



The Reporter

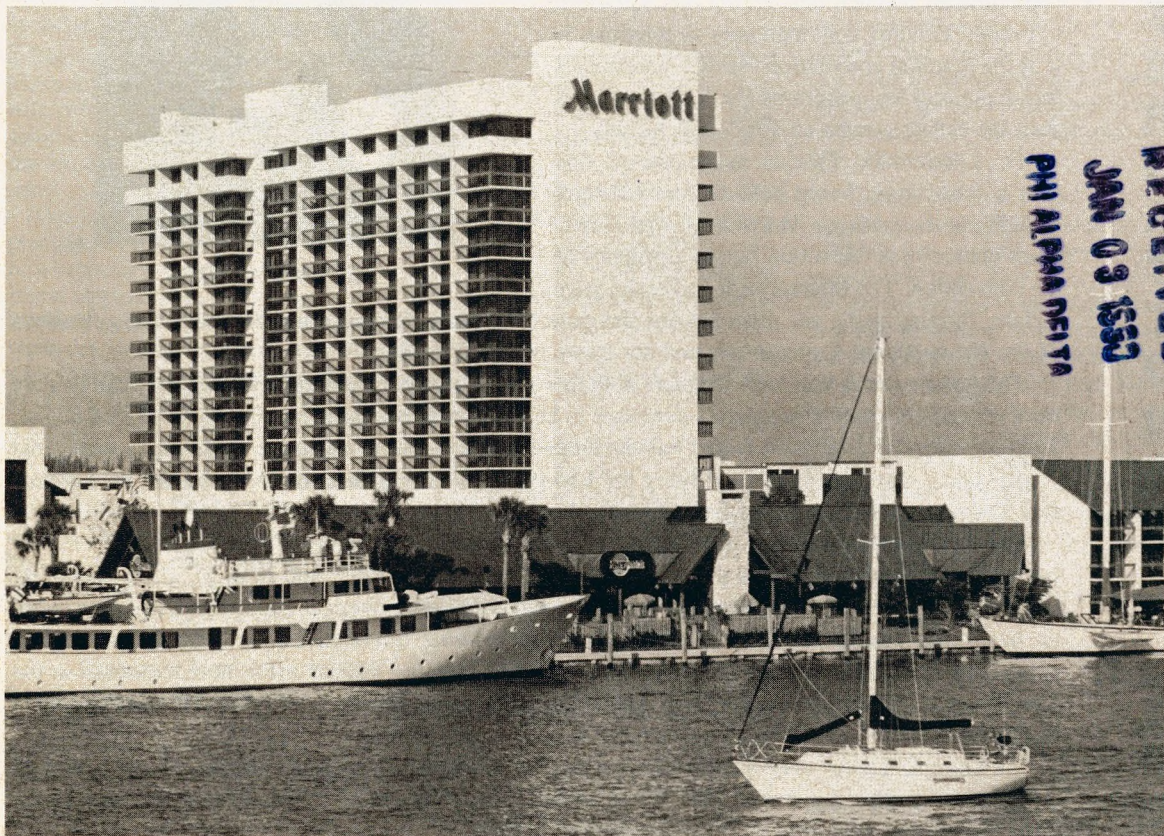
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Fraternidad Juridica Internacional Phi Alpha Delta

0504281 RUSS
FREDRICK J. WEITKAMP
10724 WHITE OAK AVE
GRANADA HILLS, CA 91344



DECEMBER, 1989



THE MARRIOTT MARINA HOTEL which has been selected as headquarters hotel for PAD's 48th Biennial Convention.

1990 Convention To Be Held In Fort Lauderdale, Florida

Fort Lauderdale, Florida has been selected as the site of the 48th Biennial Convention of Phi Alpha Delta Law Fraternity, International which will be held August 1-4, 1990.

The Marriott Marina Hotel will serve as the headquarters hotel for the Convention. The Marina Marriott is located on the intercoastal waterway and will provide Convention attendees with a truly beautiful view of some of our country's most desirable real estate.

Members will enjoy extremely favorable rates as the International Executive Board has negotiated a rate of \$43 per room, whether single, double or twin. This rate is far less than the normal rates of the Marriott Marina.

A blue ribbon committee of Fort Lauderdale PAD's has been appointed to act as the Convention Host Committee, headed by Richard P. McCully, former Executive Secretary of the Fraternity, who is a partner with the Fort Lauderdale law firm of Gunther & Whitaker.

Plan Now to Attend

Members are urged to plan now to attend what promises to be a Convention even more outstanding than the 1988 Scottsdale Convention which was acclaimed by many as the finest in the history of the Fraternity.

Members will have the opportunity to work and relax with law students, attorneys and judges of various backgrounds, to experience full-scale

Convention parliamentary proceedings, and to help chart the future course of the organization which is now second in size among legal organizations only to the American Bar Association.

Programs of particular interest are being developed for law school chapter delegates. One of the most important experiences of the Fraternity Convention is meeting delegates from other law schools and sharing experiences, ideas and philosophies.

Allowance for Delegates

In accordance with the International Constitution and By-Laws, one delegate from each law school and alumni chapter will be furnished a Convention allowance based on the actual cost of least expensive commercial air fare as of a certain date established by the Executive Director, hotel expense and a subsistence allowance for each day of travel to and from the Convention and each day while at the Convention.

Chapters Must Be In Good Standing

Each law school and alumni chapter must be in good standing in order to have delegates seated and to receive the Convention allowance. In order for a law school chapter to be in good standing, it must be current in the payment of its financial obligations and in the filing of required reports with the Executive Office.

