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## A Message from the Dean

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## A Message from the Dean

How do you find faculty members and what are you looking for? Because many of our graduates ask these questions I would like to give you a brief description of the appointments process.

The first stage begins with the identification of persons who should be given serious consideration for a faculty appointment. Some teaching prospects take the initiative and contact us directly. Others rely on the good offices of the Association of American Law Schools which serves as a clearing house for those interested in teaching. Several times a year we receive a large number of resumes from the AALS. While we give careful consideration to unsolicited resumes we have found in the past that it is worthwhile to take the initiative and seek the names of candidates from persons whose judgment we trust. Professional contacts at other law schools are used to construct a list of the candidates. Members of the Faculty Appointments Committee and I visit law schools to interview students interested in teaching careers. We talk not only to persons who want to enter teaching immediately but also to those who may be contemplating a teaching career at some future date.

After we have compiled lists of candidates, the screening process begins. Our Law School will have a serious interest in only a very small percentage of those persons whose resumes have been received. The screening is done by the Faculty Appointments Committee. This year the head of the Committee is Pro-

fessor A. Dan Tarlock and the other faculty members are Professors Baude, Pratter and Schwartz. Two student members, Martha West and William Wheeler, participate in Committee deliberations but have no vote. I also serve in an *ex-officio* capacity.

Persons in whom we have a serious interest are invited to Bloomington for two or three days of interviews. They meet with me, with the faculty, with representatives of the student body and in some cases with members of the University administration. This interview process is expensive and time-consuming, and so we try to get a solid evaluation of the candidate's potential prior to inviting him or her to Bloomington. We will seek letters of recommendation from, and have telephone conversations with, persons who are well acquainted with the prospective teacher. When the candidate is working with a law firm and the firm has not been informed of the possible change we do not insist on references prior to the interview. We do, however, contact the firm prior to recommending to the University administration that an offer be extended.

Not all persons invited to Bloomington receive an offer. The Appointments Committee must make a recommendation to the faculty and the entire faculty votes on the recommendation. Approval of any interviewee by a simple majority is not sufficient. I will not recommend appointment to the Bloomington Chancellor's office in the face of substantial negative sentiment. Assuming that both

the faculty and Chancellor Carter approve, the appointment recommendation goes on to President Ryan and the Board of Trustees where the ultimate appointive power rests.

We try to hire persons with experience; 86 percent of the current faculty have practiced law and 71 percent have taught prior to the initial appointment at Indiana University. In some instances this previous experience has been substantial: ten years of practice in one case and thirty-eight years of teaching in another. But normally the new appointees have had relatively short periods (three to five years) of experience in these fields. Persons with more extensive practice or teaching experience usually are fixed in their career patterns or hesitant to move. A good salary offer can create interest in coming to Indiana, but there is always the question of whether the expenditure of a large sum of money to acquire a person with substantial experience is justified. An established senior scholar or practitioner can be of great assistance to the faculty. We have made senior appointments from time to time and will continue to do so. However, the bulk of our appointments for the foreseeable future will be in the junior ranks and of persons with relatively little practice or teaching experience. We can appoint two young assistant professors for the same amount that it would take to appoint one senior professor.

At least once a year, a successful attorney, usually between the ages of 50 and 60, will let me know that he "would like to retire and do a little teaching." We wish to use the talents of the practicing bar. Nevertheless, this type of appointment is one which must be avoided at all costs. The Law School is not interested in hiring people who wish to relax and slow down. There are a number of good reasons for choosing teaching over practice. The one motivation we cannot respect is the desire to ease up. A good teaching performance requires just as much effort as the practice of law. Therefore we look for many of the same qualities that a good law firm will seek: quickness of mind, breadth of interest, integrity and desire.

Even though we have no need for the attorney who wishes to retire, there are ways in which we seek to benefit from the talents of the practicing bar. Last spring we started employing active

lawyers as part-time lecturers. Joseph Naughton of Indianapolis offered the course in Patent Law. This fall Lee Cross of the same city is teaching a Seminar in Labor Law. During the spring semester Jim Cotner of Bloomington will assume the responsibility for a Section of Trial Practice. I am currently trying to locate an outstanding practitioner to teach Corporate Taxation. We certainly need to have an interchange with the practicing bar. Carefully selected lawyers can help us augment our upperclass offerings. It is my hope that in the years to come we can expand this part-time lecturer program.

## Women's Caucus states its case

*With this issue, the Bill of Particulars is initiating a series of columns from representatives of student groups at the Law School. The first entry is basically the letter Clarine Nardi Riddle, coordinator of the IU Law Women's Caucus, sent earlier this year to all IU women law graduates to explain her group's activities.*

The Women's Caucus has been very active these last two years. We have worked with the Law School in its recruitment efforts by attending and speaking at career opportunity sessions here and at other universities, by composing a recruitment pamphlet to be sent out this year with admissions materials, in addition to our Women's Caucus welcome letter, and by speaking individually with women about their interests in law as a career.

In the placement area, we have developed a Caucus letter encouraging employers who use our placement office to consider hiring women. We also have a fact sheet regarding employment when they are on campus. We also have developed a discrimination questionnaire to be used by students when they believe they were treated in a discriminatory manner; this questionnaire is then given to all students who interviewed with the particular employer to compare the interviewer's procedure.

In the bar relations area, we compiled and published in the *Bill of Particulars* the results of our "Survey on law women graduates." Professor White, the author of the first survey of law women

graduates at the University of Michigan, sent us a letter praising our study and expressing his hope that it would be published.

We have happily visited with various of you when you were here on campus, too. We are also involved in the American Bar Association's Board of Governor's Rights for Women Committee.

Of most recent concern we expressed our sense of upset and concern to the State Bar Examiners regarding a series of unhumorous women-related questions on the bar exam; at the same time, we expressed a willingness to discuss the matter further with any interested persons and volunteered our time and efforts in any re-evaluation of the exam procedures.

In the Law School policy and program area, we developed a Program of Action two years ago and continue to work to implement various components of it within the School.

The Student Appointments Committee, an elected group of students who

select students for Law School committees, this year selected eight women to serve on these important committees. These women constitute 25 percent of the student seats.

Partly through the efforts of the Caucus, a new course, Women and the Law, was offered last spring semester. Faculty are, of course, always encouraged to raise issues that focus classroom discussion on the legal concerns of women in particular situations, for example, employment, criminal activity, property rights, etc. We have a sub-committee whose members are critiquing classroom texts and materials for discriminatory content; which content will be sent to the author, publisher, and faculty member.

Spurred by recent litigation in the area, another committee is organizing a program on "Sterilization." The hope is to bring in speakers to discuss sterilization with regard to population growth, genetic counseling and contraception, and international concerns; to discuss



**SMILE OF A WINNER.** James Pielemeier, left, Bloomfield, holds scholarship award from Indiana Bar Foundation. He is a graduate student at the Indiana University School of Law Bloomington and is one of four state law students to receive such a scholarship. At presentation are, from left, Pielemeier, T. Bryan Underwood, assistant dean for student affairs; Dean Douglass Bashkoff; Law Professor Leon Wallace and Robert McCrea, Bloomington attorney and member of board of directors of the Indiana Bar Foundation. A student from each of the four law schools in the state received a scholarship from the foundation.