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The Firms -- What Do They Want?

By Bruce Abel

Appearance at the interview, college activities, and drive rank as the three most important factors a hiring firm considers after examining a job candidate's grades, according to answers given to a RECORD questionnaire.

The questionnaire, sent to 430 private law firms on the Placement Office mailing list, sought numerical responses for 72 factors falling into eleven categories (see chart, pp. 9-11) and asked the question: What are you looking for in a job candidate?

THE BEST AND THE WORST

Law Rev. (6.8)	Lower 1/3 (-6.7)
Honorary (5.4)	Badly Groomed (-5.5)
Top 1/5 (5.2)	Female (-4.9)
Summa-Col. (3.8)	Lower 1/2 (-4.5)
At Ease (3.8)	Negro (-3.5)
Stud. Pres. (3.4)	Military Ahead (-2.9)
Magna-Col. (3.2)	No Activity (-2.6)
Good Talker (3.0)	Nervous (-1.9)
Editor-Col. (2.9)	Not Sure of Area (-1.5)
Cum Laude (2.5)	No Summer Job (-1.5)

The numerical questions called for a rating of each factor on a scale of plus ten (definitely does get job) to minus ten (definitely does not get job), with zero indicating that the quality is "not a factor" in evaluating the candidate.

A second section of the questionnaire requested short-answer elaborations. Some 120 firms responded to the poll. About 15 devised numerical systems of their own for the sliding-scale questions, and these responses were considered for their general comments only.

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Students Off Mark

Law students attempting to guess how law firms evaluate candidates over-emphasize grades and under-estimate the importance of demeanor at interviews, according to a special RECORD survey.

To see if students could predict what factors law firms consider to be important in hiring, the same questionnaire sent to firms was also distributed to a sample of 17 third-year students. Each was asked to put himself into the shoes of an interviewer, first from a large Eastern firm and then from a medium-size Middle Western firm. Student responses differed repeatedly from those of the

(Continued on page 12)

Women Unwanted

By Daniel J. Kucera

Do law firms discriminate against women? Most hiring partners admit that they do, and the girls agree.

According to the RECORD's survey of the job-interviewing process, firms throughout the country chalk up an average negative 4.9 against a female interviewee. That is, they consider belonging to the "weaker" sex to be a highly relevant, though not all-controlling, factor against giving an applicant a job.

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What Does It Prove?

The inevitable question about today's poll of law firm hiring practices is "What does it prove?" The answer just as inevitably is that it does not "prove" anything.

There are many limitations besides the small size and the bias of the sample. One of them is that we asked for a description of the candidate firms want to hire, not a description of those they *will* hire. But the responses do give an impression of the hiring frame of mind.

It is hard to tell exactly how much emphasis is put on grades. The numerical chart shows a sharp dividing line at the middle of the class, and yet the comments show a strong desire to go beyond grades alone. The question remains whether the firms are willing to consider the other factors if a candidate does not meet a minimum grade requirement. Although the specific categories were imposed by the RECORD's questionnaire, many firms seemed all too willing to make the halfway mark a cutoff line. One man, for instance, said upper half rated +6 while lower half rated -5. That is a sharp division considering that about 2/3 of the class bunches within two grade points of the medium average. It cannot be repeated too often that any such arbitrary line is unrealistic and will deprive both firms and candidates of opportunities.

The response to the discrimination question indicates that there is reason to believe religious discrimination has lessened in comparison with past years. But we must be skeptical of those answers which lay the blame for discrimination at the feet of "clients." It was interesting to observe that in the five answers admitting bias in one firm — see page 16 — all of the partners mentioned clients, but only one noted any "internal resistance." And even if discrimination is entirely because of clients, is that a sufficient answer from men who presumably have some responsibility in educating and molding public opinion?

Personality is, of course, a major factor in the hiring picture. Many firms specify that they want a man with integrity or ambition. But many others talk about personality primarily in respect to "fitting in." Only four or five of the 120 responses use the word "individual." Somehow this is disturbing.

Harvard Law Record

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TONGUE 'N CHEEK

By Fenno

The boys on my floor in the dormitory have always thought I was a little crazy to be in love with a lady law student. But I've never been crazy in love. What potential, I thought.

Most fellows are satisfied with that unholy trinity — maid, mother and mistress, but ever since I heard about FDR's four freedoms, I've always thought I could do a little better. I want a girl who can guarantee me that fourth freedom, freedom from want. After all, a man shall not live by the fruits of love alone. What I want is a breadwinner.

Our life was suited for the land of the lotus-eaters. All was milk and honey, sugar and cream as I lay dreaming of our blissful future. I dreamed of a life of garden cultivation à la Candide, sitting in the lap of the maid — er, the lap of luxury as the maid taught the kids euphorean discipline, kissing my wife goodbye at the station as she commuted to New York.

Then came the third-year Placement Rush to crush my hopes. I had my darling interview over 50 firms, large and small, Ivy and uncouth. Those interviewers were jealous of me — that was my problem. Why should I stay at home, they wondered, when they had a 5-hour ride to work. One, a rider on the New Haven Railroad, was particularly incensed because the Receivers had announced that the Railroad was discontinuing engine service and was substituting hand-propelled go-carts on their commuter runs.

The romantic said, We want women to court, not in court. You're not our kind, kitten, said some, demonstrating by means of plunging statistical curves that to women lawyers marriage has more appeal, though less appeals, than statutes. And so they told her they didn't want a woman in their firm.

And that's the way firm commitments are destroyed. I've broken our engagement.

The Case for Local Law Schools

By Charles M. Hamann

Several hundred students interested in going to law school received a comprehensive view of the horizons in legal education at the morning session of a pre-law conference at Boston College Law School last Saturday.

Two representatives of national law schools, Vice Dean Theodore H. Husted, Jr. of the University of Pennsylvania and Assistant Dean William L. Bruce of Harvard, explained the advantages of a curriculum not tied to local law. Catholic law school representatives asserted that Catholic law schools were more different from each other than from non-Catholic schools. And representatives of local law schools pointed to the strides which they were making toward educational parity with the national law school.

Prof. Cornelius J. Scanlon of the University of Connecticut Law School said that an apt definition of a local law school was "I didn't know they had a law school." Yet he was quick to assert that the local law school has a valid place in American society.

Prof. Scanlon described graduates of the local law school as workers on Main Street "at the grassroots of American democracy." He said that the local law school has more economic and cultural diversity in its student body than the national law school and predicted that the training of competent Negro lawyers will take place at the local rather than at the national school.

Forum Tomorrow on Intelligence

The Harvard Law School Forum will present a program on "The Role of Intelligence in Policy Making" in the Rindge Tech. High School auditorium tomorrow at 8:30 p. m.

The main speaker on the program will be Allen W. Dulles, former Director of the Central Intelligence Agency. Other speakers will be Professors Thomas Schelling of the Department of Economics and of the Faculty of Public Administration at Harvard, and Milton Katz, Henry L. Stimson Professor of Law and Director of International Legal Studies at Harvard.

Moderator for the Forum will be Arthur T. von Mehren, Professor of Law.

A primary problem at the local law school is a high drop-out and failure rate, Prof. Scanlon said. Last year 37% of the entering class at Connecticut did not successfully complete the first year, compared with less than 5% at Harvard. Conceding that the rate at Connecticut was "too high," the Dean said that a responsibility to the Bar to produce competent lawyers dictated a policy of failing many.

The high rate of failure and drop-out at schools like Connecticut may have a positive side. Prof. Scanlon claimed that as a result of a policy of flunking out those that do not make the grade, the standards of competence at the local law school are as high as at many "national" schools.

He also saw value in a lenient admissions policy. He said that it enables local law schools "to make good lawyers out of students whom the national law schools do not feel it necessary to train for whatever justifiable reasons."

Dean Edward S. Godfrey of the recently established law school at the University of Maine described the birth pains of a law school. The basic problem he termed the search for accreditation. He said that lack of accreditation seriously impedes the recruiting of students. "The attraction of the small, beginning school is the challenge of taking an active part in the development of the school," the Dean said. But he added, "Everyone takes a chance at a beginning law school."

Convincing university trustees of the size of the investment needed to establish a new law school is another difficulty, Dean Godfrey suggested. "In the old days law schools were a money-making proposition. A large number of students were crammed into a small space. There were no laboratories or research facilities. By and large this is no longer the case today."

Dean Godfrey also emphasized the importance of every innovation at a new law school. In an established institute the impact of new ideas is cushioned by generally accepted old traditions, "some of which may be preposterous," he said. "At a new law school new ideas become traditions."

(Continued on page 4)

Mathews -- Teach Ethical Values

By Richard A. Hannaway

Visiting Professor Robert E. Mathews urged the systematic teaching of ethical values as an integral part of every law school's curriculum, in an address to the Pre-Legal Institute held last Saturday at Boston College Law School.

"Because lawyers have such a thorough training in our democratic institutions and control such a large part of our government, I believe that lawyers, as a result, have special obligations," Prof. Mathews began. If that is true, he said, then a legal education which does not teach students the ethical values needed to support these obligations is not a complete education.

