

**MICHIGAN STATE
UNIVERSITY**

May 5, 2016

**Administrative Review of Letter of Reprimand sent to Professor Akbulut on
January 30, 2015**

Review Findings

This review panel has determined that Prof. Akbulut was informed of his responsibility to teach MTH124 during the spring semester of 2015 on several occasions, that this responsibility was unambiguously assigned to him by those invested with the power to make said assignments, and that Prof. Akbulut willfully chose not to fulfill his responsibility. This action put him in violation of Michigan State University's *Code of Teaching Responsibility* and, in our opinion, makes appropriate the Associate Provost's invocation of the "Abrogation of Faculty Teaching Responsibility" policy. The decision, under this policy, to reduce Prof. Akbulut's salary by 10% seems reasonable.

Prof. Akbulut's decision to abrogate his responsibility regarding MTH124 was in clear protest of the October 2014 cancellation of his originally scheduled graduate topics course (MTH996), which cancellation led to his reassignment to MTH124. While the Mathematics Department maintains a tradition of accommodating faculty preferences in teaching assignments as far as possible, there is no common pretense or precedent that individual faculty members have the right to change or determine their teaching assignment. Indeed, university bylaws indicate that the ultimate power to make such assignments lies with the departmental chairperson. We believe, therefore, that Prof. Akbulut's refusal to comply with his official assignment was not warranted.

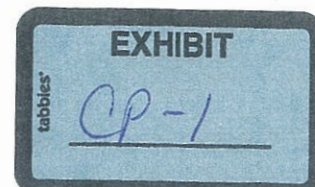
Prof. Akbulut has attempted to justify his refusal to teach MTH124 by stating that MTH996 was cancelled "wrongfully" as the result of a targeted and discriminatory action taken against him by those in power, particularly the Department Chair and the Director of Graduate Studies. We have thoroughly investigated this matter, soliciting documentation and opinions from relevant parties, and have found no evidence of wrongdoing in the implementation of the course cancellation policy in October 2014. Below, we outline the details of our findings.

In defense of Prof. Akbulut's dedication to graduate education, we mention that in the spring semester of 2015 he taught the equivalent of MTH996 to a group of students whose total number would have sufficed for the course to have officially run, were they to have enrolled by the October 2014 deadline. Furthermore, in defense of the outrage that Prof. Akbulut felt, a series of miscommunications and the strict enforcement of a new cancellation policy contributed to the cancellation of MTH996. In hindsight, it is clear that although MTH996 did not meet the strict requirements required to run on October 20, it did meet the spirit of those requirements and could have run if the policy had been more flexible. In light of the valuable contribution of his unofficial course to the research life of the Mathematics Department and the strict enforcement of the cancellation policy, the department advisory committee recommended in the fall of 2015 that Prof. Akbulut be awarded a one course teaching release in a future semester and that course cancellations be implemented in a more flexible manner in future semesters. In the end, however, this review panel finds that Prof. Akbulut's decision to abrogate his duty regarding MTH124 cannot be justified by the success of the alternative activities he pursued. Thus, while Prof. Akbulut's commitment to the research life of our department and its graduate students is laudable, we cannot in good conscience condone his decision not to teach MTH124.



**DEPARTMENT OF
MATHEMATICS**

Michigan State University
619 Red Cedar Road
East Lansing, MI 48824-1027



Examination of whether the cancellation of MTH996 was “wrongful”

Prof. Akbulut maintains that the cancellation of MTH996 was “wrongful”, “discriminatory”, and “retaliatory”, an action taken personally against him by the Director of Graduate Studies (DGS), and enforced by the Department Chair. We have not found evidence to support these claims. First and foremost, we have found that it is within the purview of the DGS to determine a policy by which graduate courses are run. The DGS did this, and we interpret his policy as an attempt to maintain the traditional enrollment requirements for graduate courses whilst simultaneously expediting the process by which course scheduling decisions are made. These revisions were implemented so as to reduce the number of last minute course cancellations.

