

THE UNIVERSITY OF SIERRA LEONE  
FREETOWN, SIERRA LEONE



INTERNAL MEMORANDUM

From: The Registrar, USL

To: Dr. Ibrahim Abdullah  
(Associate Professor)

Date: 11<sup>th</sup> May 2015

**INVITATION TO A MEETING WITH AN APPOINTMENT SUB-COMMITTEE TO LOOK IN TO  
THE RENEWAL OF APPOINTMENT OF DR. IBRAHIM ABDULLAH ASSOCIATE PROFESSOR**

At the inaugural meeting of the above named committee, it was resolved that you should be invited to an interview on Thursday 14<sup>th</sup> May 2015 at 12 :00 noon at the Vice-Chancellor and Principal's Committee Room, A J Momoh Street, Tower Hill.

Thanks for your cooperation.

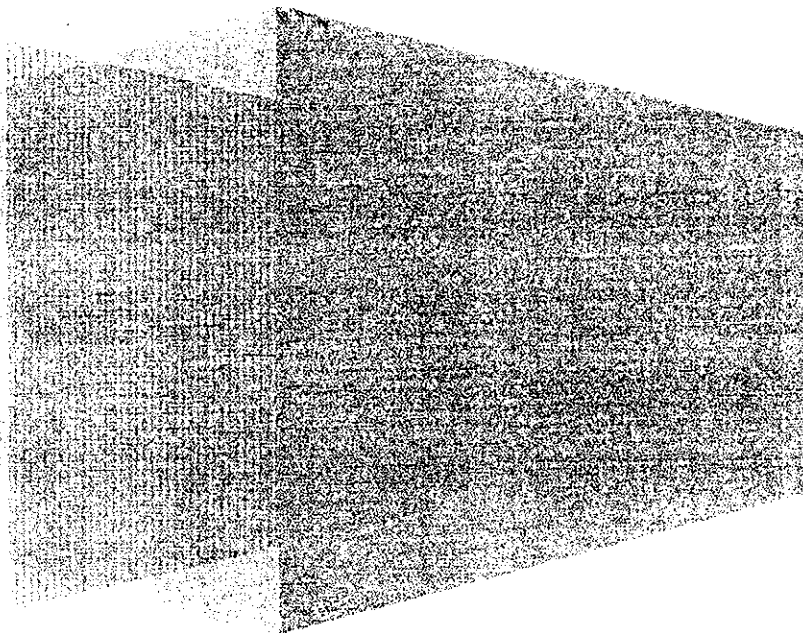
**Calvin O.A.T. Macauley**  
For: Registrar, USL

Cc: The Acting Vice-Chancellor & Principal, USL

# UNIVERSITY OF SIRRA LEONE

## REPORT OF THE COMMITTEE SET UP TO INVESTIGATE THE RENEWAL OF APPOINTMENT OF DR IBRAHIM ABDULLAH (ASSOCIATE PROFESSOR), DEPARTMENT OF HISTORY AND AFRICAN STUDIES

JUNE 2015



REPORT OF THE COMMITTEE TO INVESTIGATE THE RENEWAL OF THE APPOINTMENT OF DR  
IBRAHIM ABDULLAH (ASSOCIATE PROFESSOR) OF THE DEPARTMENT OF HISTORY AND AFRICAN  
STUDIES

15.00 INTRODUCTION

During the University Appointment Committee meeting held on 23<sup>rd</sup> April 2015, it was reported that the Head of Department of History and African Studies did not recommend the renewal of Dr. Abdullah's appointment on the grounds that he was not satisfactorily performing his teaching responsibilities assigned to him and was not cooperating in other departmental activities. The Report stated further that there had been series of queries from the Head of Department and correspondences from the Dean of Faculty of Arts and the Deputy Vice-Chancellor of Fourah Bay College to Dr Abdullah as regards this issue. He responded to some correspondences on diverse dates.