In order for an alumni chapter to be in good standing and to qualify for the monetary allowance, it must meet the following requirements:

1. The annual alumni chapter tax of \$15 must be paid for the two fiscal years commencing July 1, 1988 and ending June 30, 1990.
2. The chapter must have held at least two meetings during the period July 1, 1988 to June 30, 1990.
3. The chapter must have elected officers and report the same to the Executive Office.
4. Each delegate must have paid International alumni dues.

All chapters will be notified of any deficiencies relative to their meeting the criteria of "good standing."

Convention Program

Members should plan to arrive on Tuesday, July 31, 1990 in sufficient time to attend the opening reception which is presently scheduled for 7:30 p.m. The reception will serve as an excellent ice breaker and afford an opportunity to meet the International Officers and delegates from 171 law school chapters and a number of alumni chapters.

The formal convening of the Convention will take place at 9:00 a.m. on Wednesday, August 1, 1990. Presiding will be International Justice Larry J. Crigler. The keynote address will also be given that morning. Our brother Stanley L. Chauvin, Jr., President of the American Bar Association has accepted an invitation to be the keynote speaker, providing there is no conflict in scheduling between PAD's Convention and that of the ABA 1990 meeting.

Popular Chapter Workshops

One of the most popular features of the Convention is the chapter workshops which are customarily conducted by International Officers of the Fraternity. The workshops will take place in the afternoon Wednesday, August 1 and the morning of Thursday, August 2. The workshops

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PROFILES IN EXCELLENCE

The spotlight focuses on the Patrick Henry Chapter at the University of Richmond School of Law, this issue for the Profile in Excellence. Henry Chapter is the true embodiment of PAD's motto of "Service to the Student, the Law School, the Profession and the Community."

The Patrick Henry Chapter at the University of Richmond's T.C. Williams School of Law focused much attention during the 1988-89 school year on community service. The first Friday of each month members served meals to the homeless at Richmond's Freedom House. Members also visited the residents of Richmond Home for Ladies a few Sundays in the Fall. During one visit Justice Kord Basnight played the piano and led a sing-along for the elderly residents. On another visit PAD members took homemade refreshments door to door in the large home and presented each lady with a carnation. At Christmas time the Chapter distributed empty stockings provided by the Salvation Army to the student body and faculty. The stockings were filled for under-privileged children in the area. The Chapter collected the filled stockings and delivered them to the Salvation Army. The effort was very successful.

The Chapter also sponsored two Blood Drives, one each semester. Some professors contributed to the effort by giving "free unprepared's" for each student who donated a pint. This went over especially well with the first year students.

In the Fall, PAD members assisted elementary and junior high school teachers in a debate workshop for the gifted and talented students in the Richmond area. The PAD members' jobs included supervising group debate preparation, judging debates, and critiquing participants. Several PAD members also participated as judges in the final round of the debate competition held several weeks later. In the Spring PAD members similarly participated in the area's talented and gifted programs' Mock Trial Workshop and Competition.

Patrick Henry Chapter also worked to serve the school, its faculty and its student body. At the beginning of each semester the Chapter held a used book sale. Students could drop off their used books at the end of the preceding semester with their name and price wanted for the books. The Chapter collected and stored the books over the break between semesters, then sold them the few days before and during the following semester. Books not sold and money received were delivered to the owners. PAD earned \$2.00 on each book sold, raising money while providing a valuable service to the student body.

Each morning during the first month of the Fall semester, coinciding with the book sale and Rush efforts, PAD served coffee and doughnuts. It proved to be a very good way of welcoming back faculty and returning students, as well as creating a comfortable and cordial environment for the first year students. During coffee hours PAD also sold coffee mugs designed with the University of Richmond logo and the name of the law school. The mugs, with their no slip bottom and no spill design, are the only type of mugs approved by the Law Library to be used in the library.

The Chapter made copies of The Good Lawyer available to the student body and faculty, placing copies in the Student Lounge, the Law Library and on the PAD information board.

The Chapter had planned on setting up a program by which PAD members could get together with local PAD alumni members to talk about the alumni members' fields of law on a one-on-one basis. However, the Placement Office was planning a similar program. The Chapter instead worked together with the Placement Office, supplying the Placement Office with the manpower it needed to carry out the program, and enabling the Chapter to carry out

its plans on a much larger scale. The entire student body was eligible to sign-up with the Placement Office. Those who signed up were matched with an attorney practicing in the field of the student's interest. Then it was up to the students and the attorneys to make the program what they wanted it to be. Some students interviewed with the attorneys while others spent a day "tagging along" to experience what a "day in the life of" was like.

The Chapter was successful in sponsoring an informative lecture on "Ethics in the Court Room." The Lecture, which coincided with the first-year moot court competition, focused primarily on ethics in the appellate court, such as disclosure of adverse law. The turn-out was spectacular. Much interest was expressed in this sort of informal "mini-lecture," and the Chapter hopes to hold more similar lectures in the future.

The faculty and staff of the law school are always very supportive of the Chapter's activities. The Chapter felt it appropriate to send a fruit basket and letters of appreciation to express appreciation. PAD members also participated in the Law School Alumni Office's telethon this spring.

The Chapter activities were not all work though. Members had fun too! In the fall the Chapter sponsored a "Down Under" which is a traditional happy hour party held in the basement of the law school. "Down Under's" are usually sponsored by the Student Bar Association, but the Chapter wanted to lend a hand. There was an abundance of food, drinks, and fun, and a law student provided the entertainment with this acoustic guitar and singing.

Each semester a Rush party was held. These parties were held in the club houses of area apartment complexes. Faculty and the student body were invited. These parties provided a great opportunity to meet students and faculty, as well as an opportunity for them to meet PAD. And all enjoyed the rare occasion to dress up a bit.