The policy implemented by the current DGS after assuming the position in August 2014 was substantially different from the policy for course cancellation used in recent years. The new policy set a strict deadline to cancel all courses with enrollment below 5 and did not allow for a review process for courses with enrollment close to 5. In the past instructors with course enrollment close to 5 were often allowed an extra period past the formal deadline to recruit students into the course and to work with the DGS on certain special enrollment issues. Under these past practices, and with good communications with the DGS, Prof. Akbulut might have been able to resolve the under-enrollment issue. Partly in response to these issues, the DGS’s policy on course cancellations was revised in subsequent semesters to allow for a more flexible process that includes an extended deadline for courses with enrollment close to the required threshold but still allows for cancellation well ahead of the spring semester. It is unfortunate that the revised policy was not in place in October 2014, as it is possible that MTH996 could have run if that had been the case. However, this review panel finds, in agreement with the findings of the Department Advisory Committee in 2015, that the course cancellation policy of October 2014, while quite strict, was implemented fairly and consistently.

Emails to the department as a whole and additional emails to those faculty, among them Prof. Akbulut, who had the potential to be adversely affected by the policy, support our finding that the policy implemented by the DGS was clearly and fairly communicated. Further evidence, in the form of email sent by Prof. Akbulut to the graduate student list-serve, indicates that he understood the repercussions of not having sufficient enrollment in his course on October 20, 2014 (those being course cancellation of MTH996 and reassignment of his teaching responsibility to an undergraduate course) and the fact that his course was in danger of being under-enrolled on October 20, 2014.

The central point underlying Prof. Akbulut’s claim of wrongdoing in the cancellation of MTH996 is the enrollment of one particular student who was supported by a dissertation completion fellowship (DCF). The dispute arose from the assertion that this student’s enrollment was prevented by the office of Graduate Studies. At least two statements from the student indicate that he was not prevented from registering for the course but, by a misunderstanding, intentionally chose not to register.

The misunderstanding which led the student not to pursue registration for the course centered around the level of tuition support provided by the DCF. This fellowship allows only a one credit course allotment, an allotment deemed sufficient by the graduate school, as the fellowship is intended for students in the final year of their Ph.D. The rationale, we speculate, is that the college believes such students will, by the terminus of their degree, have no need to take courses. In mathematics this rationale is often not applicable, and in the case at hand it was clear that the student in question would reap benefits from attending MTH996. The disparity between the aims of the DCF and the needs of the particular

student in question therefore necessitated that, should he wish to officially register for the course (an act which, in turn, would have sufficed for MTH996 to have run), someone would have to pay the requisite tuition discrepancy. The student deemed this unfeasible. Being a good advisor, Prof. Akbulut told the student not to pay for anything, saying "You are my Ph.D. student, I will take care of this."

The most important point relevant to this issue is that the student chose not to register. No evidence supports the claim that the student was prevented from registering. Upon expressing his initial desire to register, he was reminded by the secretary to the DGS that, were he to do so, he would then be responsible for the remaining tuition. The student then chose not to register. In retrospect this was an error, but one which could have been prevented if the student had been clearly instructed to register before the deadline, with the assurance that any remittance would ultimately be handled by Prof. Akbulut or the department. Thus, regardless of any alleged handling of grant money, the ultimate power to register for MTH996 lay with the student who, without question, chose not to exercise this power. We determine from this fact that the policy set forth by the DGS for course cancellation was implemented exactly as it had been communicated to the faculty.

In good faith, Prof. Akbulut pursued paying the required tuition with NSF funds, but feels that he was prevented from using these funds despite having \$85,000 available in his grants at this time. We consulted with an administrative assistant in Mathematics responsible for post-award support and learned that this was indeed the official Contracts and Grants balance at the end of October 2014, but that this figure includes IDC, does not take into account salary encumbrances beyond fiscal year 2014, and most importantly does not include encumbrances related to commitments made by Prof. Akbulut to support certain department visitors. According to the records of the post-award staff in Mathematics, on October 20, 2014, Prof. Akbulut did not have funds available that were not already committed elsewhere. Indeed, in an email exchange from May of 2014 provided to us by the Department Chair, Prof. Akbulut was told that he had only \$18,000 of unencumbered funds remaining in one of his accounts. In response he committed the entirety of these funds to support two visitors. Despite these indications that the grant Prof. Akbulut attempted to use was fully encumbered, it is possible that a reallocation of funds could have been arranged to allow for the modest tuition payment in question.

