
We will miss his gentle humor and his unfailing efforts on behalf of our Law School, both on the floor of the State Assembly and in the meetings of the Board of Visitors.

Action of the Boards

Meeting in Madison on November 4, 1979, the combined Board of Directors and Board of Visitors of the Wisconsin Law Alumni Association reviewed a report of its investments and considered its investment policy for the near future. Also before the body was the annual audit report. An apparent decrease in annual giving was explained by a variance in the fiscal years of the Fund Drive and the Benchers Society, a major component of alumni giving. The Boards indicated their wish to consider less expensive ways of insuring the integrity of the Associ-

Board of Visitors Grieves Loss

Once again, the Board of Visitors of the Wisconsin Law Alumni Association has been saddened by the loss of one of its members. State Representative Milton Lorman died recently at the age of 52 years. Mr. Lorman was in his first term as a member of the Board of Visitors, but had already con-



Lorman

37th Annual Spring Program 18-19 April 1980

**Annual Meeting of the Wisconsin Law Alumni Association
Election of Directors & Officers
Reunions — particularly the classes of
1970, 1955, 1940 & 1930
Student Awards Convocation
Dinner Program
and much more**

New UW President Joins Law Faculty

At a faculty meeting on December 20, 1979, the UW Law School faculty voted unanimously to accept the nomination of Robert M. O'Neil, president-designee of the UW System, as a member of the faculty. The nomination was made by the Tenure Committee in recognition of Mr. O'Neil's quantity and quality of legal scholarship. Mr. O'Neil graduated from Harvard Law School in 1961, served as a clerk to Justice William J. Brennan, Jr., and has taught law at the University of California-Berkeley, University of New York-Buffalo, University of Cincinnati and Indiana University-Bloomington. The new president has indicated his desire to conduct a seminar at the Law School as often as his other duties allow. He has followed this practice while serving as a vice-president at Indiana University.



President O'Neil

The Russell R. Bonfiglio Memorial Scholarship

Russell Bonfiglio, a Milwaukee native, was killed in an unfortunate automobile accident in January, 1977. At the time Russell, a UWM graduate, had finished his first semester of law studies with outstanding grades, placing him near the very top of his class. As an undergraduate Russell had been active in the UWM Student Legal Clinic and he hoped for a career serving the legal needs of the less fortunate in society.

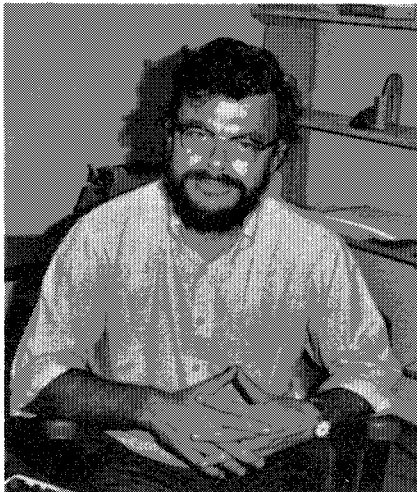
Largely through the efforts of Russell's brother, Anthony Bonfiglio — who is presently a medical student at the Medical College of Wisconsin — a Russell Bonfiglio Memorial Scholarship Fund has been established through gifts from family, friends, faculty and students.

The scholarship is given annually to a first year law student matriculating from UWM. The criteria for selection are: (1) scholastic achievements; (2) dedication and participation in community activities; (3) character and personal integrity;

and (4) demonstrated concern for his/her fellow human beings. Selection is made by a committee consisting of Anthony Bonfiglio, Professor Donald Shea of the UWM Political Science Department and Professor William Whitford of the Law School.

The first recipient of the scholarship, James Klein, was selected in the fall of 1978 and is presently a second year student. The current recipient, Christian Steinmetz, is now a first year student. Professor Whitford reports that the number of applicants for the scholarship increased dramatically between the first and second years it was offered. "There is every reason to believe," he reports, "that the scholarship will come to be seen as a valuable recognition of both scholarly achievement and compassionate community activity."

