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Interview Blues? You Are Not Alone

by Mary Ford

A second-year law student illustrates the pressures of the interview season by describing a recurring dream he has had lately. He dreams that he has died and is waiting for the mortician to arrive to take away his body when a letter is delivered. It reads, "We have reviewed your request and though we are very impressed with your credentials, we are afraid that we cannot offer you a position. Best of luck in your career."

To many second and third-year students who are not in the select top-10-percent-and-law-review bracket, looking for a job may take on the finality of a life-or-death matter. Being turned down by the law firms they have chosen may be their first experience with rejection and a sense of failure. As they hear friends discuss call-backs and offers, their own lack of success may lead to serious depression, a change in attitude toward their studies and personality changes.

"I'm very depressed," says one second-year female student. (None of the students interviewed for this article wanted their names used because they don't want "any more humiliation.") "I don't like the person I am becoming. I'm bitter and resentful. I know people who cheated to get their 84 averages and they are getting offers."

She is a little older than most students and has outside job experience, part of it in a law firm. That extra experience isn't helping her at all.

"It seems to be a disadvantage," she says. "I have a strong B average in a top law school, and I can't get

one offer. I'm just despondent."

Having an A average isn't always the key to many call-backs, however. A second-year male student with an 85 average finally received one call-back from a New York firm. But waiting for that one call-back has made him doubt himself in a personal way.

"I know my grades are good and I have a good resume," he says. "After all the interviewing I've done, I can only think it must be something about me, my personality. I can't tell you how that makes me feel. I don't even want to go into any more interviews because I feel they are sitting there looking at me and judging me in that way."

Another second-year female student finally went to one of her professors for help after several unsuccessful interviews.

"I just said, what do these people want anyway?" she says with some anger. "I have lots of other experience, some in politics, and they seem to be afraid of that. He told me that the law firms want good grades because they want gung-ho people, and that the political experience was a detriment, that firms didn't want that. My only hope is to find a firm that is political, that will want that experience."

For the student who has always been successful, rejection at the hands of interviewers often leads to a what's-the-use attitude.

"I don't even care if I go to classes," she says. "I work hard and it doesn't seem to be enough. Why try?"

The ominous silence from the law firms can bring not only anger, but serious depression and self-doubt.

"It scares me because I came to law school with a special interest," one third-year male student says, "and I've grown to feel that if you have desire to specialize in anything outside general civil practice, you're dead."

He had 16 on-campus interviews and one call-back. He waited two weeks past the time he was told he would hear from the call-back.

"Except for people at the top of the class, it's a buyer's market," he says. "Some firms didn't ask me my grade average. It should be on your resume because one interviewer who did ask said he assumed my average was lower because it wasn't on my resume."

So many rejections have led him to wonder if he can be the lawyer he had thought he could be.

"It's made me question my self-confidence," he says. "I feel there must be something wrong with me. It's had an effect on my performance in class. I'm less confident in my opinions and I'm reluctant to volunteer."

He says he feels he can find his area of interest only in larger firms and that big firms seem locked into the top-10-percent mentality.

"I'm willing to work in other areas, particularly where there is an opportunity to specialize in the future," he says. "Maybe I should have looked at more firms generally. But I'm seriously depressed. I'm trying to study harder, but it's not easy. I find myself questioning things that once seemed obvious. I avoid people because I'm too depressed to want company. I find myself resentful even though I don't want to be,

(Continued on Page 3)

The Docket

UCLA School of Law

Volume 30, Number 2

November 19, 1981

Lecturer Dismissed

Students Protest Honig's Firing

Barbara Honig, a lecturer who has taught immigration law and the immigration law clinic for the past three years, was recently dismissed from the UCLAW faculty (see editorial on p. 2). Many of Honig's past and present students felt that she was an excellent teacher and that the dismissal was unjustified. In response to what these students viewed as injustice, they circulated a petition in protest. They claimed that in addition to Honig's outstanding student evaluations, the lack of procedural safeguards surrounding the dismissal of faculty members justified a change in the existing process of faculty evaluation.

Currently, the faculty appointments committee has three members drawn from the administration, with eight others from tenured faculty. It is responsible for decisions concerning faculty dismissal and tenure. The committee meetings are closed, and no formal rules exist to guide the exercise of its discretion.

