

LD
3745
M34
2007

An Interview with Ann McGinley

An Oral History Conducted by Claytee D. White

The UNLV @ Fifty Oral History Project

Oral History Research Center at UNLV

University Libraries

University of Nevada Las Vegas

2007

©UNLV@ *FIFTY* Oral History Project
University of Nevada Las Vegas, 2007

Produced by:

The Oral History Research Center at UNLV – University Libraries

Project Director: Claytee D. White

Coordinator and Interviewer for Math and Sciences: Dr. David Emerson

Project Editor: Gloria Homol

Interviewers and Project Assistants: Suzanne Becker, Andres Moses, Laura Plowman,
Emily Powers, Shirley Emerson, Mary K. Keiser
Lisa Gioia-Acres

Recorded interviews and transcripts composing the UNLV @ Fifty Oral History Project have been made possible through the generosity of CSUN (grant initiated, presented, and shepherded through the CSUN political process by Andres Moses) and the Libraries Advisory Board. Lied Library provided a wide variety of administrative services and the Special Collections Department, home of the Oral History Research Center, provided advice and archival expertise. The Oral History Research Center enabled students and staff to work together with campus community members to generate this selection of first-person narratives.

The transcripts received minimal editing. These measures include the elimination of fragments, false starts, and repetitions in order to enhance the reader's understanding of the material. All measures have been taken to preserve the style and language of the narrator.

The following interview is part of a series of interviews conducted under the auspices of the UNLV @ Fifty Oral History Project. Additional transcripts may be found under that series title.

Claytee D. White, Project Director
Director, Oral History Research Center
University of Nevada Las Vegas

Table of Contents

Growing up in Allentown, Pennsylvania; father's influence; going to college; teaching in Spain; siblings' whereabouts; father's law training; Law school in Pennsylvania; description of what clerkship is..... 1-5

Clerkship with Joseph S. Lord III; anecdotes about lawyers; getting married; moving to Minneapolis; birth of children; working for small firm on employment discrimination; moving to Brooklyn; teaching at Brooklyn Law School; memorable discrimination cases.....6-10

Hired at Florida State in Tallahassee; detailed discussion of struggles for tenure; plans for book on hegemonic masculinities; ready to leave Florida; phone call from Carl Tobias at UNLV; interviewed and hired.....11-22

Coming to Las Vegas; amazing lights; settling in Green Valley; speaking out about oppression at Florida State; noting women in power positions in Nevada; mentioning staff at UNLV in 1999.....23-25

Involvement in law school clinical program at UNLV; description of clinical program; opinions on search for new president; thoughts on Las Vegas before coming here; social life in the city; how Las Vegas differs from other places lived; classes taught here...26-29

Connection with Women's Research Institute; thoughts on the future of UNLV Law School; discussion on the draining nature of teaching night classes; comments on the value of money versus academics; UNLV law school a comfortable place for women to thrive.....30-34

Preface

Ann McGinley grew up in Allentown, Pennsylvania, the third child in a family of four. Her mother was a homemaker and her father was a lawyer. It was because of her father that she became interested in civil rights.

Ann attended college and majored in Spanish. She earned a master's degree and taught in Spain for five years. Her brother and his wife were lawyers and she decided to go back to law school at the University of Pennsylvania.

Ann did a two year clerkship for a federal judge, doing research and drafting opinions. She met her husband-to-be during this time and they moved to Minneapolis. Ann did commercial litigation and worked on a class action suit against the school system on behalf of the American Indian population.

Her husband wanted to teach and was hired by Brooklyn Law School. Their first child was on the way and Ann studied for the bar in New Jersey. She then worked for a small firm in Labor and Employment Discrimination. A teaching job at Brooklyn Law School opened up and she worked part-time there for four or five years, meanwhile giving birth to two more children.

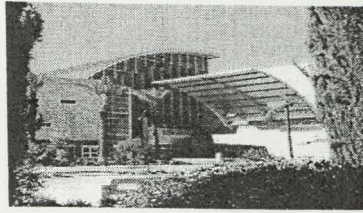
It then seemed like the right time to make a career move, so Ann and her husband applied and were hired at Florida State in Tallahassee. After watching others being denied tenure and having experienced that denial themselves, they were ready to move on. A phone call from Carl Tobias inviting them to UNLV was followed up with interviews, and the McGinley's made the move to Las Vegas.

Ann and her family settled in Green Valley in 1999 during Carol Harter's administration. Ann drafted the plan for a clinical program, which uses real clients to help train law students, and has helped build other programs for the law school.

Ann now teaches employment law, employment discrimination, disabilities discrimination law, torts, and occasionally civil procedure. Her vision for the future of the law school is for it to continue with its social mission, and perhaps for a satellite campus to open at UNR. She is confident that the UNLV law school will continue to be a place where women can thrive.

ORAL HISTORY RESEARCH CENTER AT UNLV

UNLV Oral History Project @ Fifty



Use Agreement

Name of Narrator:

Ann C. McGinley

Name of Interviewer:

CLAYTEE D. WHITE

We, the above named, give to the Oral History Research Center of UNLV, the recorded interview(s) initiated on 8/1/2006 as an unrestricted gift, to be used for such scholarly and educational purposes as shall be determined, and transfer to the University of Nevada Las Vegas, legal title and all literary property rights including copyright. This gift does not preclude the right of the interviewer, as a representative of UNLV, to use the recordings and related materials for scholarly pursuits. There will be no compensation for any interviews.

Ann C McGinley
Signature of Narrator

8/1/06
Date

Claytee D. White
Signature of Interviewer

8/1/2006
Date

This is Claytee White. It is August 1st, 2006. I am with Ann McGinley in her office here in the law school at UNLV.

So how are you doing today?

I'm doing well, Claytee. How are you?

Good. Now, tell me about this beautiful office. I love it.

Well, this is actually I think the best office other than the dean's and the associate dean's office, which is in the other building. You know, we have two buildings in the law school. I was fortunate enough to get it because it became available at a time when I was also available.

So how long have you been in Las Vegas?

I've been here for seven years almost exactly to the day.

Wow. Now, did you come just for the job at the law school, not just, but did you come for the job at the law school?

Yes. My husband and I were both recruited to come here. He's also a law professor here. We were at the time teaching at Florida State University and we came out and looked around. They only had been here -- well, they were across the street, you know, across Tropicana in the old Paradise Elementary School with the little toilets. That's where I taught for the first few years I was here. That's where I interviewed when we came here.

So what did you think about that, interviewing in a small place like that?

Well, I can't say you could see the potential in the building itself, but I could see the potential in the people and in the plans that had already been drawn. It was clear that there was a lot of support in the community and there was support, of course, by Bill Boyd because he had put his name on it. Of course, Jim Rogers had put down a pledge for \$25 million at that point, so this information was kind of rippling through the academy. Everybody was a little bit -- their interest was peaked.

By the same token, I will say that the idea of going to Las Vegas was the farthest thing from my mind. I never would have come here for a vacation.

Where did you grow up?

I grew up in Allentown, Pennsylvania, which is near Philadelphia. Well, it's about 50 minutes from Philadelphia.

Now, Allentown is what kind of a town?

Well, it's a town of a hundred thousand people. It is right next door to Bethlehem, which used to be Bethlehem Steel, and Allentown itself -- its industry was kind of the rag industry for a while. But now there's lots of service industry there.

Okay, good. So tell me about growing up in Allentown. I want to compare your life with coming to Las Vegas.

Growing up in Allentown, well, you know, it's like a different world. A hundred thousand people seemed huge to me as a child, and now it seems like a small town.

