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## Professor Paul R. Hays

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## PROFESSOR PAUL R. HAYS

When I learned that the Editors of the Columbia Law Review were planning to dedicate this issue to Paul Hays, I took an extraordinary step. I volunteered. It seemed to me that the occasion should not pass without a formal expression of thanks from the Dean of the School of Law and an informal acknowledgment of the personal debt I owe to Paul Hays.

The formal thanks, richly deserved, can be simply stated. A valued colleague, a brilliant scholar, an inspiring teacher—Paul Hays is all of these and the School he served for more than three decades is the stronger for his association with it.

My personal debt accrued over a shorter span of years but is no less substantial. Like many, many others, I learned much from Paul Hays as his student. Like few others, I was privileged to work closely with him as a colleague. When I began to teach Labor Law at the Columbia Law School, I was young, eager and ignorant; Paul Hays, my senior colleague in the area, was internationally renowned, both for his leadership in defining the boundaries of labor law in the United States and for his scholarly illumination of some of its most difficult topics. As always, he was carrying a heavy schedule of public service activities along with his University responsibilities. This was the period in his life in which the New York Times Index listed him as three different people—there was a Professor Hays, another fellow by the same name on the New York City Board of Health, and yet a third serving as Chairman of the Liberal Party.

His treble duties notwithstanding, Paul Hays could not have been more generous to his junior colleague—with his time and with his wisdom. He invited me to share his seminar in collective bargaining, a pioneering pedagogical effort that he had begun many years before. Not only did I learn a great deal of labor law from him in that seminar; in addition, its methodology was a major influence in the shaping of my own teaching methods down to this day.

A small incident, one I am reasonably confident he does not even remember, illustrates perhaps even better than his larger acts of generosity, how considerate a senior colleague he was. We had thirteen students in the seminar one semester and there came a time when all of them delivered substantial papers to Professor Hays's office for our critical review. We had earlier agreed that it would be wasteful for both of us to read and comment on all of the papers and so we had decided to divide them up. When I came to Paul's office for my share, he gave me six of the thirteen papers, explaining that he had tossed a coin to see who would have to do the odd one and that he had lost.

The Columbia Law Faculty, during all of my years on it, has been a model of considerate treatment of young law teachers. The exploitation of

juniors that sometimes infects academic societies has been conspicuously absent from ours. I attribute that happy state of affairs in no small measure to the example of Paul R. Hays.

Though I can no longer claim the enviable position of a junior member of the Faculty, I miss Paul's good company and wise judgment more than I can say.

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