In view of the foregoing, the Appointment Committee expressed dissatisfaction about that kind of ugly development in the Department and this prompted the Acting Vice-Chancellor and Principal to authorize the setting up of an investigating

Committee comprising the following members:

- |                                      |            |
|--------------------------------------|------------|
| ➤ Alhaji Alieu Swarray-Deen          | - Chairman |
| ➤ Prof. Allyson A. Sesay             | - Member   |
| ➤ Dr. Oludolapo O. Akinyosoye-Gbonda | - Member   |
| ➤ Dr. Joseph Edem-Hotah              | - Member   |
| ➤ Mr. Samuel Weekes                  | - Member   |
| ➤ Mr. E. J. Momoh                    |            |
| ➤ Mr.C. O. A. T. Macauley            |            |

This Committee was subsequently approved by the Appointments Committee to commence investigation into the matter.

## 15.01 TERMS OF REFERENCE OF THE COMMITTEE

To investigate a report of the Fourah Bay College Administration on Dr Ibrahim Abdullah (Associate Professor) of the Department of History and African Studies, whose case for renewal of appointment was presented to the Appointments Committee.

### 15:02 (A) MODUS OPERANDI

The Committee had its inaugural meeting on the 5<sup>th</sup> May, 2015 and resolved to conduct interviews with the following personnel of the University.

- |                                  |   |
|----------------------------------|---|
| 1. Professor E. J. D. Thompson - | Acting Vice-Chancellor, USL               |
| 2. Professor S. P. T. Gbamanja - | Deputy Vice-Chancellor, FBC               |
| 3. Professor J.A.D Allie -       | Senior Lecturer, Dept of History          |
| 4. Dr. Leopole A. Foullah -      | Dean, Faculty of Arts                     |
| 5. Dr. S. N. Spencer -           | Head, Dept of History and African Studies |
| 6. Mr. Kwame Harlseton -         | Former Lecturer, Dept of History          |
| 7. Mr. Raymond De'Souza George - | Former Lecturer, Department of History    |
| 8. Dr. Ibrahim Abdullah -        | Lecturer, Department of History           |

In addition to the interviews, the following documents were examined by the Committee in order to aid its investigations:

- Code of Conduct for Senior Members of Staff/ Job Description;
- Letter of Appointment of Dr Ibrahim Abdullah;
- Correspondences from the Acting Deputy Vice- Chancellor, FBC, the Dean of the Faculty of Arts, the Head of Dept. History and African Studies;
- Exchange of email between Dr. Abdullah, Professor Joe A. D. Allie and Dr. S. N. Spencer;
- Queries from the Head of Department;
- Appointment Letter of Dr. Abdullah as Head of Department;
- Reaction of Dr Abdullah to the appointment as Head of Department;
- Email/correspondences between Dr. Abdullah and Professor Allie on dissertations and course review; and
- Email correspondences between Dr. Abdullah and Prof. Allie on dissertation and course review.

### (B) SUMMARY OF PROCEEDINGS

The Committee held five meetings and interviewed all the above mentioned persons and examined the documents listed above.

## 15:03 SUMMARY OF INTERVIEWS

Summary of testimonies that emerged from the interviews with key persons are as follows:

### MR RAYMOND DE'SOUZA GEORGE - LECTURER

The Chairman welcomed Mr. De'Souza George on behalf of the Committee and explained to him that the Committee was set up by the University Appointments Committee as instructed by the Acting Vice-Chancellor and Principal to look into the renewal of Dr. Abdullah's appointment. He further went on to say that during its inaugural meeting, the Committee resolved to interview key stakeholders in the department as regards this issue in order to aid its investigations.

Responding to questions that were posed to him by committee members, he responded that Dr. Abdullah does not have good inter-personal relationship with his colleagues in the Department. He further said that this may be on the grounds that he was not pleased with the way departmental issues were handled. Mr. De'Souza George said that this may have been the reason for his refusal to accept the headship of the Department even though he did not state any reason for not accepting the appointment. He ended by saying that Dr. Spencer is someone that one can easily get along with.

### DR S. N. SPENCER - HEAD, DEPARTMENT OF HISTORY AND AFRICAN STUDIES

The Chairman welcomed Dr. Spencer and explained the mandate of the Committee and the reason for inviting him. The Committee asked Dr. Spencer to throw light on some of the issues relating to Dr. Abdullah's refusal to teach and his non-cooperation in the Department.