But I was in a family of four children. My mother was a homemaker. My father was a lawyer in town, and actually, he was the district attorney in Lehigh County for a few years. I was the third child. So I was one of the middle children. Since there were three girls and a boy and the other middle was a boy, I was the only one that didn't matter. I'm actually just kidding.

I went to a Catholic grade school, and boy, were they rough. They were very rough on us. But I did learn how to read and write very well.

And it has paid off.

Right.

So what made you decide -- did you follow in your father's footsteps, or did you decide on your own?

Well, it wasn't right away that I did that. My father died when I was 13. So that was a big moment in my life. He was very much my soul mate in many ways. Actually, I think of my father as the person who made me interested in civil rights because I can remember when I was growing -- let's see. I was born in '51. So I was just at a very formative age when a lot of things were happening in the South, and I remember talking to him about them. So that became this kind of emotional connection between civil rights and my father. Once my father died, I had that.

But at first, I will say, it never even occurred to me to be a lawyer because my mother thought that I should be a housewife. I should marry a lawyer, not be a lawyer. But it's interesting because I went to this small Catholic college that my mother picked out for me. I was very interested in Spanish, so I actually majored in Spanish and spent a year in Madrid and taught Spanish. I got a master's degree and taught for about five years. I knew that I had to do

something. I had to go back and do something different.

So at that point -- my brother had become a lawyer and my brother's wife was a lawyer. So there were lawyers in the family, and I decided to go back to law school at the University of Pennsylvania.

Now, what about the oldest girl and the youngest girl?

Yeah, the oldest girl is now in Indiana. We're all still living. She's in Indiana. She was always mad about horses. So she runs a horse stable in Indiana.

My youngest sister is a reporter and editor, one of the deputy bureau chiefs, at the Wall Street Journal in Washington, D.C. She was also supposed to be a housewife.

That's what I was about to say. How does your mom feel about all of this?

I think she's actually very happy. She just thought she was very happy and just thought that that was the life for us. I don't think she really thought very deeply about it. But once she saw what we were doing, she was proud of us.

Were most of your mother's friends also housewives?

They were.

Okay. So that was just that era.

That was the thing to do, at least in that particular group of people, in that particular class and at that particular time.

Right. Do you think your father wanted you to become an attorney?

Well, you know, I'd like to think he would. I don't know if he thought that far because I was still pretty young. My brother was definitely groomed to be a lawyer, and he was three years older than I was.

How did your parents go about grooming him for that?

Well, one very obvious thing they did -- well, two obvious things. One was they took him out of the Catholic school and sent him to prep school when he was in ninth grade, which I don't think was a very happy experience for him. It was about an hour's drive away, but he wasn't allowed to come home for the first semester he was there, at least not more than once or twice. This was not because of my parents but because of the school rules. That was very hard for everybody.

The other thing they did, which to this day I'm mad at my parents about, was my father

was evidently just a terrific trial lawyer and he was D.A. for a couple of years, a criminal defense attorney. Evidently he was just amazing. There are all kinds of magazine articles written about him. I never got to see him, but my brother, from the time he was a little boy, would go in and watch him in court.

Life is just not fair.

It's not fair.

Oh, wow. That's so interesting. Where did your father go to law school?

He went to Temple Law School. Actually, he has an interesting story.

Please tell it.

He was one of 11 children. His father was various things like a milkman. I mean he had various jobs of that type. All those kids ended up going to college and most of them went on for graduate degrees. Now, he earned what they call a Senator's Scholarship in the state of Pennsylvania, and with that scholarship he could go to either Temple Law School, which was supported by the state and is in Philadelphia, which was about an hour away from home, or University of Pittsburgh, which was six or seven hours' drive away. He chose Temple. I just have to laugh to myself because of how things have changed. He chose Temple because he couldn't afford the train fare to get to Pittsburgh.

Wow. Isn't that something?

Yeah.

You guys must tell such good family stories now when you get together.

So that's a good story.

Yeah. Now, you're in Las Vegas. Where is everyone else? One sister is in Indiana, and the other sister?

The other sister is in Washington, D.C., and my brother is back in Allentown. He came back to Allentown after going to Georgetown Law School and opened a practice there. He's been practicing there since. My mother's in Allentown, too, but as I said to you earlier, she has moved into an independent living association right now.

So tell me what these people think about you coming to Las Vegas.

I think the only negative would be that it's just so far away. I don't think they have any

preconceived notions. Actually, my mother's been to Las Vegas a number of times to visit me and she thinks it's wonderful.

Oh, that's great. And your sisters and brother, have they been to see you yet?

My sister from Indiana has not been out here. She's actually had some health problems. Actually, my brother hasn't been here, either, but he keeps promising to come. His daughter has been here because she lived in San Francisco for a number of years when we first were here. So she's out of college now and she would come and spend Thanksgiving with us and a couple of other holidays with us. So that was nice. That was that connection. But he keeps promising me he'll come. My sister from D.C. and her family, they've been here. They went for a trip to California and she's been here a few times.

Good. I wanted to know about the process -- once you finished law school, what did you do?

Okay. As I mentioned, I went back to law school. I don't know if I mentioned the amount of time, but it was six years from the time I graduated from college, got a master's degree, and then taught for five years. I went to law school at the University of Pennsylvania in Philadelphia. That was a three-year program, and then I worked for a federal judge in the Eastern District of Pennsylvania. His name was Joseph S. Lord, the Third, and he was an elderly -- he was 77. He wasn't that healthy. Seventy-seven doesn't even seem that old now, but he wasn't super healthy. He was one of these wonderful, very liberal judges who did what I thought were all the right things, so it was wonderful to be able to work under him for two years.

Great. And that was at home almost.

Yeah, it was about an hour away. After that, after my two-year clerkship, which brought me to 1984 --

Explain what a clerkship is to those of us who really don't know.

Yeah. Well, basically, you are in the federal district courts, which is the trial-level courts. This is the federal rather than the state level courts. The federal courts have to have jurisdiction over particular cases in order to take them. They wouldn't necessarily take everything. It's considered a little more prestigious clerkship. He presided over trials and over all the pretrial motions that people would file. He presided over settlement agreements, and then he would have to write opinions about motions that people would file.

So I would do the research along with my co-clerk. When it came to an opinion, I would draft the opinion -- for the lawyer I was going to say because he's Judge Lord -- for the judge. Then he would read it and, of course, we would discuss it. Before I would draft it, we would discuss what was going to be in it, and then he would edit it. It would come back to me a couple of times and then he would file the opinion. I also would answer the phone. I wasn't the receptionist, but I would be able to talk to lawyers about issues that they had before the judge. It was mostly doing the research.

Actually, what was wonderful about this judge was that he was really interested in teaching. He saw his role with me. I wasn't just his employee. I was somebody he was going to form. So we sat in on every trial we had -- at least one of us did, one of the clerks, whichever. You were assigned to the case. You know, we'd have a break in the trial and he'd say to me, "Now, what did you think of that lawyer?" You know, how would you have done it? He would make me say, well, I think I would have asked the question this way. Then he, who was an old trial lawyer, would ask the questions the way the lawyer should have asked the questions. That was really good experience. Of course, you would also get a feel from behind the scenes how judges viewed lawyers and how lawyers' behavior affected how judges viewed them. That was very interesting.

So not just the lawyer's knowledge but the behavior, as well...

Well, behavior was a big thing because lawyers really hurt themselves and their clients by bickering a lot. I have some pretty funny stories about the judge, if you want them.

Yes. Yes, I would love to hear a couple.

Well, one of them was at sometime -- and this didn't happen when I was there; it happened the year before I got there, but it was infamous.

