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A Dedication to Randall P. Bezanson

John W. Elrod

Washington and Lee University

Mark H. Grunewald

Washington and Lee University School of Law, grunewaldm@wlu.edu

Lewis H. LaRue

Washington and Lee University School of Law, laruel@mac.com

J. Hardin Marion

Tydings & Rosenberg

Doug Rendleman

Washington and Lee University School of Law, rendlemand@wlu.edu

See next page for additional authors

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A Dedication to Randall P. Bezanson

Authors

John W. Elrod, Mark H. Grunewald, Lewis H. LaRue, J. Hardin Marion, Doug Rendleman, and Allan W. Vestal

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A Dedication to Randall P. Bezanson

In recognition of his contributions as dean of the School of Law (1988-1994), the Editors of the Washington and Lee Law Review respectfully dedicate this issue to Randall P. Bezanson.

John W. Elrod*

The fortunes of Washington and Lee University took a sharp turn upward during Randy Bezanson's years as dean of the Law School. Institutional quality rose dramatically as measured by all quality indices, and the Law School's development during those years contributed significantly toward enhancing the overall reputation of Washington and Lee University.

Randy Bezanson's leadership was indispensable to these positive developments in the University's and the Law School's reputation. His was an articulate voice in proclaiming the mission of the Law School, its principal objectives, and the important niche it was achieving in the coterie of top-ranked national law schools. Working closely with President Wilson and his fellow deans, he steadily advanced the Law School's interests and quality: student quality; faculty size and quality; library holdings; computing technology; a new legal writing program involving all members of the faculty; increased size of Lewis Hall through the addition of the Powell

* President, Washington and Lee University

wing; a broader curriculum and a rise in faculty scholarly productivity; new and strengthened internship programs; and a deepening of the Law School culture centering on teaching and faculty accessibility to law students. Dramatically positive developments in all these areas brought the Law School in Dean Bezanson's tenure to new heights of quality and visibility within the American legal education community

As Vice President of Academic Affairs and Dean of the College during Randy Bezanson's years, it was a pleasure to work with such a talented and dedicated servant of legal education. Clear-headed, forthright, forward-looking, and candid are terms I would use to describe his decanal leadership. His style inspired respect among those who worked closely with him, and I am very pleased that it was my good fortune to have called myself his colleague in the years he presided over the Washington and Lee School of Law as its dean.

Mark H. Grunewald*

Any discussion of successful leadership these days turns at some point to "the vision thing." While I wouldn't want to be pressed to define it, I'm sure I know it when I see it. Randy Bezanson had it. And Washington and Lee is a finer and prouder law school today because he did.

It is easy, however, to misunderstand how the vision thing works. If vision is to be a basis from which to lead, it must be a shared vision. Although Randy had not grown up steeped in the traditions and aspirations of Washington and Lee, he understood them well. He recognized that faculty, students, and alumni were committed to legal education that because of both its quality and scale was simply the best available. That meant building on an existing strong foundation and finding ways to make size (in our case, small) work for us. The advantages of a low student-faculty ratio were central in Randy's vision and in the faculty's as well. His role in helping the law school achieve its present, widely envied ratio is perhaps the most often noted measure of the success of his leadership. But Randy's deanship was marked by change and growth that can't be measured by numbers alone.

* Associate Dean and Professor of Law, Washington and Lee University School of Law.

During Randy's deanship the size of the faculty grew substantially, but just as importantly it grew with individuals committed to excellence in teaching and scholarship. Likewise, the numeric credentials of the students increased significantly, but just as importantly these students brought greater diversity and wider interests to the law school community. I could go on in virtually every other area of law school life, but the point would be the same: Although numbers are the most common point of reference, the progress of the law school under Randy's leadership was far greater than numbers alone suggest. And that progress will be the enduring mark of Randy's deanship.