Responding to various questions posed to him regarding his decision on not recommending Dr. Abdullah's renewal and non-cooperation in the Department. In his response these issues, Dr. Spencer stated the following:

- that Dr. Abdullah finds it difficult to get along with people including his colleagues as he easily gets annoyed;
- That Dr Abdullah easily points out problems but does not proffer solutions;
- That his negative attitude towards students (for example he shouts at students who answer his questions wrongly and refer to them as being stupid, these allegations as informed by students) who chose his module largely affects his class size by creating an imbalance as most students refuse to chose his modules;
- that he was very hostile to visitors who went for enquiries and messengers of the college who went to deposit mails at his office;
- That Dr. Abdullah refused to teach module(s) assigned to him; and
- That he hardly attend Departmental meetings.

## MR KWAME HARLESTON – LECTURER

The Chairman welcomed Mr. Harleston and as usual explained to him the purpose of the meeting and requested him to give his views on the working relationship with Mr. S. N. Spencer and Dr. Ibrahim Abdullah and generally the affairs of the faculty.

Mr. Harleston responded that he was not quite familiar with Dr Abdullah. He told the Committee that he was not frequent in the department as he was a retiree. He also stated that Dr. Abdullah was the person that gave him his first African attire.

Though not pertinent to the issue at hand; he however advised the Committee to recommend to the administration for the provision of classroom space and Public Address System to be used by lecturers for large classes.

## PROFESSOR S. P. T. GBAMANJA – DEPUTY VICE-CHANCELLOR, FOURAH BAY COLLEGE

The Chairman did the usual introduction and stated reason for his invitation.

He told the Committee that he had queried Dr Abdullah but never responded to his query. He said he was not actually convinced whether Dr. Abdullah was ready to change his attitude in order to work with his colleagues. He advised the committee to talk to the Acting Vice-Chancellor and Principal to know his views on this matter as he has been approached several times.

## DR. IBRAHIM ABDULLAH - (ASSOCIATE PROFESSOR) DEPARTMENT OF HISTORY AND AFRICAN STUDIES

The Chairman welcomed Dr. Abdullah, did the usual introduction and stated reason for inviting him.

He started by questioning the legality of the committee in the sense that there was no need for setting up of a committee to look into the renewal of his appointment.

Responding to the questions bothering on why the Head of Department decided not recommend his renewal. He told the committee the following:

- That he had been an Associate Professor for nine (9) years;
- That the Department is challenged with serious issues of professionalism;
- that standards have fallen to such an extent that student dissertations are not properly supervised by lecturers as most of them plagiarized;
- That the Head of Department was ill-equipped and was not up to the task;
- That in 2007, the erstwhile Vice-Chancellor and Principal Professor Redwood Sawyer told him that he was never going to be appointed Head of Department. This statement led to his refusal to accepting the appointment as Head of Department when it was offered to him;

- That at the beginning of the academic year, unregistered students filled the classroom;
- That Dr. Spencer was preventing students from registering for his module on the grounds that he was demanding too much of academic work from them;
- That the Department had stopped offering the Honours programme in History after Prof Alie's son graduated in 2005;
- that the Department graduated the last cohort of Ph.D. students in 2006;
- That the syllabi had not been revised for thirty years;
- That he always pushed students to do extra work by way of research, whilst his colleagues just stand in class and spoon-feed students. This he said makes the students weak and lazy;
- that there was no submission of continuous assessment grades which the Head of Department denied when the latter was later interviewed; and
- That Departmental meetings are not called by the Head of Department.

When asked by the Committee if he was offered the position of Head of Department again; what would be his reaction? Dr. Abdullah responded as follows - that the department needs three fulltime Ph.D. holders in history in order to effectively handle its academic programmes.

#### PROFESSOR JOE A. D. ALIE – DEPARTMENT OF HISTORY AND AFRICAN HISTORY

The Chairman welcomed Professor Alie and did the usual introductory statement and reason for inviting him.

Responding to similar questions posed to previous stakeholders from Committee members; Prof Alie stated the following:

- that the department recently revised the curriculum and that both soft and hard copies were sent to Dr Abdullah for his reaction (as revealed in the email correspondence between Dr. Abdullah and Prof. Allie);
- that Dr. Abdullah occasionally attends Departmental meetings and hardly participate in activities of the Faculty;
- He recognized the fact that Dr. Abdullah is a solid academic but his interpersonal relationship with colleagues remains a challenge;
- Prof. Alie debunked the allegation that the department stopped running the Honours Programme after his son graduated in 2005 but recently in 2012; and
- That until the Department has a critical mass of Colleagues; the Department cannot run the Honours Programme in History.

