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## PROFESSOR THEODORE J. ST. ANTOINE: A LEGENDARY FIGURE

*Harry T. Edwards\**

Ted St. Antoine's career as a law professor started more than three decades ago, in 1965, just after I had graduated from the University of Michigan Law School. I never had the good fortune to experience Ted in the classroom and I have always regretted that, for he has been a legendary teacher at the University of Michigan Law School. Indeed, even among those of us who graduated before his arrival at Michigan, Ted quickly gained a reputation as one of the finest classroom teachers ever to deliver a lecture in Hutchins Hall. He has graced his classes with brilliance, dignity, wit, warmth, and vision, always challenging and inspiring those who have come to seek his lessons. It is hard to imagine the University of Michigan Law School without Professor St. Antoine.

My ties to Ted St. Antoine and his family are very close, so this tribute comes with no pretense of neutrality. Over the years, we have shared ideas on teaching, debated a host of labor law issues, critiqued one another's writings, sought and given recommendations on law clerk and law teacher candidates, worried together over the dearth of minority hiring in law teaching and over the plight of affirmative action in higher education, reveled together in the successes of our offspring, comforted one another in times of despair, and shared food and drink on countless occasions to celebrate or muse over matters both important and inconsequential. He has been an esteemed colleague and a wonderful friend, and I am the better as a result.

One of the best breaks in my career was to start law teaching just before Ted became the Dean of the University of Michigan Law School. I arrived in Ann Arbor in the Fall of 1970, and Ted served as the Dean from 1971 to 1978. What good luck this was for me! Best of all, I had the benefit of working with a Dean who was a brilliant scholar and teacher in my fields of interest — labor law, collective bargaining, arbitration, and employment discrimination. This meant that I had both a sterling role model to emulate in my work and a *Dean* (that is, the fellow who determined my salary and had a lot to say about my tenure) who understood my work.

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I also had the advantage of working with a Dean who was uniquely gifted in inspiring young faculty members. Ted was a nurturing mentor for the newest members of the law faculty — in my day that group included Professors Joseph Vining, Donald Regan, David Chambers, Richard Lempert, Thomas Green, Pèter Westen, Robert Burt, who is now at Yale, and others, like Christina Whitman, who started later in Ted's tenure as Dean. As we struggled to develop our course materials, agonized over appropriate topics for law review articles, and worried over student evaluations, faculty assessments, and tenure decisions, Ted was an ever-faithful counselor. He encouraged us with charitable words; he offered us good advice; he was compassionate when we occasionally lost confidence or became weary in our efforts; he afforded us generous leaves of absence and research money to pursue our work; and he lavished us with praise whenever someone from outside of the law school inquired about our work. Ted made no prissy noises about "*scholarship above all.*" Rather, he made it clear to us that brilliance in the legal academy came in many different forms, whether it be largely theoretical writing, extraordinary classroom teaching, probing treatises, interdisciplinary work, empirical studies, or projects to explore and enhance the work of legal practitioners. He was never a naysayer, never haughty or self-righteous in assessing others, and never pedantic in his view of legal scholarship (he never feigned, as some in the academy are wont to do, a divine right in claiming to identify "*seminal works of scholarship*"). The young members of the faculty were liberated, not intimidated, with Ted St. Antoine as our Dean. He was a great blessing, for us and for the law school.

I should note that Ted managed to be a great Dean even while suffering through the worst nightmare of any deanship: the construction of the then-new addition to the law library. Ted had to oversee the final phases of fund raising for the library (a task that no sane person relishes); mediate brutal squabbles among law faculty members over competing architectural designs; pacify irate alums who could not comprehend why the new building was to be built underground; and see to it that arrangements were made to accommodate faculty and staff who would be displaced during building construction. It was an awful undertaking! And Ted rarely got the credit that he was due for marshaling a project that ultimately resulted in one of the crowning glories of the University of Michigan Law School.

Another reason I am so fond of Ted is that he made it easy for me and my family to return to the University of Michigan Law School after a short stay at Harvard Law School. When I left Michigan in 1975 to visit at Harvard, Ted was enthusiastic and encouraging. But his parting words to me were "*hurry home.*" The following year, when I accepted a tenured position at Harvard Law

School, Ted congratulated me and then said, “don’t hesitate to call me if you ever want to return *home*.” I never forgot his words — especially his emphasis on “home” — and they became prophetic for the Edwards family. At dinner one night, in the spring of 1977, my son asked, “why can’t we go back to Ann Arbor?” His question was then echoed by his little sister, and I noted that their mother offered no disagreement with the apparent proposal. After a full family council on the matter, we decided to return to Ann Arbor, even though I did not then have a position on the University of Michigan Law School faculty. The next day I called Ted and asked him if he was serious about me returning to Michigan, to which he replied, “just say when.” We met later that week over dinner and drinks, during which we wrote out the terms of my new contract on a napkin. I am not even sure that Ted had the authority to sign the agreement on the napkin, but he assured me that it was a “done deal,” and he later delivered on all promises.

It seems almost unnecessary for me to rave about Ted’s work as a labor law scholar, teacher, and arbitrator, for it is so well known and appreciated. I once described Ted in one of my judicial opinions as “a preeminent labor law scholar,” whose article, *Judicial Review of Labor Arbitration Awards: A Second Look at Enterprise Wheel and its Progeny*, 75 MICH. L. REV. 1137 (1977), “has been widely recognized as an almost gospel statement on the meaning of the *Steelworkers Trilogy*.” *Cole v. Burns*, 105 F.3d 1465, 1475 (D.C. Cir. 1997). The truth of these observations has been confirmed for me over and over again: since the issuance of *Cole v. Burns*, an extraordinary number of labor scholars, practitioners, and arbitrators have commented to me that the tribute paid to Ted St. Antoine is so fitting.

Ted has published scores of articles and papers, delivered even more speeches, and written an untold number of arbitration opinions. And, for years, he has been a co-author of *Labor Relations Law: Cases and Materials*, certainly among the very best of the labor law casebooks. Ted is very smart, thorough, and thoughtful; and he is also creative and open-minded. Because of the breadth of his intellectual skills, his written work invariably is rich in its offerings. But he has not limited himself to purely scholarly endeavors outside of the classroom. Over the years, he has also lent his time and talent to various American Bar Association and State Bar of Michigan committees, commissions, and projects; chaired the Advisory Employment Relations Committee of the Michigan Civil Service Commission, and the Michigan Governor’s Workmen’s Compensation Advisory Commission; served as President of the National Resource Center for Consumers of Legal Services; participated as a member of the United Automobile Workers Public Review Board; and acted as Committee Chair of the NLRB Task

Force. And, recently, in fitting tribute to his sterling work as a labor arbitrator, Ted was nominated as President-Elect of the National Academy of Arbitrators.

Ted St. Antoine has been a truly great law professor and he will be sorely missed upon retirement from the University of Michigan Law School. I offer a fond farewell to my friend, with gratitude for all that he has done for the law school and for the legal profession. His work has made a difference and he will not be forgotten. He has earned a place among the legends in legal education.