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# THE CARROLL

Alumni Bulletin of the University of Wisconsin Law School

Volume XIII No. 3

Spring 1982

Law Library  
Univ. of Wisconsin  
Madison, Wis. 53706

AUG 23 1982



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Law School  
University of Wisconsin  
Madison, Wisconsin 53706

Second Class Postage Paid at  
Waterloo, Wis. 53594



## EDITOR'S NOTE

Around the end of classes each year, members of the Law Review challenge the faculty to a softball game. It has been my pleasure to play for the faculty in the last six or seven games, my memory is inexact since we had lost all but one of those previous games. In fact, some could hardly have been called games. There has been talk among the faculty recruiting committee of going after a good pitcher or a proven long ball hitter rather than someone to teach trusts and estates. We tried to convince the Dean to send the whole faculty to Arizona for a few weeks before the end of the spring semester just to loosen up a few muscles. But none of these schemes came to fruition, and it was with little enthusiasm that the faculty took the field for this year's contest. Despite, however, being a little slower and perhaps not as sharp of eye, this time the faculty won. What we lacked in skill we made up for in numbers. At times there were so many bodies in the field that only a very small ball could have found its way to the grass. When the dust cleared the faculty was up by a score of 10 to 8! And the best part of the triumph is that we have a whole year to savor it. A repeat may not be easy, the rumor is that membership in the Review has been offered to the entire Milwaukee Brewer team.

The mystery picture in the Winter edition was identified by two of the students in the class. Prof. John Conway is shown teaching Federal Jurisdiction during the fall of 1978. At the rear of the picture, to Prof. Conway's right, sit Mary Drobka, Rick Newman and Steve Nording. Mary wrote that she was "... reflecting

on the subtle nuances of the Erie Doctrine." Michael May, seated out of camera range lamented, "A fleeting chance at immortality — lost out of a desire to hide at the rear of the room."

The mystery picture on the back cover of this issue has some solid clues. It isn't hard to conclude that this must be the Class of 1965 boarding buses to the Homecoming Cane Parade after a stop at the Park Motor Inn. The mystery is the identity of the happy celebrants, and revealing who would wear a suit and tie to a football game.

## TABLE OF CONTENTS

1982 Dean's Report .....	3
Leon Retires.....	6
Faculty/Alumni Notes .....	7
Lachman Joins Faculty.....	8
Agribusiness Symposium .....	8
1981 Placement Report.....	9
On the Lighter Side .....	10

## THE GARGOYLE

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

Vol. 13 No. 3 Spring 1982

Edward J. Reisner, editor

Publication office, Law School, University of Wisconsin, Madison, Wis. Second class postage paid at Madison, Wis. and Waterloo, Wis.

**Postmaster's Note:** Please send form 3579 to "Gargoyle", University of Wisconsin Law School, Madison, Wisconsin.

Subscription Price: 50¢ per year for members, \$1.00 per year for non-members.

ISSN 0148-9623

USPS 768-300

**ON THE COVER:** A vanished spring tradition — law students leaning on the building's "porch railing," watching the passing parade on Bascom Hill. Sometime between this editor's graduation from Law School in 1972 and his return in 1976, the practice faded away.

## 1982 DEAN'S REPORT

Once again it is my privilege to report to you on the state of the Law School and to review briefly some of the past year's activities.

I believe that the University of Wisconsin Law School continues to be one of the nation's leading centers of legal education, respected for its teaching and widely acknowledged as pre-eminent in its program of legal research. Of course, the School has not been immune from the effects of the inflation of the latter portion of the 1970's and the current recession and state budget cuts. The Law School has had to share these cuts with the rest of the University. The effects have been felt at least in the following areas: (a) Opportunities for outside funding for research support have diminished as the federal government and private foundations have cut back their funds available for academic research support. This in turn affects our instructional program because we have been using the funds freed up by faculty members who receive salary support from other sources to hire attorneys who teach in our trial advocacy courses and similar practice-oriented courses. (b) There is great uncertainty as to the future status of federal student loan programs and other programs of financial aid for students. (c) Faculty salaries have not kept pace either with inflation or with salaries paid at most law schools with which we compete in hiring of faculty or generally with salaries paid in many areas of private practice. Thus, we clearly are living in financially difficult times along with many other segments of society.