Numbers, however, do have power. And therein lie elements of both pleasure and unease that Randy, and we his colleagues, live with. We take pleasure in being recognized as one of the finest law schools in the country. Our students and alumni also share the pleasure of that recognition because they know it to be true. The unease comes in knowing that this recognition is frequently the product of journalistic ranking systems that exalt numbers over substance. In our case, that unease is significantly tempered by a sense, and one that Randy clearly fostered, that what we do at Washington and Lee is what must be done to deliver quality legal education. If the design of the rankings encourages that, fine; but we choose not to live (or die) by the rankings. Or to put it only slightly differently, and in a more Iowan way, "build it and they will come." Randy helped us do that; and they did.

L. H. LaRue*

When I was asked to participate in this roasting, the editor opined that since I was "a senior faculty member," I would be able to add a "valuable perspective" to the collection. Perhaps I can, and one perspective that I can offer is my view that the deanship here differs from the comparable office at other institutions. At most law schools, one could assume that the senior members of the faculty such as I have had long continuity, whereas deans come and go. But Washington and Lee is special in many ways, and one of them is that deans do not just "come and go" at our school. Our deans have

* Class of 1958 Alumni Professor of Law, Washington and Lee University School of Law.

had long terms, and their tenure here has not been limited to their deanship; I have been here long enough to be able to testify to such facts.

When I was hired in the Spring of 1967, Robert E.R. Huntley was a member of the faculty and Dean-designate; Charles Porterfield Light (who had served the school for years) had turned over the hiring process to the man who was to be his successor. Huntley was not destined to serve W&L long as a dean; the Board of Trustees picked him to be the President before 1967 could roll away, and so Huntley's deanship was cut short and he was allowed to have a long and successful tenure somewhat higher up in the hierarchy Dean Light picked up the reins again and guided us in picking Roy L. Steinheimer to be the next dean. Technically speaking, Huntley and Light were deans during my tenure, but in the more complicated reckoning of emotions, I always think of Bob Huntley as President and Charles Light as Dean Emeritus.

If I use my heart to count, then I count my deans from the Fall of 1968, and Roy Steinheimer was my first dean, Rick Kirgis was my second, Randy Bezanson my third dean, and Barry Sullivan, who now holds the chair, is my fourth. In the world of modern law schools, this fact is extraordinary since the national average for tenure as a dean is less than three years. I do not know if I have any "valuable perspectives" on this extraordinary fact, but I do know that I am enormously grateful for it. We have been able to focus our energy on teaching, whereas other schools have had to pour their energy into politics.

The topic of teaching leads me into the next extraordinary fact about our deans, which is that all of them have been teachers. Although each of them has served out his term conscientiously, none of them has ever truly identified with the job; each of them was always, in his heart of hearts, a teacher. Each of them returned to the classroom here at W&L when decanal duties were laid aside, and I am confident that our current dean will follow this honorable precedent. (Barry Sullivan came to us from practice, but it took me only fifteen minutes of conversation, if that long, to discover that he was in his heart a teacher.) Having teachers for deans is also extraordinary, since our modern world is full of professional administrators, some of whom flit from school to school, from deanship to deanship. In all too many schools, stepping down means moving on.

Perhaps I should pause here and consider the merits of this topic: teachers as deans. I must admit a harsh truth, which is that a life of teaching does not provide an apprenticeship in the skills that a dean must have. A good dean needs to be a competent janitor, skilled at the blue smoke and mirrors game of drawing up a budget, able to shake the money tree, and

have a thick enough skin to take flack without becoming defensive. And of course, most of all a dean needs to know when to make a decision versus when to trust someone else to make a decision, when to share a decision with others in the community, and when to decide singly. Yet the life of teaching does not equip one with these skills. As teachers, we read books, think about what we have read, go into class and talk with students, write up our thoughts so as to extend our conversation beyond the building, and read more books, none of which equips one with the necessary skills.

Why, then, do we want our deans to be teachers? Because skill alone is truly dangerous. The soul of a school is its most important asset, and administrative efficiency can kill the soul in ignorance of what it is doing. All of our deans have made mistakes, some small, some big; but all of them had a good heart, and they were trying, as best they understood, to keep teaching at the center of the life of our school.

