“Those who bring sunshine to the lives of others cannot keep it from themselves.”

Sir James Matthew Barrie

Vol 1 No. 4

DR. KRIEBEL REPLIES TO STUDENT GOVERNMENT

Dear Mr. Gill,

The reasons leading to the decision not to reappoint Mr. Hanauer and his staff were communicated to him in writing in connection with the terminal contract offered to him in February 1969 and accepted by him under those terms. It is not customary—and I do not think it desirable in this case—to make public the reasons which led to this decision. The file of the decision was communicated to him in writing in connection with the terminal contract offered to him in February 1969 and accepted by him under those terms. It is not customary—and I do not think it desirable in this case—to make public the reasons which led to this decision. The file of the decision was communicated to him in writing in connection with the terminal contract offered to him in February 1969 and accepted by him under those terms. It is not customary—and I do not think it desirable in this case—to make public the reasons which led to this decision. The file of the decision was communicated to him in writing in connection with the terminal contract offered to him in February 1969 and accepted by him under those terms. It is not customary—and I do not think it desirable in this case—to make public the reasons which led to this decision. The file of the decision was

In discussing personal policies and procedures as they affect non-tenured faculty, it is important to keep in mind that the mobility of young faculty is an important factor. It is necessary to accommodate this trend, and the policy should hold positions on two or three campuses during their teaching career and most of these changes occur before a tenure appointment.

Despite the most careful evaluation of available evidence, it is virtually impossible to reach a sure decision in the selection of new faculty. Also, the individual to whom the position is offered may not, without teaching at a given institution, be able to make a particular judgment as to how well it will suit him. Clearly, from the standpoint of the institution, the younger and more inexperienced the prospective teacher may be, the more difficult it is to make an informed judgment.

It might be suggested that some formal procedure with fairly well established standards should be set up for determining whether to reappoint non-tenured faculty. It seems evident, however, that the likelihood of employing promising but unsound prospects would be in inverse proportion to the formality of the evaluation procedures. The most difficult it is to extend one's self from a position, the less likely one is to enter into one's service if it seems that one's services would be needed in a formal evaluation procedure even in the accepted system, he might well elect not to risk the damage of any oppression which could result from non-renewal. Whereas he would be more willing to accept another faculty at an institution in which, if it turned out that the relationship was not completely satisfactory, his non-renewal would be informal, and, for the record, be nothing more than a formality. It would be possible to risk the possibility of a blunder on his record if there are other opportunities available, which could be handled without any formality. It appears, therefore, that a minimum of formal procedure in non-renewal is in the best interests of both the institution and the individual's future career. It is not possible to judge how well-intentioned, or to what extent, the non-tenured faculty is justified in asking for the reasons. If, as I have suggested, if the inferences in this case fall that it might be easy enough to prove some rather serious deficiencies on the record of Dr. Hanauer. The proposed measure would probably raise serious questions in the minds of both present and prospective non-tenured faculty.

It seems quite natural that on learning of non-renewal of contract all persons in the community would wish to know the reason. However, the practice followed almost uniformly by colleges and universities in one of non-disclosure in connection with the non-renewal of a contract. Furthermore, this practice has the broad support of the American Association of University Professors. In any case, it would seem that the questions of this type should have an answer. It is evident that there should be no disclosure even to the individual affected in order that nothing, even orally, be done in writing, would be available to the answer the question of the individual's academic career. However, disclosure to and discussion with the instructor concerned has become quite common, but the reasons against public disclosure are still very strong. It has been customary to convey the reasoning leading to the decision not to renew a contract to a non-tenured faculty member on a person-to-person basis. Conversations about these matters are held in private with an individual so that there is no prejudice placed upon him obtained by keeping his obtaining another employment.

Now it is possible that the individual himself may be unconcerned about this aspect of his situation, but other faculty members are concerned about the influence of this professional ethic regardless of the individual's preference in the matter. Further, the whole academic community from which faculty members are recruited frowns upon the exposure of any professional inadequacies which can affect materially the professor's mobility, and hence, his security. All of this is especially relevant in situations of non-renewal of contract because the identical practice, therefore, would hardly attract qualified faculty to our college. Our policy, in this regard, therefore, follows both the general practices as well as national AAUP recommendation.