Okay, great.

He got a call. These are civil trials that I'm talking about right now. Before the civil trial you are allowed to do what we call discovery, which means you have the right to get information from the other side and they have a responsibility to give you that information. One of the means of discovery is deposition, which is very similar to what we're doing now. It's almost like an interview. The opposing lawyer asks questions. Now, the other lawyer is also there, and the

lawyers end up getting into these fights over whether they're allowed to ask that question or not ask that question.

So they got into a fight, these two lawyers, about whether the deponent's mother could sit in on the deposition. A deponent is the person they're asking the questions of. So they called up the judge and see, the judge hated this kind of thing. Why can't you figure this out yourself? Why are you calling me about this? So he got on the phone and he said, "Is the deponent" -- the guy was about 35 years old, right -- "Is he weaned?" Yes, your Honor, he is. So he said, "Then I don't think his mother needs to sit in", and that was that.

Oh, that's great. So we know what kind of person he is. That is great.

He's very funny.

But he just handled civil cases only?

He handled both civil and criminal cases. But, of course, the criminal cases that come in front of the federal courts are a little bit different. I mean in the drug court there are a lot of drug cases. But besides the drug cases there would be embezzlement in the federal crimes rather than the burglary and state crimes.

So that must have been great training for you, to work with someone like that.

He was very sharp and he really took his job seriously as being a trainer. And he was wonderful. It was great training.

Oh, that's good.

He was kind of a father figure I guess for me at that point, yeah.

So after two years of that, what did you do? I know you didn't want to leave that. Is two years usually the amount of time of a clerkship?

You can choose usually to do one or two years, and I chose two and I was glad I had because there was still learning to be done. I could have stayed there forever, but I didn't. At that point I had met my husband- to-be, Jeff, who's also a professor here. He was clerking for another judge at the federal courthouse. He was moving back to his hometown of Minneapolis, Minnesota, and he had already taken a job there. Now, when I met him, he was in the second year of his clerkship and I was in my first year. I hadn't made any of those decisions, but I had to make a decision as to whether I was going to go to Minneapolis or not. All my feminism left and I did go to

Minneapolis and I worked for a firm, which was a small -- well, no, not small, but small relatively. It was about 50 or 60 lawyers. You know, some of these big New York firms have 800 and a thousand lawyers.

I did commercial litigation, but the major thing I worked on was one big class action, which was against the school system there for discrimination against American Indians. The American Indian population there is the largest urban American Indian population, about five percent of the city of Minneapolis. They had been discriminated against by the school system in hiring.

Oh, in hiring, okay.

Yeah. I had gotten interested in employment discrimination in -- well, in law school I was a little interested in it. When I was clerking, I should explain that there were a lot of civil rights cases because those have federal jurisdiction that come in front of the courts. There were a lot of employment discrimination cases that came in front of the judge. I thought they were very interesting. When I went off to that firm that was one of the things I had talked to them about, how I'd like to do some employment work. It was mostly a defense firm on the commercial side, but it was unusual. They actually did have plaintiffs' employment discrimination cases because there was one partner who was very interested in that work. So I worked with him on that for a couple of years.

But, you know, we got married. I was at this point not a kid. I was 33 or 4, right? It was time to have babies, so I got pregnant and we decided that would be a good time to move back East because we wanted to move back East.

So at that point my husband got into the job market. He wanted to teach. He was working in a small law firm. So he was hired by Brooklyn Law School and we moved back to Brooklyn. We lived in Brooklyn for a while and then moved to Montclair, New Jersey, which is outside the city. He commuted to Brooklyn. I was not working for about the first eight or nine months of my little guy's life. He's now 20. I studied for the bar in New Jersey because I decided I was going to stay, you know. So I had to take the bar. I had to study for the bar because I was admitted in Minnesota and I was admitted in Pennsylvania, but I wasn't admitted in New Jersey.

I took the bar, passed it, and got a part-time job working in a labor and employment

discrimination kind of little practice in Newark, New Jersey. I did that there for about a year, year and a half, and then I moved to another firm that did very similar work in West Orange, New Jersey. That ended up being about three or four years, and then I decided I was interested in teaching myself -- or teaching not myself but teaching, also.

So there was an opening at Brooklyn Law School. Now, it wasn't an opening for a tenure track job, which is what my husband had, but it was an opening. I also wanted to have another baby and I wanted to have a little more time because getting to the courthouse wasn't easy. You know, you just had to be there when the judge said, and the court buildings in New Jersey were hours away from where we lived, or at least some of them were.

So, anyway, I thought this would be interesting. I went in and got that job and that was the beginning of Jeff and me working in the same place. We basically don't see each other because we work on different floors. His office is as far away as you can find, and we do that intentionally.

Yes, okay. That's good. I want to know about having a background in Spanish and going to law school. Was that --

How was that connected or anything?

Yes. And did that hurt you or help?

I think it helped me a lot in the law school. The reason it helped me was that law is very, very focused on language and what every word means and on the structure of language. You know, when you read a statute, you have to understand what the structure means and you have to look really closely at it. I think that's what it allowed me to do, that and grammar. You know, I knew English grammar because I knew Spanish grammar, or maybe I knew Spanish because -- maybe I was good in Spanish because I had been good in English grammar. Probably the nuns...

Yes.

But that did help me in law.

Well, great. What was it like -- well, I understand the situation you were in being that far away from the courthouses. But is there the same excitement practicing law or clerking for a judge as there is in teaching?

Well, actually, it was very exciting. I loved my job practicing law. But what you're doing most of

the time is fighting, especially when you're doing civil rights' work because what you're doing is fighting the establishment. I can remember taking the deposition of, you know, some -- oh, no, I guess my client was actually somebody who was alleging age discrimination. He was a 60-year-old man, I think, and I was defending the deposition. On the other side there were at least nine or ten lawyers from different law firms. I can't remember why, but they were all there. They were all fighting with me about this deposition and I can remember that very, very vividly. At some point you just get tired of fighting.

That couldn't have been a lot of fun.

It wasn't and yet it kind of gets your adrenaline up. After you stop doing it, you think, boy, I'm glad I stopped banging my head on the wall.

Are there any cases that you can talk about that are memorable that you think the public should know about?

That I had?

Yes.

One case that was really interesting to me, the most emotional one, was one in which our clients were a single woman and her two adopted children, a brother and a sister whose mother had died of AIDS. She lived in this sort of -- I guess ex-urban would be a better way to talk about it -- area in New Jersey where it was basically all white and people hadn't heard about AIDS or any of those kinds of things. There was discrimination against people who were disabled and also discrimination against race because these kids were of some mixed race. I can't remember exactly. I think maybe Puerto Rican and black. But in any event, the little girl had AIDS. The boy did not. And she knew -- this woman was just very, very brave. She knew that she could not get the little girl into school. She knew that would be impossible. The school would not let her in. So what she worked on was getting tutoring for the little girl. The little boy she enrolled in the kindergarten, and those parents in that school drove that little boy out of that kindergarten -- I can hardly talk about this -- to the point where this woman who had had a history of depression had a breakdown and lost the children.

So she and the wonderful family who eventually adopted both of these children had a lot of adopted kids who sued. We were able to sue the school district in the town or the township where

they lived. I took a lot of depositions in that and asked a lot of questions and we got ourselves right up to the time for trial and we were able to settle it for a couple million bucks.

You know, I don't know whatever happened to that little girl. I suppose she probably didn't survive. But you never know. She was a kid that they thought was a survivor. If anybody would, she would, but it was a long enough time ago the medication just wasn't there yet.