For "regular" faculty members, no specified number of years are required to receive tenure. For lecturers, according to University of California rules, "security of employment" is automatically attained after four years of service. Affirmative misconduct is required to dismiss a UC employee with

security of employment.

The sponsors of the student petition and the administration possess widely divergent views on the desirability of the current evaluation process. The petition's sponsors (AALSA, BALSA, La Raza, the NLG, and the SBA) say that the faculty selection procedure should be modified to provide for general criteria governing the dismissal of faculty members, as well as specific explanations in each individual case. They ask that three student members be appointed to the committee, and that the meetings be open to students, with notice given of a particular faculty member's evaluation.

The administration is concerned that student input would interfere with the exercise of its discretion, particularly decisions to grant tenure to a faculty member or security of employ-

ment to a lecturer. It feels that decisions involving faculty status involve the balancing of complex, delicate, and sensitive factors, which cannot be articulated with specificity as a general rule, or in particular cases. Finally, the administration is concerned that unnecessary adverse publicity generated because of open appointments committee meetings may prejudice the rights of the faculty member under evaluation.

The sponsors of the petition respond that the discretion of the administration is preserved under their proposed changes, and that students have a limited right to know about and be involved in decisions affecting faculty status.

So far, 270 UCLAW students have signed the petition. It is available in the La Raza office for inspection.

★ ★ ★ New Briefs ★ ★ ★

Coming Soon — "The New Economic Game: Money and Movies" is the title of the sixth annual UCLA Entertainment Symposium set for December 11-12 in Royce Hall. Sponsored jointly by UCLAW and the UCLA Entertainment Symposium Advisory Committee, the two-day symposium will feature experts from the legal and business communities. The symposium is intended for producers, studio executives, agents, attorneys, and others involved with the entertainment industry. Enrollments are now being accepted by Bea Cameron, UCLA School of Law, Los Angeles, CA 90024, (213) 825-7049. The enrollment fee of \$175 includes admission to the symposium, the accompanying

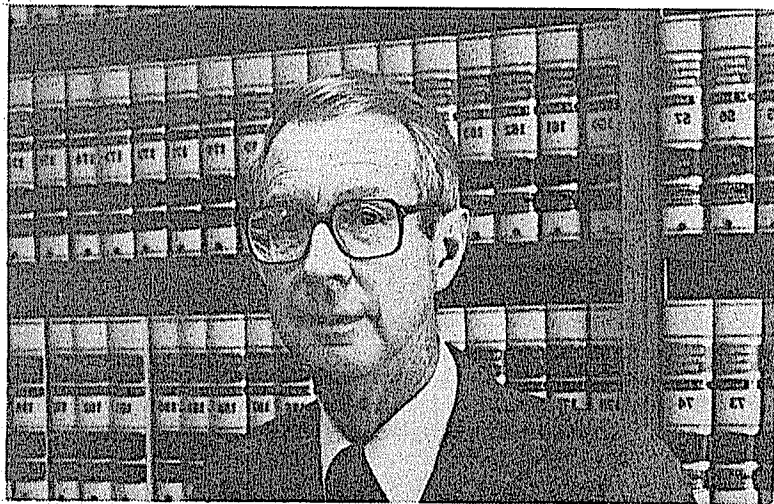
syllabus, and a luncheon during Saturday's all-day session, but does not include popcorn, candy, or soft drinks.

* * *

Free Money — The GSM has established the John M. Olin Fellowship to recognize JD/MBA students who have demonstrated outstanding academic achievement in their studies of law, economics and finance. The first recipients of the \$1500 prize are: John Brandon, Michelle Conde, John Fischer, John D. Hart, Paul A. Hart, Martin Rosen, and Joseph Scherer. Congratulations all around!

* * *

O'Melveny & Who? — The fast-



Dean William Warren: "I have enjoyed being the dean."

Warren Steps Down

by Barbara Riegelhaupt

It's not that Bill Warren doesn't like being dean. It's just that it's hard to beat what he used to do.

"I think the life of a law school professor is such an attractive life that when you've lived it for a while you're always looking forward to going back to it," Warren said recently, explaining his decision to step down from the job he has held for seven years. "You consider an administrative job as an interlude in your career."

