



The Carolina Times

THE TRUTH UNDER THE FLOOD

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Words Of Wisdom

It really doesn't matter which side our bread is buttered on, we eat, both sides, anyway.

If you get too certain that you're a comer, you may be a goner.

Vernon Jordan Shot In Abdomen

Unidentified Assailant Downs Dir.

FORT WAYNE, IND. — Vernon Jordan, Executive Director of the National Urban League was shot twice in the abdomen by an unidentified assailant here late Wednesday night.

The shooting took place outside a hotel where Jordan had addressed several hundred members of the Fort Wayne Urban League.

In his speech to the group, Jordan had been critical of President Jimmy Carter's apparent determination to balance the federal budget and in-



DENNIS ELLIS

the rear of the vehicle when she heard a shot and Jordan fell to the ground.

While police are investigating, they had no suspects in custody and there was no indication of what prompted the shooting at *The Carolina Times* press time. Police are reportedly in the process of arranging a composite likeness of the assailant.



VERNON JORDAN

crease military spending at the expense of human and social programs.

Police said, after that meeting, Jordan left in the company of an unidentified woman and returned several hours later. The woman told police Jordan parked the car, got out, and was walking toward

Robert Williams, executive director of the Fort Wayne Urban League, said he would rule out of racial tension in Fort Wayne as the motive for the shooting, saying, "... in my opinion, the Fort Wayne Urban League does not relate this incident to any degree of tension — racial tension or otherwise — that might

be alluded to in the community. It is something that does not exist here that would justify this kind of act of violence. ... committed against Jordan.

In Washington, an FBI spokesman said the Bureau was studying the situation closely to determine if there is the possibility of a civil rights problem and if there is any violation of a civil law. Thursday morning, he said it was being handled as a local violation. "I don't know whether robbery was the motivation or what," he said.

Early Thursday morning, Jordan's condition was reported by the hospital in Fort Wayne as being "critical, but stable."

DUKE U. PUBLIC SAFETY Officer Fired for Speaking Out and Bucking the Brass

By Milton Jordan
Special Correspondent

Dennis Ellis grew up believing that injustices should be challenged, that a man should stand up for his beliefs, and should speak out when necessary.

But now it seems that these beliefs, instilled by his minister father and nurtured during a two-year Army stint, might have cost Ellis his job.

Ellis, a former lieutenant with the Duke University Public Safety Office until he was "busted" to corporal, was fired earlier this month on charges of insubordination by disobeying an order to wear his corporal's bars, an insignia of his rank. He was also charged with several other less serious infractions.

Last week, the officer's firing was upheld by a hearing officer following two weeks of testimony in a grievance proceeding. Ellis says he will appeal this decision.

However, the charges and the administrative decision fail to fully tell the real story of Ellis and his career with Duke University.

The whole story centers around two dedicated, committed police officers — Ellis, who is black and Paul J. Dumas, Duke's Director of Public Safety,

who is white — and their often apparently conflicting ideas of what was best for the department.

But more importantly, the real story raises serious questions about how Dumas managed to "bust" Ellis, who had challenged the director on many occasions over the past five years, from lieutenant to corporal.

Three days of intensive investigation on this case by *The Carolina Times* reveals that Dumas seems to have violated a number of university regulations and procedures in orchestrating Ellis's loss in rank.

The rules which appear to have been violated include:

- The university's policy on leaves of absence.
- A departmental rule on listing vacant positions.
- A departmental rule on repeating gossip, or unsubstantiated rumor.

Additionally, it appears that Dumas lied to Ellis about his legal status as a commissioned police officer, following a court case against Ellis on sexual charges.

Dumas, who has directed Duke's Public Safety Office since 1972, refused to be interviewed, saying he wanted to check first with the university's

Personnel Director and legal counsel.

Dumas, who came to Duke from the University of Georgia at Athens where he was assistant director of public safety and Chief of Police, is described by former associates as "one of the most outstanding police officers in the country, with extremely high personal standards."