In view of these problems, I believe it to be most opportune that we are about to launch the Law School's first capital fund drive. The drive has been in the planning stages for some time.

The basic goal is to raise at least three million dollars for endowment purposes. Other law schools with fewer alumni have done this well, and I am confident that we can do it too. The Law School will seek funds for two broad purposes. Slightly over half of the \$3 million goal will be used for support of the overall program of legal education. Just under half will be devoted to further strengthening of three specific substantive areas: interdisciplinary legal studies, business law and labor law.

I am happy to report that we already are the recipient of three large gifts which give us a good

start toward achieving our goal and which has given us great encouragement to move forward with the fund drive. First is a bequest of over \$140,000 from Thomas Tracey, a 1937 graduate of the Law School who died a year or so ago. This gift provides an endowment in support of our library. Secondly, the Evjue Foundation of Madison recently announced a \$75,000 gift to endow a professorship in the Law School. We are seeking funds to endow several of these professorships. They do not pay basic salary but rather provide funds which can be used for travel to professional conferences, for extra secretarial and research support and similar incidental expenses. We believe these special professorships will foster an environment which will permit us to compete successfully for the best teachers and scholars and to retain those who already are here. Finally, we are the recipients of an absolutely magnificent bequest which we believe will total more than one million dollars, the income from which will be used for student scholarships and loans. This is a gift from the estate of Dorothy Shaw, widow of James D. Shaw who was a long-time Milwaukee practitioner and an 1899 graduate of the Law School. This is a most significant contribution to the well being of the Law School and its future students. Thus, there is good news to go along with the bad news about budget cuts and the economic recession.

Let me now say a few things about other matters on which I traditionally report to you at this time. Two new faculty members will join us this fall. One of them is Howard Erlanger who taught for a number of years in the Sociology



Dean Helstad

Department, then went to law school at Wisconsin, and for the past year has been teaching half-time at the Law School as a visitor. Professor Erlanger already has an outstanding record as a scholar and teacher in the area of sociology and law. At the Law School, he will be specializing in teaching Trusts and Estates, an area in which we have been short-handed for some time. The second professor actually will devote full time to running the Law Library. She is Professor Anita Morse who, in addition to having established a record as a law teacher and scholar, has had about 10 years of experience as a law librarian. She currently is at Cleveland State University Law School and will be joining us in September. She will be succeeding Maurice Leon who as many of you know has served the Law School well and faithfully for over 25 years, the last 13 of them as Director of our Law Library. Maury Leon has reached mandatory retirement age. All of us who know him wish him well in the future and thank him for his dedication to serving the Law School and its students over the past three decades.

I must also regretfully report that two faculty members resigned during the past year. One is Fredericka Paff who had been with the Law School for several years and was an expert in the constitutional law area. She decided to go to work for the Justice Department in Washington, D.C. The other is Kathryn Powers who specialized in corporate tax law and securities law. She decided to join a Denver law firm.

As usual, there are a number of comings and goings among our faculty members. To mention just a few, Professor Joel Handler, who is an expert in administrative law and welfare law and has written numerous books in his area of expertise, will be returning to Wisconsin from a two year leave to Georgetown University in Washington, D.C.

Professor Handler was honored recently by being appointed Vilas Professor of Law by the University, a position which was held by Willard Hurst for many years

prior to his retirement from teaching. Professor Ted Schneyer will be returning to Wisconsin after having spent the year as a scholar at the American Bar Foundation studying the structure of bar organizations. Leaving for a full year next year will be Professors Gary Milhollin and Robert Gordon. Professor Milhollin will be teaching at Catholic University in Washington, D.C. and Professor Gordon will be teaching at Stanford.