Warren will leave the dean's office July 1 and spend next fall on sabbatical, relaxing and writing, before returning to teach fulltime at UCLAW.

Although his decision to leave took the school by surprise,

Warren said most deans don't stay even as long as he has. This year seemed to him a logical time for the move—several projects which he devoted much time to in the last few years have been completed.

The school secured top campus priority last summer for new academic building construction after a four-year effort to gain support for additions to the library and the classroom wing. The school underwent its seven-year review by the American Bar Association last spring, and at about the same time, the chancellor approved increased funding for support staff and three new faculty positions.

"So since a number of projects the administration here had been working on had born fruit, it seemed to me a good finish and time for somebody else to start some new projects," Warren said.

Warren was quick to decline sole credit for the achievements, however, stressing that they were group efforts.

"I think that the normal progress of the school would have entailed improvement in our admissions office, in our placement office, alumni and development office, and I think we made progress in those areas," he said. "I think what every dean feels best about—and what I feel best about—is that we've appointed some very good people to the faculty in the last few years."

Alison Anderson, a faculty member who was on the search committee that selected Warren, gave special praise to his success in building an alumni relations

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Barbara Honig

Staff Editorial

Faculty Dismissal

The recent dismissal of Barbara Honig (see news article, p. 1), a lecturer in immigration law and the immigration law clinic, is a classic example of the tension between the divergent interests of students, faculty, and administrators.

The administration maintains that students have no interest in the dismissal of lecturers. It also feels that its hands would be tied if its discretion was limited by any procedural requirements or formal guidelines.

We of *The Docket* think that the administration is wrong on both counts. Students undeniably have an interest (perhaps greater than anyone else's) in the quality of the faculty. Consequently, students have an interest in the dismissal of faculty members. Student representatives could provide invaluable input to the decision-making process. In fact, the administration should consider the student's perspective essential in judging the competence of lecturers. Furthermore, two or three student members on the eleven-member appointments committee would hardly destroy administrative discretion.

The problem is admittedly complex and there are no easy solutions. Nevertheless, we of *The Docket* believe that students have a limited right to know about and be involved in decisions affecting faculty membership. Furthermore, who could be better qualified to evaluate a lecturer than the students who have to sit through the lecture? We applaud the efforts of the sponsors of the student petition.

The Docket

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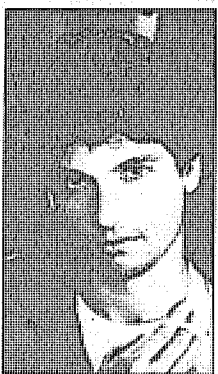
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RaM's Chance Encounters

RaM

(It is the first day of classes for the Fall term, 1981, at UCLA Law School. A first year student ("1Y"), dressed in coat and tie, approaches another first year student ("1Y2"), who is sprawled across two chairs placed side by side on the patio in front of the Law School.)

1Y: Excuse me, sir. Could you direct me to the UCLA Law School?

1Y2: Sir?

1Y: Excuse me, could you direct me —

1Y2: Yeah, I heard you. (Squinting into the hazy sun.) I don't know how to break this to ya, big fella, but . . . uh . . . you're lookin' at it. This is it, man, this is the place.

1Y: Oh, thank you. (Begins walking up steps.)

1Y2: Are you a student here?

1Y: (Adjusting his glasses.) Why, yes, I am. First year. Are you?

1Y2: Uh-huh.

1Y: Yes, well . . . I can't wait. I just finished reading the first week's assignment. It was quite exhilarating. Very informative!

Oh, Law School is going to be so much fun! (1Y1 waves his arms, loses his balance, and starts teetering forward. 1Y2 alertly jumps up from his comfortable reclining position and catches him in his arms.)

1Y2: Hey, man, you'd better take it easy. You'll be here three years. You get that excited from the first day and you're liable to burst a blood vessel on the day your first legal research memo is due. Cool it . . . you know, pace yourself.

1Y: Oh, no! Three is years is not nearly enough time! There is so much to learn and I want to learn so much! The Law is a seamless Web and I love the Law!

1Y2: Yeah. Anyway, you've got some important phrases memorized. And you sound sincere. I hear that'll get you at least half the way through. Drop the sincerity and you're there.

