Legal Clinic Receives Grant

The Council on Legal Education for Professional Responsibility has announced a $35,000 grant to the CSU College of Law to aid in the operation of the school's Legal Clinic for the next two years. This is the second time that the Council, a subsidiary of the Ford Foundation, has chosen Cleveland State to be the recipient of one of its highly selective grants in support of innovative programs in clinical legal education. The CSU Legal Clinic was initiated with the aid of the Council's first grant to the University in the Spring of 1972.

The Legal Clinic enables advanced students to learn through involvement in the actual practice of law. By the end of this summer, more than 150 students will have completed participation in some aspect of the Clinic's program since it began in 1972, according to Professor David R. Barnhizer, Director of Clinical Legal Education. Presently, the Legal Clinic offers separate instructional programs in the areas of criminal practice and civil practice.

The criminal practice program provides counsel for indigent defendants in the Cleveland Municipal Court and other local courts in Cuyahoga County, while affording criminal practice experience to students. Under the direct supervision of experienced criminal lawyers, students actually represent clients in court.

"The students function almost completely as practicing attorneys," Professor Barnhizer said. "A student handles a case, under supervision, from the beginning stage of client contact through appeal, if necessary. The factual and legal development of the case, plea bargaining, motion practice and litigation are the responsibility of the student," he added. Each student can expect to make an average of 10 to 15 court appearances during a quarter in the clinic, Professor Barnhizer said. These appearances vary in purpose from arraignment, to trial, to appellate advocacy.

Students in the civil clinical program in cooperation with Cleveland Legal Aid Society, provide representation for indigent clients with problems in such areas as landlord-tenant interaction, consumer matters, domestic relations, probate and administrative agency disputes. Students become involved in the actual negotiation and litigation of cases in local courts.

An unusual feature of the CSU Legal Clinic not commonly found in other law school clinics is the opportunity for participation afforded part-time evening students. Professor Barnhizer estimates that 15-20% of the students presently involved in the criminal clinical program are evening students. He anticipates substantial (continued on page 8)
Co-operative Education. Mr. Greenwood will assume his new duties on June 1.

Mr. Greenwood has been with the College of Law, as Assistant to the Dean, since August 1970. He was awarded the A.B. degree by the Virginia Military Institute in 1940 and the M.A. in International Affairs by George Washington University in 1965. Prior to his affiliation with the Law College, Mr. Greenwood served with distinction for thirty years in the United States Army. He retired at the rank of Colonel in 1970.

The CSU Law Placement Office was established in August of 1970. At that time, not one law firm came to the campus to interview senior students for jobs after graduation. Presently, over 30 legal employers, including 10 major Cleveland firms, interview at the College. The Placement Office provides assistance for senior students anticipating graduation, for alumni and evening students who want to change jobs, for students seeking part-time employment, and for those working under the Federal Work-Study Program.

Senior students are aided by the Placement Office primarily through the arrangement of interviews with potential employers. Interviews are scheduled on campus whenever possible, but off-campus arrangements are made as well. Also, student resumes are made available to any employer who requests them. All job offers received by mail or telephone are posted on a bulletin board with all relevant information.

While both the number of employers interviewing at the College and the caliber of the student body have been on the increase in recent years, finding a position upon graduation is still no easy matter. Part of the problem, according to the Placement Office, results from the insistence of many graduates to stay in the Cleveland area, which already has a great number of lawyers per capita.

In recent years, more than 90% of the evening graduates and approximately 80% of the day graduates have decided to stay in Cleveland. This, when coupled with the fact that many Ohio residents receive their legal education out-of-state and then return, accounts for much of the difficulty graduates may have in gaining positions locally.

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The travail of one Marco DeFunis to become a law student at the University of Washington has recently brought into sharp focus some extraordinarily complex questions regarding the law school admissions process. Mr. DeFunis, denied admission while other candidates with lower test scores and undergraduate grade averages were being accepted for law study, is the plaintiff in what may well become the most important equal protection case since Brown v. Board of Education. As members of racial minority groups, the candidates accepted in Mr. DeFunis’ stead had gained their law school places under selection criteria other than the traditional grades and test scores through a special “affirmative action” admissions program.