## PROFESSOR EKUNDAYO J. D. THOMPSON - ACTING VICE-CHANCELLOR AND PRINCIPAL

The Chairman welcomed Prof Thompson and informed him about the mandate of the committee which was to look into the renewal of Dr. Abdullah's appointment. The Vice-Chancellor thanked the committee for extending an invitation to him.

Responding to questions posed to him, he told the committee that he had heard about the disturbances in the department. As a matter of concern, he personally called Dr. Abdullah to his office and encouraged him to have a change of attitude as regards his inter-personal relationship with his colleagues and towards his job. He said the major issue was professionalism and lack of respect for his colleagues.

He advised for a total review of modules in the Department by programme and a full scale consultative meeting with stake holders of the University and veteran historians like Professor Magbele Fyle and others who are in-country. He also advised that if Dr. Abdullah remains recalcitrant to work with his colleagues in the department, he can be recommended to take up teaching responsibility in the department of Political Science. He thanked the Committee and encouraged members to expedite the process.

## DR. ALBERT FOULLAH – DEAN, FACULTY OF ARTS

The Chairman welcomed Dr. Foullah and explained to him the rationale for the formation of the committee and the reason for his invitation. The Committee members posed similar questions to him.

In responding to questions from members, Dr. Foullah asked the following:

- The rationale for the setting up of a special Committee for Dr. Abdullah's renewal as this was not done for others;
- If reference had been made to the Code of Conduct for Senior Members of Academic and Administrative staff of the University and the Conditions of Service; and
- If the Committee is aware of the queries to Dr. Abdullah.

In addition to his questions, Dr. Foullah's responses to similar questions posed to other stakeholders are as follows:

- That he was now in his second term as Dean of the Faculty of Arts;
- That the Head of Department had informed him that Dr. Abdullah refused to accept the letters of query from the messenger on two consecutive occasions by sending him away;
- That he had never invited him to a face-to-face meeting as he had the conviction that he would never avail himself for such meeting; and
- That Dr Abdullah was not just ready to cooperate with anybody in the Faculty.



## 15:04 FINDINGS

From the analysis of the interviews and the examination of documents presented to the committee, the Committee came up with the following findings:

1. Glaring indication that Dr. Abdullah was not ready to take up any administrative responsibility in the department;
2. Manifestation of unprofessional attitude towards his colleagues and the administration;
3. Dr. Abdullah is not a team player;
4. Lack of proper coordination in the Department;
5. Indication of insubordination to authority on the part of Dr. Abdullah;
6. Lack of up dated History materials/journal in the Library;
7. Research methods is not taught as evidence by poor quality of dissertations written by students and dissertations are not properly supervised;
8. The last Ph.D. Candidate in History graduated in 2006;
9. The Department stopped running Honours Programme in 2012 due to inadequate staffing contrary to Dr. Abdullah's claim;
10. The curriculum has been recently revised as opposed to Dr Abdullah's claim that it has taken decades without reviewing it;
11. The Committee discovered in the documents available in the personal file of Dr. Ibrahim Abdullah indicated that he was appointed as Head, Department of History and African Studies in 2007 but turned down the offer without any reason. However, during his interview he stated that Prof. Jonas Redwood-Sawyer told him he would never be appointed as Head of Department;
12. In one of the correspondences, Dr. Abdullah refused to teach a module 'Contemporary World Conflicts' that was assigned to him by the Head of Department on the grounds that he was informed very late and not adequately prepared to teach as he did not have materials on the modules.
13. Dr. Abdullah's class size was small compared to that of his colleagues; Students shy away from his module because of his negative and unprofessional attitude towards students;
14. From the interviews conducted, it was noted that his colleagues recognized his solid academic standing but lacks interpersonal skills;
15. Dr. Abdullah criticizes and/or condemns his colleagues as ill-equipped and not up to the teaching task;
16. Dr. Abdullah easily points out problems but cannot proffer solutions;
17. Dr. Abdullah is always hostile to visitors who visit the department to make inquiries and to mail dispatchers;
18. Dr. Abdullah only occasionally attends departmental meetings as testified by his Head of Department; and
19. The Committee noted from documents presented that no formal warning was given to Dr. Abdullah's before being queried.