1Y: Excuse me?

1Y2: Never mind. As for me, I'm just kinda' hangin' out. I don't know, I guess I just need a way to get some low interest loans. And I need to think there's a reason why I got a degree in sociological Arts and Letters. So . . . Law School! It's easy. Hell — I love Perry Mason, Judd For The Defense . . . all those guys!

1Y: I can't wait to take my first law school exam! I took a prep course last month that teaches you how to maximize your scores.

1Y: (Looking heavenward.) I hope they let us out of classes early today. I didn't do enough

drugs this morning to get through a whole day of this. (Meanwhile, in the UCLA Law School Women's bathroom . . .)

2Y: (Fixing her hair in the mirror, she spots her classmate bending over the basin.) Well, hi. I see you made it back.

2Y2: (Looking up only with her eyes, maintaining her posture over the basin.) Uh-huh.

2Y: Yes, well. I'd been working as a law clerk for a big law firm downtown during the summer and then I'd come to the library to work on my Law Review comment in the evening. My summer was great! The practice of law is so contentious and . . . I mean . . . its so exciting! I love doing research, I'm enthralled with the intricacies of my comment, and my grades second term were even better than first term—and you know how well I did first term. I should get my new resume back from the printer tomorrow.

Have you signed up for the September round of interviews yet? I'm scheduled for 21 credits. I didn't know which classes to take. They all seem so interesting — and so important!

2Y2: (Standing up.) School is a drag. Law sucks. Attorneys are nerds. Go away, will you? I'm trying to vomit in peace.

2Y: Well, I thought we'd make a little conversation. I know the kind of law I want to practice and I know the firms that do it, so I've got my choices narrowed down to—

2Y2: Why don't you go eat lunch, or something?

2Y: Well, I've got a Law Review meeting at 12:00. And at 1:00 I have an appointment with Professor—

2Y2: You have an appointment with a Professor? Today? On the first day of classes?

2Y: I want to discuss my grade in Legal Research.

2Y2: There are no grades in Legal Research.

2Y: Well, I worked very hard in there and I'd like to see if I can't get a grade for it.

2Y2: Good luck. Maybe it'll help if you blow 'im.

2Y: I beg your pardon.

2Y2: I said, maybe it'll help if you show 'im how hard you worked. Maybe that'll help.

2Y: Yes, well, I've got to go to class. Ta-ta. I hope you get off probation this term (skips off, waving).

2Y2: What am I doing here? I need a damn vacation! It's so hot and smoggy here!! Ahhhh!! (Resumes vomiting).

(Meanwhile, two third year students are outside the Law School patio. 3Y1 is munching on some vending machine garbage food. 3Y2 is surveying

the new faces.)

3Y2: How can you eat that stuff?

3Y1: I've been eating it for over two years now. It hasn't killed me yet.

3Y2: Not yet, but it will. Look at you, man. What've you gained — 30 pounds since you started Law School?

3Y1: Twenty.

3Y2: Twenty pounds. That's terrific. And Bull. Twenty pounds? I bet it's forty.

3Y1: But look what else I've gained (counts fingers): The experience of being a Law Review editor; the thrill of getting a '98 on my Legal Professions exam; quiet midnights in the library; doing research and checking cities; the satisfaction of working hard and doing good work; and working for a high-powered Beverly Hills law firm. I'm looking at 38K when I get out of here. \$38,000! And you?

3Y2: And me, what?

3Y1: What are you looking forward to?

3Y2: Getting out of here, man. Out of school. What the hell else would a sane person finishing law school look forward to? Paying back loans? The Bar?

3Y1: How about being a lawyer? Why the hell have you been here the last two years if you're not looking forward to being an attorney?

3Y2: Law School is an experience, like anything else. But there's more than one way to apply it. I don't have to be an attorney. I could teach. I could go back to school and get another degree. Or I could rob, cheat and steal.

3Y1: Tax! I want to do tax work. Tax is so . . . lucrative! I'm glad I externed at the Federal District Court. Law Review, Order of the Coif . . . it all looks great on the resume. We're talking big bucks—

3Y2: (Doing his own day-dreaming.) Come to think of it, it

(Continued on Page 4)

The Shore's Edge

by Donnell Rubay

No one ever told me
That I would reach this shore
And find it meant the end of
All girlhood dreams forevermore.