Perhaps the several paragraphs above will qualify as "perspective," and thus discharge my duties to my editor. Let me now become subjective and say how I will remember Randy's deanship; I am not interested in offering an "objective" assessment — to do so would bore me even more than it would bore you. Instead, let me record the memories that make me smile when I recall them.

I will remember most fondly Randy's boundless enthusiasm and optimism. He loved to make grand plans, and as he led us in making our plans, Randy would enthusiastically build castles in the air and project great wonders to come, and such was his optimism that he would even start acting as though he were describing facts achieved. Of course, as a technically matter *in re* administrative protocol, deans are supposed to be more cautious and never promise more than they can deliver. Yet I fear that Randy was not endowed, either by genetics or divine providence, with the gift of silence. Instead, he loved to talk, and since I enjoy listening to good talk, I can smile when I remember how agilely he spun his verbal confections, amply supplied with the rhetorical chiasmus, and sometimes ornamented with a zeugma. Of course, I must also confess that I was often left angry and frustrated by these breaches of protocol; there were times when the abundance of words was like a cloud of dust. Yet all and all, I am grateful to him for this particular mistake, and I will remember fondly the beautiful castles that he imagined. Dreams nourish the soul.



J Hardin Marion*

When the Washington and Lee University School of Law was ranked among the country's top twenty-five law schools by *U.S. News & World Report* in 1990, it took a number of people by surprise. However, this ranking simply publicized what, until then, had been generally unreported: Despite its relatively small size, Washington and Lee's School of Law had attained a pre-eminence theretofore reserved for much larger institutions of legal education. Without exception, the other twenty-four law schools on the 1990 *U.S. News* list are affiliated with major state universities or national research universities. The Washington and Lee School of Law is much smaller than any of the other institutions on that list. Its student body of 360 is much smaller. Its alumni base is much smaller. And its location in Lexington, Virginia, puts it farther away than any of the other twenty-four from a major metropolitan area. Yet, in terms of quality, Washington and Lee's Law School and its alumni easily rank with its larger colleagues and their more numerous alumni.

In July 1988, Randy Bezanson began his service as the dean of the Washington and Lee School of Law. In the six years that followed, Randy's contributions to the Law School played a vital role in the Law School's achieving an increasingly esteemed national reputation.

Let me declare my bias. I like Randy Bezanson and count him and his wife Elaine among my dear friends. I have visited in their home and know their son Peter and their daughter Melissa. Their white standard poodle Shakespeare was a gift from my wife and me. We have discussed politics over dinner and debated term limits in the Bezanson living room. More often than not, however, we have spent time talking about Washington and Lee, its law school, and how to make it (and have it recognized as) the best law school in the country.

I first met Randy Bezanson in July 1988, while attending a summer Washington and Lee alumni college program in Lexington. We were meeting in the moot court room in Lewis Hall when someone told me that the new dean of the Law School was upstairs in his office and wanted to meet me. I was then a member of the Law Council, the governing board of the law alumni association, and was beginning my second year as Chairman of the Washington and Lee Annual Fund. What struck me as we introduced

* Managing Partner, Tydings & Rosenberg, Baltimore, Maryland; B.A. 1955, Washington and Lee University; L.L.B. 1958, Washington and Lee University School of Law. Mr. Marion serves on the Washington and Lee University Board of Trustees.

ourselves was his youth. Not only was he younger than expected, but he looked younger still. He appeared to be about the age of a high school student or a college student, but he dispelled that first impression by the crispness of his thought and the directness of what he had to say

From the moment he arrived at Washington and Lee, Randy Bezanson was clear about his objectives. He wanted Washington and Lee to be the best law school in the country. He wanted to improve an already excellent faculty, and he wanted to increase the size of the faculty so that Washington and Lee would have the best student/faculty ratio of any law school in the country. He wanted to improve the quality of an already highly regarded student body. That meant increasing the objective criteria by which the quality of student admissions is measured — average LSAT scores, college GPAs, and the like — but Randy also wanted to enrich the quality that comes from more subjective characteristics such as diversity of undergraduate college experience, geographic diversity, ethnic and racial diversity, and diversity of prior occupational experience. Most important of all, he wanted to preserve the characteristic integrity and commitment to the honor system that have always typified the Washington and Lee student. To realize all those objectives, he wanted to broaden the alumni base of financial support that naturally would be required.

