Solea Motschikoff, the first woman professor at the Law School, made an impact on the students she taught from 1931 to 1974. Her portrait, by James Ingwerson, hangs in the James Parker Hall Concourse outside of the Bernard G. Sanz Lecture Hall.
Women Advancing the Law and the Law School

Alumni from the classes of 1951 to 1974 often recall the anxiety they felt when Soia Mentschikoff called on them for the first time—as well as the pride they experienced when they successfully completed her course. To so many, Soia personified the Law School's core values of rigorous scholarship and teaching. She was the rare woman of her day who was able to overcome society's significant obstacles to achieve unquestioned leadership in the law and the Law School.

Today, the number of women in leadership roles at the Law School has never been higher. Women are eight of the Law School's 28 tenured or tenure-track professors and six of its eight deans. The committee handling this year's tenure decision is composed entirely of women. Eighteen women hold positions as visitors, lecturers, adjuncts, and clinical faculty. As Dean Daniel Fischel observed, “The women at the Law School today are true to Soia's example. They are experts in their respective fields who are doing work of extraordinarily high quality.”

Judith Wright, Associate Dean and Director of Library and Information Services, was first hired at the Law School as a documents librarian in 1970. “When I first came here, Soia Mentschikoff was on the faculty, and that made an enormous difference to the women students,” Wright said.

“Mentschikoff was a vibrant person who could fill the shoes of several people and, perhaps, made more of a difference than any one other woman could have.” Ellen Cosgrove, ’91, Dean of Students, notes that today, “with eight women on the faculty, the students cannot easily pigeonhole what a female faculty member is.”

In 1998, the Law School hired eight “superstar academics” in what The National Law Journal called “the second greatest law school faculty raid of all time—if not the greatest” (comparing our recent hiring coup to Stanford's historic one in the 1960s). In doing so, the Law School gained Professors Lisa Bernstein, Jill Hasday, and Julie Roin. This year, Mary Anne Case joins these three newcomers and the four women already on the academic faculty—Martha Nussbaum, Elizabeth Garrett, Tracey Meares, and Emily Buss.

The spectrum of expertise demonstrated by the women on the faculty—both individually and collectively—carries forward the Law School's traditional commitment to interdisciplinary study. Bernstein and Roin are taking law and economics in new directions. Case, Hasday, and Visiting
Professor Catharine MacKinnon bring gender and sexuality issues to the center of legal theory and legal history. Meares is a pioneer in the emerging field of law and social science. Nussbaum uses the classics to raise questions about the role of law in society. Garrett is bringing the legislative process to the fore in legal studies and legal education. Buss uses psychology to better understand the place of children in the legal system. Each woman's work breaks new ground, in the best University of Chicago tradition.

Similarly, the women in the administration integrate their experiences in law firms, government, libraries, investment banking, and public policy advocacy to advance the quality of education that the Law School provides. Deans Alison Cooper, Ellen Cosgrove, Elizabeth Garrett, Sylvia Neil, Jennifer Sacon, and Judith Wright draw on the best practices of the legal, corporate, and not-for-profit worlds to help the Law School remain a leader in legal education and scholarship.

**THE NEW FEMALE FACULTY**

Lisa Bernstein is widely regarded as one of the most important law and economics and commercial law scholars to enter the field in years. Bernstein's work challenges prevailing empirical and theoretical assumptions about commercial law. Her method, she explains, is to go out and gather "empirical evidence about how merchant transactions are actually conducted." Professor Douglas Baird describes Bernstein as the "intellectual heir to Karl Llewellyn and Soia Mentschikoff," saying that she "embraces what Karl Llewellyn calls 'the law in action,' and does it in a way that is really exciting."

Bernstein is best known for studying industries that have opted out of the legal system, choosing instead to set up their own private legal systems, complete with arbitration tribunals that operate under detailed procedural rules and that interpret and apply their own commercial law statutes. In her studies of diamond traders in New York, grain and feed merchants, hay traders, silk traders, textile merchants, and cotton traders, she challenges the empirical assumptions that have long been the basis of modern commercial law. Her studies suggest that commercial laws that were "designed to be flexible and to promote long-term relations have the opposite effect instead."