Another claim pertinent to whether the course cancellation policy was fairly and uniformly implemented is that several graduate courses in the Spring of 2015 ran with enrollment under 5 (the requirement which Prof. Akbulut failed to meet). Exempting any qualifying exam courses which were expressly outside the purview of the 5 student requirement, these claims are unsubstantiated. We obtained timestamped spreadsheets with enrollment numbers at the time of course cancellation decisions, and checked that all courses which ran in Spring 2015 fulfilled the requirement of the policy. The discrepancy between our findings and those submitted to the committee by Prof. Akbulut may be accounted for by some combination of the difference between initial and final enrollment numbers for a given course, the fact that some graduate courses list students in several sections (so-called "shadow courses"), and some distinct courses may appear under a single course number.

Concluding Statement

We find that the letter of reprimand sent to Prof. Akbulut by the Office of the Provost in January 2015 and the subsequent withholding of 10% of his salary were justified.

The circumstances surrounding the cancellation of MTH996 in October 2014 included a series of unfortunate miscommunications, and were undoubtedly tainted by emotions of many of the parties involved. It is unfortunate that this conflict involved Prof. Akbulut, a senior member of our department who, during his many years at MSU, has significantly contributed to building up the research profile of the mathematics department and the graduate program. It saddens the members of this committee that a peaceful resolution of the conflict surrounding the cancellation of MTH996 was not achieved by a reasonable and open dialogue within our department, and that when such attempts failed that university level offices such as the FGO still did not resolve the issue. It saddens us further that the conflict became visible to the outside world by various postings of Prof. Akbulut on his web page and on social media.

Despite having sympathy for Prof. Akbulut's situation, we find no evidence of wrongdoing in the cancellation of MTH996; rather, we find, as the Department Advisory Committee did in Summer 2015, that in this regard all parties acted in good faith given the information they had at the time. With the benefit of hindsight, it is evident that some of the decisions made were not optimal. Among these, and most pertinent to the mandate given to our committee, was Prof. Akbulut's decision to refuse his assigned responsibility to teach MTH124. The cancellation of MTH996, though linked by Prof. Akbulut to the abrogation of his duty to teach MTH124, is not in our opinion a valid justification to refuse an assigned course. So although Prof. Akbulut's dedication to graduate education is admirable we do not find that he was justified in refusing this clearly and officially assigned responsibility.

This document represents the unanimous findings of the review committee.



Matthew Hedden



George Pappas



Jeffrey Schenker

Alexander Volberg



Baisheng Yan



JS2: CP Binder
Tab 13.1E

Re: Correction requested



Akbulut, Selman <akbulut@math.msu.edu>

Tue 5/17/2016 11:34 AM

To: Schenker, Jeff <jeffrey@math.msu.edu>;

Cc: Hedden, Mathew <mhedden@math.msu.edu>; Volberg, Alexander <volberg@math.msu.edu>; Yan, Baisheng <yan@math.msu.edu>; Pappas, George <pappas@math.msu.edu>; dept <dept@math.msu.edu>; Kirkpatrick, Jim <rkirk@cns.msu.edu>; Curry, Terry <thcurry@msu.edu>;

Dear Jeff,

Nope, you undersigned a fraudulent document about one of your colleagues, and so you are responsible (there is no such thing as half lies, or you put it "tangential" half points). You will always be asked to prove those claims exactly, since you got yourself involved in this shell-game, by appointing yourself as its spokesman. The shell game went like this:

Obstruct students from registering with a fake excuse that my NSF grants were encumbered —> then attempt to cancel my course with a claim that it has one less than required number of 5 students, while obstructing students to enroll my class (for your info: there has never been a topics course cancelled even with 4 students before) —> then attempt to load me yet another course above and beyond my 2 course officially assigned teaching duties —> when the students rebelled in protest, allow them to register to my course (but changing course numbers, so it won't look like the same course)—> then upon realizing this course have ran successfully, with the required number of students, while producing two PhD's and a Book, Chair felt ashamed and gave me one course reduction for the trouble he put me in. But while all these were happening, he went directly to provost office to get me "abrogation of duty" penalty (without granting me any grievance process required by the bylaws) now he is stubbornly resisting keeping "abrogation of duty penalty" on me, so that he won't look bad having harassed me in my workplace.