Following Rush initiation was held. Initiation was always a very serious and formal occasion followed by a very delightful reception. The members who worked on the receptions always put a great deal of time and effort into making them "just right." The receptions were lit by candlelight and flowers decorated the room. There was always a wonderful array of food and beverages, and happy new members.

Monthly meetings were always fun. Some meetings had drinks and munchies, other meetings had pizza and beer. The PAD Pre-Law Chap-

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THE FORT LAUDERDALE ALUMNI CHAPTER gathered on Friday, October 20, 1989, to meet with International Justice Larry Crigler and Executive Director Fredrick J. Weitkamp regarding preliminary planning for the 1990 Convention which will be in Fort Lauderdale, FL. Shown above are some of those in attendance.

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TRIBUNAL CHIEF TRIBUNE Hector Mendez-Loucil P.O. Box 6191 Ponce, PR 00731	EXECUTIVE OFFICE 10722 White Oak Avenue P.O. Box 3217 Granada Hills, CA 91344-0217 (818) 360-1941
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THE INTERNATIONAL JUSTICE

NEW MEMBERSHIP INCENTIVE PROGRAM YOUR CHAPTER CAN BE A WINNER

Phi Alpha Delta's lifeline to a successful future is the initiation of new members. PAD has more major professional programs than ever before. But these new and inventive programs are of little good unless we collectively seek out and encourage law students and lawyers to join our ranks through initiation.

It is especially important in a year when PAD is holding its biennial convention that we strive to initiate as many new members as possible. It is at the biennial convention that the fraternity's future policies and programs are determined and thus the future course of PAD will be set.

Ft. Lauderdale, Florida is the site of this year's convention, being held August 1 through 4, 1990, at the fabulous Marriott Marina Hotel. Each chapter can have two voting delegates at the convention. The International Fraternity pays airfare, lodging and a per diem for one delegate from each chapter, consistent with the guidelines of the International Constitution and By-Laws of the fraternity.

The *good news* is that each chapter, both *law school chapters* and *alumni chapters*, can qualify for a second convention delegate's expenses to be paid for in the same manner as described above. The International Executive Board has developed a new member incentive program in order that *your chapter* may benefit by qualifying for a second convention delegate to attend the Ft. Lauderdale convention with expense paid, as described.

The new member incentive program for *your chapter* is simple. If *your law school chapter* initiates more new members in the time period between July 1, 1989, and June 30, 1990 (including up to 5 faculty members and as many honorary and alumni members as possible), than *your chapter* has in any year in the past 10 years, then *your chapter* qualifies for the second delegate expenses, as described. If *your law school chapter* has initiated 100 or more new members in the last 10 years, then *your chapter* can qualify by once again initiating at least 100 new members this year.

An alumni chapter may qualify for payment of a second delegate's expense, as described, if *your alumni chapter* initiates at least 10 new alumni members (excluding faculty and honorary members) during the year July 1, 1989, to June 30, 1990.

If you need more information about this exciting incentive program, call your District Justice or the Executive Office. The convention in Ft. Lauderdale will be most rewarding and I hope that *your chapter* and every chapter has two delegates in attendance!

Fraternally,
LARRY J. CRIGLER
International Justice



LARRY J. CRIGLER

DISTRICT JUSTICES

District I	Alfredo Lopez 157 Yesler Way, Ste. 509 Seattle, WA 98104	Washington, Oregon, Idaho, Montana, Alberta, Alaska, and British Columbia
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FRANCIS A. KEATING

Keating receives Bush appointment

Brother Francis A. Keating, a member of Harlan Chapter at the University of Oklahoma was nominated by President Bush to be General Counsel of Housing and Urban Development in May of this year, was confirmed unanimously by the Senate and sworn into office on July 21, 1989.

As General Counsel, he serves as HUD's Chief Law Officer. He is the present legal advisor to the Secretary and heads of staff of over 200 attorneys.

Prior to his position as General Counsel, brother Keating served as the Associate Attorney General, the United States Justice Department's third ranking official. His responsibilities included all criminal matters within the department's purview and the management of the Bureau of Prisons, the Immigration and Naturalization Service, U.S. Marshall's, the Parole Commission, the Community Relations Service and the Office of the Pardon Attorney.

From 1981 to 1983 he was U.S. Attorney for the northern district of Oklahoma and prior to that time, was a member of the Oklahoma House of Representatives. He later served as a member of the Oklahoma Senate where he was minority leader.



R. BRADLEY ALDERFER

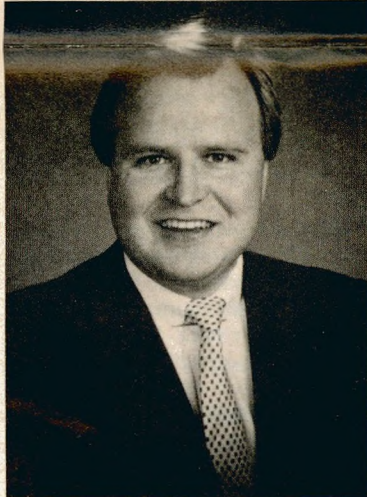
Alderfer New XVIII Justice

R. Bradley Alderfer, a member of Story Chapter at DePaul College of Law in Chicago and a past Justice of the Northern Illinois Alumni Chapter was appointed District XVIII Justice in August of this year.

Brad was instrumental in the chartering of the New Hampshire Alumni Chapter recently, has served as New Hampshire State Coordinator for the PAD Public Service Center's LRE program and attended the 1988 Convention as a delegate from the Boston Alumni Chapter. He presently is also serving as Justice of the New Hampshire Alumni Chapter.