Prof. Mathews admitted that many of his colleagues did not share his deep concern. "Those teachers who do not agree with me,"

Local Law Schools

(Continued from page 3)

Assistant Dean Richard A. Gordon of Georgetown Law School maintained that the religious affiliation of a law school is irrelevant. He said, "I refuse on behalf of all Catholic law schools to be put in a box. We have one standard — excellence." He advised the students in attendance, a good number of whom were from Catholic Boston College, to bury "the uninformed opinion that when you go to S. M. U., Georgetown, B. C. or other church-related law school you are adopting a religious philosophy."

Offering the *raison-d'être* of the national law school, Dean Husted maintained that a law school which feels no obligation to teach the local law can offer courses designed from the standpoint of intellectual stimulation. He told the assembly of students that law school should give a man a sound knowledge of basic common law principles, then develop his powers to use these principles to solve new problems.

Dean Bruce of Harvard, also representing the national law school, concurred with Dean Husted's remarks. Discussing the interrelation of research and graduate study at Harvard Law School, Dean Bruce said, "Research in law schools is always closely synchronized with teaching."

he said, "feel either that the teaching of morals is not part of their job; or that it is, but it is being done adequately."

The visiting Professor said that the argument of the former was that by the time a student has reached law school, his moral habits are fixed, and the only job of the law teacher is to make him a technical expert. The latter argue that the example which the teacher sets for his students plus an occasional reference to legal ethics as the problems arise are enough.

Prof. Mathews felt that few teachers really succeeded in incorporating this training into their courses.

Throughout the Curriculum

He stated that this integration should be part of a systematic program covering a school's entire curriculum. Among the advantages of teaching legal ethics as a part of all courses, instead of as a separate course, he said, was that such procedure avoided treating ethics as something isolated from normal legal studies.

Prof. Mathews said he had encountered some problems in teaching ethical values. First, he found law students disliked what they considered as being 'preached at'. "By age and education, law students are adults," he said, "and they resent being told what to do and not to do."

Second, students believe that for a law teacher to discuss ethical rules for practice is somewhat unreal. "Students know," he said, "that the teacher has no clients to handle and runs no financial risk by holding his principles. Therefore they look upon his teachings as 'ivory tower' theories."

In view of the importance of ethical instruction, he said, these difficulties can and must be solved. "In my teaching experience, I have observed that a certain 'callousness' comes over many students after three years of law school, due to long exposure to dialectics, without any reference to moral values. I feel that upon the law teacher rests the primary duty to avoid this by consistently emphasizing the importance of ethical values to the lawyer."

Bittker Speaks on Tax Simplification

By Myer J. Sankary

Can the present tax laws be simplified so that the harried taxpayer can receive all the benefits of the system without having to hire a staff of lawyers and accountants?

Yale Professor Boris I. Bittker suggested that the proposal by Senator Russell B. Long of Louisiana for a "Simplified Tax Method" would most likely bring complications which will be no easier to solve than those of the present system.

In a brief speech before the Federal Tax Institute of New England in Boston, Saturday, Prof. Bittker called for an examination of the proposal which he said "may have some chance of enactment."

The "Simplified Tax Method," he explained, would provide an option for the taxpayer in high income brackets to select either the present system or a system in which the taxpayer will pay a flat rate of 40% on the first \$100,000 of income and 50% on all income over \$100,000. If the taxpayer chose the "simplified method," he would have to forego all personal deductions now given, give up the present capital gains rate, and include in the tax base certain items which are now exempt, such as municipal bonds. Prof. Bittker said that proponents of the new method claim that it will simplify the tax system by eliminating deductions, and provide greater uniformity between taxpayers.

"Will the proposal simplify?" Prof. Bittker queried. He noted that simplification of the Code may simply mean corresponding complications in the Treasury Regulations. In addition, it may require as much tax advice to determine which of the two systems should be employed. He said that many devious

HLS Receives \$65,000

The Law school has recently received three large gifts from or in honor of alumni, totaling \$65,000.

The school was beneficiary in the amount of \$50,000 under the will of Edward H. Green, '08, a partner in Sullivan & Cromwell. A further \$10,000 was received from the estate of Irving S. Olds, '10.

Finally, an anonymous gift of \$5,000 was given in honor of Harvey H. Bundy, '14.

means may be employed to accelerate or postpone income items to achieve the best of both systems, leading to the same inequalities that the simplified system was designed to correct.

Prof. Bittker claimed that the assumption on which the new proposal is based is inaccurate: that the reasons for disparities between taxpayers of similar income are totally unjustified. He argued that "if one taxpayer pays less than another, it is unfair only if he takes deductions which are unjustified." The way to achieve equality, he indicated, is to examine the propriety of allowing certain deductions.

Though he noted many problems with the new proposal by Senator Long, Prof. Bittker agreed with its major objective and called for greater examination of ways in which the tax system can be simplified.

Locker Shortage Rectified

The locker shortage has been solved.

The arrival of 57 new lockers (19 batteries of three) which are now at the Langdell-Austin basement crossroads has more than filled student needs, according to Langdell Hall receptionist, Stephanie Welch.

With the appearance of the new lockers and the recently completed repair of some 30 or more old lockers, supply has over-reached demand.

The supply had run out the third day of school this fall and a waiting list of 20 was built up, according to Miss Welch. Those on the waiting list plus some 15 who answered a bulletin board notice have now taken possession of the new lockers.

Vice Dean Louis A. Toepfer, who ordered the lockers when it became apparent that not all students who wanted one had one, said the new ones cost roughly \$800. He added that he would order more if the demand again surpasses the supply.

Scrooge Allegedly Was Correct

Prof. David E. Owen, Master of Winthrop House at Harvard College, will speak at a Coffee Hour on the subject, "Scrooge Was Right." The talk is scheduled at 1:45 p. m. Tuesday, Dec. 17, in Harkness Meeting Room.

Summer Rights Jobs Open

By Caroline M. Simon

The Law School Civil Rights Research Council in New York will coordinate a summer program for law students who want to work in civil rights in both the North and South.

The program, which is being administered at Harvard by the Law Students Civil Rights Auxiliary Group, will include positions as clerks, workshop leaders and research assistants. It is an attempt to formalize the program run on an ad hoc basis last year.

Jobs in the South will involve summer clerkships for Negro and white lawyers and leading workshops to inform citizens of their rights, especially in the field of voter registration.

The Human Rights Program under the leadership of William L. Higgs, LL.B. '58, which is centered in Washington, D. C., will involve students in legal research in the civil rights field. There will also be other research projects in the North sponsored by various organizations including the Northern Student Movement, Urban League and CORE.

At present, the national organization is preparing a memorandum on the special problems law students face in working in the South. The risks involved include not only those of physical harm but of professional repercussions. Convictions in Southern states in cases involving civil rights work may have effects on admittance to other state bars.

A meeting in January sponsored by the local auxiliary group will emphasize these risks as well as take applications for the summer jobs available.

Joel F. Henning, 3L, president of the auxiliary group, thinks that there will be jobs for all who want to work in civil rights this summer. Although students will not be paid a salary, expenses will be paid and accommodations provided.

Dorm Rooms Available

The Dormitory Office has announced that applications for dorm rooms for the second semester will be processed on a first-come, first-served basis. Students desiring either single or double accommodations may, in some cases, move in at Christmas.

Career Seminars Planned

By Elaine M. Kalenevitch

The Dormitory Council has approved the idea of sponsoring a program of seminars in various fields of law to assist law students in deciding on careers.

At the last meeting of the Council, December 4, a committee was established to investigate the possibilities for organizing such a program in conjunction with the Placement Office. The idea was suggested by Vice Dean Louis A. Toepfer in a RECORD interview November 21.

It was also announced that Dean Toepfer did not want the old television set from Holmes Hall, which was replaced by a new color set, to be moved to one of the seminar rooms in Hastings Hall because it might interfere with academic uses of the room. A motion was passed to circulate two petitions, one among Council members and one among the residents of Hastings, requesting the Dean to reconsider his decision.

A project to provide reduced rate air shuttle service for law students to Newark, La Guardia, and Washington at the Christmas recess was defeated by a vote of 9-7, with six abstentions.

It was also decided that Council funds would not be used to subsidize any delegates to the First Annual Conference on Law and World Affairs being held in Toronto on January 17 and 18. The topic for the Conference will be "Cold War Existence and the Race for Space," and Prof. Harold Berman of the Law School faculty is scheduled to be one of the principal speakers.

While the Council thought that the Conference could be a worthwhile experience the consensus seemed to be that the Law School should pay for any official delegates.

Crime Expert Will Speak

Dwight S. Strong, executive secretary of the New England Citizens Crime Commission, will lecture on organized crime and corruption in the United States at a Student Bar Association program to be held on Wednesday, Dec. 18 at 7:30 in the Ames Courtroom.

Mr. Strong has promised to give the names of actual people and actual crimes in addition to a general discussion of his subject.

A Man From the West Country

By Walter V. McLaughlin, Jr.

When Professor Vern Countryman became a Visiting Professor of Law at Harvard this year, he brought with him a wide experience in the law, and a well developed sense of dry humor. His comment on the Harvard student as a classroom speaker was that "all members of the faculty should be given instruction in lip reading."