Clearly, no matter how much information may be made available, further decision to renew or not to renew a contract cannot be subjected to judgement. No administration would claim to be always right, and certainly people have a right to voice their difference of opinion in any case in which it is impossible to be certain of the facts. However, even this does not prove the error of the judgment at the institution which did not renew a contract because it is also possible that the basis of the renewal decision was not the same. If the person in question might never have achieved his potential at that institution. It is clear that the system must be judged on overall results and not on individual cases.

But any reputable institution must also agree with the AAUP that an individual must be treated as an individual, that his rights must be given him, and the decision made must be recorded. There are two points in particular which are generally stressed:
(1) that adequate notice be given; and
(2) that the individual's academic freedom has not been violated.

Adequate notice in academic institutions is indeed quite different than it is in non-academic places, particularly the business world. This law does not mean that the law is not effective in measuring the rate of the actual fact that most terms of employment beyond three years is the fact. In other words, why might be the easiest way of determining the case in which a full-time service would be determined after notice of non-renewal was given. It is generally the case in which a formal discussion of the instructor in question were guilty of gross incompetence, neglect of duty, or serious ethical problems. In such cases, there is still a recourse to what is properly called a firing (i.e., immediate dismissals), in which case serious charges must be fully supported.

Academic freedom has been one of the tenets of the academic community. A teacher should not be constrained because of unprofessional views, political or otherwise. When charges of this nature are made, they are quite serious. The burden is upon those who make such charges to supply supporting evidence. What they must be able to establish is that there is a clear link to be inferred between the instructor and a decision not to renew. They must show not only that these actions and opinions were perhaps offensive to the decision-makers, but that the dislike of such opinions or actions was the determining factor. In conclusion, therefore, it is important to note that the widely followed policy of non-public release of reasons leading to decision not to renew a contract is a sound policy to follow. This in no way precludes private discussion with the person involved and certainly should not serve as a cover for infringement of academic freedom. Academic freedom is an individual's right to adequate notice and a decision not to renew. The rights should be observed. In Mr. Hanauer's case we have reviewed the reasons with him and will repeat them again to him in the case of any future appointment. In no case has the decision been made over one year; 3) if there are any serious questions of infringement of academic freedom, personal and external purposes are open to Mr. Hanauer for review; and the non-renewal of Dr. Hanauer is followed by the College in consideration of the future career of young instructors and is supported by the AAUP.
To the Editor:
I listen to idle talk once in a while and lately the birds have been chirping quite vociferously. Their talk is centered around the fact that once upon a time a college (Babson?) prided itself upon the fact that student-teacher rapport was truly enhanced by a quite favorable teacher-population ratio. Now, how times have changed, but the same old propaganda is perpetuated. It is not uncommon at present to incur the spectacle of fifty faces seeking knowledge in a classroom. We hear students and faculty alike voice their concern over the impersonal and somewhat analogous machine-like manifestations emanating from the classroom. Yet, while we are paying lip service to the fact of overcrowded classrooms, no precipitous steps are being developed to remedy this ill. Lord knows each student is truly paying up the smut for his education here at Babson. Babson's catalogue streams small classes and close-teacher-student relationships are expected and required. The chirping is continuing but not nearly loud enough. Teachers are being forced against their will to teach the manner and students are being subjected to mass teaching methods.

Let's everyone get off their butts and stop the idle boasting. Never mind the cloak and dagger technique. Concrete evidence of a change in administration policy is necessary. So students and professors, stop your talking and support a plan of action that will bring immediate rectification of this ill problem.

Jim Whitney

Christmas gifts?
Why not try the Bookstore!

Our selection includes:

(1) All types of Babson Classcare
(2) Rod McKuen Books
(3) The Peanuts Gang
(4) The latest in pocket books
(5) T-shirts, sweatshirts, scarfs
(6) Footers white & green

Babson College
BOOKSTORE
HOLISTER BUILDING

An Editorial......