Jill Hasday, who graduated from Yale Law School in 1997, has already carved out a national reputation for her writing on family law and federal jurisdiction. She is currently completing a legal history of marital rape, in which she uses the record of the 19th-century struggle over a husband's conjugal prerogatives to help explain why a majority of states still retain some form of a marital rape exemption.

"History tends not to be normative. It's descriptive," Hasday said. "Legal writing tends to be prescriptive and normative. I'm trying to bridge that gap. The idea is to do a legitimate account of the history of marital rape—one that a historian would accept—but to still make an argument about what the law should be doing."
Hasday’s teaching interests include anti-discrimination law, constitutional law, national security law, and legal history, as well as family law. Before coming to the Law School, she clerked for Judge Patricia M. Wald of the United States Court of Appeals for the D.C. Circuit.

**Julie Roin** is a leading authority on international taxation. Like Bernstein, she sees her approach as consistent with the School’s law and economics tradition.

“Tax is about economics,” Roin said. “It’s about people shelling out money to the government and changing their behavior in response to being told they have to shell out money to the government. One of the things we do in tax policy is to think about ways that we might change the law to get the revenues we want without encouraging undesirable behavior.”

Roin practiced tax law as an associate with Caplin & Drysdale, a firm in Washington, D.C., before becoming a professor. Her husband, Saul Levmore, who also joined the Law School faculty last year, was teaching at the University of Virginia School of Law in Charlottesville when she made the decision to pursue a teaching career. After a year as a commuter couple, Roin explained, they wanted to live in the same place.

“We wanted to see if I would enjoy academia,” Roin said. “I did—and was successful enough to receive a tenured offer from The University of Chicago.” Personal convenience brought unexpected professional benefits. “What we did not fully appreciate at the time,” she remarked, “was the intellectual synergy that would come from our working in the same field.”

**Mary Anne Case**, according to Dean Fischel, “is one of the great lights in the fields of gender and sexuality law,” as well as an expert in constitutional law and European legal systems. Her research interests include German contract law and the First Amendment, and she will be teaching classes on sexuality and sex discrimination.

Case’s recent scholarship concentrates particularly on the early history of feminism and the regulation of sex, gender, and sexuality. In a recent article, she analyzes two cases that challenged the exclusion of women from state-sponsored military colleges—specifically, Virginia Military Institute and the Citadel. In doing so, she considers the implications of the disaggregation of sex and gender for feminist legal theory and the constitutional law of sex discrimination.
THE FACULTY WOMEN THEY JOINED

Elizabeth Garrett, Professor of Law and Deputy Dean for Academic Affairs, is a leading scholar who also has oversight responsibility for academic life at the Law School. Garrett has written extensively on the legislative process, ballot initiatives, and the federal budget. She teaches courses on legislative process, federal budget policy, and administrative law.

"My scholarly objective is to change the court-centric focus of legal education. My crusade is to make law students, policy makers, and law professors think about Congress and state legislatures as part of the legal environment in the same way that they think about courts," said Garrett. She has pursued this goal not only at Chicago but also on the international stage by teaching summer courses in statutory interpretation and legislative drafting and U.S. administrative law at Central European University in Budapest. She is also coediting a casebook on legislation, due out in 2000, with William N. Eskridge, Jr., and Philip P. Frickey. In doing so, she draws on her past experience working on tax and budget issues as legislative director for former U.S. Senator David L. Boren of Oklahoma.

As Deputy Dean for Academic Affairs, Garrett is working to enhance the curriculum by developing new courses and programs, by identifying the best people from the Chicago legal community to teach new classes as adjunct lecturers, and by better integrating the Law School into the University as a whole. Garrett also analyzes the academic experience from students' perspectives to see how it can be improved. For example, this past year, she evaluated policies on everything from the Law School's clinical programs to the taking of examinations on laptop computers.

Martha Nussbaum, the Ernst Freund Distinguished Service Professor of Law and Ethics, is world renowned for her exploration of the relationship between humanities and the law. She holds a joint appointment in Law, Philosophy, Divinity, and the College and is an Associate member of the Classics Department and an Affiliate of the Committee on Southern Asian Studies. Her scholarship frequently explores the ways in which humanistic reasoning based on Aristotle can serve as a "principled alternative to the utilitarian concepts of practical reasoning that are popular throughout law and economics," she explained.