Finally, I must note with sadness the loss through untimely death last fall of former Dean and Professor George Young. His passing was a great loss to the Law School as well as to his many friends in the practicing bar.

In addition to their teaching responsibilities, faculty members continue to engage in a great variety of research and public service activities.

There has been a particularly active research program in the disputes processing area. This is an area of current concern to both the bar and society generally as ways are being sought to unclog the courts and to find alternative ways of settling disputes. The Law School rightfully is becoming known as a national center for research in this area. We also have had an unusual number of distinguished speakers in our lectures program this past year. Many of these lectures are supported by funds made available through an endowment which was set up in memory of former Dean Oliver Rundell. Some of our alumni contributed to that memorial fund when it was created about 30 years ago and can take satisfaction that their dollars are still at work enriching the life of the Law School.

We continue to admit and to graduate approximately 300 students each year. There has been no abatement of demand for admission to law school. In fact, for the class which will enter in the fall of 1982, we had over 1,900 applicants, almost all of them seemingly well qualified. The students continue to be a very diverse group, with approximately  $\frac{1}{3}$  coming directly from college, about  $\frac{1}{3}$

having been out of college for up to 3 years and the remaining  $\frac{1}{3}$  having been out for more than 3 years.

Job placement opportunities for graduates continue to be quite good, although the market is tightening considerably. If we compare the placement opportunities for the class of 1982 with those for the class of 1981, we find that placements are taking place at a slightly slower pace, more graduates are going into private practice as compared with jobs in the public sector, and starting salaries are up over \$2,000 from the previous year, the current median being around \$22,000.

Another matter about which alumni and friends of the Law School often express concern is the effect of the part-time and evening program which was mandated by the Legislature a few years ago. When one considers both the costs and benefits, it is my present judgment that the program has not had any substantial adverse effect on the Law School and may have benefited a few students. Enrollment in the program has remained very small. A total of 37 students have started on a part-time basis during the past three years. Of those, only about half currently are enrolled on a part-time basis. Many of the others have switched to full-time attendance. They were subjected to the same admission requirements and are taking the same courses as other students. I might add, however, that we still look upon this program as an experiment and have not reached a final judgment on its merits.

Finally, let me review for you briefly some of the continuing activities of our self-study. I reviewed a good portion of these activities in my report to you last year but noted that the study still was continuing with regard to the review of our second and third year curriculum. I noted at that time that I had appointed a special three-member faculty committee to gather more facts, do an analysis and report its findings, conclusions and recommendations to the faculty in the fall of 1981. That special committee, consist-



ing of Professors Arlen Christenson, John Kidwell and Peter Carstensen, reported its findings and conclusions late in the fall semester of the 1981-1982 academic year. Since then, the faculty has been reviewing those findings and conclusions and will take action on them in the fall of 1982.

The special committee brought in a number of resolutions, but I will attempt to summarize them briefly in two or three categories. A number of the resolutions relate to the concern that there are too many survey courses in the second and third year curriculum and that the courses are not very closely integrated and often do not seem to follow any particular pattern or sequence. Thus, the committee has suggested that we explore the concept of creating clusters of courses, not with the idea that students would specialize in particular areas but rather with the idea that clusters of rel-

ated courses would promote better interaction among faculty members who teach the courses. This in turn should promote better sequencing of courses, avoid overlaps and gaps, and in general promote a more rational curriculum. The thought also is that the cluster of courses would tend to afford opportunities for more in-depth experiences for students, including intensive writing experiences, and that this would have a beneficial effect on the students' legal education.

A second set of resolutions relate to the general question of whether we are making the best allocation of resources between traditional classroom courses on the one hand and simulation and clinical courses on the other hand. Thus, the Committee is recommending that we make a firm decision as a faculty on what clinical and simulation programs we are going to support and at what level.

A third set of resolutions relate to the expansion of opportunities for students to engage in joint program work, such as joint degree programs with the Business School or with other departments in the University.

