

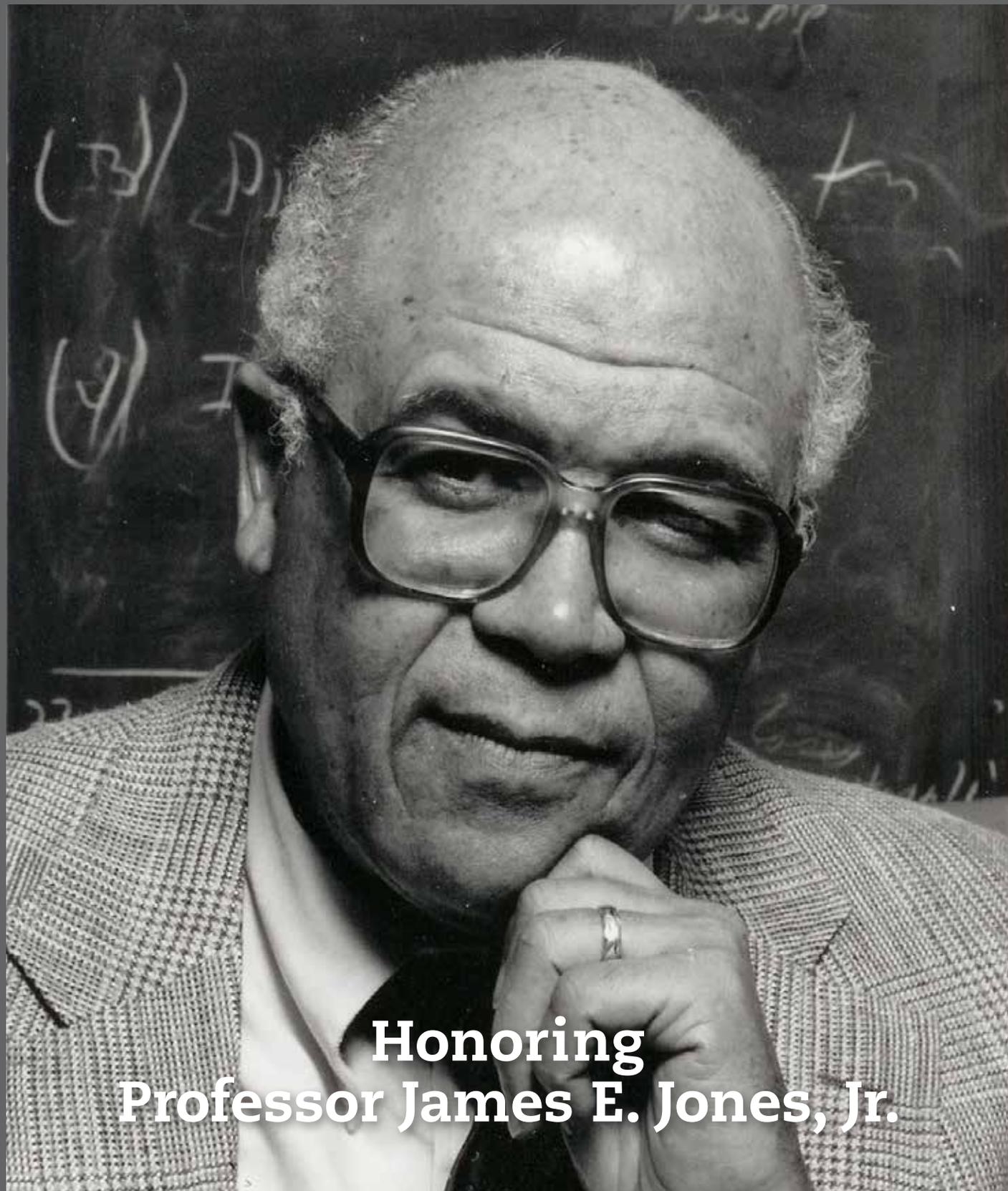
# On the Rise



UNIVERSITY of  
**WISCONSIN**  
LAW SCHOOL

The Annual Newsletter of the Legal Education Opportunities Program

FALL 2015



**Honoring  
Professor James E. Jones, Jr.**

## LEO STUDENT ORGANIZATIONS

## LEO STUDENT GROUP ACTIVITIES: 2014 – 2015

The LEO Program is a dynamic community that is driven and supported by the individual student LEO Groups – APALSA/SALSA, BLSA, ILSA, LLSA, and MELSA.

Below is a sampling of some of the great programs and activities held in 2014-2015.