When the U.S. Supreme Court renders its decision later this term in DeFunis v. Odegaard a major portion of the nation’s law schools may have to substantially alter admissions practices which have led to a tripling of minority law student enrollment in the United States in the past four years. Cleveland State has been in the forefront of the law schools establishing special minority admissions programs. It is possible, however, that our approach to the problem may spare us the legal difficulties which some others could face if Mr. DeFunis prevails in the Supreme Court.

In the summer of 1971, the first 15 minority students gained law school admission to Cleveland State through the special program since denominated LCOP — the Legal Career Opportunities Program. The presence of minority students was not a new phenomenon for the school. The gallery of alumni photographs lining the hallways provided graphic evidence of the legal educational opportunities afforded blacks over the years by Cleveland-Marshall. By 1971, however, with the school beginning to feel the crush of several times as many applicants as available places, the fact was that members of minority groups were gaining admission in only miniscule numbers. The faculty concluded that, as a publicly-supported law school, Cleveland State had a societal obligation to provide increased opportunities for access to the legal profession by the substantial numbers of minority group members residing in northeast Ohio.

In the intervening years, the LCOP program has tripled in size, but the basic concept has remained unchanged. The admissions criteria are flexible and take into account the special purposes for which the program was designed. Efforts are made to gauge the motivation of applicants to complete the rigors of three or four full years of law study. Grades and test scores are considered, but special emphasis is placed upon factors tending to suggest that such measurements are inaccurate predictors of success in particular cases.

Students admitted to LCOP through this process begin their law studies during a special ten-week summer program. Following successful completion of the summer courses in legal method and legal writing, LCOP students enroll in the fall as fully-matriculated first-year students. Thereafter, they complete the same curriculum, and are subject to the same academic standards, as any entering student.

The Cleveland State experience with LCOP indicates that it is among the most successful such programs in the United States. Contrary to the experience of most law schools, the attrition rate in the LCOP program is the same or less than in the student body as a whole. Contributing in part to this success, in our opinion, is the high morale and esprit among program participants. Students already in the program assist those who are just beginning, providing tutorial services as well as encouragement to continue and complete the course of study leading to the J.D. degree.

The success of the LCOP program led the school to begin a second special admission program in the summer of 1973. If the selective evaluation of factors beyond grades and test scores could yield students able to succeed in a minority law student program, why not a similar program for applicants who — regardless of race — had special experiences and qualifications indicating likely success in law study?

More than fifty members of the 1973 entering class at Cleveland State were admitted through the second special admissions program employing the same flexible evaluation process which had proved so successful in LCOP. Many were men and women who had already spent a number of years in other careers since earning their undergraduate degrees. Several women who had completed the raising of families and now wished to pursue careers were also admitted through the program.

We believe the 1971 decision at Cleveland State to establish a special admissions program for minorities was a right and sound one. But if, in 1974, the U.S. Supreme Court rules unconstitutional law school admissions programs which take race into account, we will already have paved the way for preservation of our own LCOP program. For Cleveland State, admissions based upon factors in addition to grades and test scores need no longer be a racial question. It is an alternative to the numbers game which can be administered without regard to race and which can be rationally defended as a fair and academically proven means of re-introducing the human element into law school admissions.

Craig E. Christensen
Dean
NADER ADDRESSES CSU STUDENT BODY

Ralph Nader, leading consumer advocate, proved to be an overwhelmingly popular choice as the CSU Student Bar Association's first guest speaker of the year. On January 22, Nader spoke to a standing-room-only audience of over 500 while more than a thousand listened on loudspeakers outside the auditorium. Nader spoke on "Corporate Responsibility and the Energy Crisis," after which he answered questions from the audience.

"The energy crisis didn't start with the oil companies," Nader said, setting the theme for his hour-long speech, "it started with the educational process." In Nader's opinion, education today is not designed to teach people how to handle real life situations. "There is an enormous waste of time by students in college," Nader said, and continued, "I think it is important for every student to ask himself what is the purpose of education, besides just getting a job."

"Law schools should be in the vanguard," Nader said in defining what role educational institutions should play in protecting the public interest. "Students can resolve to make serving the public interest an integral part of the educational process," he added, and suggested that a good way to start is by establishing a Public Interest Research Group in Cleveland as students have done in many other cities across the nation.

Speaking of the problems of consumers, Nader pointed out the importance of knowing the characteristics of what one buys. "No one spends any time learning them," Nader said. "The average worker will spend hundreds of hours earning money to buy a car or food, but how many hours will he spend learning how to buy a car or food?" he asked by way of example.

