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POCKET DOCKET

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Legal Salaries Level As Job Market Lags

by

R. ROY FINKLE

Legal salaries were mentioned in the previous article as one indicator of the demand for legal services. Statistics on legal salaries are even more interesting to those students who are curious about the level of compensation they will be able to obtain in the practice of law. Average starting salaries have gone through a considerable change in the last few years. They ranged from $3600 to $7800 in 1964 to between $4800 and $8400 in 1966. The upper limit increased to $10,000 in 1967. During the first two years of employment, bonuses and salary increases were generally given which are not reflected in these figures.

There was a dramatic change in legal salaries in 1968 when Cravath, Swaine and Moore, in New York City, announced a starting salary for new graduates of $15,000. Cravath's intent was to freeze the salary for two and one-half years. This would have limited the actual rise in starting salaries to between 20 and 30 percent of prior levels. When news of the Cravath salary policy was transmitted across the country, other firms distorted the concept of the two-year freeze with mutations which included commitments for year-end bonuses and/or following year salary increases. By 1969 or 1970, the top compensation offered to new graduates reached $18,000. Currently, the effect of the recession has moderated the demand for new lawyers, and recent law salaries have not reflected increases in the cost of living.

The upper salary limits must be viewed in their proper perspective by noting that these top amounts were only offered by a few firms located in the major centers of legal activity in the country to the most outstanding graduates. The majority of law school graduates were offered considerably less and those in the lower end of their classes could expect to be given hardly one-half of these top figures. Also, the rate of increase in legal salaries during the 1960's appears to be atypical and was probably in response to a generally high demand for legal services at that time. For instance, the establishment and staffing of the O.E.O. Legal Services Program created a demand for approximately 1800 new lawyers. Both corporate legal departments and private law firms went through considerable expansion during this period.

CONT'D P.3

fast eddie's COMMENTARY

(ed. note: Due to his conspicuous absence from the faculty meeting, this chapter of Fast Eddie's Commentary is not being written by Fast Eddie.)

Although Dean Murray Schwartz loves to present a facade of liberality, his true ultraconservative--almost fascistic--personality was revealed last week when he opposed the admittance of the Hostile Witness to the Faculty Meetings. So intense is Schwartz's hatred of the left, in fact, that he at first (in complete contravention of the Faculty by-laws) refused to even put the Hostile Witness on the Faculty agenda. Only when faced with exposure by the press did he finally relent and allow the issue to be voted upon by the general Faculty.

The Faculty's reaction to the HW's petition was varied. Supporting Murray, altho for different reasons, was Prof. Michael Asimow. Asimow's rejection of the HW was due to the elitist position that mere students would be unable to understand his reasoning (or any other Faculty member's -- for that matter), and therefore all his arguments would naturally be misconstrued by the student press.

Not only is Asimow's reasoning incredibly arrogant, but so unbelievably feeble that it appears

CONT'D P.4

Intimidation Uncalled For

by

Patrick Hatcher

The on-going attempt by the faculty to consider part-time study and grade reform appears to represent sincere effort to meet the problems and malaise which pervade this institution. While student opinion on these issues is as varied as the faculty's, there does exist substantial student opposition to the intimidation of students as practiced hy some members of this faculty.

The belittling of an obviously unprepared student by a prof not only wastes time but is counterproductive in that it creates needless tension. Similarly, the berating of a prepared student for "not thinking like a lawyer" (still undefined after 17 months) or the throwing of chalk merely because the student doesn't respond in the best Pavlovian fashion, serves only to elicit nervous laughter from those spared students.

Whether intimidation is an unfortunate and costly ego-trip or actually represents a sincere effort to coerce students into concise presentations, the resulting quality of discussion suggests that those profs ought to question basic premises.

FACULTY REPORT

PRICE CONTROL?

Feb. 14, 1972

The meeting began with consideration of the Hostile Witness's petition to be admitted to Faculty Meetings. It has been said that he who defines the issue dictates the answer; if so, then Monroe Price carried the day for HW.

Dean Schwartz presented the question "Shall the HW be admitted" but Prof. Price quickly turned the tables by presenting the motion that any reporter from any newspaper with general distribution within the law school should be admitted. Discussion was thereby limited to consideration of the merits of including or excluding newspapers in general, and the name HW rarely came up.

It was finally decided by unanimous vote that any reporter from any newspaper with general distribution within the law school, devoted primarily to law school affairs, would be allowed to attend all Faculty Meetings; but excluded from those in which appointment matters are considered and those in which personal student matters are discussed, unless the student specifically requests the newspaper to be present.