Nussbaum believes her philosophy courses are an important part of a legal education. "Law students need to learn to think about the purpose of a legal and political order as being more than maximizing wealth," she said.

Her courses challenge them "to think about how politics can support human needs." For example, she teaches a course on the work of John Rawls, sometimes focusing on his book A Theory of Justice and, more recently, on his Political Liberalism. She also teaches feminist philosophy and is now developing courses on utilitarianism and its critics and on global justice.

In addition, Nussbaum has developed a law and philosophy workshop, which she now runs with colleague David Strauss. The workshop has addressed topics such as practical reasoning, equality, pluralism and toleration, and autonomy. The topic for the new millennium will be privacy. She has addressed many of these same issues through her field work in India and through her work for the World Institute for Development Economics Research (WIDER), a division of the United Nations University in Helsinki.

She has also received honorary degrees from Kalamazoo College, Grinnell College, Williams College, St. Andrews University, the Katholieke Universiteit Leuven, Whitman College, the University of Toronto, Bard College, and the University for Humanist Studies.

Dean Fischel describes Tracey Meares, '91, as a "pioneer in the use of social science research" who is "developing new paradigms for analyzing criminal law and procedure." Meares entered the field in response to the furor surrounding a theory developed by one of her friends, Harvard Law School Professor Randall Kennedy. He postulated that the black community might welcome harsher penalties for those convicted of crimes involving crack cocaine because their communities bear the brunt of the burden caused by the drug trade. Meares decided to analyze public opinion data to test Kennedy's theory.

"I came to the conclusion that it's very complicated," she said. "My analysis of NORC's General Social Survey suggests that, although a majority of blacks and whites surveyed held a position that I characterized as 'dual frustration'. These respondents tended to be older black women, and they desired less harsh sentences for criminal offenders in general even as they supported criminalization of drug offenses."
Her work has brought her into the fray over Chicago's anti-loitering ordinance. The law was written in an effort to combat gang activity by preventing groups of youths from congregating on street corners. But opponents challenged the ordinance because they believed it would allow police to unfairly harass minorities. When the case went to the U.S. Supreme Court, Meares and former colleague Dan Kahan wrote an amicus brief on behalf of a group of community organizations that supported the anti-loitering ordinance.

Emily Buss draws on the psychological literature about child development to analyze issues in juvenile justice, children's legal representation, and children's rights. Her scholarship frequently explores the types of situations she faced when she represented abused and neglected children as a staff attorney for the Child Advocacy Unit of the Maryland Legal Aid Bureau and as the deputy director of the Juvenile Law Center in Philadelphia. There she became convinced that the law and legal scholarship failed to account properly for the differences between the adult and the child client. This inspired her to leave practice in order to address her concerns in academia.

In her research, Buss comes to a new understanding of what is happening when attorneys struggle to represent child clients or what is at stake for children and society when the state formulates a response to juvenile crime. She teaches courses on family law, civil procedure, and evidence, which allow her to blend her experience in practice with a more theoretical consideration of the issues.

Five of the 18 female senior lecturers, adjuncts, visitors, and clinical faculty are Diane Wood, Jacqueline Bhabha, Herschella Conyers, Patricia H. Lee, and Catharine MacKinnon.

Judge Diane P. Wood was the Law School's Harold J. and Marion E. Green Professor of International Legal Studies before becoming a judge of the U.S. Court of Appeals for the Seventh Circuit in 1995. She continues to teach at the Law School as a Senior Lecturer. This year, she will teach first year students Civil Procedure II.

Catharine MacKinnon, a defining voice in feminist legal theory, teaches each spring at the Law School as a Visiting Professor. MacKinnon is well known for pioneering the legal claim for sexual harassment as a form of sexual discrimination. Since 1992, she has represented Croatian and Bosniak (Muslim) women and children who are victims of Serbian genocidal sexual atrocities and has established genocidal rape as a violation of international law in some jurisdictions.

Jacqueline Bhabha, Lecturer in Law, focuses her energies on international issues. She directs the University of Chicago Human Rights Program and has written on refugee law, human rights, women and children's rights, and developments in European freedom of movement.

Herschella Conyers, '83, Assistant Clinical Professor, joined the Mandel Legal Aid Clinic in 1993. She and Randolph Stone supervise students involved in the Criminal Justice Project.