Born in Montana, Prof. Countryman was raised in the West, and in many ways he seems the archetype of the Westerner. He is spare and austere in his person, yet his manner is direct and warm. Intellectually, he masters the detail of the law as it is, yet there is always the hint of the heterodox, the touch of the independent mind, a trace of the maverick.

Upon graduation from Washington Law School in 1942, Prof. Countryman came East to clerk for Justice Douglas of the U. S. Supreme Court. Following three years with the U. S. Army Air Force in Italy during World War II, he gravitated to the academic world, becoming a Sterling Fellow at Yale Law School in 1947. At Law School and clerking for Justice Douglas, Prof. Countryman became interested in legal realism. Men like Thurman Arnold, Wesley Sturgis, and Charles E. Clark seemed to him to be generating a great deal of the original thought in the law. With Wesley Sturgis as Dean, Yale Law School was a natural choice.

Prof. Countryman received an appointment as Assistant Professor in 1948, and became an Associate Professor in 1950. With the resignation of Dean Sturgis, however, Yale lost much of its attractiveness for him, and Prof. Countryman resigned in 1955 to



Professor Countryman

go into private practice in Washington, D. C., with Shea, Greenman & Gardner. "It's only fair to say," he remarked of the Yale Administration, "that they were dissatisfied with me too."

He returned to academic circles in 1959, however, to become Dean of the Law School at the University of New Mexico. There, Prof. Countryman said, he found a problem common to state law schools, the belief that there is a constitutional right in every citizen to attend if he so desires. As Dean he established a selective admissions policy which reduced the student body to a low of 58 in the 1961-62 academic year, because of a lack of qualified applicants. Enrollment is up to 93 for this year. "In fact," Prof. Countryman added, "we're afraid we're going to lose our favorable student-teacher ratio."

Comparing students at Harvard and New Mexico, Prof. Countryman observed that "the ability level is higher here, as it should be", but that students didn't seem to work any harder. In a more general comparison, he remarked that New Mexico does have one advantage for the teacher in that "all of our classrooms have good acoustics."

At Harvard, Prof. Countryman teaches courses in Commercial Transactions, Creditors' Rights, and Financial Planning. He is editor of a case book on creditors' rights, but his professional interests extend well beyond the commercial aspects of the law.

(Continued on page 17)

Countryman Gets Award

The Albuquerque, N. M. chapter of the American Association for the United Nations presented its Human Rights Award to Visiting Professor Vern Countryman this week.

The presentation "for outstanding contributions to the fostering and implementing of the principles of the Universal Declaration of Human Rights" was made in absentia to the Dean of New Mexico Law School visiting here this year. Harvard Dean Erwin N. Griswold presented the Certificate at a faculty meeting here Tuesday.

Job Survey

(Continued from page 1)

Due to our clerical error, questionnaires were not sent to firms in the South which interview at Harvard. This omission, of course, means that the "Overall Averages" category is not representative of all firms which recruit at Harvard.

The category of academic achievement, or grades, dominated the hiring picture unchallenged. However, the firms indicated skepticism upon too heavy a reliance on this factor. (See story on grades, p. 16).

Drive, integrity and ability to handle responsibility were three qualities heavily sought, according to responses to the question asking the firms to "Describe the candidate you want to hire." Only a few responses listed individuality as a desired characteristic. Some of the answers (with the location

and size of firm given in parentheses) included:

"... No money and plenty of drive." (Illinois, 5-15).

"... Knows how to play and mix well." (Wisconsin, 15-25).

"... Not too personable." (Boston, 5-15).

"Bright, well-integrated personality, intellectual depth and breadth, concern for his political or cultural environment, independent personal tone which sets him apart from others." (Boston, 15-25).

"A personable, hard-working, articulate and intelligent white man." (California, 1-5).

"... Blue-blood and hungry and Law Review." (California, 15-25).

"... I try to smell a 'peer group-er' (cf. Riesman's *Lonely Crowd*)." (Pennsylvania, 1-5).

"Byron White." (New York City, 50 and over).

Responses to the numerical questions on grades revealed a very bright line separating those in the top half of the class from those in the bottom half. Firms of from 15 to 25 appeared to be most demanding on this score, giving a -1.3 to a man in the upper half, (but not in the upper two-fifths), and giving very high negative weight to a man in the lower one-third (-8). Similarly, Washington, D. C., appeared the most selective among the cities and areas, giving a candidate in the second fifth of the class a -2.

The second most important of the eleven sliding-scale categories was that of appearance at the interview. Being at ease brought an overall rating of 3.8. A good conversationalist drew a 3.0. A candidate who is handsome, however, scored only .9, and a number of firms commented that they were wary of a man who is "too handsome."

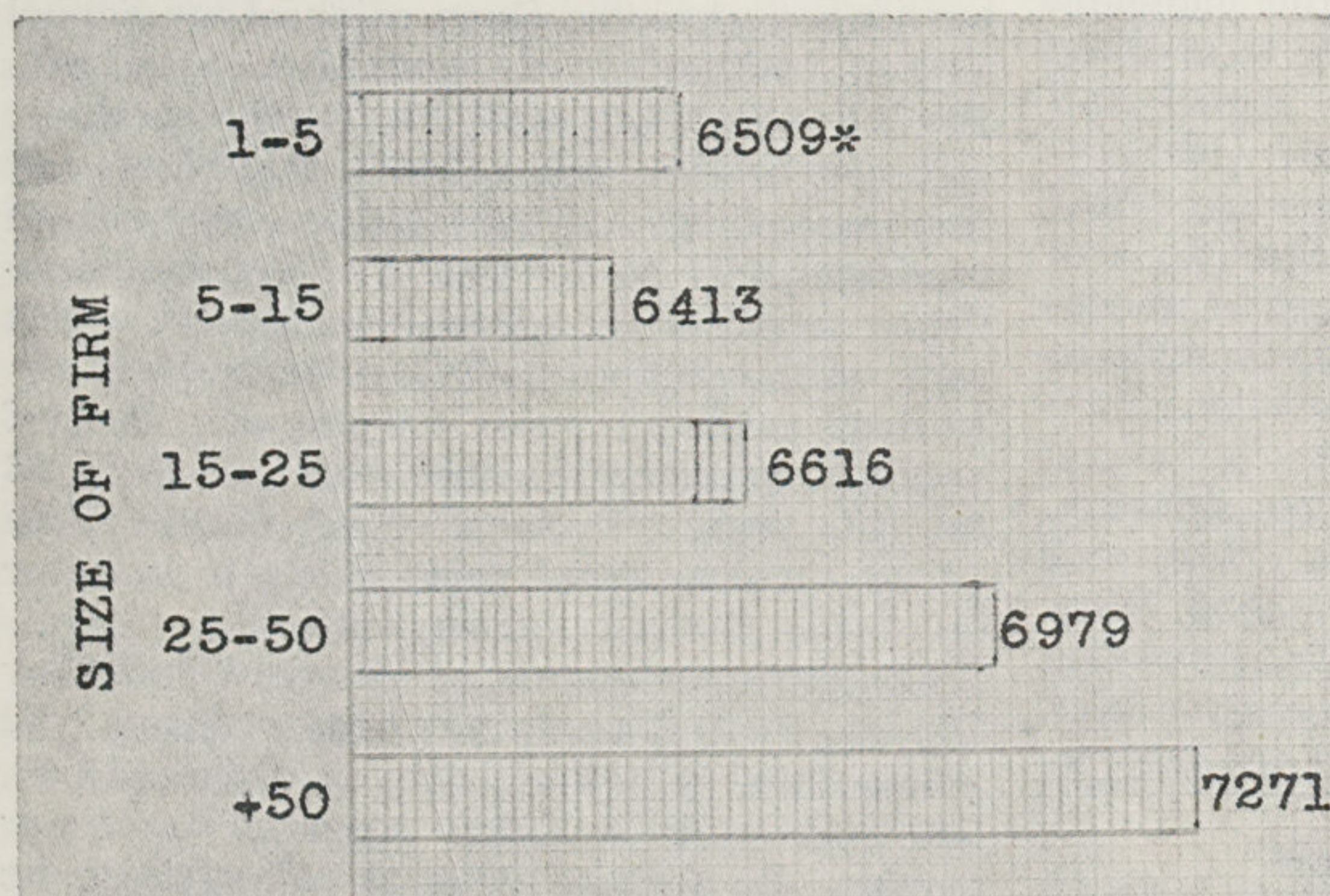
At the negative end of the appearance scale, one who is "not well groomed" at the interview received a -5.5. Nervousness, however, counted much less against the candidate (-1.9). A few firms replied that they expected the candidate to be nervous, and considered nervousness to be a healthy sign.

The religion-race-sex category ranked next in relevance and drew significantly high negative figures. (See story on discrimination, p. 13 and the accompanying chart.) Women are at great disadvantage in seeking a job, the poll indicates, being given a -4.9 score average. Negroes were given -3.5.

The questionnaire, drawn up to assure anonymity, called for no information which would reveal the identity of the responding firm. In spite of this, many firms sent the questionnaires back to the RECORD in firm envelopes. And on the whole, these replies showed no less candor than did the replies arriving in plain envelopes.