## 15: 07 RECOMMENDATIONS

Having conducted series of interviews with key personnel in the department and the University, the Committee strongly recommends the following:

1. Dr. Abdullah contravened the Code of Conduct of Senior Members of Staff relating to pages 42/43, section 2.0(j)/ section 4.0(a). As such, he should be disciplined accordingly;
2. Dr. Abdullah failed to respond to letters of query/admonition from the Dean (FAA) and the DVC (FBC) and blatantly did not adhere to the admonitions/ pieces of advice contained in the correspondences. He should be disciplined appropriately (see recommendation 4);
3. Dr. Abdullah's renewal should be withheld for a period of 6 months during which time his work should be supervised and monitored closely by the HOD. Any infraction on his part should be reported in writing direct to the DVC (FBC) (e.g. If he insists on **NOT ACCEPTING TO TEACH THE MODULES ALLOCATED TO HIM BY THE HOD**);
4. During the 6 month period of withholding the renewal of appointment, the Ag. VC&P should, if the need arises, write a FINAL warning letter to Dr. Abdullah informing him that if his performance and attitude do not improve significantly, his appointment will be terminated forthwith in accordance with the appropriate portion(s) of the Conditions of Service for Senior members of staff of USL (reference recommendations 2, 3 & 4);
5. The Department should be overhauled by carrying out the following activities:
  - a) Revision of the Curriculum in a Seminar situation where experts from within or outside the country would participate. This might be expensive, but it is crucial and must be undertaken;
  - b) A close look should be taken at the staff composition of the Department with a view to recruiting staff of the right academic calibre and attitude;
  - c) The Department Library (if it exists) should be stock with current text reference books, journals periodicals and modern equipment for the use of lecturers and students; and
  - d) Honours Programme should be reactivated as a matter of urgency.

## 15: 08 APPENDICES

- I. Renewal of Appointment- Dr Ibrahim Abdullah, Associate Professor – 14<sup>th</sup> /04/15 (HOD);
- II. First query- refusal to accept full teaching assignment for the firstsemester,2014/15 academic year – 20<sup>th</sup> /04/2015 (HOD);
- III. Second query - refusal to accept full teaching assignment for the first semester,2014/15 academic year – 24<sup>th</sup> /04/2015 (HOD);
- IV. Letter from the Dean - 20<sup>th</sup> /10/2014;
- V. Letter from the Acting Deputy Vice-Chancellor, FBC 22<sup>nd</sup> /10/ 2014;
- VI. Second Semester Course Listings for BA General 2013/2014;
- VII. Refusal to teach contemporary World Conflict from Dr Abdullah 5<sup>th</sup> /11/2013;

- VIII. Email exchange between Dr Spencer and Dr Abdullah 15<sup>th</sup> & 16<sup>th</sup> September, 2014;
- IX. Code of Conduct for senior members of staff of the University of Sierra Leone;
- X. Email correspondences between Dr. Abdullah and Prof. Allie on course review;
- XI. Letter of Appointment;
- XII. Letter of Appointment as Head of Department;
- XIII. Letter of Response Re: Appointment as HoD;
- XIV. Letter of Promotion to the Post of Associate Professor; and
- XV. Letter of Response Re: Letter of Promotion to the Post of Associate Professor.

15:05

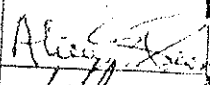
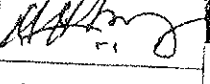
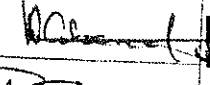
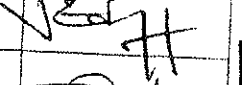
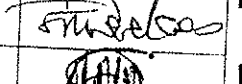

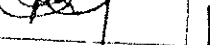
## CONCLUSIONS

The Terms of Reference presented to the sub-committee with a challenging situation which had persisted for a long time. The modus operandi adopted and the literature/ correspondences examined helped the committee in unearthing the key findings in the matter under investigation.

The Committee is of the view that the recommendations emanating from the findings will lead to a lasting solution of the problems facing the department of History and African Studies.

Finally the Committee owes a debt of gratitude to the Vice-Chancellor and Principal and all the University officials who assisted in bringing the investigation to a successful conclusion.