That's right. It wasn't the same as it is today.

Yeah. So that was a very emotional case.

I think that's the power of the law. When you have that knowledge, you can help people like that. And I think that's the good thing about the law. I guess we probably hear more jokes about lawyers than any other profession. But when we hear those kinds of stories...

Right. Well, what I say is I agree that there are a whole lot of bad guys out there, and women I suppose, who are lawyers and who are unethical. But, you know, lawyers do the best and the worst.

Just like everybody else.

They do really bad things out there, but they also have the skills to do really important things. I mean right now in this city there is an ordinance that I'm sure you read about that you're not allowed to feed the homeless. The ACLU is jumping on it. I want to get down there and feed them. I really do. But I think, well, knowing the law, maybe I should be doing -- you know, volunteering my time with the ACLU rather than doing it. But in any event, my point is I don't know what would happen if they didn't do that. It's important.

Yeah. From what you know of Oscar Goodman, do you think that was done as a challenge so that we could do something to help the homeless, something real?

Oh, I would like to think so.

Me too. That's why I asked. I would like to think so, so badly.

I don't know enough about Oscar.

Me either. I don't know enough about him. But I hope...

You know, he's a graduate of the same law school I went to.

Really? So did you know of him before coming to Las Vegas?

Well, I think I read about him but only in the papers from being the mob lawyer, not because he

was a famous alum. I don't remember seeing him in any alumni newsletter.

Tell me how it happened that you came to Las Vegas.

Okay. This is actually also an interesting story. I have to back up a little bit and say why we went to Florida. I was in Brooklyn and I had this job. My job was a legal writing instructor, but I wasn't on a tenure track. They had a rule at Brooklyn Law School that you couldn't move to a tenure track from that type of a track, so I couldn't even apply. I was starting to feel a little frustrated that I wasn't able to teach civil rights or employment discrimination. I wasn't able to -- you know, I just didn't have the respect. Here's my husband in this other job, and we were really equals when we met. I felt like I had kind of gotten off onto this other track. It worked well time-wise because I was able to work in that job part time for four or five years and get my kids going because I ended up having three children. Yeah, I had two more.

It was time to make a move, so I got into the market. We thought we'd just wait and see what came up. Well, Florida State called me and they were interested in me. I said, "Well, I have this husband." They said, "Oh, we've heard of him," because he was pretty well known and very well published, and then "Well, why don't you both interview?" So we did and we were hired at Florida State. Now, this is in Tallahassee, which is this Old South and, yet, it's the capital.

That's right.

It's a beautiful city, beautiful with the moss on the --

Oh, it's like New Orleans.

-- on the live oak. It is. It's a gorgeous city and a very interesting city because they've got a very large African-American school there, which is Florida AMU. So there is a large African-American population that is well educated, and it's just a very interesting place.

By the same token -- well, to get us there. We went there and were very excited about these jobs. We lived in a great place, but we got into this place and it did have -- you know, I should have known. The place had a bit of a reputation, the law school I'm talking about, as being very hostile to women. So, okay, fine, I can fight that. I've been a lot of places that are hostile to women.

There were about -- well, let me tell you the end of the story. The end of the story was the year that I left, five out of the seven tenured or tenure track women left that year. We all left

together because the place was so awful.

It was populated by a number of faculty members who defined themselves -- and these guys really weren't even Southerners. That's the funny thing about it. They were Midwesterners and New Yorkers. They weren't old guys. They were in their 40s, but not old, right? They defined themselves as scholars. And as long as you were a woman, you couldn't be a scholar, or at least that's what it felt like to me. They defined us as, quote, affirmative action hires. Race and gender was connected here. There was an African-American woman who was a couple years ahead of me who was the first person who was denied tenure at the place.

Did she publish?

Yeah, she had published and she had published as much and as good stuff as they had. She hadn't over published. You know, how you have to over publish in order to -- but she ended up -- well, what happened was really a tragedy, too. Everything worked out okay for her. But what happened originally was the school voted for her. Everybody voted for her unanimously. But guess what they did? These guys went around the process, went to the university president and told him that she was terrible. The university president, who has to sign the ultimate papers, turned her down. So for eight months she thought she had tenure and then the university president turned her down.

That became a big fight. Well, one of the reasons they treated her that way was because -- back up two years -- we were all complaining about the fact they wouldn't hire anybody of color into the law school. There was always something wrong with them, especially women of color, because they were even weirder, right?

Of course.

So we would make a big push. Every year we would make an argument. There were five or six or seven of us who were very vocal about how we needed to hire some people who were of color. We had a substantial African-American student body who were great students. I loved teaching them. I learned so much from them. They just always had an excuse for not hiring.

I also found something out that was very poignant to me. It was very difficult for me to deal with. After I got there -- I hate to admit this -- but somebody told me that the reason --

(End side 1, tape 1.)

It was a very tough place to be, and it was tough to learn that. My husband was part of this. Actually it's funny because even before 9/11 or anything, we used to call these guys the Taliban.

Now, how did your husband fit in, in that environment?

Well, at first they thought they really liked him. But as soon as he started defending the women, they absolutely hated his guts and totally ostracized him. He didn't really care whether they hated him or not. He was tenured because he had already been tenured at Brooklyn, but we were all vulnerable, all of us.

This came to a head when we had a dean search. I think the dean who was supporting these guys was weak. I can't say he was really evil, although at the time I think I thought he was. But I think he was weak. He didn't know how to handle them, so he just let them walk all over him. His whole idea was, well, if I do right by you as individuals, then you don't have to worry about the overall thing.

So we did have a dean search. There were a number of candidates, three candidates, brought back to the campus for interviews, two white men and a white woman. There's no way they would have brought back anybody black. I don't even know if they had any in the ten finalists.

Right.

Actually, I liked two of the candidates quite a bit, one white man and one white woman. The other guy I didn't like because, interestingly enough, at a talk he gave to the faculty, he said something like, well, I don't want to lower standards by hiring blacks or something like that. I mean it was that...

I guess in Tallahassee he knew that that would be accepted. How did he know to say that?

And he's an attorney. He's a lawyer.

Yeah. I think he had been talking to them. They knew who they wanted and they wanted to hire him.

Okay, I see.

So in my office it just so happens -- this is before I was tenured -- in my office -- you know, these guys speak to the whole group and then they go around to people's offices and there are three or four people in the offices. There were four of five of us in the office, and he came in for the

interview. There was one woman who was especially brave because she had a one-year contract and she could have been fired at any time. There were a couple other people there.

There was also a big creepy guy, one of the older creeps who was known for -- well, the thing he did that was most outrageous was he dropped his pants in front of one of his research assistants, okay? Now, this was looked into by a university panel, and they affirmed that he did it, but it wasn't intentional. I don't know how it can be unintentional. But, eventually, he was moved out. He had spent 15 years doing things that were almost that bad. He would move the African-Americans out of his class. He would move the women. He went to one young woman who was just this beautiful young woman and said to her, "Is that black hair you have?" She was of mixed race and he didn't know whether she was black or white and that was what he said to her. "Is that black hair you have?" He would draw pictures of penises on the board and then he would pretend like they're a nose and say, "Oh, look at this nose." I mean just totally inappropriate stuff. He was getting away with it because he was buddies with the president of the university. We protested about him all the time.

