

1 then when you come up to tenure, to offer opportunity
2 for someone else to run against the incumbent, of course,
3 I can see the only thing that it will do is add to his
4 insecurity and make it more difficult to get the right
5 man to take that office in the first place, because
6 perhaps it is almost a general rule that people who have
7 real merit also have a certain measure of humility and
8 are not so cocksure that somebody better may not come
9 along at another time. And when a lawyer gives up his
10 clients, they go to somebody else and he may be able to
11 build a practice again sometime, he will never get those
12 clients back. And that is something for a good lawyer
13 to think about and that is why there are these two
14 standards; the one standard on initial selection, to get
15 the very best man that you can, but then on tenure, at
16 the time that he comes up at the end of his term, the
17 question should not be then, who is the best man we could
18 get for this job, because this man has given up his
19 clients and takes the job, and there is a moral obliga-
20 tion to him if he is doing a good job, he should be
21 returned and that should be the only question.