# SIGNATURE PAGE

Sc/No	NAME	POSITION	SIGNATURE
1	Mr Alieu Swarray-Deen	Chairman	
2	Professor Allyson Sesay	Member	
3	Dr Oludolapo O Akinyosoye-Gbonda	Member	
4	Dr Joseph Edem-Hotah	Member	
5	Mr Samuel Weekes	Member	
6	Mr E.J Momoh	Secretary	
7	Mr C.O.A.T Macauley	Secretary	

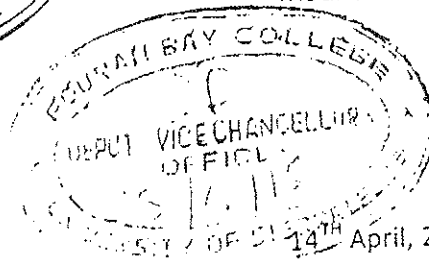
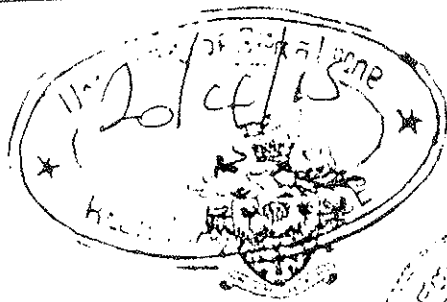
25<sup>th</sup> June 2015

DATE

# Department of History & African Studies

Head: Dr. Sylvanus N. Spencer  
Email: nicks Spencer2007@yahoo.co.uk  
Cell: +232 1761 653-833

Fourah Bay College  
University of Sierra Leone  
Mary Kingsley Building  
Mount Aureol, Freetown  
Sierra Leone



FROM: The Head of Department

TO: The Registrar, University of Sierra Leone  
Through the Dean and Acting DVC, FBC - *Att. (Dean)*  
*Through the Acting DVC, FBC -*

*Res.*  
*endorse this.*  
*[Signature]*  
*20/4/15*

RENEWAL OF APPOINTMENT – DR IBRAHIM ABDULLAH, ASSOCIATE PROFESSOR

## Teaching responsibilities

I find it difficult to recommend the renewal of Professor Ibrahim Abdullah as Associate Professor. My major area of dissatisfaction with him is his refusal to accept the full teaching load which has been allocated to him for the 2014/15 academic year. In fact, this is a matter which I have thrice brought to the attention of the Dean, the DVC, the VC and P and the University Registrar. In spite of the interventions of the Dean and DVC, Professor Abdullah is still maintaining his stance that he "cannot and will not teach" Contemporary World Conflict or Economic and Social History because by the time he was informed about the allocation – 15<sup>th</sup> September 2014 – the country had been "shut down" due to the Ebola crisis and this was depriving him of access to the materials he needed to teach these modules.

## Additional Responsibilities

Professor Abdullah is hardly around to take up additional responsibilities. He does not keep office hours and travels out of the country without informing the department. He is quick to point out shortcomings and express derisive views but he hardly offers workable alternatives.

## Staff/Student Relationship

His relationship with students has been very poor. This assessment is based on several complaints received from students who over the years have developed a strong aversion for his classes and as such they flock into other history options thereby creating an imbalance in class enrollment

with him having only a handful of students while colleagues teaching the same level are having between two and three hundred students.

His relationship with colleagues has also been on the downside. I am aware of altercations with members of FBC staff. It is alleged that he repeatedly opined in his classes that most members of faculty are incompetent and are only fit to teach in primary schools and he even considers the past glory of Fourah Bay College to be nothing but a myth.

#### Research and Publications, University/Public Service

With regards to university public service and research activities in the recent past, I am only aware that he contributed to the edited book, *Paradoxes of History and Memory in Post-Colonial Sierra Leone* which was launched in Freetown on 5<sup>th</sup> June 2014. Following the book launch at the British Council, Professor Abdullah participated in a panel discussion and delivered a public lecture.

#### Any other Relevant Information

It appears as if his actions are based on some deep-seated psycho-social problem. This has to be taken into consideration when final decision is being made about him.