No, there is no prince to come,
A white stallion as his steed,
No cottage in the country,
No castle on the mead.

No, there is no freedom,
To play or laugh or sing,
No help for falling tears,
No time for reckless "flings."

I wish I was more hopeful
And the shadows not so deep,
I wish I had a stronger faith
That sown seeds — a crop — will reap.

From here they say, there is a place,
That demands my mind and soul,
Purchasing for a price: my life;
Opponent blood, its goal.

To me they gave this education
And I should expect no more;
But do I possess, skill to catch,
The proper ship to leave this shore?

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Interviews...

(Continued from Page 1) because I know people who got quite a few call-backs and several offers and really have a lot of choices."

Like many students, he questions whether his grade average is a real indicator of his ability to perform as an attorney.

"One of my professors said to me last year he was surprised at the grade I got in his class, he expected a higher one. But you're given a few hours in which to perform on exams. Everyone is considered equal and you're not. There is too much emphasis on those few moments of trying to recapitulate what you've learned for an entire semester. I'm prepared for class every day. I know a number of people who didn't prepare, didn't go that often and they got better grades. So I'd like to see professors be encouraged to give more recognition to students who participate in class."

He is restructuring his approach to his studies in an attempt to raise his average. He is dropping one class because he can't risk a low grade. And he is questioning the goals he had set for his law career.

"I set my hopes for a law career too high. Although I am an intelligent person with the ability to communicate, I feel like a nothing. Though a B student at a top ten law school, I feel like that. It doesn't matter if I have to feel like that, I do. I feel betrayed and abused. There's one law firm I interviewed with six weeks ago and I still haven't heard from them. I know they're not going to take me and they know, so why are they torturing me?"

"Come See Me"

Leticia Cairl, director of the Placement Office, says many students place too much emphasis on the on-campus interviews and become discouraged. She feels she can help.

"Too many people go through the on-campus interview process without looking at what it is. It's for the top 25 percent of the class. Even though we don't screen the people who participate, this is a program geared for the top of the class," she says.

Students in the lower part of the class who want to take their chances should stay away from the September round, which is usually the largest firms and government agencies, she says. Try for October when the medium-sized firms interview and really go for November round when smaller, more local firms are on-campus, Cairl advises.

"Rejection is very difficult for these students," she says, "because all of our students are over-achievers. They are in the top 2 percent of all students in the nation."

Cairl wants students who are having problems to come and talk to her. "I have an open door policy," she says. "I feel that I can help if they will only come and talk to me. I know

they are depressed, and I can change that."

She says that much of the problem is in not taking the rejection personally but seeing it as a trend in law firms, which are becoming more competitive.

"Much of it is teaching people where to look," she says. "If people are flexible, there are many areas that welcome our graduates with open arms. We place 95 percent of all our students within a year after graduation. I just feel very optimistic about all the students here."

A job search seminar sponsored by the Placement Office, offered once a semester, can show students where to look for jobs outside the on-campus interview program.

"They can call firms and ask to come in, not for a job interview but to talk about the kind of work they want to do, to find out about it. It's an opening and a contact," Cairl says. "Or they can volunteer to work for a judge. It's one of the best things you can do. Nothing helps more than a letter from a judge."

But the real problem for students discouraged by the job hunt process is working on their self-esteem, she says.

"If you feel you aren't doing well, it comes out in the interview," she says. "It only hurts. There is no place for modesty in the interview and on your resume. Be your own herald."

She feels that students should make more use of the job books in the placement office and other information about firms which don't interview on campus.

"There is also a problem in school itself," she says. "I hear the gossip in the hallways about how many offers people have. Everyone exaggerates. I know better. If people will come and talk to me, I can bring them the real picture and make them feel better. My office is like a confessional. I won't ever disclose anything that is said here. But please come and see me."

December Deadline

Faculty members find the interview process much different than just a few years ago as more students look for jobs sooner and the pressure increases to have an offer by the middle of December.

Professor Murray Schwartz, former dean of the law school, finds the idea that a student must have a job by December or consider himself a failure "absolutely wrong."

"People don't turn into pumpkins or self-destruct in



Leticia Cairl

December," he says. "A lot of people don't have jobs before graduation."