He was admitted to the Illinois and Federal District Bars in 1979. In 1982, he left the practice of law to pursue a career in the financial services industry. His past affiliations include IDS Financial Services, EF Hutton and Shearson Lehman Hutton. He is presently affiliated with The New England in Lynfield, MA. He is a member of the institute of Certified Financial Planners.

Brad and his wife Linda and their two children reside in Haverhill, MA.



CARL E. MERGELE

Carl E. Mergele Appointed District XXIV Justice

Brother Carl E. Mergele, past Justice of Cole Chapter at Drake University has been appointed Justice of District XXIV, succeeding Martha McQuade, who has served the Fraternity for many years with distinction as a District Justice.

Mergele is a graduate of the University of Utah and then received his J.D. from Drake University Law School in Des Moines, Iowa.

Following graduation from law school, he became employed in the office of the General Counsel for The Legal Services Corporation in Washington, D.C. He also interned with Federal District Court Judge Robert W. Porter of the northern district of Texas after completing his first year of law school.

Carl has been actively involved in politics, working in the campaigns of presidential candidate Jack Kemp, United States Senator Orrin Hatch and Iowa Governor Terry Branstad.

Brother Mergele has been named to Who's Who in American Colleges and Universities, Who's Who in American Law Schools and has been nominated to be named in 1990 to Who's Who in practicing attorneys.

Putting Your J.D. To Work: Advice For Students Seeking Law Firm Employment

By Arthur F. Greenbaum

Associate Professor of Law, Ohio State University College of Law

(Reprinted from Ohio State Law Journal, Volume 47, Number 3)

I. Introduction

Many students come to law school knowing little about either the professional opportunities a law degree affords or the practical aspects of pursuing those opportunities. As the American Bar Association's standards for the approval of law schools reflect, the law school has an affirmative duty to its students to help bridge this gap.

The law school placement office plays a primary, but not exclusive, role in this educational process. Law school faculty members as well often are called upon to provide guidance.

This is not surprising. Because the placement office serves as a crucial link between law school and professional employment, it often becomes the focal point for student frustration when the job search proves difficult. This frustration drives some students to others for guidance. In addition, many faculty members create mentor-mentee relationships with their students. As a result, students quite naturally turn to faculty members for advice either in place of, or in addition to, the placement office. Finally, to the extent faculty members engender feelings of trust and respect from their students, it is likely that their advice may have a disproportionate impact on a student's planning.

While willing faculty play a significant advisory role, they often are hindered by limited experience and insufficient information. Many in teaching have limited firsthand experience outside academia, and what experience they have may be dated. Furthermore, because most faculty members were quite successful in law school, they may have a limited perspective on the hiring process as it affects the bulk of their students. Given the demands of teaching and scholarship, there is little time to supplement one's understanding of the placement process.

As a faculty member actively concerned with the placement of my students, I have felt these limitations. This article represents a limited attempt to transcend them. It is addressed primarily to students, providing some basic information on how to find law firm employment, but also to faculty in the hope that it will provide them useful information in counseling students.

II. Career Planning In General

Career planning can be immobilizing because of the number of variables that are involved. Where do you want to live? What do you want to do with your law degree? If you decide to work for a law firm, what type of practice do you want? Do you see your first job after law school as a temporary apprenticeship, or the beginning of a long-term relationship? In addition, many of these factors are interrelated. For example, if you want to live in a small city, it will be hard, although not impossible, to find a sophisticated large firm practice there. Ultimately, you will need to decide what is important to you. This article addresses some of the factors you should consider and refers you to additional sources concerning them. It does not address in detail the mechanics of job hunting, writing cover letters, preparing resumes and interviewing, since much of that information is readily available either from your placement office or from books on the subject.

A. Career Choice

When thinking about what to do with your law degree, think broadly. There is no "right" career path. While most lawyers choose careers in private practice, and that is the focus of this article, rewarding careers exist with government, public interest organizations, corporations, the judiciary and in academia. In addition, a wide variety of exciting non-traditional employment opportunities exist for lawyers. Try not to let the easy access to law firms which the placement office provides or the seeming prestige of a major law firm practice seduce you into such a career if that is not where your interests

lie. This is not to say that law firm practice is a bad place to start if your ultimate ambitions lie elsewhere. Actually, it may be your best route to an alternative career. Many individuals start their careers with law firms at which they gain experience, contacts with clients who may employ them later and additional marketable credentials. Remember, however, that you have many career options both in the short-run and over the long-term.

B. Choosing An Area In Which To Live

While many individuals know from the outset of law school where they wish to settle, many others do not. This is particularly true for students who feel a need to broaden their job search to find suitable employment.

Picking an area in which to live is not a scientific enterprise. Nevertheless, there are a number of techniques one might use. One should look at the many available sources that describe life in various cities. In addition to the books on the subject, a magazine index, such as the *Reader's Guide to Periodical Literature*, will identify a number of articles about individual cities, as well as articles comparing cities in which you might be interested.

Beyond the geographical area itself, you might also focus your inquiry on the legal community and whether it is expanding. A search of the indexes of such national publications as *The American Lawyer*, *Legal Times of Washington* and *The National Law Journal* often will identify articles about areas where law practice is currently growing.

In addition, you should consider the type of law you wish to practice. While it is possible to practice virtually any specialty anywhere in the country, certain types of work tend to be concentrated in particular regions. For example, firms in state capitals are more likely to provide representation before governmental entities. New York, Los Angeles and Nashville serve as entertainment law centers. A large amount of international work, particularly with South and Central America, is concentrated in Miami.

Finally, you may wish to visit the area in question in order to gain a better appreciation of what it would be like to live there. I know from the experiences of my students that although they may like a certain city in the abstract, visiting it, or better yet living there for a summer, often changes their impressions.