Responses to the category of military service revealed that, although a candidate is given a negative rating if he has service ahead

Starting Salaries



As the graph above shows, average starting salaries tend to increase in direct proportion to the size of the firm.

With all size firms averaged together, Chicago offers the top starting salary with \$7414. Other cities are as follows: Washington, \$7325; Los Angeles, \$7100; Boston \$6988; San Francisco, \$6900; and Philadelphia, \$6325. All New York firms over 50 members offered \$7200; the average of all others was \$6836. It has since been reported, however, that at least one large New York City firm has increased its starting salary to \$7800. It is expected that others will follow.

By region the averages are Middle Atlantic, \$6165; West, \$6210; New England, \$6292; and Mid West, \$6397.

* \$6509 represents the average of all firms in this category. However, excluding one corporate and tax firm reporting a \$9000 starting salary, the average is \$6260.

of him (-2.9), larger firms hardly consider this an important factor. Firms of 50 and over give a -.2, and firms of the 25-50 size give it a -1.7. Impending military service is most detrimental, according to the responses, to a candidate seeking employment in San Francisco (-6.9), and the West (excluding Los Angeles and San Francisco) (-5.8).

Significant for its low ranking in

importance among the categories was that of general background, which included such factors as the income and social level of the applicant's family, his father's employment, where the applicant went to secondary school (i.e. high school or prep school), and then to college, and whether the applicant "looks Ivy." A very high number of firms gave zeros for all thirteen factors in this group, with many

others stating simply that the category was not relevant. One response: "Good Lord, who cares?"

Though the general background category ranked next to last in importance, substantial differences within the category developed. Having gone to an Ivy League school was given 1.8 by firms of from 15 to 25, whereas firms of other sizes gave this factor less, though positive, weight. "Looking

Quality by Quality, How They Rate

This chart shows the numerical averages or responses to all 72 specific categories of the Record's poll. Firms are listed according to number of lawyers, area of the country and some major cities. The averages for each area do not include the results from those major cities in the area that are separately charted. The number of firm responses in each category is in parenthesis.

The questionnaire asked ratings from 10 (candidate

gets the job) to -10 (does not get the job), with 0 indicating the quality is not a factor in consideration. Positive responses are in light face type, negative responses in bold face.

The four bottom lines compare student predictions and actual responses by firms (see story page 1).

Due to a clerical error, no questionnaires were sent to firms in the South.

		Academic Achievement											Military					Race, etc.				
		On Law Review	Other Honorary	Upper 1/5	Second 1/5	Upper Half	Lower Half	Lower Third	Harvard Law School	College—Summa	College—Magna	College—Cum Laude	Without Honors	Military to Come	Service Fulfilled	As Officer	As Enlisted Man	Protestant	Female	Catholic	Negro	Jewish
Overall Averages	(100)	6.8	5.4	5.2	2.6	.9	4.5	6.7	2.2	3.8	3.2	2.5	0	2.9	1.9	.7	.2	.6	4.9	.2	3.5	.8
Firms 50 and Over	(13)	6.9	5.6	5.0	1.3	.9	5.3	7.4	1.6	4.0	3.0	1.9	0	.2	1.1	.6	.2	0	3.3	0	1.7	.1
Firms 25 to 50	(24)	6.6	5.1	4.8	2.9	1.2	4.3	6.5	2.1	3.8	3.1	2.2	.3	1.7	1.6	.8	.1	.6	5.0	.1	3.5	.6
Firms 15 to 25	(19)	6.8	5.8	5.5	.9	1.3	4.3	8.0	1.9	3.1	2.6	1.9	.1	3.0	2.2	.1	.1	0	5.0	.1	3.0	.3
Firms 5 to 15	(32)	7.0	5.4	5.4	3.8	2.1	4.6	6.1	2.3	4.1	3.5	2.9	.5	4.4	2.3	.9	.2	1.1	4.4	.6	3.7	1.3
Firms 1 to 5	(12)	6.3	5.4	5.6	3.0	2.4	4.4	6.0	3.0	3.7	3.4	3.1	.7	3.9	2.2	1.1	.4	.8	7.8	.4	5.5	1.4
New York City	(15)	7.3	5.8	4.8	2.4	.5	5.1	7.3	1.7	4.3	3.3	1.9	0	1.9	.6	.6	.3	0	4.3	0	2.3	.3
N. Y. City 50-over	(8)	7.5	5.5	4.9	2.4	.1	4.0	7.0	1.9	4.4	3.3	1.8	0	.6	.8	.8	.3	0	3.5	0	1.9	0
Chicago	(8)	6.7	5.9	4.6	2.7	0	5.1	6.1	.7	3.1	2.4	2.0	.4	1.3	1.1	0	0	0	5.4	0	2.5	.1
Boston	(7)	7.0	5.0	4.4	2.0	.4	5.4	8.6	4.3	3.3	2.4	2.0	1.6	1.1	1.7	1.4	.1	1.8	2.1	.2	.2	.6
Washington, D. C.	(5)	7.0	5.4	3.0	2.0	2.6	7.4	7.8	1.8	1.3	.5	.3	.5	6.5	.3	.8	.3	0	5.0	0	4.5	.8
Philadelphia	(4)	5.8	4.0	4.0	2.3	1.0	4.5	7.0	1.0	4.0	3.5	2.8	0	0	1.0	.5	0	0	6.8	0	2.3	2.5
Los Angeles	(12)	6.6	5.3	5.9	.6	.5	7.0	8.8	2.3	4.3	4.0	2.9	1.5	3.7	3.3	1.3	.8	2.5	3.0	1.4	5.2	.2
San Francisco	(7)	6.8	4.2	4.7	1.8	.2	5.3	8.3	4.3	4.2	3.8	3.0	1.0	6.9	2.0	1.0	0	2.2	6.1	.7	8.0	1.0
New England	(8)	7.7	6.9	6.9	5.9	4.9	2.6	4.0	2.1	5.5	5.0	4.1	.1	1.4	2.3	.7	.1	1.0	2.1	0	1.4	.7
Middle-Atlantic	(10)	6.2	5.3	5.7	4.3	3.1	1.3	5.7	2.1	3.4	3.2	3.3	.1	2.2	2.5	.6	.3	0	4.4	.2	2.9	0
Middle West	(17)	7.1	5.5	5.8	3.6	2.4	1.5	2.4	2.4	3.6	3.0	2.4	.1	3.8	2.1	.1	.1	.6	7.3	.2	6.9	1.8
West	(7)	6.6	5.7	5.3	1.7	.6	5.3	7.5	1.3	4.7	3.9	2.9	1.2	5.8	1.5	2.0	.3	0	5.7	0	1.4	.1
Large East (N.Y. 50+)		7.5	5.5	4.9	2.4	.1	4.0	7.0	1.9	4.4	3.3	1.8	0	.6	.8	.8	.3	0	3.5	0	1.9	0
Same—Student Predict.		8.2	6.2	5.1	3.0	1.5	3.4	5.5	2.8	3.6	2.7	1.4	.6	1.2	1.5	2.0	.4	2.1	2.6	.1	6.2	2.6
Medium-Size Mid West		7.2	4.8	5.8	3.3	1.0	3.2	5.2	2.0	3.1	2.3	1.4	.1	4.1	1.9	0	0	0	5.8	.2	5.1	1.8
Same—Student Predict.		8.4	6.8	5.6	3.9	2.8	.6	2.7	3.6	4.1	3.1	1.9	.2	3.0	2.2	2.0	.3	2.4	3.8	.1	7.1	3.7

Ivy" drew higher positive scores in Boston and Washington, D. C., but slightly negative scores in New England (exclusive of Boston), San Francisco, and the West (excluding Los Angeles and San Francisco).

Being from an urban, upper social and income bracket drew highest plus scores from the two West Coast cities. Being from Harvard Law School (a factor included in another category) received highest plusses in Boston and San Francisco.

Regarding summer employment, responding firms indicated that the very fact of work was important. Concern was shown if the candidate did nothing during his summers (-1.5). Many firms thought that summer work was most im-

portant in showing that the candidate was willing to help pay his way through law school. Jobs involving the candidate in business and accounting experiences were often preferred

Among the various jobs suggested by the questionnaire, clerking for a big-city firm of large size was considered most impressive (2.0), with clerking for a medium-size general practice firm ranking second (1.9). A number of firms indicated that work with a criminal law firm during the summer should be rewarded with a minus score. Among the general comments to the question as to which summer jobs were considered most impressive, were these (with area and size of firm given in parentheses):

"... Those that show a bit of dash and daring, such as ... exploratory expeditions to wilderness areas ..." (California, 5-15).

"Just doing something." (Illinois, 15-25).

"Clerk to Supreme Court justice." (Illinois, over 50).

"Imaginative jobs obtained by student himself." (Wash. D.C., 15-25).

"Any employment activity which shows willingness to work." (Massachusetts, 1-5).

"No great difference, so long as applicant has done some honest to goodness work." (Boston, 5-15).

"Manual Labor." (California, 15-25).