Yours sincerely,

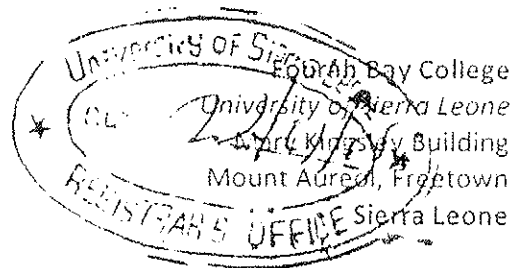
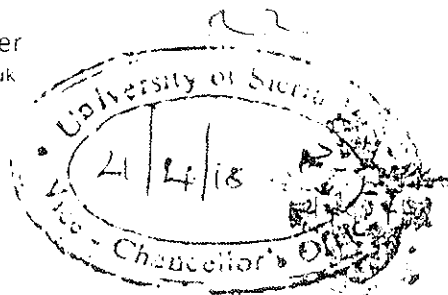


Dr. S. N. Spencer  
HOD

(2) WLC, HRM  
This should  
be brought  
up to the apph  
committee meeting  
scheduled for Thursday  
23<sup>rd</sup> April  
21/04/15

# Department of History & African Studies

Head: Dr. Sylvanus N. Spencer  
Email: nrcspencer2007@yahoo.co.uk  
Cell: +232 (76) 653-833



(2) Registrar

Prof. Abdullah has now been queried. Let  
proceed from here. The relevant  
section of the code of conduct  
should be cited/referred to.  
Please advise Dr. Spencer. E. S. S.  
22/4/15

FROM: THE Head of Department

TO: Professor Ibrahim Abdullah

QUERY – REFUSAL TO ACCEPT FULL TEACHING ASSIGNMENT FOR FIRST SEMESTER, 2014/15  
ACADEMIC YEAR

On 15<sup>th</sup> September 2014, I sent you an Email informing you that you were down to teach Conflict in Africa (HIST414) which you had been handling in year four, first semester. I also asked you to let me know which of the following year three modules you were prepared to teach in the first semester of 2014/15.

1. Economic and Social History of Africa (HIST 312)
2. Contemporary World Conflict (HIST 314)

You wrote back to say that you "cannot and will not" teach any of these two modules because you needed time to acquire/purchase the materials needed to prepare your lectures. In the first semester of 2013/14, you had refused to teach Contemporary World Conflict (HIST 314) claiming that it is outside your area of specialty and pointing out that you had been notified very late. It was with this in mind that I did not only inform you, well ahead of time bearing in mind the extended vacation which has been occasioned by the Ebola crisis, but I also gave you the option to choose between the two aforementioned modules.

Contemporary World Conflict (HIST 314) which you refused to teach is related to Conflict in Africa (HIST 414) which you have been handling. The second offer for you to teach Economic and Social History of Africa (HIST 312) is based on your earlier claim (as stated in your letter dated 5<sup>th</sup> November, 2013) that your specialty is Nineteenth and Twentieth Century Social History which should go a long way in equipping you to handle this module.

# OFFICE OF THE DEAN

FACULTY OF ARTS

FOURAH BAY COLLEGE

UNIVERSITY OF SIERRA LEONE

Date: 20<sup>th</sup> October, 2014

Rev. Dr. Leopold A. Foullah  
B.Th. (Magna Cum Laude),  
(Monrovia) M.Div., M.Th (Nairobi)  
Ph.D (Leeds)  
DEAN

Professor Ibrahim Abdullah  
Department of History and African Studies  
Fourah Bay College  
University of Sierra Leone

Dear Prof. Abdullah,

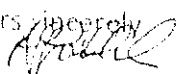
I write to inform you that some days ago, I received a letter dated 2<sup>nd</sup> October, 2014 on the following subject or issue: Refusal to Accept Teaching Assignment for First Semester, 2014/2015 Academic Year. I have carefully read the pieces of letters between you and Dr. Spencer on the above issue on refusal on your part to accept allocation of modules for 2013/14 Academic Year, and recently for 2014/15 Academic Year.

In my observation you have a very strong position as an Academic in respect of the standard teaching process in academia. On the other hand, Dr. Spencer, the Head of your Department, is simply asking for cooperation between you and him when he said, "in connection with the above, I ask that you use your good office as Dean of the Faculty of Arts to have a word with Professor Ibrahim Abdullah encouraging him to carry his fair share of duty in the Department and in particular getting him to see the need to handle one of the two year three modules assigned to in addition to his final year module".