So he's sitting in the room with me, with Beth, who's the other person who I think is very brave, and a couple of other people. This candidate came in, one of the candidates for dean. Beth said, "I heard you say at lunch that you didn't want to lower standards by hiring blacks." I mean he was saying something like I'll hire blacks, but I don't want to lower standards, you know, that kind of thing. He thought that was a good thing to say. She said, "I don't understand why you connected those two things together." I mean she was very good. She asked him a lot of questions. He said eventually that blacks don't go into the academy for the same reason; that they want social justice, not scholarship. What else did he say? I don't know. All this really awful stuff just made us crazy.

That was on a Friday and Monday was the meeting where we were going to talk about the three candidates who had come in. All the women got together who were offended by this guy. Oh, I didn't tell you what happened with the big creep, McCue, the one who had dropped his drawers. Well, he was in the meeting. I was saying to him, you know, I don't understand why you think blacks don't do scholarship. I mean there are lots of blacks who did really important scholarships in our field. McCue turned to me and said, "You just name one black person who's

done any scholarship in the employment area." Well, he taught employment law and he was too stupid. He never read any of this stuff. I was totally taken aback and I didn't know if I should respond. I just said nothing. Later on I was so mad at myself because I could have come up with 15 names off the top of my head, right, that kind of thing.

Anyway, we had the meeting. Well, a bunch of the women got together and said, "You know what, Ann? If it comes up, you're going to have to repeat what he said because it was totally racist." and I said, "Okay." That was about four months before tenure. So, anyway...

Then of course you remember April, the African-American woman who had been denied tenure a year before that. We had the meeting and we started talking about these different candidates. Beth actually brought up the fact that this guy -- she thought he had made racial comments, racist comments. Then he started defending them, this creep, right, McCue. I spoke out and said, "Look, this is what you said. You challenged me to name five people or one person or whatever. I could come up with a bunch of names right off the top of my head", and I listed a bunch. I've cited to this person, this person, this person, and this person in my scholarship.

Everybody knew that he was a dope and didn't know anything, but even so, this group of guys got their backs up because -- I don't really understand this theory. But we were calling them racist because they wanted this guy to be -- you know, I would have thought that they would have backed off and said, "Oh, my gosh, I'm so sorry you feel that way." But the lines had been drawn way before that. Anyway, there were people who got up and gave these speeches about how dare you call me racist. We never even said you were -- we didn't say a word about you. We were talking about this candidate, but they were just furious.

So then they had to vote. You had to vote yes if you would accept somebody and no if you wouldn't accept somebody. The woman candidate -- I just have to laugh because we weren't really pushing the woman candidate. We just were against this one guy. The other two were fine. The woman candidate got all these no votes, so it was clear that they were trying to go against us. Well, the person who got the deanship was not their person because there were some decent people on the faculty who said this is too divisive. I'm not going to vote for this guy.

So that third person...

Another person got it. He was wonderful, but he lasted four months.

Only four months?

They drove him out.

Those four guys or however many...

Well, there were a whole bunch of them and the university president was connected because they had been going -- the university president used to be the dean of the law school years before that and he had hired this group of people. So, anyway, this was the situation that I found myself in when I heard about UNLV.

Oh, no.

Well, I have to give you another year and I'll do this quickly because I know...

Please take your time. I'm on your schedule.

Oh, okay. So the next year -- well, within months I was coming up for tenure. All of these things suddenly started happening. First of all, gee, we think maybe we counted wrong. She really isn't eligible for tenure this year. I mean this is the kind of arguments they were making. Every time they put one of those up, it would take a week or two to defeat it. When you're going for tenure, you have to get outside reviewers. I think that our materials had to be into the university by November, which meant that they had to have everything done before that. They didn't even start contacting my outside reviewers once they put up all these fights until the beginning of October. I mean we call outside reviewers in April from here. Then they tried to put all these really hokey people on as my outside reviewers.

The bottom line was that I made it through. There were lots of decent people on that faculty. I mean there was a requirement to write and publish two articles. I had published six. It was really hard for them to say I wasn't a scholar, but they did. They did that. The outside reviews were stellar. But without that, I don't know what would have happened and there was no way they were going to be able -- I did get a bunch of -- I got about seven or eight votes against me, which is a lot. That school had never had that many votes against someone.

Wow. Tell me about the publishing. What area did you research and write?

I write employment discrimination. I had written a number of them about race and affirmative action when I was there. Now I'm writing a lot about gender because, you know, being in Las Vegas...

That's right. So how many articles have you published now?

Gosh, I don't know. Ten or 12 I guess.

Wow, that's good. Now, do a lot of people in your position publish books, as well?

They do. I don't have a book yet. I'm trying to figure out -- I have to do a book proposal and I've been thinking about it. I know what I think I want to write about, which is in an area called masculinities research and how that fits with law. I've done a couple of articles on that.

It's interesting. I was just contacted by NYU Press. There's another person out who is very, very good. She's from the University of Florida. I knew her when I was down there. She was in a different university, but I knew her, and I had to laugh about this. She had a proposal for a book on masculinities and I'm like, "It's my book she's proposing." They wanted me to review it to see whether it would be worthwhile. But when I looked at it, it's totally different from what I'm doing. Actually, they would fit very well together. So I did review it. I was able to review it without thinking it was a conflict of interest or anything.

Oh, that's great.

So, yeah, there's a whole theory of law about how masculine -- well, it's called hegemonic masculinities, which is a certain type of masculinity that's sort of drummed into kids when they're younger. It's this very competitive aggressive way to be, which is the way that you -- you know, it's kind of upper middle class white competitive aggressive. But it also can be blue collar. I can't really describe it in a very short period of time. But in any event, none of this theory has shown its way into the law. What I think it would do is to help show that a lot of things that are discrimination people don't think of as discrimination.

I see.

So it's a very interesting area. I guess that's what my book proposal's going to be. But I've got to have time to do that. It will take me a few years to do the book.

How many classes do you teach here?

Well, right now actually I only teach -- in a year we only teach three classes, which is wonderful. We used to teach four. Most of the universities have gone to three. I was the chair of the workload policy committee and we worked on that. When we first got here, I spent about four years without doing any research at all -- three years because the building of this place -- I mean it

was very rewarding -- but it was so much, so much work. Now everybody is sort of catching their breath and trying to get caught up with their research, and we are all blossoming.

So now, when you heard about UNLV, you and your husband were ready to leave Florida?

We were definitely going to leave Florida State because not only had our ally, the dean who was there for four months, been pushed out, but the old dean had come back, who, you know, just couldn't control this crowd. It wasn't going to be any different. We had one meeting that -- you can live through this. This is four years that we went through this. You think, oh, it's just me. If I do it this way, it'll work. Or if I do that... you just try all these different things. Then it came down to one meeting where we both walked out the door and said, "We're leaving. We just have to figure out where we're going."

That's actually around the time when UNLV came. That meeting I'll tell you a little bit about it because I think that in itself is interesting.

It was a question of whether a clinical professor -- they were not on tenure track. They had one-year contracts and I was in charge of them at the time. We thought they should have longer term contracts and more job stability, and I was arguing for that. I had gone to the dean, and the dean agreed with me. He was supporting me at the time. It was just three-year contracts. It wasn't any great thing we were giving them, but it was better than what they had. This proposal came up, I gave the proposal to the dean, and the dean supported it.

There was one black man on the faculty, an elderly man from the Caribbean, who had been the dean at the law school at the DePaul Law School in Chicago. He was the most elegant man. He spoke with a British accent. You know, he's just a very good friend of ours. He actually lived across the street from us, too. He got up and said, "You know, I don't understand why we can't treat people like people." He was wonderful. These guys got up and started pointing at him and yelling at him and how could he dare call them immoral. I mean he didn't call them anything. He said what I just told you. He didn't say -- so what they're doing is extrapolating from his comment that if their views are such that that means that they're not people or whatever. They started screaming and pointing at him and yelling at him. One of them, who was a southern boy, got up and started to talk about my grandfather, my grandfather would be so furious at you and all this kind of stuff. The African-American man said to me later, "You know, I thought to myself your

grandfather and my grandfather wouldn't even be sitting at the same table."