You may have noticed recently that the FREE PRESS has publicized the cause of the nine-year-old girl with cancer whose doctor said he would take five cents off the cost of the operation for each empty pack of cigarettes he received. The FREE PRESS staff, believing this to be a legitimate cause, placed ads throughout the paper for the help of the student body. Northern Essex Community College in Haverhill, collected 40,000 empty cigarette packages. After the collection, they found their cause to be illegitimate. The Babson FREE PRESS is the proud owner of Northern Essex Community College's 40,000 empties packs and about $10,000 of its own.

At this time, we do not have any evidence to prove whether the cause is legitimate or not, so for the present we will continue to collect the packages.

Hopefully, we will find a use for them; either someone to buy them or someone to take over the collection.

Come down to the newspaper office and see them.

In regards to the Christmas decorations to be placed in the classrooms, we have been successful in arranging for them and they should be up soon. We hope they are a pleasant surprise, having an unusual effect.

The FREE PRESS takes this opportunity to wish you luck on your exams. We hope you have an enjoyable vacation; drive slow. And by all means, Have a Merry Christmas!

AN OPINION by Ann Howell

The computer facilities here at Babson offer possibilities to the Babson community that have remained virtually unexplored. The students remain ignorant of the capacities in which the computer might aid them with their projects. They don't know that the computer center is open 60 hours per week for student use. They are unaware for the most part that Babson students now have access to the Dartmouth computer facilities, and the computer Programmable Instructional Research (CRIH) (Computer Research Involving Investment Information) service such as CRILL (Computer Research Involving Investment Information). They do not realize how eager Mr. Canty is to help them explore how these new developments may affect them as business students.

For instance, CRIH is a program under which the students can now get 60 standard measurements of all the firms on the AMEX or NYSE. The value of CRILL lies on the fact that all the measurements are determined the same way (i.e., different firms may determine Cash On Hand using different methods, but CRILL uses the same formula and criteria to determine Cash On Hand for all firms).

Available to Psychology students through the Dartmouth computer are the results for 20 surveys recently taken. Mr. Canty is willing to schedule speakers to talk about computers and their use in business. He has already started to teach computer classes and mailing letters to its members. This might prove valuable to the student. Some of the campus businesses might use it to help keep their inventory and books.

The Babson computer facilities are neglected by the students that they can help the most.

the FREE PRESS will meet next Monday, December 14, to recognize the Spring Semester. All members of the Babson Community are welcome, especially those who plan to work on the paper.

The meeting will be held in the Newspaper office, at 12:30.

the word for this week is HOPE...

we at the FREE PRESS hope you all excel in your finals next week.

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HOW TO PICK A BROKER
by Joel Lasarus

They all dress in wide ties nowadays, at least outside of the great- est Wall Street area. They all exude confidence, and they all seem to be doing you a favor by talking to you when they would much rather be spending their time at the big institutions like Fidelity, Putnam, Old Colony. They all can make you money, so they say.

Picking a broker should be similar to picking any professional you employ, of course. It is easier to evaluate a broker because his work is directly related to profits and losses than say an accountant or lawyer, who produce less financially-tangible results, in evaluating any broker—present or future—a full set of records is imperative. If you evaluate all the recommendations that one broker makes, not just those you bought, then and only then can you get a true picture of his stock-picking ability. If you just look at the recommendations that you bought, and ignore the others he has made, you might get a different picture from what the broker is capable of doing. In addition, you should compare the performance of any recommendation with the market in general; making a 10% profit on a very risky situation (where you stand to lose a great deal) might not be sound in- vesting if you could have made the same 10% in a blue chip with considerably less risk. At the minimum, compare a stock's performance against the percentage changes in the popular (GIG, SPY or NYSE) indexes.

Assume that your broker is not performing, or that you need a bro- ker for one reason or another. First of all, remember: No broker is right 100% of the time or even 60% or even 70%. Bernard Baruch once said that he allowed for right 98%, and cut his losses short in case of other 4%. Good advice. If you are ready to accept the fact that the brokers who call are not consistent, part of the battle is won.