If the scholarship in some small way encourages UWM students to excel in these areas, it will indeed be a fitting memorial for Russell Bonfiglio.



Professor Whitford

PLACEMENT REPORT - CLASS OF 1979

Amid continued predictions of economic recession the Class of 1979 entered the job market. More than 95% of them reported success in locating jobs, and in only two instances were these jobs non-law related. The lesson of these statistics from year to year is that our students are impressing employers and that the markets they approach continue to have room for new lawyers. Almost 70% of our graduates locate within Wisconsin. Our graduates plus the graduates of Marquette Law School and successful bar exam candidates increase the number of active lawyers in this state by about 6.5% annually, well below California's 10% rate or a national figure of about 8.5%. It would appear, barring some gross change in the profession, that Wisconsin, our primary market, can continue to absorb almost three-fourths of our graduates.

During the 1978-79 school year 147 employers conducted on-campus interviews. This number is slightly less than the 152 of the previous year but the number of interviews conducted, approximately 3200, is virtually the same. Also during the year 432 postings for permanent jobs and 299 for part-time and summer positions were received. This is a slight increase from the totals of 1977-78 of 411 and 265. This year we kept a rough account of how students learned of positions they ultimately accepted as permanent jobs. On-campus recruiting and postings each contributed about one-fourth of the total.

Placement Summary

Table I, following, summarizes statistics for the Class of 1979 and presents a comparison with the Class of 1978. The number of students choosing positions with legal aid programs continues at a more normal level after a sharp increase in 1977. Last year's substantial increase in the number of judicial clerks continued during 1979, with 28 students (10.6%) choosing such jobs. A decline from 14.7% to 8.3% in placements with governmental agencies was noted. Last year's hiring freezes may not have shown an effect until this year, compounded by general fiscal belt-tightening. On the brighter side, the number of placements in corporate/business positions increased by almost 40% (18 to 25). More corporations are visiting law schools, and corporate legal departments have one of the highest growth rates of any segment of the profession. As will be noted later in this report, salaries

in corporate positions also took a healthy leap. Eighteen corporate recruiters were among the 147 on-campus interviewers for 1978-79.

Since long-term placement prospects are enhanced by students choosing a maximum number of locations, we are pleased to note that out-of-state placements increased to 30.8% from last year's 20.3%. Students locating in far-flung communities become ambassadors for our Law School and increase future placement prospects in that area.

The largest percentage increase occurred in the "Other" practice category. However only two of these placements were in non-law related jobs: one doctor and one farmer. Trade and professional associations, teaching, and JAGC each accounted for three graduates. For the first time one of our graduates was hired by a prepaid legal insurance program operated by a labor union.

Table I:
CLASS OF 1979

	1979 Total	1978 Total
Number in Class	305 (100%)	282 (100%)
Women	108 (35.4%)	69 (24.6%)
Minorities	19 (6.2%)	17 (6.1%)
Employed	265 (90.7%)	246 (94.6%)
Not seeking	4 (1.4%)	2 (0.1%)
Bar Exams	9 (3.1%)	8 (3.1%)
Total	278 (95.2%)	256 (98.5%)
Unemployed	12 (4.1%)	4 (1.5%)
Unknown	14 (4.6%)	20 (7.1%)
Locations:		
Madison	73 (26.2%)	80 (31.9%)
Milwaukee	31 (11.1%)	48 (19.1%)
Other WI	86 (30.8%)	63 (25.1%)
Total WI	189 (67.7%)	191 (76.1%)
IL	16 (5.7%)	9 (3.6%)
DC	9 (3.2%)	6 (2.4%)
Other States	61 (21.9%)	36 (14.3%)
Total out-of-st.	86 (30.8%)	51 (20.3%)
Unknown/NA	3 (1.1%)	9 (3.6%)
Types of Practice:		
Private	102 (38.5%)	111 (45.3%)
Solo practice	8 (3.0%)	3 (1.2%)
DA/Prosecutor	20 (7.5%)	13 (5.3%)
Legal Aid/PD	20 (7.5%)	16 (6.5%)
Clerkships	28 (10.6%)	24 (9.8%)
Government	22 (8.3%)	36 (14.7%)
Corp./Business	25 (9.4%)	18 (7.3%)
Cont. Education	7 (2.6%)	7 (2.8%)
Other	33 (12.4%)	17 (6.9%)