Jeff, this is what happened and you got yourself used by signing this faulty document. I also have transcripts of you yelling at me and telling me that I have a mental problem disputing Chair's claims, and I should accept Chair's penalties! You did this before you volunteered yourself to serve in Chairs committee to investigate my claims and the Chair. If you had any self-respect, after that you would have recused yourself serving in such a committee, but you didn't.

I also see that you have some lack of understanding how NSF grants are ran. They are not ran by the Chair nor by the secretaries, They are ran by their PI's, who are responsible distributing them properly. PI's are the ones who are in possession of the official communication, documents, and information about commitments (some of these are confidential infos about who gets what), if you had cared to know the details of my grant, you would have stopped in my office sit with me 5 minutes.

Best Regards,
Selman Akbulut

On May 17, 2016, at 4:40 PM, Schenker, Jeff <jeffrey@math.msu.edu> wrote:

Dear Selman,

The Advisory Committee has completed its role in this matter and turned in the report to Keith, who in turn has submitted it to Dean Kirkpatrick. According to the faculty handbook, any concerns about the process or content of the report should be addressed to Dean Kirkpatrick or the Office of the Provost, depending on what further action has been taken at the Dean's office. You can review the relevant section of the faculty handbook here:

<https://www.hr.msu.edu/documents/facacadhandbooks/facultyhandbook/adminreview.htm>

I ask that you do not contact me again directly about this issue, but rather direct your concerns to the appropriate channels.

Best regards,
Jeff Schenker

P.S. In the interest of collegiality and in the hope that it will help you accept the conclusion of this matter, I will add a few words here. Let me be clear that I am writing for myself. I have not consulted the other members of the Advisory Committee and do not wish to give the impression of putting words at the tips of their fingers.

To begin, the main point of the report, highlighted in the first and last paragraphs, is that **you refused to teach a course to which you had been unambiguously assigned and that the subsequent action of the Provost's office was justified.** This point stands regardless of the issue of grant encumbrances.

However, since the issues surrounding the NSF grant were brought up in the documents you submitted, some on the committee (myself included) felt that it behoved us to look into these issues in more detail, even though the outcome of that investigation were unlikely to change the overall conclusion of the report.

You are correct that the ultimate responsibility for the use of NSF funds lies with the PI. Indeed, this is why the math department employs staff to track encumbrances for us: to prevent us from accidentally spending more than we have. I remind you that an encumbrance refers to a future expense to which funds have been allocated. When you write to a staff member saying "I will spend \$X on Y" that becomes an encumbrance until you (the one ultimately responsible) write "I no longer want to spend \$X on Y." Unless, of course, other actions have been taken that were contingent on the encumbrance, in which case it is the duty of the staff member to remind you that you cannot go back on your promise. As clearly stated in the report, we consulted with staff whose job it is to track grant expenses and encumbrances. The conclusions to which we came can be found in the report.

To keep from muddying the waters, let me remind you that all this discussion of the NSF grant is tangential to the main point: **You were assigned a course and refused to teach it.** That cannot be condoned. Please, for your own sake and for the sake of the department, accept this and move on.

On Tue, May 17, 2016 at 1:21 AM, Akbulut, Selman <akbulut@math.msu.edu> wrote:
Dear Matt, Sasha, Baisheng, George, and Jeff,

You recently undersigned a document which claims that my NSF grants were totally encumbered during October/2014 (the registration period of Spring/2015 semester), so that I did not have any funds available to cover for my grad student Luke Williams' remaining credits (\$600 for each credit) for my Math 996 class. I am asking you to withdraw your signature from this faulty document. I don't have to remind you that, to investigate any NSF grant, you have to consult the Principal Investigator of that grant first (PI is the main person who is accountable to NSF). Had you consulted me, I could have provided you with all the precise documents, spreadsheets and commitment letters. I find it strange that you chose to compose your report without consulting me. I am asking you to correct this before NSF gets involved.

