

Former professor wins tenure appeal

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Gadson approved his application. But Norman said Gadson later was ordered by "higher-ups" to rescind the tenure approval and wrote a letter reversing the decision. But the letter did not appear in Norman's personnel file, Norman said, until the matter was heard by the tenure and promotions committee.

Norman first appealed Gadson's decision to the faculty hearing committee, which determined that there had been "inconsistencies" in the handling of Dr. Norman's candidacy for reappointment with tenure.

But Dr. H. Douglas Covington, WSSU's former chancellor, vetoed the faculty hearing committee's decision and denied Norman tenure. Norman said Covington fired him after Covington learned that he had hired an

attorney. The tenure and promotions committee determined that "the preponderance of the evidence establishes that the negative decision on reappointment constituted retaliation against Dr. Norman for his retention and use of legal counsel to prosecute a dispute with the administration concerning the terms of his final contract of employment. Whether the immediate supervisor acted alone, or at the instance of or in concert with other administrative officers, is not clear from the record."

Norman's initial request was that he be granted tenure, but the committee ruled instead that, if Norman accepts reinstatement, a new decision on tenure be rendered by the end of the fall semester of 1986.

If Norman is again denied tenure, he also has the option to follow an established grievance procedure.

Norman said he is elated at the committee's ruling. How much the ruling will cost WSSU has yet to be determined. Wilson said attorneys for both sides are still working on the particulars of the settlement.

According to the ruling, "If Dr. Norman accepts the reinstatement, he should be reimbursed for the salary he would have earned, between the date of expirations of his former contract of employment (viz., May of 1983), and the date of reinstatement, less any earnings that in fact accrued to him from employment during that period of time."

When Norman left WSSU in 1981, he was an assistant professor making \$26,000 annually.

Politics and famine workshop

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problem in Ethiopia, while, in fact, the drought affects most of western Africa and includes South Africa."

The workshop will provide an opportunity for local residents to get in-depth information about the drought, Griggs says.

"By using persons with first-hand information, we can give them (the audience) a true picture of the problem," Griggs says. "This is not something that just started recently. The drought has been going on for at least a decade now, and we need to come up with long-term solutions."

Griggs says his organization will bring in several experts on the region of Africa that is most plagued by droughts as well as audio-visual material that illustrates the extent of the drought.

Daud Dink, who has worked to provide drought relief in Africa for the last 10 years, will present a slide presentation. Dink works for the Islamic Institute of North America. As part of his duties, he heads the Somali Relief Fund, which aids victims

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-- Khalid Abdul-Fattah Griggs

of the drought in Somali, a country adjacent to Ethiopia.

"Daud has traveled back and forth to the drought-affected area for the past six years," says Griggs. "He's one of the people working in the trenches to make people aware of the drought."

Sulayman Nyang, professor of African Studies at Howard University, is also scheduled to

appear on the program. Nyang, a native of Gambia, has written several books and papers on the plight of those affected by the African droughts.

"He's a real activist and has a lot of insight on the drought," says Griggs.

Griggs says he hopes the workshop will lead to an ongoing series that addresses the drought and other problems in Africa.

"We're still putting all the pieces together," he says. "But we hope this will be a catalyst for getting people involved in this effort."

"I would like to see it grow into a standing committee to deal with these type problems," Griggs says. "There are a lot of issues that need to be raised."

"We have as one of our objectives to be an organization that strives to be a little different from the traditional Muslim structure," says Griggs. "We hope that people will feel confident that it's not just a Muslim thing. It should be a community involvement of people that crosses religious and ideological lines."

The program will be entitled "The African Drought: Man-Made Or Natural Disaster?" Griggs says he hopes members of the community see it as an opportunity to view the drought as it to solicit donations and make an impact.

A perfect outgrowth of the workshop would be a task force really is.

"A lot of people weren't really aware of what was going on until the media came in and made a big issue of it," he says. "We would like to see African-American people not depend on the media determining what and where a problem situation exists."

"We hope to formulate something to raise issues nationally and internationally," says Griggs. "We hope to be able

called the "Oppressed People's Affairs Committee," says Griggs.

While most of the focus of the workshop will be on the drought, he says, there will be some discussion of the politics of the South African government.

"Parts of South Africa are being affected by the drought," he says. "We will talk about the

racist government, which is taking a typical racist stance."

Griggs says his organization is planning another forum in January which will deal specifically with the apartheid policies of the South African government. The group also plans to sponsor a benefit concert to benefit drought-stricken Africans in January.



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