Salaries

Table II reports salary ranges and averages by type of employer. All averages increased over 1978 except for federal government positions. Since the number of placements declined in this field, the decline in salaries probably is a statistical quirk rather than an indicative trend. The percentage increases are moderate except for legal aid/defender and corporate/business. In both cases the increase over the previous year exceeded 10%. The corporate/business increase comes on top of an 18% increase reported last year and seems to indicate that reports of substantially increased recruiting activity by corporate law departments are true and serious. These employers are going into direct competition with the large law firms that previously supplied most corporate legal services.

Table III shows starting salary by position in class. Overall start-

ing salaries increased by 6.1%. A decline in reported salaries from students in the upper quarter was more than offset by increases for most of the remainder. The largest dollar increase came in the 26-50% bracket bringing that group to within \$325 of the average reported for the top 10%. Figures based on only a portion of one class are always suspect. Over the two years we have kept this information, however, it appears significant that the top 10% does receive the highest salaries with relatively little variation in the remaining "bottom 90%." In fact, both years have displayed one lower bracket salary average that exceeds that of higher brackets. On the whole, the upper half of the class reported salaries 2.6% above average, while the bottom half was 6.2% below average. These calculations are based on 103 reports from 191 employed May graduates.

The Future

Last year we noted various methods used at other schools to schedule interviews for both employers and applicants. None has been implemented here to this time. The strongest complaint is that our system requires standing in line two weeks before every interview sought by a student. Without going to an expensive and complicated alternative, no easy solution to this problem presents itself. Barring increased outrage no other solution is likely to be tried. The problem of employer demands is more critical. Our goal is to provide the best service and accommodation possible. We do, however, reach saturation during the peak season because of a limited number of available rooms. Even before saturation is reached, we may be exceeding a level at which the greatest number of students is best served. As noted earlier, employers who do come later are not always well

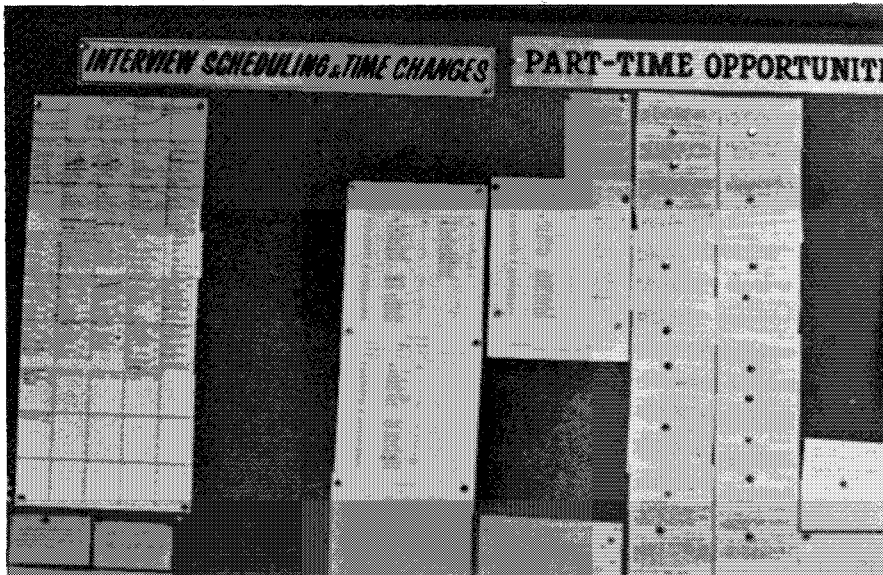
Table II:
STARTING SALARIES
(158 salaries reported)