Best Regards,
Selman

Begin forwarded message:

From: Selman Akbulut <akbulut@math.msu.edu>
Subject: NSF account report requested
Date: May 16, 2016 at 11:07:26 PM GMT+3
To: Carolyn Wemple <wemple@math.msu.edu>
Cc: "Koivisto, Beth" <koivisto@math.msu.edu>, "Hensh, Richard" <hensh@math.msu.edu>, "Kania-Bartoszyńska, Joanna" <jkaniaba@nsf.gov>, "Stark, Christopher" <cstark@nsf.gov>, reporting@research.gov

Dear Carolyn,

Could you please tell me exactly how much available funds I had in my NSF accounts, during the month of October-2014. At that time, I had three NSF grants (listed below), please give me a break down in each of my NSF accounts during that month. I am asking this because, on October/20-2014, I was told by our Grad Office that, all of my NSF grants were TOTALLY encumbered, so that I am not allowed to pay \$600 each credit tuition for my PhD student Luke Williams, in my Topics in Topology class, hence I was prevented using my NSF grant. When I objected this, I was penalized by MSU administration by a salary cut and abrogation of duty.

Recall, afterwards, when I asked you about it, you gave me an official memo reporting \$85,000 available NSF funds during October-2014 in two of my NSF accounts (personal + FRG). Also recall that, during October/2014 - August/2015, I continued to use NSF accounts (excess of \$13,000 for my grad student Kaveh + for my travels + for a visitor). So could you please explain this discrepancy, and correct your mistake managing my grants. I am cc'ing this to two of my program directors, in case this issue can't be resolved locally and requires NSF inspectors.

Best Regards,
Selman Akbulut

NSF accounts in October-2014:

- (1) NSF-RC062100 (DMS0905917), 9/1/2009 - 8/31/2015
"4-manifolds, Calibrated Manifolds, Real Algebraic Varieties"
- (2) NSF-RC100344 (DMS1065879) 9/1/2011 - 8/31/2015
"FRG: Collaborative Research - MSU Leading"
- (3) NSF (DMS1005366) 5/1/2010 - 5/31/2016 DMS.1005366
"Gokova Geometry/Topology Conference"

Jeffrey Schenker
Associate Professor of Mathematics, Michigan State University
Director MSU Institute of Mathematical and Theoretical Physics
(517)-432-3590

my NSF grants

JS3 CP
Binder Tab
13.1.G

Item 1.G

Akbulut, Selman <akbulut@math.msu.edu>

Thu 6/23/2016 2:40 AM

To: Hedden, Mathew <mhedden@math.msu.edu>; Volberg, Alexander <volberg@math.msu.edu>; Pappas, George <pappas@math.msu.edu>; Yan, Baisheng <yan@math.msu.edu>; Schenker, Jeff <jeffrey@math.msu.edu>;

Cc: Kania-Bartoszynska, Joanna <jkaniaba@nsf.gov>; Stark, Christopher <cstark@nsf.gov>; Curry, Terry <thcurry@msu.edu>; Kirkpatrick, Jim <rjkirk@cns.msu.edu>; Carolyn Wemple <wemple@math.msu.edu>; Koivisto, Beth <koivisto@math.msu.edu>; hiring-faculty <hiring-faculty@math.msu.edu>;

Dear Matt, Baisheng, Sasha, Jeff and George,

Could you please explain to NSF how you reported that, my NSF grants (which I was the sole PI, and which you were not part of it) as "encumbered" as of November 2014 (so that I was not allowed to use \$1,200 to cover for my grad student tuition, and was penalized by the MSU provosts office as a result of it). You have never asked me to show you my grant reports, monthly balance sheets, and commitment letters (some of which are confidential). I am required to keep all these records as the responsible PI of those NSF accounts.

Best Regards,
Selman Akbulut



Subject: Please do not appoint Jeff Schenker to GadStudies Chair

Date: Thursday, February 9, 2017 at 5:51:07 PM Eastern Standard Time

From: Akbulut, Selman

To: hiring-faculty

Because I believe he is not qualified, and also capable of lying, see for example (3) of <http://users.math.msu.edu/users/akbulut/motion7.pdf> Also, please put in that office somebody in pure mathematics not in math-physics or engineering (they are different disciplines and cultures).