The same lack of knowledge is a major problem for the public in understanding the energy crisis, according to Nader. Speaking of television news coverage on the energy crisis, he said, "It's almost as if they're trying to educate Martians who have come to earth for the first time and asked, 'what is the oil business all about?'"

Nader then suggested comparing the general public's knowledge of the oil industry with it's knowledge of professional football - team names, standing, statistics and even plays.

Nader then gave his opinion that "There is no shortage of oil and gas, but a misallocation to drive prices up and to wipe out the little guy independents who are the only real competition to the major oil companies." He added, "It is the declared policy of the oil-dominated federal government to raise prices to decrease demand and increase supply."

Nader ended his speech by urging law students and others to help the public become better informed about the energy crisis and other public issues. "We need a new life style in the United States which says that in return for living in this country, we must spend a few hours every week in self-government," Nader concluded.

Students Gain Experience Through Employment

"I believe we have more student involvement and offer better job opportunities than any law school in the country," said new Director Walter Greenwood, Jr., CSU Law Placement, describing the Cleveland-Marshall student work-study program.

Each year approximately 100 CSU law students help support their legal education through work-study employment, working part-time during the school year and full-time in the summers. They are paid $3 per hour and may work up to 15 hours each week while attending classes full-time and 40 hours per week during vacation periods. The program is also a bargain for the agencies that employ the students, since 75% of the amount paid in wages is reimbursed by the federal government.

Work-study funds are allocated to Universities by the U.S. Department of Health, Education and Welfare. In the current academic year, the CSU College of Law allocation will permit law students to earn a total of $184,000 through work-study employment.

To obtain a work-study position, a student must first demonstrate financial need. Students apply for work-study as they would for scholarships, loans or other forms of financial assistance. Need is calculated by reference to standardized national criteria. Those found eligible are awarded work-study grants, which specify the maximum amount a student may earn through the program. Such grants often are given in conjunction with other forms of financial aid. Only government agencies and non-profit public service agencies qualify as work-study employers. Last year, 40 such employers provided law-related positions for CSU law students.

About half-way through the students' employment they were asked to comment on the program. "I can't express the greatness of the value of this job. Thanks for the aid," said one student. "I feel that work-study is a much needed and worthwhile program," wrote another, "for it goes a long way in providing the practical experience that is needed in a legal education that emphasizes 'classroom study'."

"Do not send someone who might expect to learn something," was the single adverse statement. It came from a student working in the same area with other students who said, "It has been a great learning experience and will make me more valuable to future employers," and "I can't say enough about the program and the tremendous boost it has given my legal education." One student's comment summed up the premise behind the entire program, "Work-study - two words which are indispensable to each other; both are necessary in order to learn about the law."

"The work-study program benefits everyone involved," Placement Director Greenwood said. "It is good public relations for the school, students earn money and gain experience that is a great aid after graduation, and employers get good and inexpensive help. Calling the program a success would be an understatement."
ABA President Visits CSU

Chesterfield Smith, President of the American Bar Association, addressed law students and faculty during a visit to Cleveland State on Friday, February 15. Mr. Smith discussed a wide range of topics, expressing his own views and occasionally those of the ABA as well.

Taking a restrained position on the issue of impeachment, Mr. Smith said that President Nixon deserves a fair trial just as anyone else and that it is important to weigh all the evidence. "But if the President should ever defy a direct court order, I would personally favor his immediate impeachment," he added.

Job opportunities for lawyers may well increase in the next few years, Mr. Smith predicted, in response to a question regarding overcrowding in the legal profession. One area likely to create new opportunities for lawyers is that of pre-paid group legal services which will operate almost "like legal Blue Cross and Blue Shield plans," he said.

Politics should be removed from the judiciary, Mr. Smith urged, adding his opinion that all judges should be appointed rather than elected. "A judge can yank the chain on an oppressive governmental act," he explained. He responded to student claims that the politics of the organized bar would simply be substituted for party politics in an appointive system by saying that the process of selection and appointment supported by the ABA could and would be fair and non-partisan.

Following his visit at Cleveland-Marshall, Mr. Smith spoke to area lawyers at a "Town Meeting" sponsored by the Bar Association of Greater Cleveland.