College activities indicating leadership and excellence drew high positive scores in the RECORD

		Residence				Background												Appearance						
		Same Locale as Firm	Same State, Diff. Locale	Same Area, Diff. State	Different Part Country	Rural	Urban, Upp. Soc.-Income	Urban, Mid. Income	Urban, Low Income	Dad—In Profession	Dad—Is Lawyer	Dad—Small Business	Dad—Blue Collar	Cand. Went to Prep	Went to High School	Went to Ivy League	Didn't Go Ivy League	Looks "Ivy"	At Ease	Nervous	Not Well Groomed	Good Talker	Handsome	Stud. Body Hrs.
Overall Averages (100)		1.9	1.0	.2	.1	.2	1.2	1.1	.3	.9	.6	.4	.2	.5	.1	.8	.2	.3	3.8	1.9	5.5	3.0	.9	3.4
Firms 50 and Over (13)		1.1	.2	0	.4	.2	1.7	1.3	.9	.8	.8	.5	.1	.3	.1	.8	.3	.5	4.0	2.9	5.4	2.9	.5	4.2
Firms 25 to 50 (24)		1.8	1.1	.5	.1	.1	1.0	.6	0	.4	.5	.2	0	.4	.1	.3	.1	.3	3.8	1.3	5.6	2.7	.5	3.0
Firms 15 to 25 (19)		2.3	1.5	.7	0	.3	1.4	1.1	.4	1.1	.8	.7	.3	.5	.3	1.8	.2	.7	4.2	1.9	5.3	3.2	.7	3.5
Firms 5 to 15 (32)		2.6	1.5	0	.3	.4	.9	1.2	.3	1.3	.5	.3	.2	.6	.2	.9	.2	.4	3.8	2.0	6.0	3.2	1.3	3.2
Firms 1 to 5 (12)		.6	.1	.1	0	0	1.8	1.8	.3	.9	.5	.6	.6	.6	.2	.5	.9	.8	3.5	1.7	4.5	3.1	1.7	3.5
New York City (15)		.3	.1	0	0	0	1.1	1.1	.6	.3	.5	.1	.1	.3	.1	.9	0	.5	3.9	2.6	5.6	2.6	.4	3.3
N. Y. City 50-over (8)		.5	.1	0	0	.3	1.9	1.7	1.1	.4	.6	.1	.1	.4	.1	1.1	.4	.4	4.3	3.1	5.6	2.1	.3	4.3
Chicago (8)		1.3	0	0	.6	.1	.6	.5	.1	.3	.3	.4	0	0	0	.1	0	.1	2.8	1.1	5.3	2.8	.5	2.9
Boston (7)		1.8	.9	.7	.3	0	.8	.8	0	.8	.5	.3	0	1.4	.3	1.3	.4	1.2	4.4	2.0	5.1	2.6	.5	3.0
Washington, D. C. (5)		0	0	0	0	0	1.0	1.0	0	.5	.5	0	0	.8	0	1.3	0	1.0	3.8	1.3	4.8	2.5	.5	2.5
Philadelphia (4)		2.5	.5	.3	0	0	.8	.8	.3	.3	.3	.3	0	.8	0	.3	0	.5	3.3	2.3	3.8	1.8	.5	3.0
Los Angeles (12)		1.7	1.2	.5	.3	.5	2.1	2.6	.7	2.2	2.4	.8	0	.5	.6	.9	.5	.5	5.1	2.6	6.0	4.3	2.5	3.0
San Francisco (7)		2.7	1.6	.3	.6	0	3.3	.8	.8	1.6	1.3	.2	1.9	0	.7	0	1.3	.6	2.4	2.0	5.3	2.8	.6	3.0
New England (8)		2.4	1.9	.4	.3	0	1.7	1.4	.1	.9	1.0	.9	0	.1	0	1.1	0	.6	3.1	.9	4.7	2.4	.4	2.6
Middle-Atlantic (10)		2.9	2.2	.8	.8	.8	1.0	.9	.1	.1	.5	0	.1	.6	0	1.3	0	.6	4.2	1.0	4.8	3.6	.8	3.1
Middle West (17)		2.9	1.6	.1	0	.1	.2	.9	.5	.8	.8	.2	.1	.1	0	.6	0	0	3.6	2.0	5.7	2.9	.9	2.6
West (7)		1.4	.7	.3	.3	0	1.4	1.1	.4	.9	.9	.4	0	.7	0	1.3	0	.3	4.3	3.1	6.3	3.6	1.9	4.9
Large East (N.Y. 50+)		.5	.1	0	0	.3	1.9	1.7	1.1	.4	.6	.1	.1	.4	.1	1.1	.4	.4	4.3	3.1	5.6	2.1	.3	4.3
Same—Student Predict.		1.4	.9	.2	.3	2.2	3.2	1.7	.4	2.1	2.8	.6	.6	1.7	.1	2.0	.2	1.2	2.6	1.5	4.4	2.8	1.4	3.0
Medium-Size Mid West		1.9	1.0	.3	0	.2	.1	1.0	.6	.8	1.0	.3	.2	.1	0	.4	.4	.2	3.5	2.3	6.4	2.8	1.2	2.9
Same—Student Predict.		2.9	2.2	1.0	.7	.2	3.6	1.7	.3	2.8	3.5	1.1	.4	.4	.1	1.5	.2	.1	3.1	1.4	5.0	3.1	1.4	3.4

poll. Responses indicated that this factor is one of the first which a firm will examine. Among the activities suggested by the poll itself, being president of the college student body drew the highest score (3.4); being an editor of the school newspaper similarly rated highly (2.9). Debaters were rated third, with varsity athletics running fourth.

Firms of 50 and over seemed more concerned if the candidate was in no activity than were other firms. Virtually all firms agreed that law school activities, or a lack thereof, were much less a factor than those of college.

Within the category of candidate's thought about the future, firms gave high scores for applicants who were convinced they

wanted to work in the city in which the firm was located. The candidate who had narrowed down his choice of law drew a lesser but still positive score.

Whether a candidate was married or not seemed to make little difference to practically all firms responding to the questionnaire.

According to answers given to the short-answer question asking what weight the firms give to the interview itself, the consensus indicated that the interview served primarily as a screen for selecting out those applicants to be invited to visit the firm. The visit to the office is considered the most important time for evaluating the candidate.

The questionnaire also asked if the law school could supply more helpful information to the hiring

firms. Responses indicated high satisfaction with the present process. A few firms suggested that faculty references could be helpful, but some qualified this suggestion with statements that such recommendations would tend to be too favorable to the candidate, and would not be objective enough.

The Bottom of The Class

Although the returns of this poll would suggest that members of the bottom half of the class will have a terrible time getting jobs, that just is not so, according to members of the administration. Their views will be spelled out next week.