In 1998, Patricia H. Lee came to the Law School to launch the Institute for Justice Clinic on Entrepreneurship. As Director of the newest clinical program at the Law School, Lee provides transactional counsel to inner-city entrepreneurs. She also helps to train the growing number of Chicago students who are interested in pursuing small business law.
**Sylvia Neil** integrates her diversified background as a litigator, public policy advocate, law professor, administrator, and fundraiser in her newly created position at the Law School, Associate Dean for External Affairs and Planning.

Her responsibilities include development, alumni relations, the Visiting Committee, civic affairs, symposia, events, communications, and publications.

Neil began her career as a staff attorney with the Legal Assistance Foundation of Chicago. She was the executive and legal director of the American Jewish Congress Midwest Region for many years and founded a firm of lawyers and consultants specializing in public policy initiatives and strategic planning. She has also taught at various law schools and at the National Institute for Trial Advocacy.

Before coming to the Law School, she developed programs in the areas of religious liberty, civil rights, women’s rights, welfare reform, law reform, and health care. She also litigated many cases and authored several legislative enactments on these issues. She has been broadly involved in civic affairs, including tenures as Commissioner on the Illinois Human Rights and Cook County Human Rights Commissions, on the board of Leadership Illinois, and on the steering committee of the Illinois Equal Justice Project.

“The University of Chicago Law School is a laboratory for germinating the ideas in the law that change the world,” Neil said.

“To me, it is the transcendent cause to nurture and support.”

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**Alison Cooper**, Associate Dean for Internal Affairs and Special Projects, began her legal career in commercial litigation at Carrington, Coleman, Sloman & Blumenthal in Dallas and did significant pro bono work serving women and children fleeing violent homes. Her first position in academic administration was Assistant Dean at Southern Methodist University School of Law.

Cooper now manages the Internal Affairs of the Law School, coordinating the efforts of Admissions, the Dean of Students, and Career Services, and handles special projects, expanding, overhauling, or initiating services for faculty, staff, and students where needed.

During the past year, she has had a hand in all of the decisions that affect the School’s infrastructure, from coordinating the implementation of the architects’ master planning of future facility needs to ensuring that the School is equipped with cutting-edge technology. Most recently, she has been charged with restructuring admissions.

For her, she explained, “being involved in education, making a difference, and creating and sustaining communities is exciting work.”
Jennifer Sacon worked as a litigator for law firms in Boston and Chicago and conducted several years of soul searching before concluding that a career in academic administration would make the best use of her undergraduate psychology major and her experience as an attorney. Although Sacon describes that period of self-assessment and career counseling as a difficult one, it left her uniquely qualified for the position that she now holds, Assistant Dean and Director of Career Services.

As head of Career Services, Sacon is responsible for the leadership, management, and implementation of all career planning and placement programs for the Law School's approximately 600 students and 7,000 graduates. Expanding services to alumni is one of her primary goals.

"Career services was very different five or 10 years ago. Alumni weren't considered a population in need of services," Sacon said. "But statistics now show how often lawyers move around in the profession. They are a population that does feel a need for services—and they are entitled to them."

The Female Deans They Joined

This summer, Dean Fischel appointed Judith Wright Associate Dean and Director of Library and Information Services. Wright is a true veteran of the Law School. Over the past 29 years, she has dedicated herself to enhancing the holdings and services provided by the Law School's library, taking only one three-year hiatus, in the late 1970s, to earn her J.D.

Wright began as a documents librarian shortly after completing her M.A. at The University of Chicago Graduate Library School. During her time here, the library has moved from relying on a card catalog and print bibliographies for locating materials to using an amazing and ever-improving array of electronic databases.

"Until I retire, people will still need librarians," Wright said, referring to speculation that computers may someday eliminate the need for humans in her profession. "They can't do it without us. It is a complex environment."

Ellen Cosgrove, '91, spent 8,325 billable hours in the litigation department at LeBoeuf, Lamb, Green & MacRae in New York before rejoining the Law School in 1995 as Dean of Students.

Cosgrove, a former LSA President, began contemplating a shift into academic administration when she realized that her student government work at Mount Holyoke College and the Law School were among her most fulfilling experiences.