Upon recommendation of Prof. Horowitz for the Faculty-Student Committee, the law school catalogue was amended to give notice to prospective students that their degree may he withheld for misconduct. It was suggested that perhaps misconduct should be made a bit more explicit but no action was taken in that line.

Also, upon recommendation by Prof. Horowitz, the waiver for those students who refused to sign the honor code was extended. Prof. Horowitz stated that his committee does not wish to make any recommendations about the honor code until all students are polled. This polling is to take place third quarter in conjunction with registration.

Interesting in this respect is the fact that anyone who wishes to may revoke his signature of the honor code and be covered by the waiver so that he may take his winter exams in good conscience.

After being turned down by the Clinical Committee, two students brought their request to the faculty to be given credit for summer "Quarter-away program." Arguments against the petitions were:

CONT'D P.3

ANNOUNCEMENTS:

1) DRAFT COUNSELING:

Students interested in taking Draft Counseling for credit Sprin Quarter should read the important but vague notice on the "Immediat Board" opposite the Admissions Office, or contact the Draft Counselin Office in Room 2114.

2) CLINICAL PROGRAM ASSISTANCE:

The Clinical Program is desperately in need of people to voluntee time for typing of Complaints, Interrogatories, Motions, Briefs, etc Anyone interested please call Marty at 825-7522.

3) QUARTER AWAY REGIONAL RESOURCE CENTER:

Develop a "workable program" for a regional resource center; unique opportunity to work with non-metropolitan Midwestern community Hear Karsten Vieg of the Midwest Research Institute's Center, Februar 25, 12-1 p.m. in the Faculty Lounge. Slides will also be presented Information is available in Room 2467C.

4) UCLA-ALASKA LAW REVIEW EDITOR SELECTION:

The UCLA-ALASKA Law Review will elect a new Editor-in-Chief and new Managing Editor for 1972-1973 on Monday, March 6, at 12 noon i Room 1327. All members should attend or vote by proxy.

5) GOING, GOING, GONE:

Get the old lady out of the house. . .and a lot of old junk, too- old books, old clothes, old lamps, old anything--For the UCLA Law Wive SILENT AUCTION, Wednesday, March 1, 7:30 p.m., across from Lounge Someone else's junk can be your treasure.

6) 1972 CALIFORNIA BAR EXAM UPDATE:

The deadline for registration for the July Bar (without penalty has been changed to April 3. Applications will be available in th Records Office as soon as they are received.

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Salaries...

These historical trends in starting salaries give some indication of the compensation a recent law school graduate can expect. However, more specific data is available.

LAW FIRMS:

1—COMPENSATION TO LAW SCHOOL GRADUATES AS REPORTED BY SELECTED LAW SCHOOL PLACEMENT OFFICES— FROM PRIVATE FIRMS (1970-71)

		Lowest	1st Quartile	Median	3rd Quartile	Top
Ohio	1970	$10,000	$10,000	$13,000	$13,500	$15,000
	1971	10,000	11,000	13,000	15,000	15,000
U. of Ill.	1970	8,200	9,000	10,000	12,500	14,400
	1971	8,200	9,000	10,000	13,000	15,000
U. of Cal.	1970	11,000	12,000	13,000	15,000	18,000
	1971	11,000	12,000	13,000	15,000	18,000
Stanford	1970	5,000	12,000	13,000	14,250	15,000
	1971			14,000		16,000

These figures tend to reflect the current softened economy and the increase in the number of lawyers and graduates available for work. In general, the economic slowdown has tightened the job market considerably so that salary levels have stabilized for attorneys in the past few years. This situation will probably prevail in the near future.

CORPORATE LEGAL DEPARTMENTS:

2—COMPENSATION TO LAW SCHOOL GRADUATES— FROM CORPORATIONS (1970-71)

		Lowest	1st Quartile	Median	3rd Quartile	Top
Ohio	1970	$10,000	$11,000	$12,000	$13,000	$15,000
	1971	11,000	11,000	13,000	15,000	15,000
U. of Ill.	1970	8,500	9,200	9,200	10,600	15,000
	1971	8,500	9,200	9,200	10,600	15,000
U. of Cal.	1970					
	1971					
Stanford	1970			15,000		20,000
	1971					

Corporations tend to seek seasoned attorneys rather than recruiting recent graduates. The rationale appears to be that seasoned attorneys, having had experience, are in a better position to decide whether or not corporate legal practice is attractive to them. Also, they are probably not so prone to seek employment for the sake of gaining experience.