Best Regards,
Selman

JS4: CP Binder Tab 11.2a



Subject: Re: Visit from GVSU REU students

Date: Tuesday, July 4, 2017 at 1:29:58 AM Eastern Daylight Time

From: Akbulut, Selman

To: Schenker, Jeff

CC: faculty

*JS 5
Binder Tab
11.2c*

Jeff,

There has been many objections for you becoming GS Chair (and complaints were filled against you in OIE, about your past conduct in GS related work), and the current GS chair Jon Wolfson (is he still there?) was already cited by OIE for "Violating Michigan State University's Anti-Discrimination Policy". Why are you guys still go around pretending to be running the math-GS office, don't you have any shame? Why don't you leave that post to faculty who are liked respected both by faculty and grad students, and who have good track record working with grad students?

Selman

On Jul 3, 2017, at 9:28 PM, Schenker, Jeff <jeffrey@math.msu.edu> wrote:

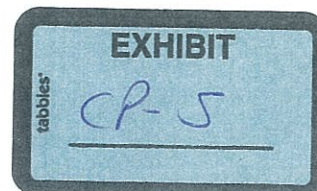
Dear Faculty and Grads,

Next Tuesday, July 11, some REU students from Grand Valley State University will visit MSU. I am meeting with them to answer questions about graduate school – I'm not graduate coordinator yet, but I am filling in for Jon who will be out of town.

I am looking for some graduate students a couple of faculty to volunteer. Grad students will go to lunch with the visitors, either at Shaw or at Brody. Faculty would need to be available to meet for a about an hour to an hour and a half in the morning to help answer questions, and could join for lunch. Let me know if you are interested.

Thank you and happy 4th of July,

Jeff



Subject: Re: Volunteers needed to meet with REU students tomorrow
Date: Monday, July 10, 2017 at 3:14:39 PM Eastern Daylight Time
From: Akbulut, Selman
To: faculty

*JS6 CP
Binder
Tab 11.3*

Jeff,

You should not be involved in grad student affairs, because you clearly lied about a grad course to penalize your colleague (which is a very bad image for our graduate students, and disqualifies you being GS director). I have the whole recorded and written transcripts in front of me, For example (3) of <http://users.math.msu.edu/users/akbulut/motion7.pdf>

You might pretend to ignore what I wrote, and go on business as usual, and wish your misdeeds will be forgotten. No it won't happen, the people in the dept will always be reminded of what you have done. Only way to clear your record is to atone and apologize.

Selman
—

Dear Colleagues,

I am still looking for a couple of faculty willing to meet tomorrow morning with students from Grand Valley State University REU and the MSU summer REU. We are meeting with them to answer questions about graduate school – and hopefully recruit some students to our graduate program.

As it is summer, many of you are out of town and can't help. **If you are in town and free tomorrow morning at 10:00, please help out!**

Let me know if you are interested. Thanks,

Jeff
—



[REDACTED]

Tuesday, October 24, 2017 at 4:21:50 PM Eastern Daylight Time

Subject: Re: OIE-RVSM Mandatory meeting Tuesday Sept 5, 4-5pm
Date: Monday, August 28, 2017 at 10:10:24 AM Eastern Daylight Time
From: Akbulut, Selman
To: dept

I also think Office of Institutional Equity should take discrimination and harassment seriously. I believe lying, forging academic records in order to bully faculty has no place in the university, I suggest OIE put university administrators who violate these principles in mandatory training sessions and take serious actions (I had math dept and CNS deans office in mind). As you recall, OIE cited math Grad Students Chair for discriminating grad students, and no serious protective measures were taken by the math Chair, now the math Chair is trying to appoint another GS chair who publicly lied about a grad course and the academic record of a fellow faculty in order to penalize him (most of these things are detailed on my website). Have a wonderful productive semester.