CSU Law Review Offers Alumni Discount

The Cleveland State Law Review is now available to paid members of the Law Alumni Association at a discount subscription rate of $5.00 per year. The rate for non-members is $8.00 per year.

The Spring 1974 issues of the Review will include articles on developments in products liability by two nationally know authors; an article on the problem of voluntary dismissals and their relationship to statutes of limitations and "saving" statutes; a list of employer pitfalls in the Equal Employment Opportunity area (and how to avoid them); and a review of Ohio's first real property case decided under the new Marketable Title Act.

Law Review offices are located on the CSU campus in the Chester Building; telephone 687-2336.

LEGAL ETHICS RECEIVES EMPHASIS

Effective next year, every CSU law student will be required to complete a comprehensive course of instruction on the Code of Professional Responsibility and related legal ethics issues. This addition to the required curriculum was made by the faculty in response to growing public interest and concern about the professional responsibility of lawyers, according to Dean Craig W. Christensen. As if to underscore the importance of the matter, the Ohio Supreme Court has announced a new rule which will make it necessary for every law school in Ohio to add courses similar to the one planned by the CSU faculty. Shortly after the CSU decision, the Court revealed amended bar admission rules requiring that every applicant must have completed "a formal course for credit in which not less than 10 classroom hours of instruction are devoted to the Code of Professional Responsibility."

Professor Charles Auerbach of the CSU law faculty, who served as chairman of a special sub-committee of the Ohio State Bar Association which proposed the Supreme Court rule amendment, commented on the new requirement. "It is my opinion that the subject of legal ethics has been too casually treated by members of the legal fraternity and by the law schools," said Professor Auerbach.

"The growing incident of violations of ethical principles, which have a demonstrably adverse impact upon the public's view of lawyers and the legal profession, require the teaching of such a course," Professor Auerbach said. "A mere glance at the court reports indicates the frequency with which such violations have taken place in recent years to the discredit of the bar." Professor Auerbach said it was his opinion that instruction in legal ethics and responsibility should lessen the number of such violations.
A PLEA FOR PRODUCTIVE TRANQUILITY

For the first time in several years, our law school has remained out of the headlines and away from a public airing of its growing pains. The current administration of the school is to be commended for this salutary state of affairs.

When we look back upon some of the publicity which the law school generated over the past seven or more years, we can only now begin to see how counter-productive it was for the school and for us, the alumni. Hopefully, those days are gone forever when we learned more from the public media about every petty internal squabble at our alma mater than we did from the school itself.

But we should not be fooled by the apparent external calm at the law school. The problems it faces — although of a different kind than in the past — are enormous. The constant upgrading of the educational component must be done along with planning for an exciting new building. The law school needs to learn more about living with an overall university structure. The law alumni must assess the needs of the law school — the needs as of now and for the future.

All of these tasks and responsibilities require intelligent planning. Right now we have the tranquil atmosphere and the time to do intelligent planning. We in the Alumni Association are remiss in our duties if we do not use this time well.

One area of planning that is needed is financial. Should we be thinking about providing some needed facility which will not or cannot be provided with state funds? Is there some established area of the law school or the new law building which can be made really outstanding through alumni assistance?

Are there areas where we can make a positive contribution where money is not a primary consideration?

These are avenues which we should explore now, while we have the time. There is a real challenge for rational action! Let's accept that challenge!

Best personal regards,

Carol G. Emerling
President
Cleveland-Marshall Law Alumni Association

Louis B. Golden, '30, has been named the 1974 recipient of The Jewish Theological Seminary of America National Community Service Award. The award was presented at the 15th Annual Convention of the Seminary at which Senator Henry Jackson was guest speaker.

David L. Wieder, '40, Ralph J. Henry and John J. Sweeney, were each presented with a Certificate of Merit at the 28th Annual Public Servants Merit Awards Luncheon of the Cuyahoga County Bar Association.

Judge August Pyrate, '42, was one of five recipients of Hiram College's highest honor, membership in the Garfield Society, which was named after the 20th President of the United States, James A. Garfield, who was a student and teacher at Hiram.

Robert E. Sweeney, '51, was recently elected a director of the City Club.

Judge Angelo J. Gagliardo, '51, spoke to the Cleveland Teachers Union, Building Chairman Workshop, on “School Discipline and the Juvenile Court” on Saturday, November 17.