He cites statistics which show the number of young lawyers increasing rapidly in the last 10 years. The median age of lawyers has dropped from about 45 in 1970 to 40 in 1980, according to a preliminary report of an American Bar Association study presented in New Orleans last August. The study shows that one-fourth of all lawyers in the country are now under 33 years of age.

Given that the total number of lawyers has increased by 50 percent in the same ten years, the market for jobs may be tightening up a little," Schwartz says. But he feels that UCLA Law School is becoming more well known and that the market is still excellent.

"Lots of places haven't heard of UCLA," he says. "That's changing. Some out-of-town firms that used to come here gave up because they couldn't attract our students. A study one year showed that ninety-five percent of our students want to work within seven miles of the law school."

He, too, sees the on-campus interview process as being limited because so many firms cannot afford to come here to recruit. Many such firms do not hire each year or don't have the money to train new lawyers as major firms do, he says.

"People may have to send out lots of resumes and write lots of letters, and knock on doors. But they'll find jobs. We're producing a lot of lawyers," he says.

Paul Bergman, professor of law in the clinical program, considers the December deadline "crazy."

"When I was in school, if you really were an eager beaver, you did some interviewing on your Christmas vacation to find work. It was nothing like this," he says.

He finds the concept of locking into a job with a major firm for life a disquieting one.

"I suspect that the statistics for people staying with one firm for their entire career are worse than marriage statistics. It used to be that people wanted to work in a large firm for training.

(Continued on Page 4)

New Dean Sought

The Search Is On

by Barbara Riegelhaupt

The successor to Dean William Warren probably will be chosen from the UCLAW faculty if past experience and faculty predictions prove an accurate forecast of the selection.

Two possible candidates suggested as frontrunners are Associate Dean Susan Westberg Prager and Professor Herbert Morris, both of whom described such speculation as premature and declined to comment on it.

The selection process began formally last week with appointment of a search committee composed of law school and other faculty members, a law student and an alumnus.

The committee will be chaired by Elwood Buffa, Professor of Management. Other Senate members of the committee will be Robert Gerstein, Professor of Political Science; Carole Goldberg-Ambrose, Professor of Law; Kenneth Karst, Professor of Law; Gerald Lopez, Acting Professor of Law; Melville Nimmer, Professor of Law; and Bernice Wenzel, Professor of Physiology and Psychiatry. In addition, Patrick Cain, a third year law student,

will be a consultant to the committee on behalf of the student body, and Geraldine S. Hemmerling of the Class of 1952 will represent the School's alumni.

The committee eventually will submit its recommendation to Chancellor Charles Young, who will forward his choice for approval by the University of California Board of Regents.

Although the committee will advertise nationwide for candidates, the trend during the last 20 years has been for top law schools to choose a member of their own faculties, said Warren, who described himself as "virtually an insider" at the time of his selection seven years ago while he was teaching at Stanford. He had been on the UCLAW faculty for many years, and was away only two years when tapped for the job.

"Ordinarily when an institution thinks of itself as being in good shape, it tends to look inside," said Murray Schwartz, who preceded Warren as dean of the law school. "In my view, this law school is in very good shape."

Schwartz noted that it would (Continued on Page 4)

Dean Warren...

(Continued from Page 1) program.

"We are reaching the point where we have to rely on outside funds, and alumni are also important in terms of hiring students, teaching in adjunct positions and giving feedback," she said.

"He's also just an extremely nice, supportive person," Anderson continued. "He is always positive when you want to try something different. When you go in to talk with him, he never seems rushed. His desk will be stacked with papers, but he's always patient. . . . This is a very happy law school now as a whole, and I think a lot of that is to his credit."

Anderson said the faculty was flabbergasted when Warren announced at a faculty meeting earlier this fall that he was stepping down—"I think the reaction was dead silence"—and most would have liked to see him stay on. But they also

appreciate his desire to get back to teaching, she said.

"I have enjoyed being the dean," Warren said, "It is an incredibly time-consuming and energy-consuming job and one misses the freedom one had as a professor to do teaching and writing in areas you're interested in. . . ."

"So it's not that being a law school dean is an unattractive position, for it is not. It is that being a professor of law is a very attractive position."