The process of evaluating where you want to live serves a second purpose as well. In securing employment, particularly for the summer, it will help if you can convince an employer that you have a genuine interest in settling there. While most employers feel they can sell themselves and their location to you during the summer, given a choice between equally attractive candidates, an employer will pick the student they feel is more likely to accept a permanent offer. If you have done your homework and can explain why you are interested in a particular location, your ability to impress that firm will improve.

C. Choosing A Law Firm

If you are considering employment with a law firm, there are a variety of sources to consult to determine the law firms with which you might wish to interview. General books describing law firms include *Martindale-Hubbell*, *The American Lawyer Guide to Leading Law Firms*, *The National Law Journal's Directory of the Legal Profession*, and *Law and*

Business, Directory of Major United States Law Firms. In addition, there are registers of lawyers, by specialty, you can consult if there is a special area of practice you hope to enter. More detail on each firm is available in the forms prepared by the National Association for Law Placement. Those are available for many firms in your law school's placement office. One also should refer to the legal periodicals previously mentioned, as they often print articles about law firms and law practice in particular cities. In addition, if you are interested in a particular city and its law firms, you should look at the city's major newspapers and monthly magazine because they periodically print articles on local lawyers and law firms.

D. Contacting Law Firms In The Area Of Your Choice

There are several ways to approach this task. One is to contact law school alumni in the area. Often they will be willing to advise you on practice in their city, even if they are not in the position to hire you. Similarly, you may wish to contact others with whom you have some link: fraternity or sorority members or alumni from your undergraduate institution, or friends in the area who may know lawyers to whom they could introduce you.

In addition, you should try to use the placement office of a law school in the target area. By having your law school placement office make the initial contact, you often can gain access to their material. Even if this cannot be arranged, some law schools post job information on bulletin boards which one can consult to find firms that are hiring.

Contacting private placement consultants is a long shot, because they usually place individuals who are already in practice. However, you may be able to enlist their services by highlighting your previous work experience in areas outside the law, or if you have clinical experience, by stressing the similarities between a student with clinical experience and those with limited experience in practice.

Another approach is simply to move to the city of your choice, where it will then be easier to make contacts and ultimately find a job. The problem, of course, is that you will need substantial financial resources until you find employment. However, some law students I know who have taken this approach have found it quite successful.

A related approach is to go to a city for a summer or a semester off before you graduate and volunteer your services. Government entities in particular often have openings for people who are willing to work on a volunteer basis. Consider this if your other option is not to have a summer job. Volunteer work provides a way to cover what might otherwise be a gap in your resume, gain experience and good professional references and potentially impress people in a way that might lead to a paying position with them in the future.

Finally, you might try simply sending blind letters to firms, telling them that you will be in their city during a specific period and requesting an interview during that time. If you have not heard from the firms, follow-up when you arrive there. I have several suggestions about writing such letters. First, while you can work from a form letter, you should tailor each letter to the particular firm you contact. For example, if you are writing a labor law firm, express your interest in labor law and show how that has been manifested in your course selection or in other ways. If you have significant experience outside law school that relates to a specific firm's practice, let them know that in your letter. Finally, when necessary, you may wish to "sell" your law school in your letter. Many firms are reluctant to interview students from schools where they do not traditionally hire. You may be able to overcome this by showing that your law school ranks favorably in comparison to schools from which they traditionally recruit. Comparisons based on quality of student body or other comparative rankings, such as the Gourman Report, might be crea-

tively used in this way.

III. Comparing Law Firms

If you are in the enviable position of having a number of choices, how do you begin to compare law firms? This section of the article addresses a number of ways in which law firms may vary. You, of course, will have to decide which of these factors are important to you.

A. Structural Factors

1. Size

Law firms vary widely in size from solo practitioners to firms of 400 or more. For many individuals, firm size is the most significant factor differentiating law firms.

Usually, the larger the firm the greater its prestige. Because of their size, large firms tend to have a significant client base and a diverse practice. They also tend to handle matters of greater scope, complexity and monetary value. Because of their size, they may be able to devote more time and resources to the development of young lawyers than can small firms, although the opposite may be true if one goes to a smaller firm and is "taken under the wing" of an established attorney. Larger firms often have more room for individuals who do good legal work but may not be client getters, and they may be in a better position to absorb individuals who have unusual character traits. Finally, one usually can move more easily from a large firm to other employment opportunities than from a small one. To the extent you see your first job as a post-graduate training period rather than a long-term commitment, a larger firm may provide better training and opportunities for movement.

Smaller firms tend to provide responsibility more quickly and thus may provide more opportunity for self-learning than a larger firm. They also tend to have greater opportunities for rapid advancement. Size may also affect the firm's atmosphere. A smaller firm may be more likely to generate a team feeling and to treat you as an individual. Frictions in a small firm may be more pronounced, however, while in a large firm you may be able to avoid more easily those whom you dislike.

2. Type Of Practice

Firms, of course, vary widely in the types of matters that they handle. Some specialize in particular areas while others are quite diverse. As mentioned earlier, certain types of practice are concentrated in particular locations. If you wish to practice a specialty, this will be important to you. If, like most students, you are flexible in your practice interests, a firm with a diverse practice might suit you best, affording you an opportunity to find your niche.

3. Client Mix

Some firms handle mostly national clients with problems of national scope. Other firms are local, primarily handling the needs of the local community, while still other firms handle a mixture of the two. The nature of the firm's clients, along with its staffing policies, will affect the amount and nature of your client contact.

An additional concern is the breadth of the firm's client base. If a firm relies on a limited number of major clients for the bulk of its work, defection of the client to another firm may create more difficulties than it would at firms with a broader base.

