

CAREER PATTERNS OF THE BLACK LAWYER: A ROUNDTABLE*

(Ed. Note: This Roundtable was sponsored by the National Conference of Black Lawyers on March 13, 14, 1980 at the Georgetown University Law Center. It was the first and most comprehensive effort to date to discern and to assess developments and trends in the career patterns of this new generation of black law graduates. Because the Roundtable's participants were individuals who spend a considerable amount of time considering and working with the issues discussed, they offered more than just another dismal status report. Rather, individually and collectively they pointed the way toward new research possibilities, constructive approaches, and even possible solutions. Thus this Roundtable emerges as a critical first step along the road to resolving the myriad problems and concerns that prompted it in the first place. The BLACK LAW JOURNAL is pleased to offer this edited transcript of the proceedings.)

ROUNDTABLE PARTICIPANTS (in alphabetical order)

Lauren Anderson is the Associate Director of the National Conference of Black Lawyers, a position she has held since 1979. She received a B.A. from Barnard College in 1974 and a J.D. from Rutgers School of Law in 1977.

Daniel O. Bernstine, an Associate Professor at Howard University Law School, is conducting a research project in collaboration with Howard S. Erlanger, a professor in sociology at the University of Wisconsin, to study the affirmative action program at the University of Wisconsin Law School. Bernstine received an A.B. from the University of California (Berkeley) in 1969; a J.D. from Northwestern University School of Law in 1972, an LL.M. from the University of Wisconsin Law School in 1975.

Jerome Culp is presently a Visiting Assistant Professor at the University of Maryland-College Park. Formerly a law clerk with Judge Nathaniel R. Jones, United States Court of Appeals, Sixth Circuit, he received a B.A. from the University of Chicago in 1972, an M.A. in Economics from Harvard University in 1974 and a J.D. from Harvard University Law School in 1978.

Butler Henderson is the Executive Director of the Earl Warren Legal Training Program, a position he has held since 1972. A graduate of Morehouse College, where he received a B.A. in Economics in 1944, Henderson was assistant to the President of Morehouse College from 1960-1968. He received an M.A. in Economics from New York University in 1947.

Wade Henderson, the Executive Director of the Council on Legal Education Opportunity, received a B.A. from Howard University in 1970 and a J.D. from Rutgers State University Law School in 1973. Henderson is a member of the National Conference of Black Lawyers, the American Bar Association and the National Bar Association.

Gary A. Munneke is Assistant Dean and an Assistant Professor at the

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University of Delaware Law School. He is on the editorial board of *Barrister*, a past president of the National Association for Law Placement, and an active member in the American Bar Association. Munneke received a B.A. from the University of Texas in 1970 and a J.D. from the University of Texas Law School in 1973.

Oliver B. Quinn is an Assistant Dean at Rutgers State University Law School-Newark, where he received a J.D. in 1975. Quinn received a B.A. from Syracuse University in 1972. He was formerly an attorney with the U.S. Department of HEW, Office of General Counsel, Civil Rights Division.

Michael D. Rappaport, a labor arbitrator, is Assistant Dean of the University of California Law School. He received a B.S. in 1965 from UCLA and a J.D. in 1968 from the law school. He is a former director of the Los Angeles Jewish Legal Services Program.

J. Clay Smith received a B.A. from Creighton University in 1964 and a J.D. from Howard University Law School in 1967. He received the LL.M. in 1970 and the S.J.D. in 1977 from the George Washington University Law Center. Dr. Smith is a Commissioner on the U.S. Equal Employment Opportunity Commission.

Ralph R. Smith is an Assistant Professor at the University of Pennsylvania Law School. A member of the National Board of *The Black Law Journal*, he received a B.A. from Loyola University of Los Angeles in 1969 and a J.D. from U.C.L.A. in 1972. Smith, a candidate for the S.J.D. degree at Harvard University, chairs the Minority Section of the Association of American Law Schools.

James A. Thomas, an Associate Dean at Yale Law School, received a B.A. from Wesleyan University in 1961 and a J.D. from Yale Law School in 1964. Thomas was formerly an attorney with the Department of Justice, Civil Rights Division.

INTRODUCTION TO THE ROUNDTABLE

Lauren Anderson

This Roundtable is part of a larger initiative by the National Conference of Black Lawyers to develop a data base on blacks in the legal profession. And that initiative is itself only a part of the multi-faceted approach that NCBL has undertaken to address in a meaningful way the problems of blacks and other oppressed peoples in American Society and throughout the world.

The National Conference of Black Lawyers (NCBL) is an incorporated associated of black lawyers and law students in the United States and Canada. NCBL was established to provide an organized unit to serve as an effective advocate of the rights of minorities and the poor. In furtherance of its stated purpose NCBL has: conducted a systematic program of federal