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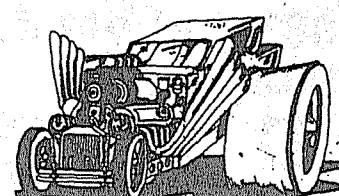
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More Interviews. . .

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They'd get a lot of attention and breadth of experience. It may be just the opposite. One or two people may get close to a partner and have that experience; the rest may be floundering in the library."

He does not agree that the best law is practiced only in the large firms. "There are plenty of small and medium firms litigating against those big firms. Look at the advance sheets. There is no monopoly by the biggest firms. They are just the ones with the deepest carpets."

As for the interviewing process, he thinks firms which interview on campus are looking for people who are bright and write well. They look for grades and law review participation as an indicator of those qualities, he says.

"It's a reaction to their inability to make a judgement otherwise," he says.

Schwartz agrees.

"If they didn't use grades as an objective indicator, they would probably end up hiring

all the people who looked just like themselves," he says. "It would be less fair that way."

Bergman says that when he was working in a large firm as a young associate and trying to assess applicants for jobs, he tried to make personality judgments.

"The firm inevitably hired whoever had the best grades and law review. It is an inability to make an objective evaluation in any other way. They just take the safest method."

He recommends going outside the firms which come to campus to interview. "Talk to other lawyers, tell them you are interested in doing this kind of law," he says. "It's really important to get out and talk to people. When I started law school, I didn't know what it meant to be a lawyer. I was naive. I signed up to talk to some firms but I didn't, I went out and played softball. So I went out on my own. They weren't job interviews, but I got suggestions. Once you get out

there, that's when you start hearing things. You won't hear driving back and forth to school every day and complaining to other students."

He feels that the December deadline creates much too much pressure.

"It's so crazy, this whole process," he says. "I went to talk to Leticia because so many students were complaining about missing classes because of interviews. People are walking around carrying these suits like they have their dry cleaning."

He says he knows students who have waited until after graduation and taking the bar before looking for jobs.

"They are finding good opportunities and are happy with what's out there. It's the starting. There is an old saying in the Torah: 'All beginnings are hard. You just have to make the first steps.'"



RaM's Encounters. . .

(Continued from Page 2)

hasn't been that bad. Only eight more months anyway. . . Damn, the Bar is so close!!

3Y: Let's see, start at \$38,000, then in two years I'll be making at least \$50,000. That's more money than my old man makes!
3Y: There were some good times actually. Law Revue: funny as hell. Let's see . . . the Turkey Trot, Graham's "How to Cheat on the Bar Exam" lecture, SBA beer busts. Hell, I get goose bumps when I look at

the year book, and the *Docket*, what a publication!

3Y: (Finally beginning to listen.) Now you're talking! Hey listen—two years ago we may have come here looking for wives, but I think what we've found is the rest of our lives!
3Y: Don't go crazy, man. I wouldn't go that far. Listen, I've got to renew my gym locker and then I've got a Public Interest Law Foundation meeting. The Federal Communication Law Journal is having a pot-luck

dinner tonight. You can come if you'd like — if you promise to leave your calculator at home.

(They both get up to go. 3Y: puts his arm around his fat friend as they walk toward the men's gym.)

3Y: You know, I'm feeling better about school this year. I may as well — it's going to be over before I know it. There must be some other students in need of cheering up. And, hey — if I can just stay away from guys like you, I may even begin to enjoy myself.

Search . . .

(Continued from Page 3)

be unusual for the chancellor to choose someone not supported by the faculty, and faculty members tend to prefer one of their own.

"I think the faculty likes the idea of working with someone they know," said Alison Anderson, who was on the committee that selected Warren. "The faculty has a definite bias toward an inside candidate."

But offsetting that bias are the other members of the committee, who may have a different set of standards for choosing the new dean, she said.

An outsider may also be preferred if the faculty is split between two or more inside candidates, Prager said.

"Another reason to go outside is that you might be able to attract a nationally recognized person to the faculty by offering the deanship," Prager said. "So even a school in good shape may decide to go outside to bring in some fresh ideas."

In addition to the inside-outside issue, the committee will consider the academic background and administrative experience of the candidates, as well as the role the dean is expected to play during his or her tenure.