It is too soon to predict exactly what changes will result. Curricular changes do not come easily. One speaker from a distinguished school in the East at a recent conference I attended said, in speaking of curricular reform at his school: "When I was involved in curricular reform during an intensive two-year study at our school, the questions progressed from (1) What kind of changes should we make, to (2) how can we practically make some changes, to (3) why did we change so little?" I am optimistic, however, that net benefits will flow from the study we have been engaged in at Wisconsin.

Orrin L. Helstad  
Dean



## UW Law Alumni in California

you are invited

to an ALUMNI LUNCHEON

as part of the

State Bar of California

1982 ANNUAL MEETING

Monday, September 13, 1982

Details and reservation forms will be  
mailed in August

## LEON RETIRES, MORSE TO HEAD LIBRARY

Prof. Maurice D. Leon, Associate Dean and Director of the Law Library, has reached mandatory retirement age and is leaving the Law School. Leon received his law degree from UW in 1948, joined our library as Associate Librarian in 1956, and has been director since 1969. He has also served as Building Manager for the Law School, and as such is one of the few persons who can find his way through the complex.

Leon's replacement, Anita L. Morse, will join us in September. She has served for the past four years as Library Director and Professor at Cleveland State University Law School. Ms. Morse has an MPA in Administration from Cleveland State, a Masters in Library Science from the University of Kentucky, a JD from Indiana University School of Law, an LL.M. from George Washington University, and has done graduate work at Columbia University School of Law. She practiced with the Federal Trade Commission after obtaining her JD, taught law at the University of Florida, and has been in library administration since 1972. For the last five years Ms. Morse has served on the AALS Library Inspection team.

The Gargoyle asked Mr. Leon to respond to a few questions about his years at the School.

*Q: What are your earliest recollections of the Law School?*

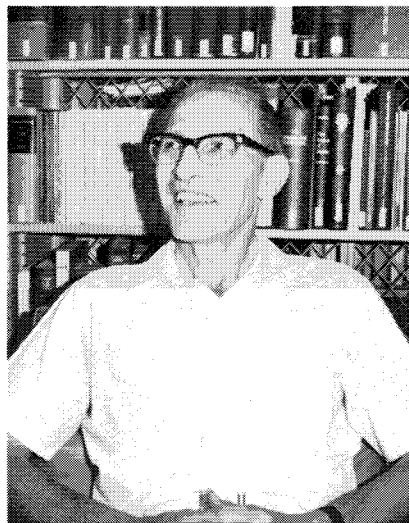
A: They actually begin in the summer of 1941 when I was hired by Phil Marshall, then Law Librarian, as a library assistant. Dean Garrison welcomed me to the Law School, and I began caring for our federal documents. My job was cut short by the War. I remember joining a very quiet group of students in a packed

room on the top floor of the old Law Building listening to Pres. Roosevelt's "Day of Infamy" speech. By late 1942, I was with the artillery in the Pacific. After returning in 1945-6, I came to the Law School as a student on the GI bill.

*Q: What did you do between graduation and your return to the Law Library?*

A: I worked for the University Library. This was before the new Memorial Library was built. I began as Foreign Documents Librarian, then Social Studies Librarian. In 1956, Jake Beuscher asked me to return as associate Law Librarian, under Verna Baertschy, and to teach legal Bibliography.

*Q: The Library was in the middle of building plans by then, wasn't it?*



**Prof. Leon**

A: Yes, a joint Law-Sociology building plan was abandoned at the last minute, but a library addition was salvaged and completed in 1961. Soon the rest of the Law School moved into the Library as the old building was torn down. When the new building was finished we had to share our space with other departments for a while, departments like Scandinavian languages, Art and Botany.

*Q: What major changes in Library have occurred during your tenure?*

A: There has been a quiet revolution in our operations. First we shifted our collection to the Library of Congress classification, next we installed an OCLC terminal so that a shared-time computer in Columbus, Ohio could help us catalog books and produce catalog cards. Now a Lexis terminal helps our staff, the faculty and our students with research tasks. Soon we will have a Wang terminal to handle word processing and provide access to all the University's computer services, particularly budget programs. In the 50's we duplicated by carbon paper or mimeograph, in the 60's we got our first small copy machine. One followed another until now three machines are necessary to meet our needs.