That's right.

So he got that it was racist. But not everybody in the room did. It felt very racist to me, very. I mean so much so -- and, you know, let me tell you something else. The worst one, the ringleader's office was next to mine. Afterwards, even though they were really upset, they were in his office laughing. They knew what they were doing.

That was a show. Yeah, they put on a show.

They knew what they were doing. And, you know, it worked because we said, "We're not staying here any longer." Elwin, who was the black man, left soon after that, too. But he was retirement age. He was such a wonderful man. He's still living. But I guess we knew there's no way, there's no space for us to be who we are and we're not going to stay here. So that was in about January.

Before you tell me that part, how do your children like Tallahassee?

How did my children like Tallahassee? It was kind of funny because my kids were little. The little one was three. The next one, my daughter, was five. I have two boys and a girl. My older son was nine. Tallahassee was their home. They even -- especially my nine-year-old -- had picked up this southern accent. He called everybody ma'am and sir. He's very good with languages. I think when you're good with languages you hear things and you pick things up. He picked up this southern accent, which was amazing.

As a matter of fact, actually, my daughter when she was about six years old -- one of my favorite stories is how she picked it up. It's a funny story because I can just remember we were sitting at the table and I heard her say to her little brother -- she was about six and he was about four -- "Reid, don't you be puttin' those peas up your nose."

How did you comment without laughing?

"Don't you be puttin' those peas up your nose." So she had really picked it up, too.

They liked it. It was going to be really hard to move. I can remember talking to my mother and she said, "You need to do what's right for your children." I thought, you know what, my mother doesn't understand that if I end up in an insane asylum, it's not going to be right for my children. My oldest was the most interested in making the move, which is surprising because usually they make the attachments. He had the hardest time once we got here. You know, he

hadn't anticipated. He was going into eighth grade. He didn't have a terrible time, but it wasn't fun.

Yeah, and eighth grade is...So, okay. It's January.

That was January. We went to the AALS -- well, actually let me say this. AALS, which is the Association of American Law Schools, has a January conference every year. It was held in New Orleans that year and we drove to New Orleans. It was not that far from Tallahassee, actually. We drove with two of our colleagues, two women, Jean and Sylvia, who actually are on this faculty now. We talked the whole way -- and this was before that meeting that I was telling you about, maybe a few weeks before -- and we talked the whole way about whether we were going to be able to make it at Florida State, whether we were going to be able to stay. On the way back we all decided, well, we're going to just put in one more -- we're going to push for this; we're going to make this work. Within a week or so, we had that meeting, and I think we all came to the conclusion that we were not going to stay.

In the meantime, Sylvia, who is Latina, was coming up for tenure and she was going to be denied, as well. It was clear that she was going to be denied.

You knew in advance?

Well, she made it through the law school process, but she had a bunch of votes against her. Well, we thought she was going to be denied. I can't say for sure. We still had the same university president. They got offered -- somebody got in touch with them from the University of Missouri -- they didn't come here right away -- and was interested in them. They went out and interviewed. When they got a job offer -- and I'm not sure if they had a job offer in hand in January when we had this conversation or not--I guess it was a little later than that -- they went to the dean and said, "Can you tell us for sure that Sylvia is going to be tenured?" That was the tenure year. They said, "We can't tell you." So that to me was the sign.

So, anyway, after the meeting where the whole thing happened to poor Elwin, Jeff and I said, "Well, you know what? That's it. I'm leaving. I'm not going to leave immediately. I'm just going to wait and see what's out there. But we are going to start looking now. If it takes us two years, it takes us two years. We'll withdraw from everything. We'll not try anymore."

But when we were out at the meeting,, at the ALS meeting in January, I sat down at a -- I

went to this little conference where a faculty member was speaking, who happens to be this woman Nancy Downing, who's the person whose book on masculinities I just reviewed. Next to me was this very friendly woman who was offering me mints and we were talking and yukking it up. It happened to be Mary Berkheiser, who is here. She was one of the people who started the law school. See, we came the second year. She had come the year before. Anyway, I started talking to her.

Actually, to back up, Carl Tobias, who used to be here -- he's not here any longer; he was here in that first year -- had called my husband in the fall before this all happened and said, "Are you interested in UNLV, you and your wife?" So there had been a little bit of contact. At that point I was like I am not moving to Las Vegas. I've never even been to Las Vegas.

Anyway, to make a long story short, I talked to Mary at this thing and said, "Well, you know, things aren't so great at Florida State." As soon as this happened with the meeting, I called Mary back up and I said, "Mary, you know, we might be interested." She had said, "If you're interested, send me a resume." So I sent a resume. Then they called us. They wanted to fly us out for interviews. We went out, interviewed, and they made us a job offer. We said, "Well, can we come out again and look at housing and get a feeling for whether we want to come?" We did. We took the job. That all happened in about a three-month period.

So what was that first impression of Las Vegas?

Well, we flew in at night.

So you saw the lights on the Strip.

Oh, the lights were so amazing. I do remember thinking those lights are so amazing. That was fun. Then my other thought was -- well, it really was much more upscale, for lack of a better word. It was fancier than I thought it was going to be. I mean a lot of the hotels were much nicer than, you know...

But the other thing that I thought was just a riot was -- and, you know, now it doesn't even mean anything. But I remember Crosby, Stills and Nash were singing at like Caesars Palace or -- I don't know -- MGM. I don't know where they were. But it's like Crosby, Stills and Nash? You mean the people that we used to listen to in the barn kind of thing? And they're singing out here? It just didn't make any sense.

Then, of course, there was the contrast when we went to see Paradise Elementary School, which was this broken down little place. They were very good at recruiting people, and Dick Morgan was such an amazing guy and the people who were here were very good. You know, these are our dreams, and we knew that they had the money to pull it off.

Yes. So other than sending a resume and coming out to be interviewed, was that the application process?

That was it.

Wow. That's wonderful. When you came back to look for housing, what area did you find attractive? Well, we were most interested in being someplace that wouldn't be that far for the children but also that had good public schools. Somebody gave us the name of a real estate agent, and they tell you two names. They tell you Summerlin and Green Valley. The agent wanted to take us up to Summerlin. As we were driving there and got caught in the Spaghetti Bowl, we said, "Let's go to Green Valley." We really didn't look at anything other than Green Valley, and that's where we ended up buying.

Okay. Which year did you come?

In 1999.

So now, the president of the university is Carol Harter. So what did you think of Carol Harter? Did you realize that she was the first woman president?

I did and I liked that.

I should also say when we accepted the jobs they were looking for a tax person, too. My friend, Mary Lafrance from Florida State, was a tax person. So we talked her into interviewing out here, and the three of us came out here together.

Oh, wow.

The other two -- well, actually three because April left, who was the woman who had been denied tenure. She got a job at Cleveland State. So there were six of us; five women and Jeff.

Wow.

It made the headlines in the national legal press because I spoke out to the newspapers about how oppressive the place was at Florida State. Yeah.

Wow.

I was famous for 15 minutes.

