

HAVERFORD COLLEGE

*File: Recruiters
to campus.*

from: John Coleman to: Faculty Members of the Academic Council
President's Committee to Review College Policy on
re: Recruiters' Visits to Campus date: December 15, 1967

*Finger
Guthrie
Spiegler
MacCaffrey
Linnathan*

I am anxious to implement the faculty's recommendation for a committee to review our policy on recruiters' visits to the campus. I could have waited until our next meeting of the Council on January 8 for your suggestions of faculty names -- but time seemed important. I therefore called John Gager today, received his assent to be chairman, called John Cary, and received his assent to be a second faculty representative. If I've acted too hastily and with too little consultation with you, my apologies.

I will of course bring the recommendations of this committee to you for your reactions.

The administration appointees to the committee are William Sheppard and James Lyons. I have asked Gene Ludwig to nominate two or, better, three student representatives today.

JRC:jmh

Copies to: Louis Green
John Spielman

*Gager, chairman
Cary
Sheppard
Lyons*

*Ben Elliott
Chris Lane* } *students*

HAVERFORD COLLEGE

DEC 13 1967

from: James W. Lyons to: John Coleman
re: Military Recruiting date: 12/12/67

As you know we have not as yet received any requests from the military services to recruit at Haverford. When and if we receive any such requests, I should like to be able to respond to the effect that we would defer any action on scheduling a visit until we have authoritative assurance from either the Director of Selective Service or the Executive Branch of the Government that General Hershey's letter of advice, dated October 26th, has been countermanded.

As you recall, General Hershey's letter, which was sent to all Draft Boards, clearly urges that these Boards reclassify to I-A and "Delinquent" (tantamount to induction) those men who engage in illegal actions or demonstrations that interfere with military recruiting or induction.

The Justice Department has subsequently tried to clarify its position on illegal demonstrations regarding the military service. This, however, is not satisfactory to me in that it does not seem to have the direct force of advice to local Boards that the Hershey letter certainly did. In effect, by allowing a recruiter on campus, we could be subjecting those of our students who might interfere with their recruiting to unnecessary jeopardies. Were we, for example, to take some corrective action on the basis of the College's own policies, this could be conceived as "illegal" by some Boards acting under the imprecise language of Hershey's letter.

I see no need to take a public position on this. Rather, I would prefer to respond to the particular inquiry from the military should one be made.

cc: John Spielman
William Balthaser
Burt Wallace
Gerhard Spiegler
Dave Potter
William Sheppard
William Ambler

HAVERFORD COLLEGE
HAVERFORD, PA. 19041

March 8, 1968

President John Coleman
Haverford College
Haverford, Pennsylvania

Dear President Coleman:

Attached you will find the final report from the Committee on Off-campus Recruiting; the final report is identical with the first draft. The report attempts to formulate guidelines concerning the College's attitude toward the presence of off-campus recruiters (military, business, government, etc.) on the campus.

The report was discussed at an open meeting of the Committee on March 5 and was also the subject of frequent individual conversations among students and faculty members. The open meeting in particular revealed that some students and faculty members are in strong disagreement with the report. In general, those who disagree with the report believe that the College should not cooperate with private or public organizations that contribute to or participate in the Vietnam war effort.

We submit the report together with the strong recommendation that the larger issues raised by critics of the report be submitted to further discussion.

John Cary
Ben Elliott
John Gager, Chairman
Chris Lane
James Lyons
William Sheppard

JG/fw
Encl.

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FINAL REPORT - COMMITTEE ON RECRUITING

As Haverford College seeks to re-examine its policies concerning off-campus recruiters*, two considerations emerge as of primary significance: the College's placement service and the current U.S. involvement in Viet Nam. The first factor is long-range in scope and involves primarily seniors. At present the College undertakes to provide information and counsel to students concerning study and employment following their graduation from the College. Various faculty members are designated as counsellors for professional schools, e.g. law, business, medicine and education. The director of alumni affairs is responsible for students interested in business careers; and the dean of students handles a variety of areas, e.g. Peace Corps, Vista, military service; etc. The placement service attempts first to acquaint students with the range of possibilities in given fields and then, in response to the expressed needs and interests of particular students, to arrange interviews on and off-campus with representatives of individual organizations.