Alan M. Wolk, '55, of Woodle, Wachtel, Begam and Wolk has been installed as Senior Warden of Golden Square Masonic Lodge No. 679 F. & A. M.

John D. Naughton, '57, has been appointed to the position of manager of state taxes in the Corporate Taxes Division at Republic Steel Corporation.

Judge William B. Pike, '58, was elected to a full term on the Cuyahoga Falls Municipal Court bench. He was appointed to the bench by Governor Gilligan in February of 1973 to fill an unexpired term.

Gerald F. Sweeney, '60, was re-elected to the Cleveland Board of Education. Berthina E. Palmer, '54, was appointed to the Board to complete the term of a board member who recently resigned.

Leon G. Nagler, '61, has been appointed Vice President for Damon Corporation, with responsibilities for the corporate administrative functions, including industrial relations.

Irwin N. Perr, '61, instructor at Rutgers Medical School, authored the article “The World of Humor, Medicine, Psychiatry and the Law” which appeared in the Winter 1973 issue of “The Journal of Psychiatry and Law.”

Thomas A. Busch, '67, has been promoted to Vice President in the Trust Administration Division of the Trust Department of National City Bank.

J. C. Evans, Jr., '67, a NASA scientist, is a candidate for the doctorate in jurisprudential science degree, with a dissertation on the international law of air and space, at Osgoode Hall Law School of York University in Canada. During the Summer Term at the Peace Palace in The Hague, Netherlands, he will seek the Diploma in International Law. Only 16 persons from the United States have received this award since the founding of the Aca-
Professor Charles Auerbach was a commentator on "The Federal Rules of Evidence Controversy" at a meeting of the Evidence Law Section of the Association of American Law Schools in New Orleans in December.

Professor Hyman Cohen served as chairman of the Conference on Occupational Health and Safety held in Cleveland March 1. The Conference was sponsored by the Labor Law Committee of the Bar Association of Greater Cleveland.

Professors James T. Flaherty and Kevin Sheard participated in a discussion on Probate Law on WERE radio December 6. Professor Flaherty, with Professor Stephen J. Werber and Cleveland-Marshall students, discussed law school admission on WERE radio on February 7. Professor Flaherty also participated in a panel discussion on Trial Advocacy at the annual meeting of the Association of American Law Schools in December and was a speaker and workshop chairman on Teaching of Religion and the Law at a Public Education Religion Studies Center conference at CSU in January.

Professor Gordon S. Friedman was a guest lecturer on the "Procedural Aspects of the New Penal Code" at a meeting sponsored by the Criminal Law Committee of the Cuyahoga Bar Association February 16. He participated in a special meeting of the Governor's Drug Coordinating Council, of which he is a permanent member, on January 14, and on January 15 he was guest speaker on the topic of "Legality and Propriety" at a luncheon series sponsored by the University Christian Movement. Professor Friedman also spoke on a WWVE radio talk program regarding the legalization of marijuana.

Professor David Goshien participated in the personal injury trial demonstration section of the 13th Annual Practice and Procedure Clinic of the Bar Association of Greater Cleveland held November 30.

ALUMNI HAPPENINGS
(continued from page 6)

deny at the International Court of Justice more than two decades ago.

The law firms of Carol A. Mosher, '69, Painesville, and Selker, Einbund and Rubenstein, Cleveland, have announced the formation of a partnership under the firm name of Selker, Einbund, Rubenstein and Mosher.

William W. Owens, '69, was re-elected to the Office of Prosecuting Attorney of Huron County, Ohio. In 1972, Owens sought re-election for Huron County Prosecuting Attorney and became the first Democratic Prosecutor in 40 years in the county and the second Democrat to be elected to a county-wide office in 40 years. He has recently been appointed to the Executive Committee of the Ohio Prosecutor's Association and will serve on a Committee of 3 to supervise the writing of the Ohio Prosecutor's Manual.

Jeffrey Kahn, '70, and David Smith have announced the opening of their law office on Coventry Road.

John C. Kikol, '70, was recently named Vice President and Secretary of CleveTrust Realty and Senior Vice President and Secretary of CleveTrust Advisers.

Roy L. DeBarbieri, '72, has become associated with the firm of Schine, Julianelle, Karp and Bozelko.