4. Practice Outside The Home Office

If you are considering a position in a branch office of a multi-office firm, several special considerations arise. In some firms the branch office is merely an outpost to service home office attorneys when on the road. In others, the branch is virtually autonomous, making its own hiring decisions and securing its own clients. The relationship between the home office and its branch may affect many things, including assignment practices within the firm and prospects for promotion. If the branch office does not make these decisions independently, try to discover how these decisions are made and if lawyers in the branch office feel that the system works fairly.

It may also be helpful to learn why the firm operates the branch. At times branches are established to ser-

vice a particular client or to provide expert service in a limited practice area. Should the firm lose the client or should the practice area diminish the office may close.

A firm with a branch office may be particularly attractive for two reasons. First, if lateral movement is allowed between the offices, you may be able to change the location of your practice, should that become desirable, more easily than if you had to find new employment. Second, if the hiring standards vary across the firm's offices, you may be able to add to your credentials by working with a branch office of a prestigious firm even though you might not meet the hiring qualifications for certain of its offices.

B. Governance

Law firms are governed in a variety of ways. Some are run by a single individual who controls the firm. Others are truly run by the partnership. In the latter model, law firms vary in the degree to which associates are made part of their governance. In many instances this will make little difference to you, at least as a young associate. Governance issues can be crucial to a firm, however. If there is a major tension in the firm over governance, it may ultimately lead to the departure of certain partners or practice areas or even the collapse of the firm itself. While such changes are often beneficial in the long-run, they can be quite disruptive initially. Unfortunately, it may be difficult to obtain any reliable information on this when you are choosing a firm.

C. Practice Factors

1. Assignments

In some firms you will be assigned to a particular partner or practice group. If you know the kind of law you want to practice and can arrange to be assigned in that area, this may be ideal for you. Other firms make initial assignments from a general pool of firm matters, while still others have associates rotate through the firm's practice areas for a period of time. After this general exposure to the firm, one then settles into a particular area of practice. This may be more appealing if you are unsure of the area of law in which you wish to concentrate.

Another factor to consider is whether the firm is currently embroiled in a massive case to which you may be assigned for years. While some associates may make a name for themselves in such litigation, others simply get lost, only to emerge years later with a narrow experiential base.

2. Pro Bono Opportunities

Although often overlooked when comparing firms, an important consideration is the opportunity to engage in public interest practice. Law firms vary widely with respect to their view of pro bono activity. At some firms, pro bono activity is something done in one's spare time. Other firms actively encourage associates to take on pro bono work as a normal part of their practice. These firms may vary, however, by what they consider pro bono. For some it is work for the local bar association. For others it includes not only that, but also work with indigent or public interest clients.

3. Responsibility

Attempt to discover how soon you will get significant responsibility for the matters you are assigned. Larger firms tend to staff matters more heavily than smaller firms, and as a result, major responsibility often comes later. However, some large firms keep a mix of business so that new associates can be assigned smaller matters which provide early responsibility.

D. Benefits And Quality Of Life

1. Firm Personality

While it is impossible to form a totally accurate picture of the personality of a firm, you can certainly get a sense of that through the interview process. If a firm feels too stuffy or too relaxed for you, chances are you will not fit in there. If you do not fit in, the chances are good that you will not enjoy legal practice there.

2. Hiring And Promotion

If you are considering a summer position, look at the number of sum-

(Continued on Page 4)

Return Of The Souvenir Journal

While many are still disputing whether the 1988 Biennial Convention in Scottsdale, AZ was the best PAD convention ever (it probably was), one thing is undisputed; for the first time, we published a souvenir journal in conjunction with the convention. I was privileged to serve on the committee with Fredric H. Pearson (International Advocate) and Clifford Schechter (International Marshal).

The journal brought in more than \$12,000 and, perhaps more importantly, each of the delegates had a beautiful souvenir of the Convention and those who paid to publish announcements and advertisements got the kind of exposure they could not have hoped to receive in any other publication. In sum, our first try at a souvenir journal was a success.

Building on our previous success, the International Executive Board has decided to again have a souvenir journal, this time in conjunction with the 1990 Biennial Convention in Fort Lauderdale, FL. The 1990 Souvenir Journal Committee is composed of Marvin Moss (Miami alumni), Clifford Schechter, and myself. We have already begun serious negotiations with the printer and have been assured that the same high quality will be maintained for the upcoming souvenir ad journal. I am also pleased to report that we have already received checks and "copy" for the journal.

The Journal Committee is urging all PAD's to obtain advertising from commercial advertisers, as well as buying space to publish their own announcements to our PAD brothers and sisters. As an added incentive to the law school and alumni chapters, we will pay a 10% commission for all advertisements obtained by these chapters.

In case you have not figured it out, the purpose of this article is to report to all of you about the souvenir ad journal and to obtain some free advertising of our own for the journal. For questions, placing advertising, or anything else about the ad journal, feel free to contact Marvin Moss (305) 865-6736, Clifford Schechter (212) 238-5701 or me (212) 683-5100.

Philip A. Greenberg,
District XXI Justice

Profiles in Excellence

(Continued from Page 1)

ter was often invited to attend. Attendance was always good and everyone was ready to participate. Elections were held on Tuesday, April 4, 1989. Following the elections the Chapter had a pot-luck picnic. The weather was wonderful and everyone had a great time.

The Patrick Henry Chapter hopes to continue all that it has done this year, as well as add on a few new activities. The new offices are chomping at the bit, and are off to a great start. Book collection for next year's book sale has already begun and will continue through the end of the exam period. The Library staff has already inquired as to whether we will continue our mug sales, and arrangements are being made for a new shipment.

1990 Convention

(Continued from Page 1)

will inform of various aspects of the International Fraternity operation and local chapter operations.