Handsome	College Activity							Law Activity							Summer Job							Thought on Future							
	Stud. Body Pres.	Paper Editor	Varsity Letter	Debate Team	Music-Drama	Fraternity	No Activity	Vol. Defenders	Legis. Research	Newspaper	Repub. Club	Demo. Club	No Activity	Large, Big-City Firm	Med. Gen'l Practice	Crim. Law Firm	Factory Worker	Camp Counselor	Dad's Business	Govt. Job	Traveling	Doing Nothing	Wants Specific Type Law	Not Narrowed Down	Uncertain What City	Does Want City	Uncertain What Area	Married	Single
.9	3.4	2.9	1.6	2.4	.9	.7	2.6	1.7	1.6	.9	.5	.5	1.3	2.0	1.9	.7	.5	.3	.2	1.0	.4	1.5	.8	.5	1.4	2.4	1.5	.5	.1
.5	4.2	3.6	2.2	2.9	1.6	1.3	3.1	1.5	1.3	.9	.3	.3	2.1	1.5	1.5	1.0	.2	.3	.4	.7	.5	1.7	.8	.2	.7	2.5	.5	.3	0
.5	3.0	2.8	1.4	1.8	.9	.5	2.8	1.5	1.5	.8	.4	.4	.8	2.0	2.0	.1	.4	.1	.3	.8	.2	1.3	.1	.8	1.3	1.6	2.0	.3	0
.7	3.5	2.8	1.7	2.2	.8	.4	2.4	2.1	1.6	.9	.3	.4	1.7	2.6	1.9	1.1	1.1	.4	0	1.3	.2	2.9	1.0	.3	1.8	1.9	1.5	.7	.1
1.3	3.2	2.7	1.4	2.6	.8	.7	2.5	1.7	1.7	.9	.6	.7	1.2	1.8	1.8	.9	.6	.3	.4	1.3	.6	1.0	1.3	.5	1.9	3.2	1.9	.4	.4
.7	3.5	3.3	1.8	2.8	.9	.8	2.4	1.6	1.7	1.3	.8	.8	1.0	2.3	2.2	.8	.3	.3	.3	1.1	0	1.7	1.1	.5	.8	2.0	.6	.9	.1
.4	3.3	2.7	1.4	2.2	1.3	.8	1.9	1.6	1.6	.8	.1	.1	1.2	1.1	1.1	.5	.2	.2	.1	.7	.3	.9	.1	.1	1.0	1.8	.9	.1	0
.3	4.3	3.6	1.4	3.0	1.6	1.3	2.7	1.4	1.3	.9	.1	.1	1.8	.6	.4	.3	.3	.4	.1	.3	.3	1.4	.6	.3	.6	2.1	.6	0	0
.5	2.9	2.9	1.8	1.9	.3	.9	3.5	1.3	1.0	.9	.4	.4	1.6	1.6	1.4	.3	.3	0	.1	.3	.1	.8	1.3	.4	1.1	2.1	1.4	0	0
.5	3.0	3.0	1.8	2.6	1.4	.2	1.2	2.6	2.6	1.1	.8	.8	1.0	3.1	3.1	1.2	1.2	.4	.1	2.1	0	2.2	.9	.9	1.4	3.1	1.8	1.0	.2
.5	2.5	3.0	1.5	2.8	.8	.8	2.5	2.0	1.3	1.5	.3	1.3	1.5	2.0	1.5	1.3	.3	.5	.5	1.5	1.0	1.8	.3	.3	.5	2.3	.8	1.5	.3
.5	3.0	2.5	2.5	2.3	1.5	.8	4.0	1.8	1.5	.3	0	0	1.0	2.0	2.0	2.0	0	0	1.3	1.3	.8	2.0	0	0	.5	2.3	0	.3	0
2.5	3.0	3.8	2.9	3.1	1.2	.9	2.5	1.5	1.4	.9	.5	.4	1.3	2.9	2.9	1.6	.2	.3	.6	.8	1.1	1.3	2.2	.1	2.4	3.2	1.5	.5	.8
.6	3.0	1.8	.9	2.3	1.1	1.4	1.6	1.0	.7	.4	0	0	.9	1.6	1.6	.7	1.0	.6	.3	1.7	.1	2.0	1.7	.7	2.4	2.4	2.4	.9	0
.4	2.6	2.6	1.0	1.4	1.0	.3	1.9	1.3	1.3	.6	.4	.3	.7	1.4	1.4	.6	.5	.4	.4	.8	.1	2.0	1.1	.4	1.4	3.0	1.5	.1	0
.8	3.1	2.5	1.4	1.9	.9	.7	2.5	2.7	1.9	.9	.9	.9	1.1	2.3	1.2	1.1	1.0	1.0	.4	1.5	.2	1.1	1.5	0	1.7	2.0	1.4	.1	1.0
.9	2.6	2.3	1.2	2.5	.5	.4	2.1	.9	1.2	.7	.1	.2	.8	1.5	1.6	.1	.5	.2	.2	.7	.1	1.0	.1	1.3	1.9	2.0	2.1	.5	.1
1.9	4.9	3.9	1.7	2.9	.6	1.0	3.7	2.7	3.0	2.1	1.9	1.9	2.9	2.3	2.1	.1	.1	.3	.1	1.3	.6	.6	.9	1.6	.6	2.1	.4	.3	.3
.3	4.3	3.6	1.4	3.0	1.6	1.3	2.7	1.4	1.3	.9	.1	.1	1.9	.6	.4	.3	.3	.4	.1	.3	.3	1.4	.6	.3	.6	2.1	.6	0	0
.4	3.0	2.6	1.5	2.2	1.1	1.5	2.1	2.1	1.9	.9	.8	.2	1.0	3.0	2.2	.8	.4	.4	.2	2.1	.6	1.1	.7	.3	1.6	2.1	2.1	.9	.1
1.2	2.9	2.4	1.5	2.3	.7	.5	2.6	.6	1.4	1.0	.6	.8	.9	1.3	1.3	.4	.6	.3	.2	.6	.4	1.0	.1	1.0	2.0	2.6	2.1	.4	.1
1.4	3.4	2.7	2.2	2.4	.9	2.1	2.2	2.6	1.8	1.6	1.4	.2	.9	2.6	2.8	.9	.3	.2	.4	1.9	.2	1.2	.7	.2	2.0	2.9	2.4	1.7	.3

Student Guesses

(Continued from page 1)

firms. (See chart pages 9-11.)

The students over-estimated the importance of law review and rank in class, except for the lower half of the class. For the Eastern firm, they under-estimated the value of college honors, but over-stressed it for the Middle Western firm. For both firms, they gave more emphasis to a Harvard LL.B. than the firms say they do.

Students do not accurately gauge reactions to the interview, according to the survey. For both regions, they under-estimated the importance of such factors as being at ease, lack of nervousness, and good grooming. On the other hand, they slightly over-stressed the ability to talk well and the possession of handsome features.

Discrimination is another area where student views differ from what the firms themselves say. Students ranked a Protestant background as a plus 2 factor, while both types of firms did not consider it to be a factor at all. On the other hand, students over-stated law firm bias against Negroes and Jews, especially in the East. However, they under-stated the extent to which their female classmates are discriminated against.

Generally, the law firms attached less significance to summer work in a firm than did the students. They also did not consider factory work a negative factor, as did some students.

Apparently, students under-estimated the value of college extra-curricular activities in the East and over-emphasized it in the Middle West. Compare this result with a similar under-estimation of college grades in the East and over-stress in the Middle West. Concerning law school activities, however, they generally predicted law firm responses, except for some slight over-stress. For example, they overvalued a Republicanism.

Students also gave more weight to an affluent background than did the firms. For example, such factors as urban upper social and income bracket, father is in a profession, and prep school and Ivy League education were over-stressed by students.

Other factors that students overvalued were fulfillment of military requirement as an officer; coming from the same locale as the firm; and being married.

Firms Pay Little Attention To the Applicant's Wife

Law firms included in the RECORD job survey generally do not pay a great deal of attention to the background or personality of the applicant's wife.

A New Mexico firm, probably representative of a number of firms which failed to elaborate, answered a question on the survey as to whether a wife's background is important with a frank admission — "We hire without meeting (the) wife." Another firm answered more wistfully — "Perhaps it should be, but to date we have not interviewed wives."

A number of firms, however, replied that as a negative factor a wife's background and character may be important. A Milwaukee firm said it is important "only if it is sharply negative — i.e. she is exceptionally uncouth, naive, or demanding."

A good number of firms listed social acceptability as the wife's most important asset although one firm said that it was unimportant because "we don't socialize with wives. The wives of partners hardly know one another here."

The most important exception to the general disregard for background was the requirement that the wife have a college education. A Chicago firm replied, "College graduate essential." A Cleveland firm wrote, "Prefer she be college trained, and has worked."

Another factor which one firm listed as "of course favorable" was "extreme wealth." One firm in Los Angeles proclaimed ebulliently — "if she could bring in lots of business that would, of course, be great."

Another factor to which firms give positive value is the wife's desire to live in the community where her husband practices. A small New Hampshire firm described this quality as "geographic tolerance."

To speak broadly, a wife "should be intelligent and presentable — not a drag on the applicant or his future." Or if you prefer it in a parable, one firm, which demanded diligence from its job applicants, stated: "It is a good thing if she is aware of (Benjamin) Franklin's autobiography."

Firms Show Some Race Bias

By Michael Hampden

Discrimination against Negroes exists in the hiring policies of most law firms responding to the RECORD's placement study. However many of the firms considered race or color irrelevant to the decision to hire, and a few emphatically hoped to obtain a Negro member.

Relatively few firms said religion is a significant factor in their hiring policies. Most of those which did were predominantly Protestant firms which would hesitate to hire a Jew.

But three out of four firms said being Jewish is not a negative factor. Some consciously try to maintain a numerical balance among Protestant, Catholic and Jewish members, either in equal thirds, or according to the religious composition of their clientele.

The study showed that generally the larger the law firm, the less important is the factor of race or religion in the hiring pattern. In firms of over 50 members, no religious or racial discrimination was statistically discernable.

The most frequent explanation of a bias against Negroes or Jews was, "Our clients would not accept him." A few mentioned the "small, closely knit" quality of the firm, suggesting that a Negro or Jew might not "fit in." Three or four candidly admitted "prejudice" or "bigotry" to be the basis. A firm in the latter group commented prophetically, "The usual explanation is that 'while I have no objection, the clients wouldn't understand.' A polygraph test might show the truth of the matter."