*Q: Electronics also helped with one of your worst problems, didn't it?*

A: Yes, unauthorized borrowing — theft — became a major concern in the 70's. We eventually installed a 3M Book Detection system and created secured zone on parts of three floors. Alarms now sound if anyone tries to remove books without checking them out.

*Q: There have been other physical changes in the Library, haven't there?*

A: Yes, particularly carpeting of the reading rooms, and, in 1978, another building addition for study areas, research offices and administrative space. Since this is likely to be the last space we can add, in the future we will have to use existing space more economically. Microfilm and microfiche and compact movable shelving are in our future.

*Q: What is the most unusual feature of our Library?*

A: I would have to say that it is our Criminal Justice Reference and Information Center, one of several specialized collections within the Library. This particular collection started as an adjunct to the criminal law research pro-

gram under Frank Remington and Herman Goldstein. It has grown into one of the largest and complete collections of materials on police and the criminal justice system in the country.

*Q: Any regrets about leaving?*

A: I will miss all the people I've had the pleasure of working with over the years. Since 1941 the library has doubled its professional staff and added three full time civil service employees, and they are all excellent.

*Q: What do you look forward to in your retirement?*

A: Time to get back into the graphic arts. I am interested in all kinds of woodcuts, prints and the like.

## FACULTY/ALUMNI NOTES

Prof. Gordon Baldwin has returned after leading a group of lawyers on a tour of west-central Russia. The group met with Soviet lawyers, judges and law teachers.

Prof. Ted Schneyer is back in Madison after a year in Chicago with the American Bar Foundation. Prof. Schneyer did research on the history of bar integration.

Prof. Joel Handler, Jackson Professor of Law, is returning after a year of teaching at Georgetown University Law Center.

Prof. Martha Fineman returns from a year at the Univ. of Texas School of Law.

Professors going on leave for the next school year or part of it include: Prof. Robert Gordon, to Stanford; Prof. Gary Milhollin, to Catholic University School of Law; and Prof. W. Larry Church, to American University School of Law; and Prof. Walter Raushen-

bush, to the University of Arizona School of Law.

Joining our faculty for the year is Visiting Prof. Hendrik Hartog, Indiana University School of Law. Prof. Hartog will teach in the area of legal history.

Prof. John Kidwell is serving as secretary to the Wisconsin Supreme Court Committee charged with reviewing the operation of the State Bar.

Prof. Stuart Gullickson has been picked as President-elect of the Dane Co. Bar Association. He will take office in 1983.

Susan D. Mainzer ('81) has been named an associate editor for Mason Publishing Co. She will edit two new legal publications for Mason.

J. Frederic Ruf ('64) has been named president and chief operating officer at RBP Chemical Cor-

poration. Ruf previously worked for Continental Illinois National Bank & Trust and for Marshall & Isley Bank. He has been on the RBP board of directors for the past ten years.

Donna Horoschak ('79) has been promoted to senior attorney by Wausau Insurance. She has worked in the national business insurance firm since graduation.

John W. Rowe ('70), previously with Isham, Lincoln & Beale, has been promoted from vice president to senior vice president with Conrail, the Consolidated Rail Corporation. Rowe was editor of the Law Review while in School here.

Douglas H. Soutar ('44) has been named senior vice president for industrial relations and personnel by Asarco.



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## Lachman Joins Faculty

Judith A. Lachman, the newest member of the faculty, joined the Law School in January as Assistant Professor. She taught Tax I in the spring semester and this fall plans to teach a small group in Torts and a seminar in First Amendment.