In the past, scholarly backgrounds and national reputations have been deemed more significant than administrative experience. But several faculty members said the inevitable need to step up the school's fundraising activities in the face of budget cutbacks suggests that these factors may shift in importance.

If Prager and Morris do emerge atop the list of candi-

dates, Morris probably would have the edge if the committee opts for an academically [established] candidate. His lengthy career places him ahead of Prager in that category, who is younger and has had less time to build a national reputation.

But if finances are the committee's main concern, the choice would be much more of a toss-up, with Prager possibly holding a slight advantage.

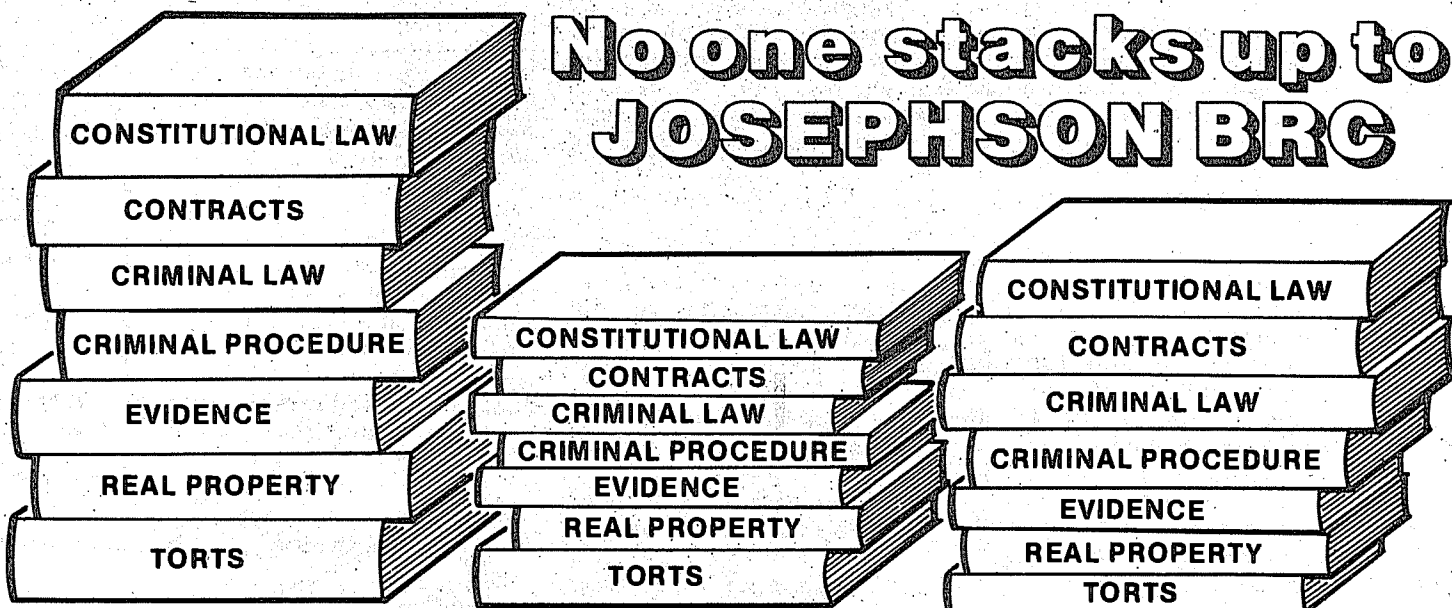
Prager is a UCLA graduate with ties to her own classmates and other alumni with whom she has come into contact while serving in the associate dean's position. Through her current position, she obviously has gained insight into the tasks that would face her as dean.

But Morris, meanwhile, has had extensive experience in university politics, including the financial bureaucracy of the UC system. He has held several campus offices and is currently on the Academic Senate's Council on Academic Personnel.

A choice between Prager and Morris also would suggest a choice between candidates appearing to represent varying philosophies at the law school.

"If I were conservative, I might think Morris would be more in tune with conservative notions of what a law school should be and do," said one faculty member who asked not to be named. "But he may not be as conservative as some people perceive."

Although Morris and Prager are recognized as strong candidates, Anderson observed that there is no single choice as overwhelming as Warren was when the search committee on which she served began its hunt for a dean.



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