Charles Swindall, Chief of Police in Montgomery, Alabama, where Dumas worked before going to Georgia, described his former colleague as "a total police officer, with conduct and demeanor above reproach, with unique ability."

However, many of the public safety officers who work with Dumas at Duke tell a different story. They describe a department reeking with an atmosphere of intimidation and poor morale, resulting in a high turnover rate. They outline an administration based upon fear and inconsistent discipline where some officers are punished for almost anything wrong they do, while others are never reprimanded.

Dumas is described as a man cutoff from his subordinates, except for a few chosen favorites whom everyone else fears

because they "have the ear of the man."

Department officers consented to be interviewed only if their names were not used, saying they feared reprisals even to the point of losing their jobs if their identities became known.

What these interviews and reporting revealed is that Ellis, who was hired at Duke as a public safety officer in February, 1973, began having run-ins with Dumas, almost from the beginning.

In an early incident, during December, 1973, shortly after he had been promoted to corporal, Ellis wrote Dumas a memo criticizing the condition of the patrol cars his men had to drive.

In response, Dumas ordered the patrol cars checked and repaired if needed, but also issued Ellis a reprimand for the "non-professional" way he wrote and distributed the memo.

In August, 1975, Ellis challenged a work evaluation he received from Lieutenant Bob Pennington, who was his immediate supervisor. A hearing was held and the evaluation was changed. Pennington could not be reached for comment.

Several months later, Ellis and a few other black

public safety officers, confronted Dumas with the fact that few blacks held supervisory positions and no black women had ever been hired in the department as commissioned police officers.

Early in 1976, under a department reorganization plan, Ellis became a sergeant, and two black women were hired in the department.

Reviewing Ellis's career at Duke University and his run-ins with Dumas, one police officer who has worked closely with the former lieutenant said: "There is no doubt in my mind that Dumas did not like the fact that Ellis was outspoken and would challenge the director or anyone else if Ellis thought they were wrong."

Interestingly enough, Dumas wrote Ellis a letter back in 1977 after Ellis, at the time a sergeant and assistant shift supervisor, defended a black woman police officer who was facing dismissal charges, saying that he (Dumas) didn't like to be challenged. But he commended Ellis for having the courage to stand up for the officer.

As a matter of fact, Dumas's reaction to Ellis has fluctuated between [Continued on Page 2]

NCCU Receives Kellogg Foundation Grant For Public Administration

North Carolina Central University has been awarded a \$217,500 grant from the W.K. Kellogg Foundation of Battle Creek, Mich., for strengthening of the university's Public Administration Program.

The grant will be provided over a three-year period. It will support efforts to track the program's graduates, to develop an alumni network for program improvement and student placement, and to create "packaged" courses for use in off-campus classes for government employees. The funds will also assist with a series of seminars to ease the transition between campus and workplace for the program's predominantly black graduates.

The grant is the Kellogg Foundation's second to the Public Administration Program at NCCU. Since the first grant of \$168,000 made in 1975, the program's enrollment has expanded from seventy to 250 students and 110 graduates have been awarded baccalaureate degrees.

Dr. Tyrone L. Baines, director of the Public Administration Program, said an important component of the first Kellogg grant was its support for internship programs for students. Baines said the local, state, and federal agencies which have employed the program's interns now support the on-the-job training activities.

"We used the Kellogg funds to prime the pump with government agencies," Baines said, explaining that the foundation funds were used to subsidize stipends for some of the students interns.

"Now we hope to prime the pump with the private sector."

The NCCU program is expanding its offerings in the training of "human service" administrators, Baines said. He said few if any other public administration programs train administrators for the direction of CETA programs, housing programs, food programs and

similar human service activities.

In-service training programs for governmental employees will be expanded, Baines said, through the "modularization" of basic public administration courses. "Many people who are already employed in government need or want the training we offer, but cannot come to our campus for the courses," he said.