Ms. Lachman brings to Madison teaching and research experience gained during a varied academic career. She received her B.S. in Mathematics from the University of Redlands and her M.A. in Mathematics from Michigan State University. After a year of teaching high school, she returned to Michigan State for a Ph.D. in Economics. For a year after graduation she was an instructor in Economics at M.I.T.'s Sloan School of Management. She then accepted positions at Vanderbilt University as an Assistant Professor in the Department of Economics and Business Administration, and as a Lecturer in the School of Law, remaining for four years. During this period she spent one year as Visiting Assistant Professor, Department of Economics and Visiting Fellow, Institute of Public Policy Studies at the University of Michigan. She left Vanderbilt to attend Yale Law School, served as



**Prof. Lachman**

an editor of its Law Journal, and received her J.D. in 1982.

Ms. Lachman's interest in Economics has a definite relationship to law, as evidenced by her Ph.D. dissertation, "An Economic Model of Plea Bargaining in the Criminal Court System." This interest and her scholarship have found expression not only in a number of published articles, but in her appointments as a member of or consultant to several governmental and public service policy organizations. Some of these organizations are: Governor's Task Force on the Family Assistance Plan; N.A.A.C.P. Legal Defense Fund, New York; and the Institute for Law and Social Research, Washington, D.C. She has also received several academic honors and awards, the most recent, which she undertook while attending Yale, was a grant from the U.S. Department of Justice to study economic factors in court administration.

A native of Washington, D.C., Ms. Lachman is excited about the special opportunities which this law school provides for the teacher and researcher. As a teacher, she enjoys the difference in student body age distribution from that of other schools. Wisconsin's students have an impressive breadth of experience to draw on, as well as a high level of academic achievement. These assets and a faculty with a strong interest in teaching excellence combine to produce a stimulating academic environment. She feels that the faculty's active interest in research, the University's extensive resources, and its accommodation of diverse viewpoints will provide an excellent setting for her research. Her current research interests include: Freedom of Speech in the Workplace, Freedom of Speech as a Question of Risk Taking, and the Negotiating and Cartographing processes of Maritime Boundary Delimitation.

Ms. Lachman enjoys singing, playing the harp, and listening to music. She also hopes to be reunited with her cross-country skis before the snow melts.

— Robert Dietz

## STUDENTS PRESENT AGRIBUSINESS SYMPOSIUM

The International Law Society of the Law School, in cooperation with UW-Extension, the Governor's Advisory Committee on International Trade, the Department of Agriculture and the Department of Development, recently presented a one day symposium/workshop on U.S. Agricultural Export Policy. The meeting brought together lawyers, managers and other professionals in agribusiness and related industries to discuss domestic and international effects of production and trade, including economic, political, financial and legal considerations.

The sessions pointed out the interrelation of economic and political decisions and the status of agribusiness.

Speakers included: Malcolm Bale, an economist with the World Bank; Roger T. Johnson, Associate Editor of the *Milling and Baking News*; Gerald Lepp, Chairman of the ABA Committee on International Commodities Regulation; Clarence Plamby, former assistant secretary of Agriculture and retired vice-president of Continental Grain; Andrew Schmitz, agricultural economist at the University of California-Berkeley; and John Schnittker, a Washington, DC agribusiness consultant.

Proceedings of the sessions will be printed and made available to participants and others interested in this field. Inquiries should be addressed to the International Law Society, c/o UW Law School.

## PLACEMENT REPORT — CLASS OF 1981

For the first time in five years we report a small, albeit significant, decline in the total percentage of employed graduates (down from 96.8% to 94.25%). The causes seem obvious: a sluggish economy and tight restrictions on government hiring. The latter cause was dramatically illustrated in January of 1981 when a half-dozen third year students had the Federal Government withdraw accepted offers, putting these students back into the job market late in the season. The former reason is more difficult to analyze. Some employers indicated that the economy had not reduced legal work, but had, rather, created cash flow problems which prevented them from hiring new personnel. Other analysts also pointed to the continued strong growth of in-house corporate legal staffs as a detriment to large firm hiring. The net effect of corporate growth, however, may not be negative.