In view of the above, let me humbly refer you to the University Code of Conduct on pages 42/43 as follows:

- (1) Section 2.0 (j): "Respects the dignity of colleague staff and students individually and collectively and outside the classroom and in other academic contexts".
- (2) Section 4.0 (a) "Every member of staff is expected to carry out his/her responsibilities in a responsible manner as set out in his/her letter of appointment and is responsible to the University administration through his/her Head of Department, Dean of Faculty and the Deputy Vice-Chancellor in the performance of his or her duties".

We are all gradually preparing for next Academic Year (Probably starting in January 2015). Please consider and accept the modules that have been allocated to you.

Yours sincerely  


REV. DR. LEOPOLD A. FOULLAH (DEAN, FACULTY OF ARTS), FBC

E-MAIL: [ifoullah@gmail.com](mailto:ifoullah@gmail.com)  
[ifoullah@aol.com](mailto:ifoullah@aol.com)  
[leopoldfoullah@yahoo.com](mailto:leopoldfoullah@yahoo.com)  
MOBIL: +232-76-67-87-87



LAMINE A. BRICE  
FREETOWN  
SIERRA LEONE  
Mobile: +232-33-411111  
+232-33-411111

FBC/DVC/PF/604

22<sup>nd</sup> October, 2014

Dr. Ibrahim Abdullah, (Associate Professor)  
Department of History & African Studies,  
Fourah Bay College.

Dear Professor Abdullah,

**RE: REFUSAL TO ACCEPT FULL TEACHING ASSIGNMENT FOR FIRST SEMESTER,  
2014/15 ACADEMIC YEAR**

I have read through the dossier from Dr. S. N. Spencer, your Head of Department, and the Dean's letter also to you concerning the above topic. I also note the relevant portions of the University Code of Conduct which your Dean has made reference to in connection with your refusal to teach certain modules in your department.

I join the Dean in asking that you consider accepting to teach the modules that have been allocated to you. Allow me to comment a bit on the second paragraph of your email of Tuesday, 16<sup>th</sup> September, 2014 to your Head of Department, Dr. Spencer, that is, "Let me re-state my earlier position for the records. I am a professional and want to remain a professional. I cannot/will not teach those courses precisely because I need time to acquire/prepare materials/lectures and buy books. I supply texts and reading materials for all my courses". As a "professional", a senior academic, a Professor, you are supposed to do precisely what you are rejecting. As Professors, we accept new challenges, we explore new areas related to our discipline, we learn more on the job, and we endeavour to make time for such research. I am a Professor of Science Education, but when this country saw the need to introduce Peace and Conflict Studies in our universities, I designed curricula for the discipline and I taught two of the modules at the Postgraduate level at Njala University. As "Professionals" we explore new areas that make us versatile and more useful to our students and society.

Your next paragraph states and I quote, "The course listing in the department is more than twenty years out of date ... 60% never been taught ..., plus a crop of unqualified faculty". Professor Abdullah, there are two of you who are professors in that department, one of the very few privileged departments in the college.


You are expected to show academic leadership in upgrading your curricula as other departments in the college have done, you are expected to introduce new courses relating to contemporary needs and aspirations, and providing academic trajectories for the "crops of unqualified faculty" in your department.  
You cannot achieve these while refusing to teach modules which even sound new, and addressing contemporary issues, namely;

1. Economic and Social History of Africa.
2. Contemporary World Conflict.

These do not sound moribund and stereotyped. I am not a Professor of History but it seems to me that the content of these courses address contemporary issues.

Please re-consider your position and illustrate academic leadership in your department by accepting full teaching assignment as allocated to you.

Yours sincerely,



Professor Sahr P. T. Gbamanja  
Acting Deputy Vice Chancellor, FBC

Cc: The Pro-Chancellor, USL  
The Acting Vice Chancellor & Principal, USL  
The Registrar, USL  
The Dean, Faculty of Arts  
Dr. S. N. Spencer, H.O.D., History & African Studies, FBC

C.C. The Acting Vice Chancellor and Principal, USL

The Deputy Vice Chancellor, FBC

The Registrar, USL

Dr. S.N. Spencer, Head of Department, History and African Studies, FBC