Second, keep in mind that a good number of brokerage houses constantly feed their brokers with ideas to sell. And they are supposed to sell those ideas. A good part of the time they don't know whether the ideas are good or not, but as brokers they are in a position of "sell or perish in the mind of house you are dealing with (or intend to deal with). Make sure the broker does not have to buy the "party line" on all recommendations.

Now to answer the original question of picking a broker. If he's a relative or long friend, you might feel obligated. But assume that he's not an original, and put this fact as well as others to the test. Ask to see what the broker has been recommending for the past six months; this won't answer all questions, but it will tip you off immedi- ately whether the guy is a winner or whether he still wears bobby- down shirts and corduroys. Next, ask to see a series of reports that compare the performance of the market to see if the reports have been right. If they have been poor, why jump aboard the band- wagon and get burned. Ask the broker if he does original research (calls on any companies himself). Most don't. If they don't, they are just muddling between Wall Street research and your checking account. Ask to see, for instance, all the others. Never buy a stock solely on a tip from the broker without at least reading what is available to you. If you trade, this is probably unimportant, because it is too often the essence of the situation. Lastly, remind the broker that you want to start small, but there is a veritable gold mine behind you—if he performs. Tell the broker you want to be his biggest account some day, but emphasize the "some day." He'll try harder.

Remember—it's your money. If he's no good, find a new broker.

HUMPHRIES SCHOLARS

WELLESLEY, MASS. - Three former New Philadelphia High School students and three students from Delaware County are at- tending Babson College as recipients of scholarships granted each year by Harry E. Humphries, president of Harry E. Humphries Enterprises of New Philadelphia, Ohio, and Humphries' mother, Benz Echols Humphries of Del- aware, Ohio.

Harry E. Humphries is a Bab- son College alumnus and a mem- ber of the Board of Trustees and the Babson College Corporation. The Harry E. Humphries Scholarship makes available awards of $9,000,000 during each of three years of study in an ac- cepted program at Babson.

The three award recipients are: Joel H. Borgia, a junior, son of Mr. and Mrs. Anthony Borgia of Re, 4, James H. Bar- ris, a sophomore, son of Mr. and Mrs. Robert E. Harris of 1500 Pine Drive; and Richard A. Steiner, a freshman, son of Mr. and Mrs. Harold Stempy of 505 South Rd., Delaware.

1261 Independence Circle. The students are all working toward degrees in management.

The scholarship recipients were chosen from among those members of the New Philad- elphia High School senior class who best demonstrated an interest and aptitude for a career in business and who have sufficient scholas- tic potential to insure their suc- cess at Babson.

The Bech Echols Humphries Scholarship was established in 1964 with awards totaling $3,750 annually to outstanding Delaware County area high school graduates.

Recipients of the Bech Echols Humphries Scholarship are: Ker- rin Robinson, a freshman, son of Mr. and Mrs. Joseph W. Back- ingham of 86 Mt. Vernon St., Sun- bury; Charles R. Caldwell, a sophomore, son of Mr. and Mrs. Clarence C. Caldwell of 60 Cur- tis St., Delaware; and Jeffrey L. Sherman, a junior, son of Mr. and Mrs. E. Richard Sher- man of 505 South Rd., Delaware.

FILM SOCIETY

On Friday, December 11, at 7:30 P.M., the film society will present the last film of the sem- ester, the fabulous THOMAS CHOWN AFRAF by Norman Jewison. This film stars Steve McQueen, Faye Dunaway and Jack Weston. Rich, sophisticated, and satirical tale of the perfect crime.

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SPORTS

The basketball team traveled to the Philadelphia, Pa., area last weekend to beat the Redskins in two games and came back without a victory. The hogs first loss came at the hands of Delaware Valley College, on Friday, 94-65, Jack Teitsma and Steve Herron scored the leading in this tilt with 14 points each. Tim Vincent scored ten points and Ernie Day tallied nine.

Facing one of the powerhouse in the Philadelphia area, Penn Military College, theapters lost on Saturday by the score of 87-50.

