

Hastings Law School Prefers Instructors Over Age 65

By EUGENE BRYANT
United Press International
San Francisco—At Hastings College of Law, the administration thinks its policy of not hiring fulltime professors until they are over 65 is completely logical, if a bit unusual.

"Their wives aren't having kids, they have few domestic

emergencies and most bad habits are out of their systems," said David E. Snodgrass, the school's 68-year-old dean. "If they weren't, they'd be dead by now."

Snodgrass, who started the program just before World War II as a matter of necessity, has reasons other than domestic and professional sta-

bility for preferring older men. "We have found that those 65 or older are mostly better law teachers than younger people," he said. "And since the beginning of 1953 we haven't lost a single man over 65 through death. It just so happens that the health of these older men is better than that of younger men, including our students."

More than two decades ago, a general shortage of qualified teachers led Snodgrass to shuck the usual practice of seeking out the profession's bright young men as instructors. But by 1948 the oldsters had worked out so well that Snodgrass set 65 as a minimum hiring age, and it has remained so since.

Snodgrass has strong opinions about the wisdom — and the humanity — of his program.

"I say that a man who is qualified, able and willing to do superior work at 64 ought not to be thrown on the trash heap because he has another birthday . . . when a man has something to do after 65 his chances to live are automatically extended. If he has nothing to do, he dies."

Hastings, affiliated with the University of California but run independently, employs 18 full-time teachers, the oldest of whom is Prof. Everett Fraser, 83-year-old former dean of the University of Minnesota Law school. The faculty members average 73 years of age and more than 42 years teaching experience.

"We don't claim to have the best law school in the country," says Snodgrass, "but we do claim to have the most experienced faculty. The results have been strictly first class."

The school's hiring policy has not only resulted in an experienced roster of teachers, but has produced a faculty a good deal more distinguished than most in the world of law.

In addition to Fraser, other faculty members include such well-known men as J. Warren Madden, former chairman of the National Labor Relations Board, and Judson A. Crane, former dean of the law school at the University of Pittsburgh.

Snodgrass regards the compulsory retirement policies followed by most educational institutions — and business and government, as well — as an anachronism in an age when people are living longer than ever before.

Calls It Firing
"I don't call it 'retiring,' anyway, I call it firing," he says.

Snodgrass is well aware that what he regards as fallacious thinking by other institutions has been to Hastings' benefit, in so far as the quality of its faculty is concerned.

"We sort of have a Rose Bowl here for other teachers," as he puts it. "Several years ago our group of over-age professors was dubbed the '65 Club.' The name stuck and has become a familiar label among legal scholars throughout the country. In developing it, we attracted one of the finest law faculties ever assembled."

Snodgrass believes the failure of many institutions to keep, or hire, older men can be partly blamed on human nature.

"There are only 19 full-time professors in the entire University of California system who are over 67," he explains. "They have the authority to hire those over 67 (the University of California retirement age) but use it very sparingly. Why? It is very embarrassing to tell a teacher of 67 he can't go on teaching, then tell another man of the same age that he can."

"It's easily understandable, but I've been doing it since 1940 and I haven't been shot at yet."

Hastings Grows

Snodgrass plans to hire five more full-time teachers next fall because of increasing enrollment. Although the oldest law school in the west, Hastings remained a relatively small school until after World War I. It is now the largest

law school west of Chicago and ranks eighth in the nation.

Snodgrass attributes much of Hastings' growth to the

school's refusal to follow what he calls the "statutory senility" practices of other schools.

"Hastings is the only educational institution in the

world that I know of which discriminates against those under 65," he says.

Snodgrass believes the trend in age requirements is

beginning to shift a little towards his point of view, but holds out little hope for the immediate future.

"The greatest evil of mod-

ern industrial life is the idea that all men 65 or older are unfit to work," he contends.

"This idea threatens to choke us as far as education is con-

cerned. There is a serious threat in the increasing shortage of teachers, and it will get worse before it gets better."

MEDFORD MAIL TRIBUNE

MEDFORD, OREGON, THURSDAY, FEBRUARY 14, 1963



SAILOR RETURNS — Jackie Miller, the seagoing airline stewardess, is shown as she arrived at San Francisco airport from Hawaii. She was one of four adventurous girls who made a 25-day trip by sailboat from San Francisco to Honolulu aboard the Neophyte. Jackie is holding a glass fishing float which she recovered from the sea during the trip across the Pacific. (UPI)

Boy Scout News

Troop 58
Dennis Dutra, 15-year-old son of Mr. and Mrs. August Dutra, Montague, Calif., received his Eagle Scout award, the highest rank awarded in Scouting, at a Court of Honor recently at the Church of the Latter Day Saints in Yreka by Boy Scout Troop 58.

V. M. vanOver, president of the Crater Lake Council, presided as judge over the Court of Honor, with Ralph Richards as clerk, and Maurice Clark, Scoutmaster.