Several other factors indicated more difficulty in job hunting. The number of grads who opened their own offices increased from one in

1980 to 13 in 1981 (one is an unusually low number, but the increase is still significant if compared to the average of 4-6 over the last five years). Other students accepted "soft" jobs, such as limited term or contract jobs. More graduates considered that the jobs they did accept are "second-choice."

Fortunately it should be noted that despite these negative trends more than 90% of our graduates continue to report that they are employed within six months of graduation. We also can report that despite a tight market the average salary climbed over 7% to \$21,800, and a new record number of interviewers visited on-campus, 167 compared to 159 last year. The number of interviews conducted in these sessions topped 3500.

In comparing the type of employment selected during the last three years, we find the percentage in private practice at a peak in 1981. The 53% in private practice for 1981 was equalled only once (1975) in the last seven years and is substantially higher

than our average figure (44.75%). At least part of the increase can be attributed to the approximately 5% of the class who opened their own offices. The drastic drop in government jobs is shown here. This year's 5.6% is not only well below our average of 13.1%, but is also the lowest figure we have ever reported.

Geographically the most significant trends are the steadily increasing number of graduates locating in Minnesota (4 in 1979, 9 in 1980 and 12 in 1981) and the sharp increase in those choosing Texas (from 2 in 1979 to 7 last year). While the Class of 1981 went to 21 different states, more than 66% did remain in Wisconsin with an astounding 31.5% remaining in Madison despite decreased hiring by the State. The percentage locating in Milwaukee remains at a steady 11 to 13%. Other out-of-state locations which are popular include: Illinois, particularly Chicago; Washington, DC, although fewer since federal cut-backs; and the New York city area.

### TYPES OF PRACTICE

	1981	1980	1979
Private firms	129	109	102
Self employed	13	1	8
Total	142 (52.6)	110 (47.8)	110 (41.5)
Public service/interest (inc. legal services, public defender, etc.)	15 ( 5.6)	17 ( 7.4)	20 ( 7.5)
Business/corporate	23 ( 8.5)	19 ( 8.2)	25 ( 9.4)
Government	15 ( 5.6)	31 (13.5)	22 ( 8.3)
Prosecutors	10 ( 3.7)	15 ( 6.5)	20 ( 7.5)
Judicial clerkships	27 (10.0)	19 ( 8.3)	28 (10.6)
Military	3 ( 1.1)	n/a	n/a
Academic (inc. faculty, staff, cont. education)	15 ( 5.6)	n/a	n/a

Roughly 40% of all graduates provided optional salary data. All categories reported increases in average salaries except state/local government. The average increase was 7.6%. The lowest salaries for small firm private practices has remained steady in recent years, although more of these firms find that a higher starting salary or early partnership consideration may be necessary for recruitment and retention.

As mentioned in last year's report, dissatisfaction with a "first-

come-first-served" interview sign-up procedure led us to discard it for this year. In its place we instituted a "bid system" which, in effect, auctioned off interview spaces. A few minor complaints or problems surfaced, but most students and employers were well satisfied. Because manual record keeping was a problem some changes for 1982-83 will be made. They are intended to correct book-keeping problems, however, and should not change the theory of the process.

### STARTING SALARIES

	Range	1981 Ave.	1980 Ave.
Private Practice			
Small firms (less than 12)	\$13,000 to \$21,000	\$15,500	\$14,500
Large firms	\$16,000 to \$37,500	\$25,000	\$22,000
Government			
Federal	--- to \$20,700	\$20,700	\$19,000
State/ local	\$12,000 to \$20,600	\$18,600	\$18,600
Business/corporate	\$15,500 to \$34,000	\$21,700	\$19,000
Public Interest/Service	\$13,200 to \$18,600	\$15,800	\$15,500

### ON THE LIGHTER SIDE

The Gargoyle has noted the increased interest of the practicing bar in law office economics. Firms are weighing the merits of competing copiers, considering advanced word processing equipment and sending documents by private mail to help hold down costs. Are you neglecting another substantial cost of doing business, your staff? We offer the following memo as a suggestion to control the spiraling costs of absenteeism.