"Shape Your Own Future" St. Aug.'s Grads Told

RALEIGH — "As you graduates prepare to go on to further your education or to begin your life's work, I invite you to do your part in the shaping of your future." The future is what you in this generation make it — make it even greater than the past. This is what Thomas A. Murphy, chairman of the board, General Motors, Detroit, Michigan; Board of Directors, United Negro College Fund, told the 280 graduates at the 113th Commencement.

He said, "It is the personal achievement of your special efforts in the academic processes, and the efforts of your dedicated parents that we pay tribute today." He went on to say that you may be concerned that this is not the best of times to graduate and to enter the employment market — as a temporary shadow has been cast over employment opportunities. But let me reassure you that a measurable strengthening in the entire economy is expected by the year's end. Furthermore, it is believed that these improvements will continue to rain mo-

mentum as we move into 1981 and beyond, and that your career prospects will brighten accordingly.

He openly exclaimed to the 1980 graduates, "The excellent education you received at St. Augustine's College enhanced by your own abilities now affords you many opportunities." "Your long-term futures as members of a constantly changing American society and world community are rich with promise — never doubt that."

Murphy ended his address with these words: "Indulge yourselves in the life-long school we all attend, the school that knows no graduation and that lasts for as long as the man lasts." The best classroom will be your job — and the best kind is one that will provide you with a variety of changing responsibilities. In this age of communication it is important to THINK, and not become stagnant, because there is no greater source of knowledge than human life, study the pattern of other lives. "It's [Continued on Page 8]

Cities Better Business Bureau Appoints Director

Maceo K. Sloan, president of the Triangle Cities Better Business Bureau, announced today that Joseph C. Bowling, Jr. has been selected to fill the position of Executive Director. Bowling, a native of Wake county, assumed his duties May 1. He joins Earl Perkins, Business Relation Manager and Mrs. Carol Howell, Administrative Assistant who are tenured, loyal and dedicated Bureau Staff members.

Sloan says that the Bureau is very fortunate, indeed, to obtain the services of such a versatile, qualified and experienced person. Bowling brings ten years of trade association experience and seven years of business experience to the Bureau. This background will be a real asset to the Staff for perpetuating the Bureau's

aims and goals in the Greater Triangle Area.

The Bureau's role is to provide the mechanism for self regulation by business and to help protect and assist consumers. Nearly 400 concerned business firms in the area are members of the Triangle BBB.

Bowling served as Executive Director of the N.C. National Guard Association for eight years, and he was a Field Representative for the N.C. Home Builders Association for almost two years. His business experience was in personnel service where he owned and managed Allied Personnel of Raleigh for seven years.

He is a native of Fuquay-Varina. He attended Kings College and Upper Iowa University, [Continued on Page 8]

DBPC Updating Minority Business Directory

The Durham Business and Professional Chain is in the process of updating its listing of minority businesses in the Durham area.

This directory will include a listing of all minority businesses, without regard to size or type of business and will provide a comprehensive list as a source of minority business in Durham.

The Chain acts as a resource for companies throughout the United States and federal, state and local governments which seek information concerning minority businesses. The directory is an advertisement mechanism for those per-

sons seeking minority businesses and information about minority suppliers of products and/or services in the Durham area. It is updated periodically upon receipt of additions, corrections or deletions.

As a business development organization, the Durham Business and Professional Chain has been concerned with building and expanding the minority business community for over forty years. Be a part of this effort by telephoning the Chain at 688-7356 or by writing: The Durham Business and Professional Chain, 116 West Parrish Street, Durham NC 27701, before June 20.



Taking Stock

MIAMI — Grand Union Store Manager Charlie Lowe surveys damage at the grocery store after it was looted in early morning hours May 19. Lowe estimates that some \$70 worth of merchandise was stolen. UPI Photo.