It is fair to say that Randy Bezanson succeeded. The size of the law faculty has been increased from twenty-seven to thirty-five, and the overall quality of that faculty has been strengthened. It is a first-rate faculty that is committed, collegial, and accessible to students. The size of the student body remains at about 360, and the resulting student/faculty ratio of 10:1 is better than that of any law school in the country with one possible exception. Yale Law School, perennially ranked as the number one law school in the country, also claims a 10:1 student/faculty ratio.

Randy Bezanson understood what needed to be done to attract the most qualified students to Washington and Lee. Working with Assistant Dean Susan Palmer, who was responsible for admissions throughout the Bezanson years, he changed the admissions bulletin, provided recruiting assistance, and set about to increase the Law School's financial aid budget. He understood that merit-based scholarships were necessary to attract to Washington and Lee students of the caliber he sought. From 1988 through 1994, the Law School's annual financial aid budget was increased from \$500,000 to \$1.38 million.

Admissions data show steadily increasing qualifications for Washington and Lee's entering law students. In Randy Bezanson's six years as dean, total applications rose by about fifty percent. For the entering classes of

first-year law students during those years, the median LSAT scores rose from the eighty-first percentile to the ninety-second percentile and the median GPA rose from 3.12 to 3.50.

Of equal significance is the character of the students and the quality of life these students enjoy at Washington and Lee. I hear glowing comments from students and recent law graduates about the accessibility of the law faculty, the sense of community that students enjoy, and the absence of "cut-throat competitiveness" among the students. Commitment to the honor system remains undiluted. It is no accident that law students themselves ranked Washington and Lee as the number one law school in the country in terms of student satisfaction, according to a 1994 national survey conducted by *The National Jurist*.

Justice Lewis F. Powell, Jr., perhaps Washington and Lee's most distinguished living alumnus, retired from the United States Supreme Court the year before Randy Bezanson arrived at Washington and Lee. Considerable speculation was in the air about where Justice Powell would place his rich collection of papers. The Library of Congress seemed natural, but informed opinion suggested that Justice Powell would favor the University of Virginia. Washington and Lee, with no major airport nearby to facilitate visiting scholars, seemed a distant third to early oddsmakers. Randy Bezanson, however, relished the role of the underdog. He refused to accept any other conclusion as foregone, and he set about to persuade Justice Powell that Washington and Lee should become the home of the Powell papers. He engaged an architect, who drew up plans and sketches for a Powell wing to Lewis Hall. The proposed four-floor addition was to provide needed office space for an expanded law faculty and for several student clinical programs, as well as to house the Powell archives.

With a specific plan in hand, Bezanson then set about to identify donors who would contribute the more than \$3.5 million needed to cover the cost of construction and endowment. In January 1989, only halfway through his first year as dean, Bezanson presented his plan for the Powell archives to the University Board of Trustees and obtained the Board's approval. Shortly thereafter, armed with a plan, an architect's rendering, a good start on funding the cost, and the support of the Trustees, Randy Bezanson and John Wilson, the University's President, journeyed to Richmond to argue the case for Washington and Lee to Justice Powell himself. By October 1989, early in his second year as dean, Bezanson had secured Justice Powell's agreement to donate his papers to Washington and Lee. Randy Bezanson presided happily over the dedication of the Powell archives in April 1992.

Most of Randy Bezanson's accomplishments during his six years as dean are less visible and physically less dramatic than acquiring the Powell papers and constructing the addition to Lewis Hall. But the impact of those accomplishments is tremendous. Just before Bezanson arrived in 1988, the faculty voted to implement a major change in the law school curriculum that placed substantial emphasis on improving the writing skills of law students. The faculty proposed, on a trial basis, to integrate legal research and writing into the small first-year substantive law courses. Randy embraced the emphasis on writing with enthusiasm. He led the move to make that change permanent and to implement an upper-class writing requirement.