To: All Personnel

Re: Absenteeism

*It has been brought to the attention of the management that the attendance record of this office is a disgrace to our gracious benefactor, who, at your own request, has given you your jobs with so fine a firm. Such frequent absenteeism makes it*

*necessary for us to revise our policies: The following changes are in effect as of today ...*

**SICKNESS:** *No Excuse ... We can no longer accept your doctor's statement as proof; if you are able to go to the doctor, you are able to come to work.*

**LEAVE OF ABSENCE:** *(For an Operation) We no longer allow this practice. We wish to discourage any notions about surgery. We believe as long as you are an employee here you will need all of whatever you have and you should not consider having anything removed. We hired you as you are, and to have anything removed would certainly make you less than we bargained for. Operations already contracted for which cannot be cancelled with-*

*out penalty will, manifestly, require a downward renegotiation of salary.*

**DEATH: (Other Than Your Own)** *This is no excuse ... there is nothing you can do for the decedent. We are sure that someone else with a lesser position can attend to the arrangements, if any. However, if the funeral can be held in the late afternoon, we will be glad to let you off one hour early, provided that your share of the work is enough ahead to keep the job going in your absence.*

**DEATH: (Your Own)** *This will be accepted as an excuse, but we must insist upon two weeks' notice, as we feel it is your duty to teach someone else your job.*

Roughly 40% of all graduates provided optional salary data. All categories reported increases in average salaries except state/local government. The average increase was 7.6%. The lowest salaries for small firm private practices has remained steady in recent years, although more of these firms find that a higher starting salary or early partnership consideration may be necessary for recruitment and retention.

As mentioned in last year's report, dissatisfaction with a "first-

come-first-served" interview sign-up procedure led us to discard it for this year. In its place we instituted a "bid system" which, in effect, auctioned off interview spaces. A few minor complaints or problems surfaced, but most students and employers were well satisfied. Because manual record keeping was a problem some changes for 1982-83 will be made. They are intended to correct book-keeping problems, however, and should not change the theory of the process.

### STARTING SALARIES

	Range	1981 Ave.	1980 Ave.
Private Practice			
Small firms (less than 12)	\$13,000 to \$21,000	\$15,500	\$14,500
Large firms	\$16,000 to \$37,500	\$25,000	\$22,000
Government			
Federal	--- to \$20,700	\$20,700	\$19,000
State/ local	\$12,000 to \$20,600	\$18,600	\$18,600
Business/corporate	\$15,500 to \$34,000	\$21,700	\$19,000
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# ALUMNI! ARE YOU SUFFERING FROM LSW\*?

(\*Law School Withdrawal)

Symptoms of this often misdiagnosed disease include:

- “Hearing” bells every 55 minutes, at which time your mind goes blank for the next 15 minutes;
- Compulsively underlining case reporters with yellow highlighter;
- Procrastinating on major projects until December and May;
- Wondering where you’re going to get a student loan to pay off your student loans;
- Giving equal time to both sides in briefs;
- Wishing senior partners would explain projects to you on a blackboard.

Although it’s hard to completely cure this disease, one of the most effective treatments (said to alleviate many of the symptoms and create a warm feeling of nostalgia instead) is to stay in touch with your law school regularly. Experts say once a month is about right.

How can you be assured of the proper amount of contact with the U.W. Law School? Fortunately, the treatment is easily obtained: Subscribe to *The Advocate*. Reading the law school newspaper every month provides just the right dose of law school news, trivia, gossip, pictures, and cartoons — just the thing to cure the LSW blues.

And of course you’ll enjoy *The Advocate* even if you’re not suffering from LSW!

Subscriptions are just \$5 for the 1982-83 school year. Fill out the form below and send with your check for \$5 by August 30 to *The Advocate*, U.W. Law School, Madison, WI 53706

Enclosed is my \$5 check (made out to The Advocate) for a subscription to the Advocate for 1982-83.

Name \_\_\_\_\_ Class Year \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_