- Sponsored student moot court teams to attend national competitions hosted by national LEO groups
- Hosted Immigrant Justice Clinic Fundraiser featuring keynote speaker Juan Cartagena
- Hosted the 29th Annual Coming Together of Peoples Conference
- Partnered with Madison Network of Black Professionals to hold Attire to Inspire Professional Clothing Drive
- Led Implicit Bias Workshop
- Hosted the first Hispanic Heritage Month at UW Law School with events in honor of the month every week in October



Photo: Mike Hall

### APALSA/SALSA



Photo: Mike Hall

### ILSA



Photo: Mike Hall

### LLSA



Photo: Emilie Buckman

### MELSA



Photo: Mike Hall

### BLSA

## Dean's View



Photo: Nick Wilkes

Dear friends,

Welcome to this year's issue of *On the Rise*! You may notice that this magazine is a little different this year. In the past, it's been the program for the LEO Banquet, which meant that the banquet events and photos weren't captured in the issue. It also meant that we were scrambling, along with our student partners, to finish the publication at the end of the academic year. This year, we all agreed together to finish the publication after the banquet, giving us more time to include some great editorial features and LEO Banquet news and photos. It was, as always, a wonderful event. I hope you can join us for next year's banquet; please save the date: March 12, 2016.

At the LEO Banquet, Cory Nettles '96 announced a campaign to create a chair named for Professor James E. Jones, Jr.

Professor Jones played an absolutely vital role in the start and growth of the LEO program. His passing caused many of us to grieve his loss, celebrate his extraordinary legacy, and reflect on how we might recognize and honor his memory. The result is the James E. Jones, Jr. Fund. We'd welcome your participation in honoring Prof. Jones with a gift to the

James E. Jones Jr. Fund; you'll find a way to do that on page 3. Professor Whitford was kind enough to share his reflections on Professor Jones and his role in the LEO program with us; you'll find them on pages 2-3.

You'll also find alumni and student profiles, as well as the traditional features of an issue of *On the Rise*: news about our 2014 graduates, updates from our student organizations, and information from the LEO Chair, Professor Lisa Alexander. Professor Alexander's note includes an update on fundraising for the LEO Enrichment Fund. The Fund helps assure that the next generation of LEO students have the opportunity for a remarkable, transformative legal education at the University of Wisconsin Law School. Please consider a gift to the fund. Thanks for your help with this important mission.

LEO helps us build a strong UW Law community. This spring, a group of our students played a great leadership role in supporting our broader Madison community. In the aftermath of the shooting of Tony Robinson, a group of our students, along with faculty member Stan Davis, wanted to help the community process and understand the decisions that had to be made and the legal principles applicable to those decisions.

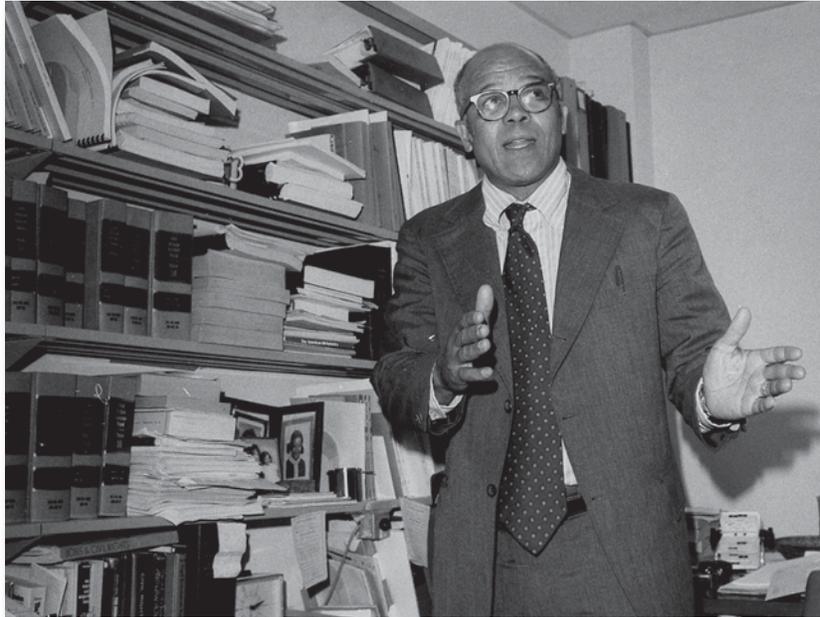
The result was an extraordinary video, in which our students helped everyone learn about the law of this very challenging area. The video is here: [go.wisc.edu/b7614v](http://go.wisc.edu/b7614v). You'll read more about this in our fall Gargoyle, but I wanted to mention that example of what makes our UW family so special.