Moot Court Night

The College of Law will hold its Fifth Annual Moot Court Night on Saturday, May 4, at 8:00 p.m. in the Main Classroom Auditorium on the CSU campus. The public is invited.

Moot Court Night is the culmination of a competition among students for the honor of representing the law school at the National Moot Court Competition held each fall. The advocates taking part in Moot Court Night also compete for the Hugo Black Award, the Dean's Moot Court Spring Competition Award, and the Alumni Association award for the best brief in the competition.

The panel for the event will consist of three distinguished judges. Presiding will be Judge Wade H. McCree, Jr., of the U.S. Court of Appeals for the Sixth Circuit, Frank J. Battisti, Chief Judge of the U.S. District Court for the Northern District of Ohio, and Judge John M. Manos of the Ohio Court of Appeals.

Professor Lizabeth A. Moody appeared on Kamm's Corner television program to discuss "Legal Ethics and Watergate" in January.

Professor LeRoy Murad served as consultant to the Criminal Justice Coordinating Council of Greater Cleveland in developing the 1974 Criminal Justice Plan for the Greater Cleveland-Cuyahoga County Area.

Distinguished Professor Howard L. Oleck served on the Scribes panel discussion on "Legal Writing for Publication" at the Association of American Law Schools annual meeting in December. Two of his poems appeared in the January 1974 issues of the American Bar Association Journal. Professor Oleck also addressed the A.B.A. Law Student Division Meeting of the 6th Circuit at the University of Akron Law School on the subject of legal writing on March 23.

Professor Jane M. Picker's article on Health Insurance, "The Case Against Restrictions on Birth-Related Services," was published in the February issue of Family Planning Population Reporter. On January 4 she spoke at the University of Tennessee at Chattanooga on "Sex Discrimination and Employment," and on February 5 she addressed a conference on "Law and Campus Issues in Higher Education" at the University of Mississippi. Professor Picker addressed the Cleveland Engineering Society on "Women in Construction" on February 12, and on February 17 she appeared on WKYC-TV, discussing employer's treatment of fringe benefit programs related to maternity.

Professor Alan Miles Ruben was elected Executive Secretary of the Section on Law and Education of the Association of American Law Schools and to membership on the Council of the Section on Graduate Legal Education of the Association. On March 23, Professor Ruben was installed as the new President of the Ohio Conference of the American Association of University Professors.

Assistant Dean Carroll H. Sierk was elected Bailiff, Cleveland Alumni Senate of Delta Theta Phi Fraternity in January.

Professor Samuel Sonenfield participated in the Oberlin College Chaplain's Symposium on "Why Go To Law School?" on January 18-19.

Professor Robert Willey addressed the Akron Chapter of the League of Women Voters in December on "Does Ohio Need Juvenile Law Reform?"
additional involvement by evening students in the future. The Cleveland-Marshall Law Alumni Association has made participation possible for many evening students through a $10,000 grant which has been used primarily to aid part-time students interested in the program.

Four members of the law faculty are currently teaching in the Legal Clinic in addition to Professor Barnhizer. Professors Gordon Friedman, Stephen Lazarus, Gale Siegel and Jane Picker are all substantially involved in the Clinic.

A number of changes will be made in the Legal Clinic next Fall as a result of the new Council on Legal Education grant. A full-time staff attorney will be added to provide closer supervision of students, and an office manager will coordinate scheduling of client interviews and court appearances. Also, several members of the law faculty not regularly involved in clinical instruction will begin spending a quarter in the Clinic, trading places temporarily with members of the clinical faculty. "The faculty exchange approach should be beneficial both to clinical students and the faculty as a whole," according to Professor Barnhizer. "Faculty members who have not practiced in recent years should learn from the clinical experience in ways that will aid them in traditional classroom teaching," he added.

Professor Gary Kelder, a criminal law teacher, will be the first faculty member to participate in the exchange program. He will spend the next Fall Quarter as a member of the clinical faculty.

Another change to be made in the Clinic will be the combining of the civil and criminal program to assure that every student in the Clinic has a more diverse experience.

Extensive use of videotapes is made in the clinical education program. Included in the instructional materials is a series of civil and criminal tapes developed by Professor Barnhizer in conjunction with the Bar Association of Greater Cleveland. Student interviewing sessions are also videotaped so that teacher and student may later analyze the process of developing skills in interviewing and counseling.