Prior to receiving his Eagle Scout badge, Dennis had received 10 merit badges before he was eligible for the Eagle award. His merit badges were for citizenship in the community, fireman, forestry, basketball, camping, swimming, safety, personal fitness, public health and life saving.

VanOver explained that when a boy received this award it was an indication that the boy had reached a pinnacle in Scouting, that he had achieved an outstanding place in teamwork and Scoutcraft. A Scout must earn 21 merit badges, 10 of which must be in outdoor phases of Scouting.

Many other awards and badges were given at the meeting to members of Troop 58, which is sponsored by the Latter Day Saints church.

Following presentations of awards, Martin Webb, chairman of the training committee of the Silver Tip district, and a member of the executive board of the Crater Lake Council, was introduced as speaker.

Webb explained how boys earned their awards. He urged the boys to strive for the God and Country award, which takes them four years to earn. He also urged that parents take more interest in their boys and their Scouting

activities, explaining that parents owed an obligation to youth. He said many boys had to attain their place in Scouting without help from parents.

4-H NEWS

Knit Wits

The Eagle Point Knit Wits 4-H club will hold an officers meeting Feb. 16 and the next regular meeting will be held on Feb. 18.

The Jan. 21 meeting was held at the home of the leader, Mrs. James Wilson, who gave out knitting books. Two new members, Debbie Grisson and Susan Mader, were present. Two members, Linda Chastain and Douglas Burrill, were absent.

The Feb. 4 meeting was called to order by the president, Carol Burrill. The pledge was led by Kay Stephenson. Mrs. Wilson gave out the 4-H records for knitting.

Laqueta Stephenson, Reporter

News About Servicemen

IN EXERCISE

Army Pfc. Elmer L. Conrad, son of Mr. and Mrs. Clarence F. Conrad, 632 Central ave., is among members of the 25th Infantry division participating in Exercise Lava Ridge II, a combined Army-Air Force mobility exercise in the Hawaiian Islands.

Conrad, who entered the Army in January, 1960, and arrived in Hawaii the following July, is a driver in Combat Support company of the division's 21st infantry.

CHIP DIPPER'S CRACKER SNACKERS AGREE



SNOW'S FAMOUS CLAM DIP
Mix one can of SNOW'S MINCED CLAMS with plain or chive cream cheese. With plain, add chopped onion. Moisten with clam juice. Add a dash of Worcestershire. Dip in!



NEW! LARGE DENOMINATION GOLD BOND STAMPS

GOLDEN TENS

1 GOLDEN TEN EQUALS 10 SINGLE STAMPS!

- Easier to handle •Saves check-out time
- Saves pasting time •Easier to figure

NOW MORE THAN EVER IT'S EASIER TO SAVE FOR FREE GOLD BOND GIFTS
For your convenience, you will receive both Golden Tens and single Gold Bond Stamps with your purchases. Each Golden Ten is equal to 10 single stamps. You will receive one Golden Ten with each \$1.00 purchase you make and continue to receive one single Gold Bond Stamp with each 10¢ purchase. And you can save both Golden Tens and single stamps in the same "Twin" savers book.

GET YOUR FREE GIFTS WITH LESS SAVERS BOOKS The new Gold Bond "Twin" savers books fill quickly because they require the same total number stamps as always. And because each savers book has greater average retail value, you need less savers books to get your choice of gifts both from America's finest manufacturers plus finest imports from twenty foreign countries. You can continue to fill your present savers books which can always be redeemed.

Save
GOLD BOND STAMPS
this easier way!

Ask for your new Gold Bond "Twin" Savers Book at your favorite food store or other merchant giving Gold Bond Stamps.

On any one page paste 30 single Gold Bond Stamps OR...

Paste on any one page 3 Golden Tens

DO NOT MIX SINGLE AND GOLDEN TENS ON ANY ONE PAGE

HERE'S MORE GOOD NEWS!

Redeem these coupons for 2 full savers book pages of **FREE** Gold Bond Stamps

FREE 3 GOLDEN TENS!
Enough to fill one complete savers book page at
SAFEWAY

FREE 30 SINGLE GOLD BOND STAMPS...
Enough to fill one complete savers book page at
GOLD BOND MERCHANTS OTHER THAN FOOD STORE

Redeem this Coupon for **3 GOLD BOND GOLDEN TENS** with your next purchase at
SAFEWAY

NAME _____
ADDRESS _____ CITY & ZONE _____ STATE _____
Limit one coupon per family. Coupon expires (date) _____

REDEEM FOR **30 SINGLE GOLD BOND STAMPS** with your next purchase at any
GOLD BOND MERCHANTS displaying the GOLD BOND sign
OTHER THAN FOOD STORE

NAME _____
ADDRESS _____ CITY & ZONE _____ STATE _____
Limit one coupon per family. Coupon expires (date) _____

When it's Salad Time,
It has to be
Arden COTTAGE CHEESE
SO GOOD AND SO GOOD FOR YOU!