Thanks for all you do! In mentoring students, giving to the program or to the Jones Fund, attending the LEO Banquet, and reading this magazine, you connect with us, and help the next generation of LEO graduates survive and thrive. We couldn't do it without you!

Warm best wishes,

— *Dean Margaret Raymond*

# Professor James E. Jones, Jr.: A Teacher, A Mentor, and An Inspiration to Generations of Law Students



*By William C. Whitford*

Professor James E. Jones was the first African American member of the faculty at Wisconsin. He joined the faculty in 1968, at the age of 44, after a highly successful career as a lawyer in the United States Department of Labor, because he wanted to teach.

Before joining the Law School, Professor Jones had been promoted to the highest status possible for a government lawyer who was not a political appointee. He served both as Director of the Office of Labor Management Policy and as Associate Solicitor for Labor Relations and Civil Rights. He was the primary author of the Philadelphia Plan, the federal government's first effort to require affirmative action employment practices for building contractors doing business with the federal government.

A passionate advocate for education, Professor Jones was excited to return to his alma mater, and

share his knowledge with the next generation of law students.

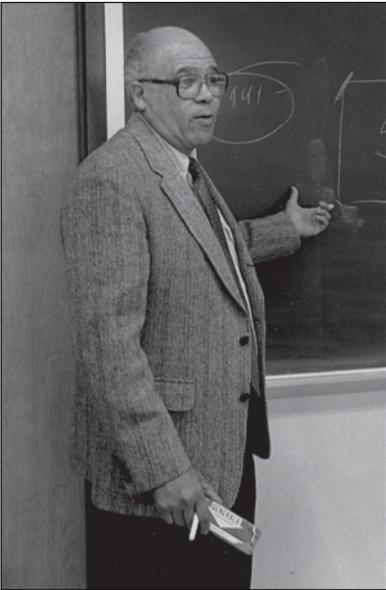
Professor Jones's own life story had taught him just how important education could be. His education and career was filled with firsts. He always believed that education is the best vehicle for persons to achieve their potential, especially persons without social capital acquired at birth.

Born in 1924, in Little Rock, Arkansas, in the midst of racial segregation to a family of little means, he supported himself through college, with a healthy assist from the GI Bill. After graduating from Lincoln University, he became the first African American to earn a masters degree in industrial relations from the University of Illinois. Two years later, having received a prestigious John Hays Whitney fellowship, awarded annually to

only 50 African Americans pursuing graduate or professional education anywhere in the country, he came to the University of

Wisconsin Law School, graduating in 1956.

Upon joining the Law School faculty, Professor Jones created a new course in employment discrimination law and regularly taught labor law courses. He also immediately made his mark as a leader throughout the university in establishing institutional policy. Shortly after his arrival, he was appointed to a committee to set affirmative action policy for the entire University system — policies that are still mostly in force today. He became a faculty member of the University's Athletic Board, where he served for 17 years and carved out a special niche by insisting that we prepare our student athletes for life after competitive sports. Here at the Law School, he spearheaded the creation of the Hastie Fellowship



program to provide graduate law degrees for aspiring law teachers.

Professor Jones also took a great interest in the Law School's Legal Education Opportunities program. The program started in 1968, the year he joined the faculty. Though Professor Jones has always been a guiding presence for this program, he has never served as an administrator for the program, nor even on the faculty-student committee that set various policies. Professor Jones always wanted the entire faculty to take ownership of the LEO program (as it has), and not for it to be the special project of the Law School's only African American professor, as Professor Jones was for many years.

But the lack of formal involvement in the LEO program never restrained Professor Jones from taking an interest in the education and lives of our LEO students.

To the contrary, he took special interest in a great number of LEO students, talking to them for hours in his office, and even approaching them in the halls to ask how things were going and to offer advice.

Professor Jones was never easy on these students; his affection for them has been a "tough love." He demanded that they work to their abilities, and that after graduation they "give back" by becoming successful in whatever career they chose.

In my experience, former students remember these interactions with Professor Jones more poignantly than their experiences in his classroom. And they appreciate the advice he has given, the demands he has made of them, and the personal example he set for them by living up to the demanding standards he advocated for others.

**Honor a life dedicated to service above self:**

**Give to the**

**James E. Jones Jr. Fund**

Continue Professor Jones's legacy by giving to the James E. Jones, Jr. Fund to support efforts for the first UW chair named after an African-American professor.

As the UW Law School's first black professor, Professor Jones made an impact the moment he began teaching at UW Law School in 1969. The impact grew until he passed away in 2014. Help us keep his legacy strong by making a gift now. Contact Eric Salisbury at 608-263-6669 or [eric.salisbury@supportuw.org](mailto:eric.salisbury@supportuw.org).