FEDERAL GOVERNMENT PRACTICE:

3—COMPENSATION TO LAW SCHOOL GRADUATES— FROM FEDERAL GOVERNMENT (1970-71)

		Lowest	1st Quartile	Median	3rd Quartile	Top
Ohio	1970	$10,000	$10,000	$11,000	$11,500	$13,500
	1971	10,000	10,000	11,000	13,500	13,500
U. of Ill.	1970	8,000	8,700	9,000	11,000	12,000
	1971	8,000	8,700	9,000	11,000	12,000
U. of Cal.	1970	9,000		11,000		14,600
	1971					
Stanford	1970	9,200		10,000		11,300
	1971			11,905		12,800

The lowest GS grade which a law school graduate enters government service is GS-9. Exceptional law school graduates may enter government service at GS-11. Qualifications for entrance at the GS-11 level are:

1) The GS-9 requirement (the first professional law degree) plus one year of professional legal experience; or

2) The GS-9 requirement plus the second professional law degree which requires one full year of graduate study; or

3) The GS-9 requirement provided the applicant's record shows superior law student work or activities as demonstrated by one of the following:

   a. Academic standing in the upper third of the law school graduating class; or
   b. Work of achievement of significance on his law school's official law review; or
   c. Special high-level honors for academic excellence in law school, such as election to the Order of the Coif; or
   d. Winning of a moot court competition or membership on the moot court team which represents the law school in competition with other law schools; or
   e. Full-time or continuous participation in a legal aid program as opposed to one-time, intermittent, or casual participation; or
   f. Significant summer law office clerk experience; or
   g. Other equivalent evidence of clearly superior achievement.

Government employees after one year of service in a particular level are eligible for advancement to the next higher salary grade. Advancement within this minimum time will depend on such considerations as the employee's current salary grade, demonstrated ability, budgetary considerations and job vacancies in upper grades. In addition to grade promotions, employees are given "in grade" salary increases after specified time intervals. The first three increases are to be given within 52 weeks, 104 weeks for the next three increases and 156 weeks for any further increases in a particular grade.

CONT'D P4

FACULTY REPORT...

1. There is no summer school
2. This practice would allow acceleration of graduation
3. It would be taken advantage of by students who could not find other jobs.

Arguments for were:

1. Programs in the summer would produce keener competition and therefore better personnel.
2. The program would not force students to miss valuable courses.
3. Acceleration is allowable by taking summer courses elsewhere.

Prof. Chambers made the motion that the programs be allowed if the student agreed to work without stipend. His idea was to prevent this from becoming a means of finding summer employment, but his idea was attacked as providing "rich man's acceleration."

Encouraged by his earlier success, Prof. Price attempted to redefine the issue by pointing out that what the Faculty was really considering was the advisability of shrinking or lengthening the duration of a legal education. He suggested that this was not the proper context to consider such a serious question.

Taking their cue, the Faculty quickly voted down the petitions. (Price 2 - opposition 0)

As the hour grew late the discussion grew less thorough and the Faculty peremptorily approved several recommendations by the Curriculum Committee. Among these were the increase of credit for Tax I from 4 units to 5, and the authorization of Dean Bauman to begin developing a program in conjunction with the business school, whereby a student may obtain a JD and an MMA (MBA) at the same time.

Finally, Mike Fields was allowed to present his petition asking that senior students be allowed to take only 10 units instead of twelve next quarter so that they may better prepare for the bar. Mike felt that this is necessary due to the fact that the first B.A.R. course begins before UCLA even finishes finals and the optional bar subjects will be reviewed on weekends during April and May.

The Dean attempted to mollify Mike by offering to rearrange the finals schedule, but after Mike stood firm, the Faculty overwhelmingly voted the petition down.

MARKET PLACE

(Caveat Emptor)

PARTNERSHIP PLANNING--2nd year student would like to discuss possibility of 2 or 3 party partnership with others beginning after summer of 1973 in beach area, either Calif. or Oregon. Call Tony Ferguson, 663-1639 eves.

IT'S CAMP--For Sale--1971 VW Campmobile with pop-top. Only 11,000 miles. European road experience. Call Evan Lipstein, 477-0926, eves.

CHAIN YOUR CAR--Genuine VW snow chains for sale--$10.00. Excellent condition, used only twice. Fits VW bug. Call Dan after 6 at 398-4042.