Convention Committees

Delegates will serve on various committees which will meet during the Convention. Including Audit & Finance, Credentials, Constitution and International By-Laws, Nominations, Professional Responsibility, Publications, Resolutions, Rules and Pre-Law chapters.

Other Convention Features

Other features of the Convention which will be of particular interest to attendees will include the following:

- A model initiation conducted by International Officers.

Advice for Students

(Continued from Page 3)

mer associates in past years who subsequently received permanent offers and the number who accepted those offers. The former information may reflect how the firm feels about hiring from its summer program. The latter may help you understand how associates felt about the summer program. A review of the annual survey of summer programs, published by *The American Lawyer*, can serve as a starting point in understanding how summer programs may differ.

When considering long-term employment prospects at a firm, recognize that firms vary in their partnership practices. While some hire with the expectation that most associates will remain with the firm and become partners, others do not. Some firms desire significant associate turnover as they plan to add only a few partners a year. In other situations, turnover simply reflects the desire of associates to use a firm for training before turning to other things. Furthermore, partnership practices at firms vary over time. A firm which experiences rapid growth may have enhanced partnership opportunities for associates hired before the growth spurt, but comparatively diminished partnership opportunities for those hired once growth has leveled off. Given these variables, it may be difficult when selecting a firm to measure partnership prospects years in the future. Nevertheless, if a high number of associates usually stay at a firm and make partner, the chances often are greater that you could also.

In addition to looking at the overall partnership picture, you should look at the experience of individuals who have recently come up for partnership. How many of them have been turned down at a late date? If a number have, try to discover why. It may reflect a problem in the firm's system for providing associates with feedback on their progress in the firm. A strong evaluation system, providing realistic feedback to associates on a regular basis, can be very important.

3. Hours

Almost all law firms are hard working, but some are more demanding than others. Attempt to get a realistic appraisal of what is expected in terms of billable hours and how the law firm treats billing above that number. Some firms provide additional compensation for extraordinary hours billed.

Although rare, some firms may allow job sharing or other forms of part-time employment. Several organizations exist to help lawyers find this kind of arrangement.

4. Compensation

Firms vary widely in the compensation they provide in terms of starting salaries, availability of profit-sharing plans and salary potential in later years. Furthermore, there is no necessary correlation between the comparative size of one's starting salary and the ultimate returns received as a partner in one firm versus another. In addition, comparing salaries in firms in different cities can be misleading unless cost of living differences are considered. On the average, however, the larger the metropolitan area in which a practice is located, the higher the compensation offered, without taking cost of living differences into account.

Unfortunately, finding solid information to compare firms, beyond starting salaries, is often quite difficult. Nevertheless, a recent Price Waterhouse survey and an *American Lawyer* survey of the country's highest grossing law firms provide inter-

- Nomination and the election of International Officers.
- Consideration of amendments to the International Convention and By-Laws.
- A beach party.
- A Continuing Legal Education program.
- The honorary initiation of a nationally prominent person.
- The International awards banquet, at which time awards for Outstanding Chapter, Outstanding Chapter Justice and Service Scholarships will be made.

PAD Law Student Training on LRE Drug/Alcohol Education Program

During the past fiscal year, the Phi Alpha Delta Public Service Center undertook an exciting new challenge at the request of the Office of Juvenile Justice and Delinquency Prevention (OJJDP). This challenge was to plan and implement an LRE based drug and alcohol education program, in the nation's high schools, using Phi Alpha Delta law student members as classroom presenters.

The Deputy Director of the Public Service Center, Brian A. Swerine, took on the role of Program Coordinator and enlisted the assistance of Linda Reikes and Armentha Russell of the St. Louis Public Schools, Law and Citizenship Division, both of whom serve as PAD LRE Consultants. A St. Louis attorney, Judy Cromwell, was also asked to contribute. The efforts of these four writers produced a 198-page resource guide entitled, *A Resource Guide to Assist Law Students for Participation in a High School Law-Related Education Drug/Alcohol Education Program*.

This guide was developed to serve as a training manual for law students as well as providing actual classroom materials for law student presentation. The guide includes six hour-long lessons, which can be presented in sequence or each as an independent lesson, depending on the classroom teacher's time and needs. The guide also includes introductory materials for use by the law students in researching their state's laws and in planning their classroom time.

In conjunction with the writing of this resource guide a series of awareness and training sessions were carried out in the ten states of Arizona, California, Missouri, Minnesota, Texas, Florida, Pennsylvania, Delaware, New Hampshire and Kentucky. The attached chart denotes the ten states as well as law schools, dates and number of students trained. The 110 law students were given a minimum of one hour of awareness time and usually two to four hours of training. Those trained were then asked to return to their law schools and conduct up to six hours of additional training for participating Chapter members.

Once trained, the coordinator of each Chapter's program is instructed to notify the State LRE Coordinator and local LRE leadership of PAD law student availability and interest. These steps are all fully set out in the resource guide itself. After a Chapter program is implemented each Chapter is asked to report its experiences and return program evaluations, which are included in the resource guide, to the Public Service Center.

During the 1988/89 school year the resource guide was not completed until February 1989. Therefore, implementation during the Spring of 1989 was limited. However, we can point to the following selected highlights from 1988/89:

(1) The Rayburn Chapter program in Lubbock, Texas reached approximately 2,000 junior and senior high school students. This program was conducted with the support of the Lubbock Independent School District.

(2) The Monroe Chapter program in Minneapolis and St. Paul, Minnesota, reached approximately 4,000 high school students at high schools throughout the Twin Cities

estimating reading on this issue.