"Rigorous" is one of Randy's favorite words. He uses it to describe the educational process at Washington and Lee's Law School. He wants students to be challenged with a rigorous legal education, and he was rigorous in his approach to accomplishing that mission. The rigorous education students receive at Washington and Lee shows in the graduates of the Law School. I can speak to that from personal experience. For more than fifteen years, I have been interviewing law students at Washington and Lee on behalf of my law firm in Baltimore. During the six Randy Bezanson years, we hired seven graduates, and five are still with my firm. They are excellent young attorneys and wonderful men and women.

During his years as dean, Randy Bezanson helped reshape the Law Council. He supported enlarging the Council, bringing to it alumni of great prominence in the legal world, and increasing its role as a liaison between the general alumni population and the law school itself. Four alumni who served on the Law Council while Randy was dean have been elected to the University Board of Trustees. Bezanson also insisted upon the appointment of a University development officer responsible solely for law school development and strengthening the ties of law alumni with the Law School and the University.

I thoroughly enjoyed working with Randy Bezanson during the six years of his deanship. He resigned as dean in 1994 to return to teaching, which he does extremely well, and to allow Washington and Lee to bring in a fresh face as dean with new ideas and new approaches. As I had hoped, Randy and Elaine have decided to return to Lexington, this time with Randy in a teaching capacity, to continue to be an integral part of making the Washington and Lee School of Law the best law school in the country.

The *U.S. News & World Report* ranking in 1990 was no fluke. In 1994, Washington and Lee's law school tied for twenty-second in the ranking. The most recent survey, published in March 1995, shows Washington and Lee moving from twenty-second to twenty-first position.

Many people are responsible for Washington and Lee's current ranking and national recognition, including President John Wilson and the excellent deans who preceded Randy Bezanson at the law school. And Barry Sullivan, who succeeded Randy as dean last year, undoubtedly will have his say in the continued enhancement of the law school's reputation. But no one can deny that a giant step forward in national recognition happened on Randy's watch. My hat's off to you, Randy! You were the right person at the right time for the Washington and Lee University School of Law

Doug R. Rendleman*

You start out with one thing, end up with another,
and nothing's like it used to be, not even the future.¹

— Rita Dove

Even to one skeptical of Golden Ages in the past, the proposition that Washington and Lee changes gradually is too obvious to reiterate. In the fall of 1988 entered Dean Randy Bezanson, direct, candid, and disarming, never accused of lethargy or brevity, a creative scholar himself. To assess the way these compounds mixed and to convey a tribute are the aims of these modest lines.

Rankings will always be with us. Of course we knew it all along. It's a better mousetrap. Washington and Lee Law School's high rankings take on momentum. Faculty and student morale have appreciated; qualified student applicants and faculty candidates find it easier to say yes to Washington and Lee; more promising scholars submit better articles to the Law Review; and finally alumni with suddenly more valuable degrees consider whether to share some of the benefit.

Continuation of strong traditions was a salient feature of Randy's period as dean. A series of able and successful deans developed these traditions and the physical and personnel infrastructure that supported them. Dean Rick Kirgis, Randy's predecessor, confirmed the traditions of strong academic

* Robert E.R. Huntley Professor of Law, Washington and Lee University School of Law.

1. Rita Dove, *O*, in *THE YELLOW HOUSE ON THE CORNER* 71 (1989).

leadership and a commitment to substance over form. The late Professor Tim Philipps was lost at the peak of his career and on the cusp of even greater accomplishments. But with that exception, the unusually stable senior faculty that welcomed Randy greeted new Dean Barry Sullivan in the fall of 1994. In 1988, the law faculty was committed to instruction and willing to take pains with internal process. It remains a civil and humane place with a flourishing honor system, devoted to scholarship and teaching, showing its commitment to students with small classes and an emphasis on writing. From admissions to the recorder's office to the library and placement, moreover, the administrative team of 1988 continues to complement the students and faculty