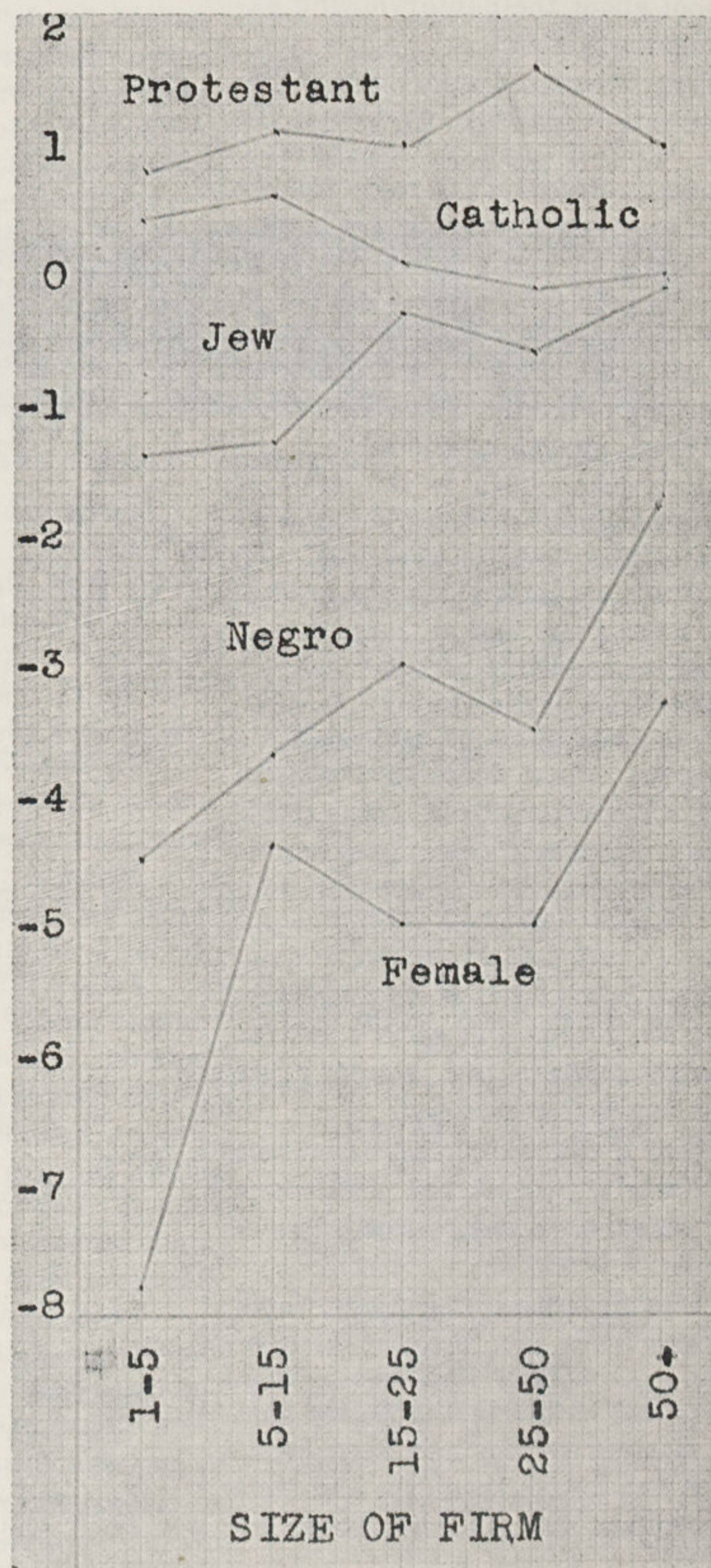
The Midwest (not including Chicago), showed the least receptivity to every minority group. Little statistical distinction could be made among the Far West, Northeast and Mid-Atlantic firms.

Of the big-city firms studied, Negroes were least welcome in San Francisco, Los Angeles and Washington, D. C. No racial discrimination was apparent from the poll in Boston, and little in New York, Chicago and Philadelphia.

Among various explanations for racial bias in the hiring process were: "He wouldn't be happy here;" "Too controversial;" "One of

our lawyers is prejudiced;" and "The time is not ripe yet." One firm, apparently assuming that a Negro member must exclusively represent Negroes, said, "No Negro market here."

Many law firms who gave negative responses to a particular group did so because they have an *overbalance* of that group in the firm at the present time. Thus, two firms which gave adverse ratings to the "Jewish" factor, complained, "We just can't find any A-one Gentile applicants."



Relation of religion, race, and sex.

Women Rejected

(Continued from page 1)

Discrimination is lowest in the largest firms (-3.3) and highest in the smallest firms (-7.8). Geographically, the Middle West (-7.3), excluding Chicago, and Philadelphia (-6.8) are the least receptive to girls; while Boston and New England (-2.1) love sweet young things the most. No region, however, gave girls a positive value.

To test these figures, we asked several third-year girls at the Law School about their interviewing experiences this fall.

They all agreed that there is discrimination against their sex. "In any firm, a man of comparable grades could get a job more readily than a woman," one girl explained. "In one interview," another related, "the lawyer said after a couple of minutes, 'We're not prejudiced against women, but we have three positions to fill and we think we can find three men to fill them.'"

"It is often hard to tell whether you are being discriminated against in an interview," commented one gal. "Unless a girl has top grades, the firm may find a safe excuse based on academic record."

Existence of discrimination, however is not universal—it depends on the firm. "Last summer, I worked with a marvelous firm. I was treated as an equal," said one female classmate. Moreover, another added, "some firms especially want women and take pride in hiring them—it shows that they are trying new things. One seeks them for divorce matters and estate problems involving widows."

Even if discrimination cannot be objectively proved, the girls have had experiences suggesting a strong inference of it.

"One firm said that they would like to have me, but the idea of hiring a woman had never been presented before to the feared senior partner—who has been heard to utter: 'I wish they still had male secretaries like in the good old days.'"

"I walked into the interview room

and his jaw dropped. 'You're a girl!' he exclaimed. So what else is new, I thought."

"One interviewer just did not know what to say about hiring me. He seemed to feel that his partners would laugh at him and never let him on the road again if he came back with a girl. The firm had never done it before, he told me."

Many firms simply are not serious when confronted with a female. "They look upon the interview as a pleasant change of pace, a coffee break, and enjoy *talking* with a girl," complained one gal. "Some are not frank," said another. "They merely look with curiosity upon a woman law student."

The actual excuses that firms give the girls vary.

(1) "Most say that a woman is likely to work for a few years and get married. Then she will either leave the firm to join her husband

or get pregnant in a few months, quit, and not return for several years or completely retire forever. A firm has to recognize that there is a substantial risk that a girl will not become a permanent employee."

(2) "For some firms, the expense and time to train women is not worthwhile, in view of their turnover."

(3) "Some firms say they have found that women are not willing to work as hard as men."

(4) "Many firms say that clients would be afraid to talk to women."

(5) "Others say that they have nothing against women—except for that certain senior partner."

(6) "Some firms say that women just would not fit into the routine of the office. What do you do with a girl at lunch, they ask."

Most of the third-year females feel that some of the excuses are logical, realistic concerns, but that

Women Have Handicap

Female contestants in the third-year race to be hired are seriously handicapped. This fact emerged, perhaps more conclusively than any other, from the RECORD's recent job placement study.

In general, women are discriminated against most in small firms, and least in large ones. Only 20 of the 104 firms which responded to this part of the poll currently employ women lawyers. Nine of these are among the 13 firms of more than 50 members.

"A female lawyer would not be acceptable to our clients," was by far the most frequent explanation. A less euphemistic variation of this was, "Our clientele would not trust their legal affairs to female hands."

Many firms cited the likelihood that a woman would soon leave work to marry and have children, thus wasting their "investment" in her training.

Fewer than one fifth of the responding firms have actually had a female member. This makes it difficult to evaluate the soundness of the opinions expressed. Prof. Frank E. A. Sander, a member of the President's Commission on the Status of Women, commented that discrimination against women, unlike other forms of bias, is based "partly on myth, but partly on relevant considerations. The firms know best how to run their own offices," he said, "and they are justified if it is true that women tend to leave the firms quickly, though no empirical study seems to have been made on this."

Prof. Sander pointed out, however, that women law graduates are hardly an accurate cross-section of the female population; they tend to be career-minded, and may statistically be more stable in their profession than their male counterparts. (Two thirds of the Harvard Law Class of '53 have changed their jobs at least once, he said.)

The poll disclosed other reasons for excluding lady lawyers from the office: "They can't keep up the pace;" "Bad relationship with the courts;" "Responsibility is in the home;" "Afraid of emotional outbursts;" and "I have enough problems in life."

they should be only one of the factors taken into consideration. "People who use them for an absolute refusal are wrong. Each girl should be judged as an individual. Sure, a wife may quit to raise a family. But how about when a *law review* man quits after a couple of years to go into teaching? It is the same thing. Firms should evaluate us as a person, not as a class."

Most of the girls questioned agree that there is little or no discrimination by the government. However, one found otherwise. "An agency told me that women do not have executive ability and could never develop into executives. When the officials talk, they do not even look at you."

Married law school girls may have special problems. If a wife tries to get a job in a firm different than her husband's, she may be met by a "conflict of interest" excuse.

"The government is the funniest of all," a girl chuckled. "Some agencies have a policy against spouses of employees working in a private firm in the same area. So, they offered me a job in a distant state!"

Another married girl did not find

the conflict of interest problem in New York. In fact, she found it an advantage to be married. "It eliminated flirtations and affairs in the office. If the firm is large enough, there will be no conflicts problem."

No girl student would discourage college coeds from going to law school because of discrimination in job hiring. They all saw great opportunities in the law, especially litigation, tax, labor, juvenile courts, estates and trusts. However, they agreed that private criminal law and corporate law were hard areas to enter.

One girl had some sound advice for her classmates and for lawyers. "Firms tend to give women dull, technical jobs, with no client contact. A girl is better off if she spe-

cializes in a particular field and becomes accepted as an expert in her specialty.

"Law and most professional fields are not willing to develop the flexibility to allow for women. If a profession needs qualified people, and women meet these qualifications, the firms should work out special arrangements so that a wife can take a couple of years off to raise children or so that she can develop a specialty."

Whether firms will take the initiative to eliminate discrimination against girls is uncertain. As a male law student recently exclaimed about his father's law firm, "We do not discriminate against women. Why just last year we hired a girl — my sister!"