With respect to business organizations, recent experience has been that representatives come to the campus only if students sign up in advance for interviews. More often than not, when no more than one or two students sign up, the interviewer will suggest that the students come to him.

The second factor is more immediate in scope and concerns the entire academic community. Current U.S. involvement in Viet Nam has led to protests against military, government and business (e.g., Dow Chemical) recruiters on campuses across the country. The problem has been further intensified as a result of a directive to local draft boards from the Director of the Selective Service System, Lt. General Lewis B. Hershey, in which he stated that students with Selective Service deferments who interfere with military recruiting should be denied deferment in the national interest. In response to this situation, several members of the Haverford faculty have advanced proposals which would affect the College's placement service. One proposes that military recruiters be banned until General Hershey's directive is either retracted, or clarified to the satisfaction of all concerned or tested in the courts as to its legality. Another urges the College to suspend on-campus military recruiting altogether as fundamentally opposed to Quaker thought and tradition. Yet another suggests that a system be established whereby any individual or group on campus who questions the morality or legality of any potential on-campus recruiter be encouraged to arrange an 'open forum' for the recruiter and interested members of the Haverford community. If the recruiter agrees to such an open forum, he could then proceed with his interviews; if not, the College would not provide him with facilities for his interviews.

The committee has considered the general problem of off-campus recruiting and the specific proposals advanced thus far. Its conclusions may be summarized as follows:

* Although we use the term recruiter throughout the report, we understand it to designate a dispenser of information rather than a proselytizer.

- 1) The placement program provides a legitimate and helpful service to Haverford students. This service in no way represents a college responsibility or obligation to private corporations, to government or to graduate and professional schools. Its sole responsibility is to those students, mainly upper-classmen, who must make practical decisions concerning their future. Thus the placement service should continue to be governed by the principle that it exists to meet the expressed needs and interests of individual students.
- 2) The Committee is of the opinion that the establishment of a screening process as outlined in the open forum proposal would be inappropriate for the following reasons:
 - a) most recruiters are not authorized to represent their organizations on the moral and legal issues in question,
 - b) there is little student support for such a screening process,
 - c) the proposal appears to imply a lack of confidence in the student's abilities to determine for themselves or in the course of their interviews the nature and significance of the moral and legal issues at stake.
- 3) The Committee believes that the College should not suspend visits by representatives of the armed services at this time. It would regard such a suspension as unfair discrimination against those students who are considering military service after graduation and as a dilution of the College's opposition to any "arbitrary rules or actions that would deny students the freedom to make their own choice regarding controversial issues." (Haverford Students' Handbook, 1967-68, p.20). At the same time the Committee recognizes that certain recruiters, by their very presence on the campus, may offend the beliefs and sensibilities of some within the College community. Where this can be anticipated, the visitor should be advised in advance that he may encounter opposition during his visit. Those who choose to express their disagreement should be apprised of the College's statement on controversial subjects (Haverford Students' Handbook, 1967-68, p. 20).
- 4) In regard to military representatives, all students should be warned of possible repercussions arising from General Hershey's as yet unrescinded directive to local draft boards. The Committee has raised another issue concerning visits by military representatives: how it is possible to protect the rights of students to peaceful dissent without fear of retaliation by the Selective Service System? The Committee suggests that the administration consider the following solution proposed by Dean Harold L. Dorwart of Trinity College, Hartford, Connecticut: "When a representative of a military organization arrives on the Trinity campus he will be asked by...the Dean of Students if he agrees that a non-interfering demonstration will not constitute interference with his duties, and the names of students involved in any demonstration will not be reported by him to the Selective Service authorities. For this purpose, a non-interfering demonstration is to be defined by the College as one in which violence is neither actual nor threatened, and one that will not create an environment unsuitable for the conduct of the representative's interviews. If the military representative feels unable to make this agreement, he will be asked to defer his visit." (quoted from the Trinity Alumni Magazine, current issue, p. 4f.).