The obvious changes during Randy's period are the building addition and the expanded faculty. Washington and Lee Law School's good fortune has continued to coincide with good timing. It opened the doors of Lewis Hall, one of the finest law school buildings in the United States, in the late 1970s ready for successive waves of baby boomer law students with increasingly high credentials to enter, examine the law, and graduate. Randy's assiduous attention to attracting a less-homogenous, better-qualified student body is palpable. But what happens after the students matriculate at Lewis Hall has changed more slowly

The recent addition to Lewis Hall houses Justice Lewis Powell's papers, offices, classrooms, and an excellent library reading room. From the beginning Lewis Hall was part of the educational program, for, like the law itself, the structure is a labyrinth, a seamless web where at almost any given time, lost visitors and denizens wander aimlessly seeking destinations which they may already have forgotten. The addition augmented Lewis Hall's instructional role.

President John Wilson promised Randy to support an expanded law faculty. The faculty began to fill these openings in 1988. During hard times at the state universities, the Washington and Lee faculty grew and the student-faculty ratio became even more beneficial. If a sea change has occurred at Washington and Lee Law School since 1988, the scholarly records presented by successful tenure candidates who signed on during the late 1980s proclaim it. Time will tell whether a paradigm has really shifted.

Faculty governance, the tenure system, and the budget process's constraints soon hem most academic administrators into a role as a broker who interprets one constituency to another. Randy's energy and imagination ill-suit him to life as a conduit. Randy believes in human nature, process, and discretion, wisely exercised. The principal change is a more businesslike law school. Students are more earnest and curious. Each

volume of the Law Review surpasses the last. Faculty professional activity has accelerated. To be included at the end, *savoir faire* is significant. When I think about Randy as dean I have trouble remembering that I often disagreed with him verbally and by vote on discrete issues; what I do recall is his confidence, candor, and commitment to quality

Allan W Vestal*

Both my decision to leave private practice and to enter into teaching and my decision to come to Washington and Lee flowed in no small measure from my long-standing association with Randy Bezanson. When I grew restless in practice and sought career advice, I turned to two old friends on the University of Iowa faculty, one of whom was Randy Bezanson. By the time I was ready to enter teaching, Randy had become dean at Washington and Lee. Randy assumed the potentially awkward dual role of friend and institutional advocate, offering advice on the various opportunities presented me, but always ending with the reminder that I ought to keep an open mind in the event the faculty invited me to come to Washington and Lee. When events ran their course and the faculty offered me a position, Randy's two roles merged and he helped convince me to come to Lexington. Not that it took any real convincing; by that time I had visited the school, met all the faculty, and been assured in private by my old friend and law school classmate Brian Murchison that "it really is as good as it looks." At a distance of six years, I regard my decisions to enter teaching and to join the Washington and Lee community as having been very good ones. I owe Randy a substantial debt of gratitude for his part in both.

Happily, Brian's assessment of this school was, and is, accurate. We all know the reasons for our success: a diverse and almost without exception collegial faculty, a highly-qualified and pleasant student body, a gracious and effective staff, a spacious and well-planned building, a solid and surprisingly rich academic life, and a supportive and involved body of graduates and friends. We have Randy's predecessors to thank for their roles in establishing these fine qualities. Not that any dean ever advances an institution

* Associate Professor of Law, Washington and Lee University School of Law; B.A. 1976, J.D. 1979, Yale University

alone, but they had each helped the community advance. Bob Huntley, Roy Steinheimer, and Rick Kirgis had assembled a strong faculty by the time Randy became dean. They, especially Roy, had changed the nature of the student body and presented Randy with an already distinguished student body. Lewis Hall had been built on Roy's watch, with the generosity of the Lewises. That generosity, and the vision of successive deans, also established the Law Center, which continues to be a wonderful addition to our academic life. And all of Randy's predecessors contributed to the warm relations between the school and its graduates and friends.

Randy added substantial contributions in each area. Under his leadership, and with the strong support of President John Wilson, an already strong faculty expanded in size and became even stronger. David Caudill and I joined the faculty in Randy's second year; thereafter in quick succession came David Wirth, Allan Ides, Scott Sundby, Alison Kitch, Louise Halper, Laura Fitzgerald, and Cliff Larson. Randy played an integral role in the faculty expansion, both by getting administration and trustee support for the new positions and by participating in the appointments process as an effective advocate for the school.