	Range	1979 Ave.	1978 Ave.
Private Practice			
Small firm (less than 12)	\$9,600 to \$20,000	\$13,982	\$13,500
Large firm	\$14,400 to \$27,000	\$19,365	\$19,000
Government			
Federal	\$15,500 to \$20,000	\$18,844	\$19,200
State/Local	\$11,000 to \$21,000	\$16,065	\$15,600
Business/Corporate	\$13,500 to \$31,500	\$20,459	\$18,500
Legal Aid/PD	\$13,000 to \$17,000	\$15,858	\$14,000

Table III:
STARTING SALARY BY POSITION IN CLASS*

Percentile Rank	No. Included	Sample	In WI	Out of State	Ave. Salary	1978 Ave.
Top 10%	22	15	9	8	\$18,360	\$18,994
11-25%	34	20	21	7	\$16,385	\$16,631
26-50%	51	28	34	13	\$18,035	\$16,193
51-75%	52	20	35	11	\$17,600	\$14,384
76-90%	32	13	22	7	\$15,161	\$15,530
Bottom 10%	21	7	15	6	\$15,500	\$14,625
				Average:	\$17,145	\$16,154

*Based only on students graduating in May 1979



served either. The solution, imperfect though it is, seems to require pushing our facilities to their limit during the peak season, despite possible adverse effects for students. If we can increase the advanced information available on on-campus recruiters, there may be some benefit in that students must be more critical in choosing interviews.

Another problem noted last year was employer reliance on "paper records" in making selections. During the past year very few of these demands were made, although some employers obviously have unvoiced "paper" criteria for selection. Because competition among major employers was so intense, they may have been encouraged to give wider consideration to applicants with-

out their normal prerequisites. We will continue a policy prohibiting selection for interviewing based solely on some grade point average and encourage consideration of other relative criteria.

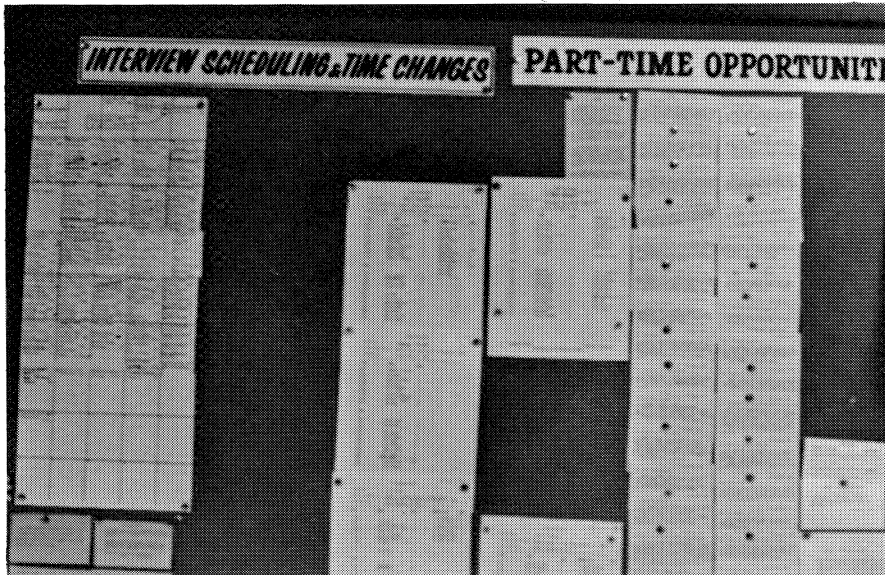
We are encouraged by patterns seen in this year's placement statistics. If these patterns are established as trends and finally become norms our record of placement should continue for the foreseeable future. The cooperation of faculty and students with this office is necessary and appreciatively received. The reputation of our School and the accomplishments of our students are recognized by employers. As long as we graduate well-trained lawyers, a market will exist for their talents.