But anyway, to get back to the story, I had an orientation to a place that would be good for women and certainly good for people of color. I loved the fact that there was a woman president and that she was the first woman. One of the things she did -- that I liked -- was that she had these -- I don't know -- coffees or whatever, small groups of people. The group that I was in was all women and one man. I don't know why the man was there. She talked very frantically about women not having power in the state, which was so interesting to me because at the time there were women in a lot of these jobs. She was in her job. Frankie Sue Del Pappa was in the attorney general's office. So there were women in these public positions. But what her point was, which is one that I've always thought about, was where the money is and where the power is in the casino industry, there aren't that many women who are in that industry.

Yeah. It's just changing just a tiny bit now, tiny bit.

Who were some of the other -- you've named really several people on the staff already when you arrived. Can you give me the names for the record of some of the people who were here?

Yes, and you might find it interesting to talk to some of them. Okay. So there was the dean, Dick Morgan, who is still our dean. There was Carl Tobias, who has moved since to University of Richmond. He's from Virginia and his ailing father and his wife is from Virginia. So that worked for him. Then there was Mary Berkheiser, who I spoke to you about, and she's still here. Terri Pollman is also still here. She's the head of the writing program. Mary Berkheiser was the head of the clinical program. She's kind of stepped away from that because she's doing other things. Then there was Annette Appell, who's now the head of the clinical programs. There were only five or six of them. I'm trying to think of whom else. There must have been one more guy, Jay Bybee, who is the Ninth Circuit judge right now. I think that might have been it. There might have been one more person. I can't remember right now.

So the lady who did not get tenure, did she eventually get it?

Yes. She went to Cleveland State and got tenure there and is evidently doing well there.

Good. Tell me about what you mean by clinical.

Okay. The clinical program here -- we have this Thomas & Mack clinic -- or Thomas & Mack has

given some money to it. I actually got involved in that, too. When we started, they didn't have a clinical program yet. So they put me on the clinic committee because I had been in charge of the clinical programs at Florida State. So I drafted the first plan for this wonderful clinic. I mean I don't have any -- I take responsibility only for the plan because I drafted it and we got it through the faculty vote. Now they're developing it. They use real clients as the means of teaching students. So they have a clinic that's about family and children. But there are different areas which affect family and children, so they've got an immigration clinic, a welfare rights type of clinic, a juvenile delinquency clinic and an education clinic. It's all about children and families.

Now, how do you get clients to the clinic?

The clients I think often come through legal services or some organization. What we did originally was get people in the community on a board to help us design what it was. Then they got referred that way. I guess the immigration ones probably come from the immigration judges because they're very connected now with those people in the community. See, I've stepped back from that because I'm not really a clinician, but I helped them plan it. We've hired and I got involved in hiring. I don't know how many people are teaching in the clinic now, but there must be six or seven of them.

What I like about this program is that they teach informant clinic and they teach in what we call stand-up classes. They teach both. The way we originally designed it was that one year they would be teaching in the clinic and then the next year they'd be teaching in the regular -- whatever you want to call it -- classes and then they'd go back to the clinic. I think they've altered that a little bit, but it's about a half-and-half load.

So now, when you say "teaching in the clinic," when you were describing the clinic, are clients expected to come in who need help in those areas?

They do. They do. But the way they teach is the students represent the clients under the auspices of the clinical faculty member, which means that they can only handle about six students each because each student has a number of clients. They want to make sure that they really teach them to do the right thing.

This is great.

Oh, it's a really wonderful program. You might want to talk to the people over there. I mean it's

right across the street -- I mean right across the way.

They're in the round building?

Yeah.

It's amazing to me when I come in these buildings, I mean every time I come into these buildings. I remember what it was like before. I just cannot understand an architect being able to see the future like this. It's amazing what has happened to these two buildings.

How did you feel a few months ago when we heard rumored about that it's possible that Dick Morgan may become the president of the university? How did that make you feel?
Well, I had mixed feelings. I thought that it was too bad the way that came out because I thought that it put Dick in a box. I don't think Dick had anything to do with Carol's being deposed or any of that.

Oh, no.

I don't know if that was the implication or not. But I think if he had applied for the presidency, people would have wondered that and I think Carol would have wondered that. I don't know for sure. So I felt badly if Dick was interested in --

(End side 2, tape 1.)

So you can continue with the sentence.

I just thought in a sense it prevented Dick, I would think. I'm not sure. I'm not speaking for him because I never even spoke to him about it because I thought he was under a lot of pressure. It was too bad because he would have made a good university president.

By the same token, I felt mixed feelings because I don't think his work is done here yet. So I wanted him to stay. I don't think he's going to stay forever. You know, he's been here -- what? -- eight years now, nine years, because the school -- he was here a year before. So I don't know exactly how long he's going to last, maybe another year or two. I wouldn't be surprised. But we're trying to keep it open so that he can stay here longer if he wants to, but...

Yeah, because somebody will want him...

Yeah. I don't think he'll be a dean in another place. I think he'll go somewhere else and do something different.

...and he'll do something different.

I think it will be in Nevada, probably. I wouldn't be surprised if he went up to Carson City and did something. I don't know. I don't know.

Okay. I think he was the right person for this job, right person in the right place, the right time.

He's great. Yeah, he's wonderful.

Yeah, good. Describe what it's like working -- first, what did you know about Las Vegas before coming? What were your thoughts about Las Vegas ten years before you even thought about coming to Las Vegas?

Well, I don't know if I ever thought about people living here. As a matter of fact, what I used to say to people is, "You won't believe it but we're moving to Las Vegas, and people do live there, and it's not on the Strip." I don't think I thought about Las Vegas.

I do remember the basketball team. I have to admit to you, I remember thinking why would anybody go to a school like UNLV in Las Vegas? Why would you go to school in Las Vegas? How could that be academic?

So now what do you feel?

I just think Las Vegas is a really interesting place. Obviously, it's got -- it's just burgeoning and there's so much potential and so many possibilities that it's really...

Yeah, I feel the same way.

Tell me about social life here in the city. You know a lot of people on the faculty, already. But tell me about your life in Green Valley, living there and interacting there and your kids growing up there and everything.

Yeah. You know what I find -- and I think this is just because we're so busy -- that I end up becoming friends of the parents of my kids.

Yeah.

I actually have a very close friend who is a tennis pro out there and is interested in going to law school someday. Her son and my son are very good friends. And the parents of some of my other children's friends have become friends of mine. But I will say that it's amazing how little time I have. My other friends are the people here at the law school. Now, Jean and Sylvia, who are the ones who were at Florida State and then went to Missouri for four years and then came here a few

years ago, of course they're very close friends of ours, very close, because we went through such adversity at Florida State. They've adopted two little boys, and they live here. So we see them, too.

Okay. So they live in Green Valley, as well. Good.

How did Las Vegas -- and this is probably not a good question after what you've already told me -- but how did Las Vegas differ from the other places that you've lived and worked?

Wow. How didn't it differ? Well, I guess the thing that's the most -- you know there are a lot of really obvious things, right? But the one thing that I can say is most interesting to me is that Las Vegas is open and the South felt closed.

Now, I will say this. I wasn't really interested in being part of Tallahassee's, you know, sort of country club scene, anyway. But I always found it very interesting that if my children went to somebody's house, you know, you could tell that they weren't really sure if you were okay because you hadn't had generations of people living in Tallahassee. So they didn't know who you were.

Here, there's much more mobility. People are judged on who they are to some extent, a little too much on what they have, but at least not on who their grandfathers are.

That's right.

Tell me about your work here. In Florida you told me a little bit about the clinician work here. What kind of classes do you teach?

As I said, I did a lot of building of the school with all these programs that I helped build. But now I'm teaching employment law, employment discrimination, disabilities discrimination law, torts and sometimes civil procedure. I've also taught the externship program, which I only did that one summer. The students go out and work for judges' offices and they get credit for doing that. The person who's teaching that is teaching the students once a week. The students are doing journals and the teacher is talking to judges to make sure the students are doing what they are supposed to do. It's kind of coordinated.