The student body changed, and while it is generally acknowledged that the student body retains its pleasant demeanor, it also seems to be getting qualitatively better and better. Our students continue to come from a remarkably wide range of backgrounds. They come from, and return to, all parts of the country. I served on the Admissions Committee for four years during Randy's tenure. I know from that experience that Randy consistently kept his eye on the ball — the real quality and character of the student body — and not simply on the paper credentials of the students. He was innovative in his approach to admissions, and was supportive of Assistant Dean Susan Palmer's efforts to improve the process, particularly her efforts to improve our results among traditionally under-represented populations. The results are impressive, and although Randy would rightly caution us against reliance on statistical indicators, one figure is useful: With almost twenty applications for each slot in the first-year class, Washington and Lee is among the most selective law schools in the nation. A remarkable number of top-quality prospective students want to come here; and by and large they want to come here because they recognize our very real strengths.

We were enriched by the new wing on Lewis Hall, both by the addition of Justice Powell's papers to the library collection and by the creation of much needed clinical spaces and faculty offices. Randy's role in getting the commitment for the papers, in securing the funding for the new wing, and in supporting the clinical programs was critical to the success of the project.

During Randy's tenure as dean, the academic life of the school was also enhanced. We were enriched by the interesting teaching and scholarship of the new faculty members, by the continuing scholarly accomplishments of the experienced faculty, by cooperative courses with the undergraduate departments, by a series of highly successful joint programs by the Law Center and Law Review, by new faces in administrative roles, by a renewed institutional commitment to student writing, and by a proliferation of new course offerings for our students — each of which received the active support of the Dean. He taught a cooperative course and actively worked for the joint Law Review-Law Center programs. Randy made strong appointments, naming first Brian Murchison and then David Millon the Director of the Law Center to carry on the successful work of Doug Rendlemen and his predecessors. Randy also somehow convinced Mark Grunewald to fill Ned Henneman's capacious shoes as Associate Dean. Randy was, on an individual level, highly supportive of scholarship, especially the scholarship of new members of the faculty. I speak from experience that his support, and his painstaking comments on drafts of fairly obscure articles, was of great assistance. It is not surprising that he would be helpful in this area; during his tenure, Randy was year in and year out one of the most productive scholars on the faculty — a distinction almost unheard of at similarly situated law schools.

And our relations with graduates and friends improved from the increased participation of the Law Council and Randy's unceasing travels to bring the Law School to our far-flung graduates. We even managed to sell a few papers for the Richmond Times Dispatch.

It is perhaps a sign of the times in legal education, or perhaps an inevitable by-product of our size and diversity, that each of these accomplishments has its critics. Change, especially change in an already-strong institution such as this one, can be controversial and leadership invites disagreement. Added to legitimate differences of opinion is the regrettable trend to personalize policy disputes, a trend as to which this community is resistant, but not wholly immune. It is not an easy thing to be a law school dean; we are told the average tenure is approaching three years. But, pausing to look back, the moments of controversy fade and the pace of consistent accomplishment of the community during Randy's tenure is the enduring image.

This continues to be an excellent law school with some unique strengths; it continues to be such in part because of the many contributions of Randy Bezanson. I think it is a remarkable tribute to Dean Bezanson that the Law School made so much progress in so many areas during his seven

years, and that the progress made is so clearly consistent with that made by his predecessors. We collectively owe Randy a debt of gratitude, in addition to our friendship.

In the happy tradition of this school, Randy will continue to be a member of our community after he has relinquished the role of Dean. After a year sitting on Dells Lake and teaching at the University of Iowa, Randy and Elaine will return to Lexington this fall. I look forward to welcoming them back. We have missed Elaine's intelligence, warmth and good humor. Some of us have even missed seeing Randy in the park-like front yard of the Pines, cutting grass while dressed in penny loafers and a blue blazer. It will be good to have them back.

SYMPOSIUM