Coach Olson said, "the team, although overwhelmed on the boards, gave a good account of themselves." Pete Hansen led the scoring with 11 points, while Gal and Jack Teitsma each scored nine.

Last Tuesday, Babson opened defense of its Naismith Conference co-championship by dropping a game to Fannin College at Ridgedale, Malone, 86-76. Rick Jamp was high man for the night with 19 points while Jack Teitsma and Steve Herron scored 17 each. Karst opted against his ankle in this contest and will be lost for the Bryant game tomorrow.

The Beavers will face Bryant, co-champions in the Naismith Conference, in a home contest tomorrow. Bryant coach calls "a very crucial game."

Bryant is now 2-0 in the conference and 3-1 overall. Game time is 8:30 p.m.

SWIMMING

The Babson swim team traveled to Worcester Poly Tech but Tuesday night and lost their meet 61-58.

Coach Hartwell praised the outstanding efforts of Warren White and Dean Rubin for winning two events each.

Wugh snapped a comeback for the Babson team by winning in his events, the 50 and 100 frestyle events with times of 23.03 and 54.64, respectively, to become Babson’s second double winner in the contest.

Bob Kervick, showing that he can swim, won the 100 yard back stroke in 1:01.45, and then swam Anchor for WPI pool record. King showed his great distance, but for a 200 yard distance.

The team now stands 0-3 with their next meet at MIT on Saturday at 2:30 p.m. This will be their last contest before they break for exams and the holiday vacation.

THE GRID GUESSER

A.F.C. EAST

Baltimore should clinch the title this week with a win at Buffalo and will host one of the A.F.C. playoff games. The following weekend they’ll play the Jets in a good match and should also come out with a victory.

I’m picking Miami to beat the Jets, then Buffalo and gain playoff spot. Boston should finish with two losses and will be first in the running for the best college player in the country.

A.F.C. CENTRAL

The game which should tell the story in this division will be the Cincinnati-Houston game this week. The Bengals should beat the weak Oilers and then follow with a victory over the high powered Pitts for their seventh victory in a row. The Browns have to win both of their remaining games to keep up with the Bengals. I think the Bengals can do it. They play the Cowboys this Saturday after only four days rest and should fall, Pittsburgh loses its chance to win the division when they lose to Green Bay Sunday.

A.F.C. WEST

All this comes down to is the Big Game this Saturday between the Chiefs and Raiders at Oakland. Kansas City seems to have finally started to play ball, while the Raiders continue to lose out. For the losers of this game, the season is over if Miami wins their last two. So it’s nearly really hard fought with Kansas City emerging as the victim. Denver should beat San Diego this week to capture third place in this division.

REGIONAL PLAYOFFS

Baltimore 20
Cincinnati 10
Kansas City 24
Miami 6

A.F.C. CHAMPIONSHIP

Kansas City 17
Baltimore 13

N.F.C. EAST

The big game to figure out the winner of this division comes today Sunday when the Giants meet the Cards at St. Louis. Picking the Cards to beat the Giants and to beat the Redskins in this week’s game.

This is the last week and the season, but Dallas still holds little hopes and should win their last two games for a final record of 10-4. This may be good enough for a second best place record, but it should fall 1/2 game shy of San Fran or LA’s, 10-3-1.

N.F.C. CENTRAL

Minnesota already has this division wrapped up, but the big question here is if Detroit can have the second best place to make the playoffs. I don’t think so, as I’m picking the Rams to whip the Lions and win all their games. I hope the Packers win their last game and does the Giants.

The Rams will really miss the Packers this week in any case interested in being on the game, which is rated even.

N.F.C. WEST

It stands even now, with LA, and San Francisco having identical records. Los Angeles wins the division because of their better record within the division. The Rams are really rolling now and I think they’ll beat the Lions and the Giants. San Fran has an easy one against Saints and then play Oakland in a real battle. The 49ers should win that and capture a berth in the playoffs.

Los Angeles 21
St.Louis 13
Minnesota 17
San Francisco 7

N.F.C. CHAMPIONSHIP

Minnesota 16
Los Angeles 14

SUPER BOWL PREDICTION

Minnesota 20
Kansas City 15