So is it like a clerkship or different?

It's similar to a clerkship for students who are still in the school. Actually, a lot of them work with

the clerks. They do some of the work for the clerks.

Now, I did it one summer because we had hired somebody to do it permanently and he couldn't come and we wanted to start it right away. I did it that first summer and Marty Geer now is doing the rest.

But as far as my other work, it's mostly teaching those other what we call stand-up classes and research. The research -- the thing that's so much fun about Las Vegas is instead of fighting Las Vegas, I've decided, hey, this is my laboratory. So I'm doing research about sexual harassment in the casinos. I'm doing research about the brothels. So I've actually had some very interesting experiences here.

Now, there was a conference here not very long ago, just a few weeks ago. Did you attend that conference?

You know, I didn't. They asked me to speak at the conference, but I was supposed to be going to Baltimore to speak at another conference at the time. It ended up that because of family issues I couldn't go, so I had declined that. But Barb Brents and Kate Hausbeck -- actually, see, I'm connected to the sociology department through them. And Crystal Jackson is a student who's getting her master's degree in the sociology department and I am on that committee for her master's degree. So those connections -- I'm really just starting to have more time to have been able to build them. But I'm very excited because I use a lot of sociology in my work. I can't write just about law. I have to write about how -- I mean you have to get the underlying understanding before you can say how the law should be interpreted.

That's right. Now, do you also have a connection with the Women's Research Institute of Nevada?

I do. I've spoken for them. I spoke actually at I think the one before yours. And I'm a member of WRIN, although I have to say I wish I would put more time into it than I do.

I know.

But I think it's a wonderful --

You just don't have time for everything.

Yeah, it is a wonderful organization.

I think so, too.

Joanne's done a great job.

Oh, yeah. Joanne and Caryl Dzedziak, oh, just wonderful...

At first, when I first came here, the women's studies program, before it became a department, I was on the -- I guess I'm still on as an affiliate. I get some notices and I go to some things. But I was on some kind of a committee that had to do with the bylaws and stuff like that when Judy Rose was here.

Yes.

So, yeah, the Women's -- that's another place. See, there are all these places where I know the people a little bit, but I'd like to get to know them a little more.

Right. What do you see as the future of the law school?

Wow. That's a good question. Well, I would like to see the law school continue on its social mission, which has built up these clinics very well. I'd also like to see it, you know, move up in the ranks. That's what most people expect to happen. But we'll work toward that. The way you do that is -- well, a lot of things. You have to do a variety -- some of it is just PR and then a lot of it is getting an alumni base, right, because we don't have many alums yet. A lot of it is trying to get your students employed outside of the area.

The problem is the opportunities here are so good that the students don't leave the area that much. I mean some of them do, but not many. You know, most of them are employed here. So when our students start sort of penetrating other cities more, I think that the school will have a better reputation. I mean it doesn't have a bad reputation. I just want it to build up. Then the other thing you do is you hire in people -- and that was one of their strategies -- from other schools who are already well known.

That's right.

Every year we try to hire one or two of those people.

Oh, I think that's great. How many more slots do you have?

Well, we don't. I guess actually right now there is in front of the legislature a proposal to do some kind of a program in Reno, which would add about four or five slots, a couple for here and couple for Reno. So, you know, that would be useful. And I guess we have one -- I don't know it depends on -- there's a woman who's supposed to be coming. I'm not sure if she's coming for sure.

She was the dean at University of Houston. She's sitting on an offer and I think she's going to come in another year or so.

Oh, that's great. So then, are you talking about having a satellite campus in Reno? Is that what I hear?

Well, the legislators, especially Lewis Aubury I guess -- I'm not even sure -- really want us to have a presence in Reno. One of the problems with that is we've got this day and night program. We're like one of the smallest schools in the country that has both day and night programs. That just sort of doubles your efforts because you have to teach everything twice and that kind of thing. To add another campus would draw us kind of thin.

So I think what they're talking about -- I mean we do have some things up there already. We have people who are doing legislative externships and that kind of thing. But I think they do want to have some little program -- well, I don't know how little it is. It might end up being very large. But it will start off small. I think it's a program not for first-year students but for third-year students to do some work up in the government offices and to have a few faculty members up there. We don't have any faculty members who are located there now.

Right. So I didn't realize we had a night program. So it means that you can go to the law school part time?

Yes. It's a four-year program. You can go part time at day or part time at night.

Oh, that's interesting. Now, is that good?

Well, the reason you do it is that this is a 24-hour city and there are a lot of people -- there was a lot of pent-up demand when we first came.

That's right.

It drains the law school a lot because it's really exhausting to be teaching until 11:00, 10:30 at night and then coming in the next morning. So that's kind of a problem. But what we've worked on now is a new program where the night program would be -- see, what happened was we were having all these little tiny classes. I think in order to sort of consolidate a lot, it's a little more structured than it was before. So this means that they always know which classes they're taking when. They will have some electives, but at least then the classes will be full. It will I think help save some resources.

So even though you are teaching two classes maybe at a time, are you teaching that class twice?

Sometimes you are. Sometimes you are, yeah. And, you know, two classes will be -- well, it sounds like so little. I'm teaching four credits in the fall, which is just one class. But that is a first-year class. See, in law school we don't have students grade our papers for us or anything. We don't have systems like that. We do everything ourselves. And we work with the students, the first-year students especially, to try to get their writing skills and their skills up.

You know, if you've taught a course a number of times, I can't say that it takes you full time to do it. But it probably takes you about half time and then the rest of the time you're going to be working on your scholarship. And, of course, if you're doing the three courses, the idea is that you also have probably chairing a major committee. Some of us have chaired many major committees in the same semester. So we're busy. Yeah, you don't have to worry about that. But it's funny because the newspaper gets this information.

Oh, yes. And they don't understand.

No. They don't have any idea.

Because we are in a city where academics have not been that valued for that long. It's just becoming a part of this city.

To me that's one of the hardest parts about being in Las Vegas because money is more important than academics. Sometimes I'll come out and I'll look at the campus, which is lovely and nice, but it's not flashy, right, and then you can see across --

You can see the Bellagio.

Yeah. And you think who's putting the money where and why? It feels funny, not that I want the campus to look like Bellagio.

Right. But we would love to have some of that money so that we could do a lot of things here on campus.

Yeah.

Because when you told me about the clinics, oh, that to me is where money should go.

Yeah. And that actually is a program that I think the legislators were willing to fund, too. They have been very generous with that.

Good. This is wonderful. I appreciate --

It's been fun.

Yes. Anything else you want to add? Anything that we didn't touch on that you think is important for us to know about the new law school?

About the new law school?

We say new --

Yes.

-- but it's been how long? Eight years?

Yes.

Oh, wow.

I guess what I would like to say is that the one thing that's incredibly different about this law school rather than about this city from anyplace else I've been is that it is a very comfortable place for women to thrive. That is so important, and in large part it's because of Dick Morgan, and also because of the people that have been hired. Of course, we're here now. Women are in power here. I mean not that we're overpowering the men, but I don't think there's any issue about -- I don't feel any issue about that here.

Wow.

I can't even imagine -- I was thinking this on the way in -- I cannot imagine working in a place where someone would be giving me a hard time, you know, trying to make it harder for me to do my job because I was a woman. It just seems silly. So that's a really good feeling.

That's beautiful. Thank you so much.

Thank you.

(End side 1, tape 2.)