

# On Choosing the Staff at TLC

## Gerry Spence

A curious issue haunts us: How do we choose our staff at TLC. Many ask. The answers given are inconsistent and uninformative and unsatisfactory. That is because no person or group of persons knows the answer, including the board of directors.

There are no tests. There are no secrets. There is no magic. The choice is rarely the result of who the candidate knows. The standards are minimal—the person must be a trial lawyer to begin with. One expects that person to have absorbed the teachings of the college and be an avid supporter of our vision. The person usually stands out from the group, but not always. The individual will likely show a certain development as a person. But sometimes we are surprised. Personhood often, but not always, makes itself known.

A person chosen has most often taken advanced courses at TLC, has sought psychodrama training, has attended staff training if nominated, is active in the trial work and takes part in the many activities of the college.

Who chooses the staff? The board ultimately makes the choice. No individual has that power. Who nominates the person to the board? The name of the candidate gets to the board from various sources—from other board members, staff members, psycho dramatists, the officers of the college, even students.

How does one become a nominee for the staff? People who dedicate themselves to the work of the college without expectation of reward are more likely to be chosen than those who actively seek to be chosen. Our choices are not always correct. Sometimes potentially great staff persons are overlooked. Sometimes the board makes wrong choices. We are in constant search for potential staff persons and we continually review those who are on staff.

But please: Being accepted or not for the staff has nothing to do with our view of your worth as a person and as a lawyer. I was rejected by my own law school as a teacher. We do look for those who fully understand our methods and who we believe can teach, and some of our staff are better teachers than lawyers and some better lawyers than teachers.

Our college needs the help of every member of our tribe. Each of us has talents that are special. The college can use all the help we can muster. The staff is just one area. We need help in recruiting, in fund raising, in considering new ideas for the curriculum, in working at the ranch, in spreading the word of TLC. There is no end to our needs and your ability to fulfill them. Staff is only one area of need. It would be a mistake to focus on staff as proof of how we value you. One area of help is as important as any other. It takes many skills to run a ship. We sincerely ask each of you to find your place in the work of TLC. We need all of you.

Gerry Spence