# ALUMNI SPOTLIGHT: JERRY GONZALEZ '88

*Interview conducted and compiled by student Kataj Brown*

## ***Where are you originally from and what led you to attend UW Law School?***

I was born in Asunción, Paraguay, but primarily grew up in the United States and Mexico. I graduated high school in Mexico City and attended UW Milwaukee's Business School. Assistant Dean Steve Rocha, who was handling law school recruitment met up with me, literally, in the hallway in the Business School at UW Milwaukee, started talking to me about law, and persuaded me to take the LSAT. The rest was history.

## ***What was your favorite law school class?***

Although I did not end up practicing in the field, I found my family law class taught by Professor Martha Fineman to be the most fascinating course I took. It truly demonstrated how law is a litmus test for society. When cases were decided, the United States changed, whether it was with marriage or reproductive rights and abortion. So the class for me, at the time having more of an immigrant mentality, focused on business and simply gaining employment, was a remarkable eye-opener as to the incredible relevance that the legal industry has on society.

The most impactful class for me was Trial Advocacy, which I took on a lark during my third

year. This class is responsible for me redirecting toward litigation early on in my career. My instructors happened to be two gentlemen by the name of Bob Habush and Dan Rottier who claimed I had a knack for litigation; I guess they turned out to be correct.

## ***What advice do you have for anyone opening their own practice?***

Work on differentiating yourself. For me, it was being bilingual and bicultural. I enjoy doing things for and with the Hispanic community and I enjoy business. Let your passions distinguish you as a new lawyer; your differences can define your career and expose your success.

Second, seek mentors as soon as possible. I was about six months out of school when I decided to hang my own shingle out. You need to have experienced people that you can talk to in the area that you want to practice.

Third, maintain high ethical standards. The wisdom in the rules is not always self-evident but need to be a top priority, particularly when venturing out on your own.

Fourth, watch the money or you won't keep your doors open. You don't have to have a space in the tallest building in the city. Don't make huge economic commitments as a new lawyer. Talk to people who can provide financial advice and help.

## ***What accomplishments mean the most to you?***

There are really two. One is the fundamentally being a lawyer. When I help a client, there is exhilaration in knowing I helped someone achieve justice. This is why we become lawyers, because you really cannot get that feeling anywhere else. There is really no economic metric for that feeling. That's a big deal and that accomplishment probably means the most to me.

Second, and close on its heels, has been to look back and realize that I have had the privilege to work with a group of people at this firm and colleagues around the country to help change a part of the profession so that minority and women owned law firms have doors opened to them to compete on an equal playing field in our industry. That is a big deal for me and for a number of attorneys at this firm. I am humbled by that experience and I think it is, in many ways, exactly what we need today on a bigger scale. We need to continue to open doors so that there is no door that someone cannot go in because of race.

# STUDENT PROFILE: FIVE THINGS WE LOVE ABOUT SHUI LI



*Last spring, we interviewed Shui Li. This fall, she started her career as a patent attorney with Robins Kaplan in Minneapolis.*

## 1. She has a passion for patents.

“I was sitting in a lab one day in graduate school, and I had the sudden realization that I didn’t want to do chemistry for the rest of my life. That’s when I started looking around for a job I would be passionate about.

“Patent litigation always begins with a valuable technology, and two people arguing over who invented it first. Their invention is their brainchild, and they worked really hard for it, so they get offended when someone else comes in and tells them it’s not their work. During my summer internship at Robins Kaplan, I had the opportunity to work with these incredible technologies, and I got to work on all kinds of litigation issues.”

## 2. With success comes service.

“One of the main reasons I picked UW was for its LEO

Program. I went to the LEO Banquet during my Admitted Students Weekend, and I could see that this law school cares a lot about diversity.

“Once I arrived, the mentoring I got – both informally and formally, through the LEO and APALSA/SALSA programs – really helped me through my first and second years of law school. I don’t have any lawyers in my family, so I didn’t know anything about law school. My mentors, who included current students, law professors, law school staff and UW law alumni from law firms, showed me how to make an outline from start to finish, read over my writing samples, and things like that. Now I want to give it back, so I try to mentor other students both officially and unofficially.”

## 3. She speaks fluent Chinese, English and legalese.

“I talk to a lot of LL.M.s and J.D.s who are international students, and sometimes they worry that their language skills will hold them back, that they won’t be competitive with native English speakers. I tell them not to be intimidated.