Cosgrove says that she works to make the Law School better for current students by "trying to be a shock absorber. Law School is hard enough, so I try to create an environment where students don't have to deal with administrative hassles." She does a great deal of counseling, helping students find the right person to solve a problem, and advising on everything from choosing courses to juggling the pressures of family and law school.
Britt Guerrina

After graduating from The University of Chicago with a bachelor's degree in political science and a master's degree in international relations, Guerrina attended France's Ecole Nationale d'Administration, where she studied public administration. During her second year of law school, Guerrina was president of the Chicago Law Foundation, a group that raises money to fund public interest grants. She was editor in chief of the University of Chicago Law Review, a student-edited scholarly journal, in a year when both top editors were women for the first time. As a 1999 graduate, Guerrina was elected to the Order of the Coif and was presented with the Ann Watson Barber Outstanding Service Award. She currently is clerking for Judge Diane Wood of the U.S. Court of Appeals for the Seventh Circuit in Chicago.

Anita Schick

A graduate of the University of Nebraska, Schick grew up in Omaha. As a second-year student, she won the Hinton Moot Court Competition. Last year, she co-chaired the Moot Court Board. She was also a board member of the Law Women's Caucus Board. Schick graduated in 1999 with honors and won the Thomas R. Mulroy Prize. Schick has recently joined the firm of Kirkland & Ellis in Chicago.

Kim Bliss

Bliss grew up in San Diego and graduated from the University of Southern California. During law school, she was the class representative to the Law Students' Association, co-chair of the Lesbian, Gay, Bisexual, and Transgender Students' Association, and a board member for the Mandel Legal Clinic. In her third year, she was a winner in the Hinton Moot Court Competition. Bliss also captained the championship women's flag football team in 1999. Bliss graduated in 1999 with honors, winning the Ann Watson Barber Outstanding Service Award, the Edwin F. Mandel Award, and the Thomas R. Mulroy Prize. Currently, she is clerking for Judge Margaret M. Morrow of the U.S. District Court for Central California.

Brooksany Barrowes

Barrowes grew up in the small town of Warsaw in downstate Illinois and attended Brigham Young University. At the Law School, she became editor in chief of the University of Chicago Legal Forum and worked in the Mandel Legal Aid Clinic. In addition, Barrowes was a member of the Law Women's Caucus, the women's mentoring program, and the Federalist Society. A 1999 graduate, she joined Baker & Botts in Washington, D.C.

Neomi Rao

A graduate of Yale, Rao was president of the Federalist Society in a year in which the organization hosted the society's national symposium. She was also comment editor of the University of Chicago Law Review. At her graduation in 1999, she was elected to the Order of the Coif. Currently, she is clerking for Judge J. Harvie Wilkinson of the U.S. Court of Appeals for the Fourth Circuit in Charlottesville, Virginia.
Women's Mentoring Program Off to Another Good Start

To many women in law school, the actual practice of law is a mystery. What do lawyers do every day? How did they make the transition from school to practice? What issues do they face because of their gender?

For the past seven years, the Women's Mentoring Program has made the practice of law a little less mysterious for hundreds of students. The program was started in 1992 by several first-year women who recognized a need for more student-to-practitioner contact for women students.

This year's program cochairs are third-year students Melina Patterson and Michelle Lawner and second-year students Sally Beren and Sara Pildis. They match first-year women students with women practitioners in the Chicago area, and host several group events throughout the year. This year, over 90 percent of the women in the first-year class have asked to participate in the program—a clear indication of its popularity.

Additional events planned for the year include small group dinners and lunches in winter quarter and a panel discussion in the spring. Students and mentors are encouraged to keep in touch with each other and to set up their own meetings as well.

"The program gives students an opportunity to see what it is really like to be a lawyer," said program cochair Melina Patterson. "It also allows students to know that there is life after law school."

This year's first event was a November 3 reception at the Chicago office of Latham & Watkins. Katherine Herzog of Eastern Point Consulting Group, who has set up mentoring programs at many large law firms, gave a brief presentation on the nature of mentoring and how to make it work.

The key variable in a successful mentoring relationship, she said, is consistency. Despite time demands, both participants need to carve out time for each other to make it work. And if the relationship is successful, "it's of equal benefit to the mentor and the mentee."