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Are Grades 'Most Important' Factor?

A grudging acceptance of grades as the most important hiring factor, combined with reluctance to rely heavily upon them is revealed in answers to the RECORD poll short-answer question on grades. A number of firms stressed that reliance upon grades was necessitated by their lack of personal knowledge about the applicants, and the large number of candidates who are interviewed.

Among the responses were: "Only meaningful at very top or very bottom." (Midwest, 5-15).

"... In the long run, grades are probably irrelevant." (Illinois, 25-50).

"Certainly not controlling." (New York State, 25-50).

"... the position in the class is a barometer to the self confidence and assurance of the applicant and this is *the* most important factor in his development. The boys from the middle and lower part of the class at Harvard Law School do not have this. They are defeated, neglected and unsure of

themselves." (Midwest, 5-15).

"Practically speaking the only [factor] we are willing to gamble on." (California, 5-15).

"If too low, they [grades] excite skepticism, unless there is an explanation." (Boston, 5-15).

"... They are not too great a guide to common sense and as guide

to social poise." (Midwest, 15-25).

"... Would rather have number two in the class from Ohio State than number 100 from Harvard." (Ohio, 5-15).

Many other firms indicated by percentages the weight given to grades, with the percentages ranging from 90% down to 30%.

Partners Agree on Criteria

How much agreement is there likely to be among the lawyers of a single firm concerning the criteria for hiring new associates?

The return of one Middle Atlantic firm of more than 50 members indicates there is a general consensus. The lawyer who received the RECORD's questionnaire duplicated the questions and asked five partners to answer. Instead of a composite return, the five separate forms were sent to the RECORD.

Although the exact numerical results are not always the same, there is a substantial correlation. In only four of the 72 specific categories did any of the five give a rating opposed to those of his partners. In each case, a single dissenter gave a -1 compared to +1 or +2 from the others.

There was only one area of major disagreement among the partners. Four of the five answered the firm background data. In answer to the question, Do you have any women lawyers?, two said yes and two said no.

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Perry Slaps State Corruption

By Charles M. Hamann

Francis W. Perry, former Massachusetts state legislator and unsuccessful Republican candidate for lieutenant-governor in 1962, outlined his proposals for waging the battle against government corruption and for reforming the Republican Party in Massachusetts at a Law-Graduate Republican Club luncheon meeting last Friday.

Mr. Perry, a long-time combatant in the fight to clean up state government, told the Republicans that "the climate for the fight against corruption is considerably improved as a result of the establishment of the Crime Commission and the work of Attorney General Ed Brooke," but he said that a pattern of corruption still pervades state departments.

The Massachusetts Republican said that publicity and additional legislation were essential to the attack on corruption. Referring to a bill which he has had filed with the state legislature prohibiting contractors doing business with the state from contributing to political campaigns, he predicted that "the governor's birthday party (at which President Kennedy spoke this year) will be less successful next year if we can get this law through this year."

Mr. Perry said the revitalization of the state Republican Party could be accomplished if the Party did a better job of "packaging and selling our ideas." He said that the Party has something to sell — "the Republicans in Massachusetts are the party of integrity." He maintained that the absence of such campaign slogans as "Medicare" has hurt the state Republicans in the past.

Other parts of Mr. Perry's formula for Republican success were: less complacency in predominantly Republican areas, a more "open-armed" acceptance of all types of people in the party, and more "team-spirit" among Republican candidates. "The only people who ever came to me and told me I shouldn't put 'Vote Republican' on my literature were Republicans," he said.

The former representative also urged Republican candidates to spend time campaigning in strongly Democratic areas. When he campaigned in 1962 in such areas, he said some fellow Republicans looked upon him as

"some kind of freak." He asserted, however, the voting returns indicated that a market exists for this sort of campaign.

Mr. Perry vehemently criticized Gov. Endicott C. Peabody as "the most ineffectual person we have ever had here as governor." He characterized the Governor's appeal for constitutional reform in the state as a smoke-screen for his own ineptitude and claimed that the Governor has administrative powers which he has never used.

On the gubernatorial campaign in 1964 Mr. Perry said that he was not a candidate, but added that he thought he was qualified for the office.

Model Appeal Monday

The model appeal of *Johanson v. Neuhauser* will be conducted on Monday, Dec. 16, in the Ames Courtroom at 8 p. m. Professor James Vorenberg will appear as counsel for the Plaintiff-Appellant, Erica Johanson, Professor David F. Cavers will represent the defendant.

The appeal will be conducted before a three judge court with Judge Peter Woodbury, Chief Justice of the First Circuit, presiding. The associate judges will be Kenneth W. Bergen, Esq., of Bingham, Dana and Gould, and Zelman Cowen, visiting professor from Australia.

The case, involving charges of false imprisonment and battery, centers around the detention of a young television actress by a jeweler who suspects her of shoplifting.

Countryman

(Continued from page 7)

Besides being an amateur constitutional lawyer he is deeply concerned with questions of professional ethics. He is writing a book in this area, *The Lawyer and Modern Society*, which will be published in 1965. Prof. Countryman commented that the ABA canon of ethics, while adequate in many areas, is oriented almost exclusively towards the advocate appearing before judicial tribunals. As the lawyer becomes involved in more informal transactions he finds himself in virtually uncharted areas.

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NOTICE

In recognition of the lateness of the Christmas mails and the vacation period, as a service to our members, December 1st bills, usually due by the end of the month, will be eligible for Patronage Refund if paid on or before January 10th, 1964.



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Letters to the Editor

Legal Writing

(Continued from page 20)

process of being edited, among the finest and most enduring educational experiences at the Law School, comparable with Henry Hart's seminar in Legislation and Paul Freund's course in Conflicts.

I think this program is a realistic way of approaching the problem of providing training in writing for those law students who do not have the good fortune to become members of the Law Review or otherwise benefit from direct supervision of writing. I believe that the Law Review editors have the qualifications to provide the supervision in writing, qualifications probably better than, and motiva-

tions equally as good as any kind of teaching assistant who could be hired after his graduation from the Law School. I think this is an important enterprise and wish Messrs. Herwitz, Sander and Vorenberg Godspeed.

John Andrews King Jr.
LL.B. '43 ('48)
Washington, D. C.

Deadline Saturday

Saturday is the deadline for applying for the experimental writing program for second year students. Information and forms are available at the Receptionist's desk in Langdell Hall.

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Letters to the Editor

Meyer Research Funds

To the Editor:

In its October 31 issue, the RECORD published an article headed "Research Money — Applicants Needed," reporting the experience of the Walter E. Meyer Research Institute of Law in administering the fund created in 1957 by Mr. Meyer's will to promote research designed to "aid in securing to humanity a greater degree of justice." The indication that the Institute had lost ground in its efforts to dispense its capital over the twenty-year period stipulated for this in the will has aroused the concern of many of the RECORD's readers, and I have been both surprised and impressed by the number of letters to me that the RECORD's story has inspired, the latest being from Switzerland.

Since this correspondence seems to be continuing, I should like to take this occasion to provide some additional information that future correspondents may find helpful and also to correct some misapprehensions that appear to have arisen.

First, let me cut the Institute down to size. The RECORD's statement that "the Institute now has assets of about \$2,500,000 more money than it had when it was founded" greatly exaggerates our funds, thanks to the omission of a comma after "\$2,500,000." Insert the comma, and you will see that \$2,500,000 represents the Insti-

tute's total capital, not the amount by which the present capital exceeds the initial capital. This misconception may explain why one of my correspondents proposed a grant of \$1,000,000.

The RECORD story does not indicate the relationship of the Law School to the Institute. Mr. Meyer, in providing for the creation of the Institute, proposed that, if their faculties were willing, the law schools of Harvard, Columbia, New York and Yale Universities be represented in the membership and on the Board of Trustees of the non-profit membership corporation contemplated by the will. This has been done, and each school has one of the six or seven trustees.

The Institute has operated solely as a grant-giving body, except for the sponsorship of an extensive study of American legal research, its problems and potentialities, by Professor Ralph S. Brown, Jr. of the Yale Law School, with the aid of a number of other law teachers. Since the Institute has no research staff of its own, it will not be able to undertake any of the studies which several of my correspondents have proposed for it. Despite this inability, the suggestions received are valuable for, in identifying researchable areas within the Institute's field of interest, they provide information that we hope can be put to use in the development of other research proposals for which the Institute may make grants.

Professor Brown has served as the Director of the Institute from the start, and inquiries concerning its work and applications for grants should be addressed to him. The Institute's latest biennial report, obtainable from Professor Brown, is a helpful source of information as to the Institute's fields of special interest.

No special form is required for applications. In common with most foundations, the Institute prefers to make its grants for projects sponsored by universities or other institutions which can administer the funds.

Professor David F. Cavers

Writing Program

To the Editor:

I read in the Harvard Law Record that plans are being made to initiate a writing program like that which existed in the late 1940's. As one who benefited from the prehistoric version in 1948, I would like to endorse enthusiastically the efforts in this direction. Although many years have passed since then, I would continue to rate the training received in the basement of Gannett House, particularly the

(Continued on page 19)

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