“Law school is a new start for everybody – and learning legal vocabulary is hard for everyone, like learning a new language. I tried to prepare before law school: I bought Webster’s Dictionary for Lawyers and Black’s Law Dictionary, and I read up as much as I could, and it was still

hard. You just have to do the work, and you’ll be fine.”

## 4. Location, location ... cheese.

“In China, I lived in a really big city, so when I moved to the States, I wanted a different experience. I wanted to live somewhere less crowded and to be around people who have the time to care for others instead of being so busy in their lives. People really are nice in the Midwest, and specifically at UW. I’m so happy about that because you hear such horrible stories about law schools. Also, I love Madison’s lakes, and the campus is just beautiful.

“I do miss my family – my niece just turned one – and I miss Chinese food. I try to cook it here but it’s just not the same. But when I’m in China, I look forward to coming back to Wisconsin for the Spotted Cow ale, Babcock Hall ice cream, and the cheese.”

## 5. She’s a swimmer, a painter, a children’s bookmaker.

“I want to compete in the Point to LaPointe Swim this summer. It’s a 2.1-mile open-water swim race on Lake Superior. I’m already registered and I’ll be ready to go. This year, I’ve had more time for swimming, so I’ll go two or three times a week for an hour.

“I like painting, too. Long-term, I’m kind of hoping to retire when I’m 50 or 55 and open an art studio, and probably write kids books.”

## Some Thoughts from the Chair



It has been an honor to serve as the faculty chair of the LEO committee and to take the reins from past chairs, Professor Peter Carstensen and Professor Bill Whitford. My leadership goal for LEO mirrors that of my predecessors: to ensure that the LEO program supports law students from diverse backgrounds and promotes diversity in the legal profession.

The 2014-15 academic year has been very busy for our LEO community. Issues regarding diversity and social inclusion have been at the forefront of our national discourse, given the upcoming presidential election, recent tragic events, and mounting social protests. These issues directly touched our community, such as the death of a Madison teen, Tony Robinson, stemming from a police officer shooting. In keeping with the tradition of the LEO program, students sought ways to support each other during this difficult year. Soon after the incident, LEO student leaders and the Law School community formed a student and faculty committee. This group collaborated to host public discussions and internal talking circles to discuss current events and the role of law in these issues. Some LEO students, with support from adjunct faculty members, created a video for the public that explained the legal standards for “use of deadly force” in situations involving police killings. These are only a few examples of how LEO students led, as future lawyers should, during this trying year.

The fall LEO reception was coordinated with the Latino Law Student Association’s fundraiser for the Law School’s Immigration Justice Clinic. Juan Cartagena, President and General Counsel of LatinoJustice PRLDEF, was the keynote speaker for the event. The LEO program also hosted a screening of the Wisconsin Public Television documentary, *Vel Phillips: Dream*

*Big Dreams*. Vel Phillips is the first African-American female graduate of UW Law School and has been an extraordinary lawyer, elected official, and leader in Wisconsin. During the LEO spring reception, I lead a discussion on the Supreme Court’s decision in the Texas Dept. of Housing and Community Affairs v. Inclusive Communities Project Fair Housing Act case. I also referenced Vel Phillips during my talk as she fought hard for fair and open housing during the 1960s.

The LEO community also experienced a huge loss this academic year when one of the program’s biggest champions, Professor James “Jim” Jones, Jr., passed away in November 2014. Professor Jones was the first African-American law professor at UW Law School. He was a giant in the legal academy and the legal profession. Many of us have very distinct memories of Professor Jones that have shaped who we are today. I feel fortunate to have known him and to have heard about his life from others at the memorial service the Law School hosted this past March to honor Professor Jones.

We can also honor Professor Jones’s memory and respect the legacies of LEO alumni, like Vel Phillips, by supporting the LEO program. Private support from the alumni, faculty, and friends of the program has been one of the program’s lasting strengths. Attracting well-qualified LEO students requires significant resources. We need your help to continue to attract talented and qualified students during an increasingly competitive environment for law schools. This year, the UW Law School raised over \$127,000 in contributions from firms, companies, and individual contributors during its 15th annual fundraising campaign. All money raised directly benefits students. If you have made a gift in the past, thank you and please consider donating to the LEO program again this year. If not, please consider making a first contribution this year. Gifts of any size make a difference. Thank you for your continued support of the LEO program.

— Professor Lisa Alexander

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*\* indicates current or emeritus faculty or staff*

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# SCENES FROM THE 2015 LEO BANQUET



Join us for the  
2016 LEO Banquet  
on March 12, 2016.

Photos: Nick Wilkes



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