JEWELRY--Diamond wedding rings, fine jewelry, sold by fellow law student at wholesale plus 10%. Call Jonathan at 476-1333; 344-4891.

Salaries...

FEDERAL GOVERNMENT SALARIES—1971

Grade	"In Grade" Steps									
	1	2	3	4	5	6	7	8	9	10
GS-9	10470	10819	11168	11517	11866	12215	12564	12913	13262	13611
GS-11	12615	13036	13457	13878	14299	14720	15141	15562	15983	16404

The data on starting salaries do not answer the question: "What is it worth in economic terms to complete law school?" The following chart displays the results of a 1970 Bank of America survey which includes the Bank of America legal department and 13 local Los Angeles firms ranging in size from 12 attorneys to the largest firms in town.

ATTORNEY COMPENSATION IN THE LOS ANGELES AREA

Year Graduated from law school	Low	High	Average
1961	$19,000	$60,853	$28,391
1962	24,000	51,587	27,952
1963	16,800	31,930	26,557
1964	17,708	36,018	27,200
1965	15,600	36,274	22,556
1966	14,950	25,592	21,118
1967	14,300	20,500	18,014
1968	14,583	20,400	16,520
1969	12,300	17,600	14,977
1970	12,500	15,600	14,314

Calculation of the economic worth of legal education is not a simple matter. Many variables such as a particular individual's motivation, ability and/or luck defy quantification. However, the impact of these factors may be seen in the fact that law is among the riskiest of professions as measured by dispersion of incomes within the profession. An approach which avoids some of these problems is comparison of the present values of the lifetime incomes of various professions. For reasons of simplicity and space the method of calculating these values is omitted. The following chart shows the present day values of the lifetime incomes of four different professions at various discount rates. The discount rate reflects the amount of return that can be expected on a certain investment over a period of time. Average school costs must be subtracted to remove the cost of tuition, books, etc. from the total lifetime income.

Present Day Returns on Different Forms of Professional Education in Thousands of Dollars, 1959

Profession	Discount Rate 2%	4%	6%	8%	12%	Average School Costs
Law	187	108	63	38	13	10
Medicine	231	144	92	60	26	25
Dentistry	153	108	78	57	32	20
Engineering (Aeronautical)	53	30	27	25	22	10

These figures indicate the amount of economic return for investing in different types of postgraduate education. The returns on medical education are greater than law, but this difference is reduced when school costs are taken into consideration. Law compares favorably with Dentistry as a whole, but assuming lower discount rates, law would appear to have an economic advantage. The figures for Engineering speak for themselves.

In summary, legal salaries have definitely leveled off and the previous rate of increase was probably due to market conditions that no longer exist. Despite this leveling off of salaries, legal education still appears to offer an attractive economic return for those wishing to invest in postgraduate education. This is particularly so given the demand for services of other professions such as education, engineering, etc. Perhaps this is one reason for the currently high demand for legal education as shown by the large number of applicants to law schools.

Fast eddie...

doubtful that the good profess
ever uttered a thought worth
construing anyway.

It is truly unfortunate
Schwartz and Asimow took such ex
positions on the matter, for it
cluded any legitimate consider
of the issues. The Faculty, m
out of contempt for the Dean's p
udices, voted in favor of the
petition without ever really re
ing the merits of the instant

Had it been recognized
the Hostile Witness is merely
mouthpiece for a reputedly comm
organization--The National Law
Guild—the result would most cer
ly have been different. Not
Fast Eddie has anything aga
communists per se, but it mus
recognized that the group's
purpose is the advancement of t
own cause, not the accurate rep
ing of law school issues and ev

This Law School is sorel
need of better Faculty-Student
lations, but it is hard to see
the spread of distortions and t
ed facts that will possibly re
from the Hostile Witness' admiss
to Faculty Meetings can possibly
in any legitimate communicatio
that direction. For this rea
Fast Eddie wishes to go on re
opposing the latest Faculty Vot
the Gadfly rests.

(ed. note: The only grain of t
in the foregoing article is the
that the Hostile Witness was ad
ted to the Faculty Meetings, but
this completely false commentary
shown to various law students, m
were willing to believe much of
to be true. The fact that any s
dent could know so little about
this school is governed, or so li
about those who govern it, plai
points out the need for more,
better, communication between
Faculty and students. The PD
plauds the decision to admit
Hostile Witness to faculty meeti
as a step in the right direction

SBA Repor

After 5 minutes of thorough
deliberate discussion, the Stud
Bar Association resolved 4 issue
their Feb. 14 meeting.

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