Jones Co-authors New Volume

Prof. James E. Jones, Jr., University of Wisconsin Law School has co-authored a book with Profs. William P. Murphy, University of North Carolina Law School, and Julius G. Gettman, Yale University Law School. The title of the book is *Discrimination in Employment*, the fourth edition of Unit Three of *Labor Relations and Social Problems*, a law school course book. Prof. Jones has co-authored all four volumes.

This book is a product of the Labor Law Group, a common law trust in existence since 1947, which is devoted to the preparation of teaching materials in the labor law field. The current membership of the group is 35, 24 of whom are participating members actively involved in the production of teaching materials. Over the years more than 70 persons, including some practitioners and governmental officials have been members of the group. Both emeritus professors of labor law, Nathan P. Feinsinger and Abner Brodie, are prior members.

Past chairmen of the group have included such names as Professors Robert Mathews, Benjamin Aaron, Donald Wollett, Jerre Williams, William P. Murphy, and Herbert L. Sherman, Jr. The current group chairman is Professor James E. Jones, Jr. of Wisconsin. In addition to the book, a special reference supplement on employment discrimination has been prepared by Professor Jones and was also published in the fall of 1979. The Group's books, six units in all and two reference supplements, are published by the Bureau of National Affairs, Inc., Washington, D.C.



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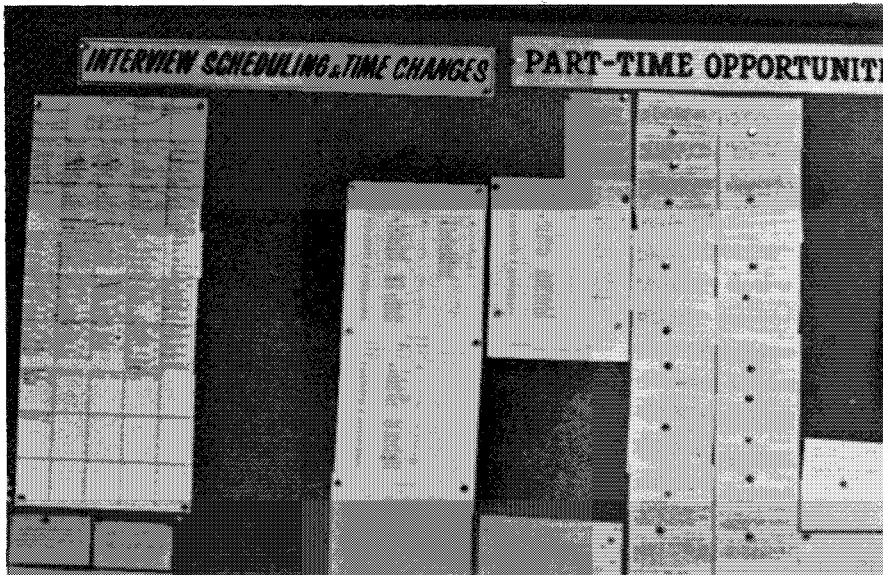
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Rice Memorial Fund Established

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Prof. John E. Conway with Dean Helstad at the Board of Visitors Dinner on November 4, 1979. Prof. Conway was presented with one of two Distinguished Service Awards from the Law Alumni Association for 1979. The other award was presented to Robert B. L. Murphy, Madison, during the Spring Program.

Prof. Thome Returns From Research Trips

Prof. Joseph R. Thome is home again after trips to Spain and Nicaragua. While the latter trip was only for one week, Prof. Thome spent a year doing research on Spanish water law in Valencia, Spain. This trip was financed by a grant from the Council for International Education, a cultural exchange program that allows a dozen American and Spanish scholars to trade countries for a year.