5. Training

Firms vary greatly in the amount of training they provide both on a day-to-day basis and in more structured programs. If a firm provides a training program in legal writing, a NITA course in trial practice, or its equivalent, or other forms of specialized training, you may obtain important additional training, even if you decide not to stay at the firm.

IV. Conclusion

My final advice: try not to get discouraged. It has taken some very good students I know hundreds of letters and months of effort before they found suitable employment. That it takes such effort is not a negative reflection on you or your abilities, but reflects the vagaries of the market. If you are creative and persevere, things will work out well.

metropolitan area.

(3) The Monroe Chapter program has become a part of "The Attorney General's Alliance for a Drug-Free Minnesota," headed by the Minnesota Attorney General, Hubert H. "Skip" Humphrey, III.

(4) The Rasco Chapter at the University of Miami School of Law scheduled over 20 classroom presentations during the Spring 1989 semester. This program was being conducted with the local support of Ron Cold, LRE Coordinator for the Dade County Public Schools.

(5) The Champ Clark Chapter in St. Louis, Missouri, working with the St. Louis Public Schools, Law & Citizenship Division, made at least 10 classroom presentations. This program was carried out under the direct supervision of Linda Reikes, PAD LRE Consultant.

(6) The J. Sullivan Chapter, also of St. Louis, implemented the program in the Spring of 1989, also under the guidance of Linda Reikes.

(7) The Vinson Chapter in Louisville, Kentucky, implemented the program in the Archdiocese of Louisville parochial schools during the Spring of 1989. They will implement in the Jefferson County Public Schools in the Fall of 1989.

(8) The Read Chapter in Wilmington, Delaware, has completed extensive research into Delaware drug laws as a supplement to its program which will be implemented in the Fall of 1989. This program is being carried out under the supervision of Widener University School of Law Professor Kenneth Sprang.

(9) The Sammis Chapter program in Los Angeles began implementation in the Spring of 1989. This program was also a part of a Southwestern University summer school law class in Los Angeles.

(10) The Hickman Chapter in Houston, Texas, working closely with Texas LRE Coordinator Hope Lochridge, has identified several schools in Houston for Fall 1989 implementation. At least 20 Hickman Chapter members have been trained.

During the fiscal year 1989-90, the PAD work has continued, as follows:

(1) In Arizona, the program is being managed by Paul Blunt, PAD LRE Coordinator for the State in cooperation with Tenna Olszewski, State LRE Coordinator. He conducted a training session for the law students at Knox Chapter at the University of Arizona Law School earlier this month. The development of a law digest for Arizona is almost completed. Ms. Lorene Ely, teacher at South Mountain High School in Phoenix has indicated her desire to participate.

(2) In California, Diane Wegner,

PAD LRE Coordinator, is managing the drug education program. Early in 1989, Brian Swerine and Diane met with CCE staff members to introduce her and to discuss drug education planning. A law digest has been written and implementation work is under way by Sammis Chapter at Southwestern University School of Law. Temple Chapter at the University of California Hastings School of Law had formed a drug education committee, is preparing its version of the law digest, and has been working in cooperation with Joe Maloney, State LRE Coordinator.

(3) In Missouri, the Champ Clark Chapter at Washington University is continuing its active program. A written report by the Chapter included the following highlights:

"A six-week lesson plan was developed. Last Spring PAD members conducted drug education lessons once per week for six weeks, culminating in a mock trial. A group of six students presents a trial related to drunken driving, with law students portraying the roles of judge, prosecutor, defense attorney, police officer and defendant. A group of 12 high school students is then selected to deliberate as a jury and reach a verdict. The mock trial scheduled for November 16 will be performed before an assembly of approximately 120 students."

(4) In Minnesota, Monroe Chapter will continue its mock trial program to reach about 4,000 high school students and will continue its active participation in "The Attorney General's Alliance for a Drug-Free Minnesota."

(5) In Texas, the Rayburn Chapter program is expected to reach another 2,000 junior and senior high school students, actively supported by the local educators.

(6) The Rasco Chapter implementation is continuing in the Miami area.

(7) In Pennsylvania, the PAD drug training manual was used by David Trevaskis of the State Coordinator's staff to provide a demonstration at a statewide LRE conference. The program will be implemented in the local high school at Kunztown, Pennsylvania, where Albert Cunningham, PAD LRE Coordinator for the State, is now Vice Principal.

(8) In Delaware, Read Chapter at the University of Delaware has completed its law digest and will proceed with implementation this year, under the supervision of law school professor Kenneth Sprang.

(9) In Kentucky, Vinson Chapter will continue its implementation during the current year, with the support of LRE State Coordinator Bonar and PAD LRE Coordinator Garvey.

(10) In 1989-90, preliminary awareness and some training of PAD law students has occurred in law school chapters of the new states of Washington, Wisconsin, Colorado, District of Columbia, Massachusetts, and Puerto Rico. A new model of bar association support is also under development in Iowa.

The supply of PAD drug education training manual has been exhausted. A second printing is now underway.



1990 HOST CONVENTION COMMITTEE — Shown above are some of the members of the 1990 Host Convention Committee in a planning session held October 20, 1989. Left to right: Jeff Connors, Fort Lauderdale Alumni Chapter; Sandra Pilgian, Mentschikoff Chapter; Chuck Eiss, Fort Lauderdale Alumni Chapter; Chris Moreno, Mayor, North Miami; and Bob Schimmel, District Justice. Not pictured are: International Justice Larry J. Crigler; Dalphine MacMillan, Fort Lauderdale Alumni Chapter; Betsy Nelson, Fort Lauderdale Alumni Chapter; Rick McCully, Fort Lauderdale Alumni Chapter and former Executive Secretary; Marvin Moss, Fort Lauderdale Alumni Chapter; and Executive Director Fredrick J. Weitkamp.