Voluntary allocation of scarce water resources in the rich agricultural lands around Valencia goes back at least a thousand years. Its development has influenced the entire legal system of Spain and, to some extent, the legal systems of Spain's former colonies including our own southwestern states. Prof. Thome concentrated on irrigation communities and water tribunals, voluntary organizations formed to control the diversion of irrigation water from Spanish rivers. Several irrigation communities may join to form a water district. In the Valencia area eight communities form one water district. Members of the district hold elections for judges of their Water Tribunal. Judges are chosen by and from the farmers who use the irrigation water. They have been holding court every Thursday noon in front of the Valencia cathedral for more than a thousand years. "The black-robed judges march from their offices just before noon to their open-air 'courthouse'. There the clerk calls the names of the individual irrigation canals and asks complainants to step forth," said Prof. Thome. If there are disputes, the plaintiff and defendant are heard, and the case may be resolved on the spot. The need for more evidence or an inspection of the dispute site may postpone an immediate decision. While all proceedings are oral, the names of the parties and the nature of the decision are written.

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Prof. Thome was born in San Jose, Costa Rica, where he lived until his family moved to Los Angeles when he was 12. He joined the UW Law School faculty in 1966 after two years in Colombia as a research associate for the University's Land Tenure Center. He is a 1961 Harvard Law School graduate, spent a year at the University of Sao Paulo (Brazil) Law School on a Fulbright Fellowship, and practiced law in California. In addition to teaching Contracts and Comparative Law, he has conducted seminars on Land Reform in Latin America and a clinical program on Migrant Legal Services. He directed the Land Tenure Center's research program in Chile during 1968-69 and returned to Chile during 1971-73 as a visiting professor at Catholic University at Santiago and as a Research Fellow for the International Legal Center. He has also served as a USAID consultant in various Latin American countries.

In contrast to the formal, governmental structure of water allocation which exists in many other areas, the Valencia model appears simple and effective. While an administrative system has been built over the voluntary districts, and while appeal of the Water Tribunal's decisions to a more formal court is provided for, the age-old tradition has such authority that no appeal is known to have been made. Government involvement is usually limited to providing permits to the Valencia district to divert river water. While it would be rather difficult to transfer this model to areas without a similar pattern of culture and law developed over hundreds of years, there are nevertheless important lessons to be learned from studying this model.

Prof. Thome and Prof. James MacDonald are discussing a comparative water law seminar based on their experiences. Prof. MacDonald, an expert on American water law, recently spent time in Japan studying their water allocation law.

In November Prof. Thome journeyed to Nicaragua at the invitation of the Agrarian Reform Institute of Nicaragua and the Land Tenure Center of the University of Wisconsin-Madison. Prof.

Thome was employed by the Land Tenure Center from 1963-66, and had done extensive research into agrarian reform in Latin America. "It is interesting," said Thome, "that a revolutionary government having just overthrown a U.S.-supported dictator should nevertheless turn to us for assistance in rebuilding its agricultural economy." Before the revolution Wisconsin and Nicaragua were "sister states." Officials of the Land Tenure Center were invited back into Nicaragua while "guns were still smoking" to begin setting up a library and an exchange-seminar on agrarian reform. Since the new government has confiscated about 60% of the agricultural land in the country, deciding what to do with it will have a great effect on the future of the economy and the history of Nicaragua. The present plan is for this land to be formed into cooperative communities rather than being broken down into a large number of small, private holdings. Research done at the Land Tenure Center in other Latin American countries, particularly Chile and Argentina, will help the new government rebuild its agricultural base and will foster friendship for the U.S. among its Latin American neighbors.

Have you contributed?

1979-80 Alumni Fund Drive

According to the ABA Task Force on Lawyer Competency:

"Every lawyer should support legal education by annual financial contributions to the law school from which he or she received a degree. . . . Law firms and other legal employers should encourage their members to make individual contributions of money and time."

We need your help to keep our Law School among the great schools.