Best Regards,
Selman Akbulut

[REDACTED]

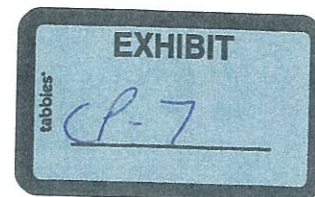
On Aug 28, 2017, at 8:57 AM, Promislow, Keith S. <kpromisl@math.msu.edu> wrote:

Dear Faculty and Academic Staff,
The Office of Institutional Equity has taken a new approach to the Relationship Violence and Sexual Misconduct Policy (RVSM) training that addresses our roles as mandatory reporters. They have decided to have meetings with the faculty and academic staff of each department. Our OIE-RVSM meeting is scheduled for
What: OIE RVSM Mandatory meeting
When: Tuesday September 5, 4-4:45pm
Where: C304 Wells hall

Please mark this on you calendars and do your best to attend.

If you have any instructional/administrative/advising contact with undergraduate or graduate students, this meeting is required for you.

-best, Keith
Keith Promislow
Professor and Chair
Dept. of Mathematics
D205 Wells Hall
619 Red Cedar Road
East Lansing, MI, 48824
517-432-7135



[REDACTED]

Tuesday, October 24, 2017 at 4:20:56 PM Eastern Daylight Time

Subject: Re: Clay Research Fellowships, call for nominations
Date: Friday, October 6, 2017 at 1:35:18 PM Eastern Daylight Time
From: Akbulut, Selman
To: Schenker, Jeff
CC: faculty, Starn, Estrella [REDACTED]

Jeff,

How can Keith Promislow appointed to be the GS chair, when you lie about grad courses, and don't even bother to correct yourself, see item (3) in

<http://users.math.msu.edu/users/akbulut/motion7.pdf>

Selman

On Oct 6, 2017, at 10:33 AM, Schenker, Jeff <jeffrey@math.msu.edu> wrote:

Dear Colleagues,

If you have a particularly excellent student graduating this year, please consider nominating her/him for a Clay fellowship. These are very competitive, but it would be good for us to nominate a few students if possible.

If you would like to nominate your student please let the graduate office know and we can help put together the nomination.

Best regards,
Jeff

Jeffrey Schenker
Director of Graduate Studies
Department of Mathematics
Michigan State University
(517) 353 4650

From: Naomi Kraker <admin@claymath.org>
Sent: Wednesday, September 13, 2017 8:57:56 AM
To: Naomi Kraker
Subject: Clay Research Fellowships, call for nominations

Call for Nominations for Clay Research Fellowships



Item 7

Tuesday, October 24, 2017 at 4:20:44 PM Eastern Daylight Time

Subject: Re: Faculty Position in Quantum Information
Date: Friday, October 6, 2017 at 1:40:23 PM Eastern Daylight Time
From: Akbulut, Selman
To: Schenker, Jeff
CC: faculty, grads [REDACTED]

Jeff,

How can Keith Promislow appointed to be the GS chair, when you lie about grad courses, and don't even bother to correct yourself, see item (3) in

<http://users.math.msu.edu/users/akbulut/motion7.pdf>

Selman

On Oct 6, 2017, at 10:44 AM, Schenker, Jeff <jeffrey@math.msu.edu> wrote:

FYI

From: Alexander Elgart <aelgart@vt.edu>
Date: Monday, September 25, 2017 at 11:39 AM
To: Alexander Elgart <aelgart@vt.edu>
Subject: Faculty Position in Quantum Information
Resent-From: Jeffrey Schenker <jeffrey@math.msu.edu>

Dear colleague,

The Virginia Tech Department of Mathematics anticipates a tenure-track opening in Quantum Information with a start date of August 10, 2018. The successful candidate will have a research program in the mathematical aspects of quantum information theory. Possible specialties include, but are not limited to, quantum information theory, quantum error correction, topological quantum computation, holography in quantum information, quantum control, many-body entanglement, or mathematics applicable to any of these topics.

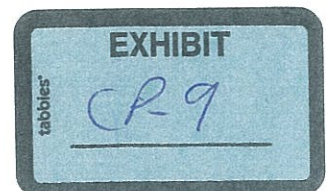
Appointment as an Assistant Professor of Mathematics is anticipated, but exceptional senior candidates will be considered for positions of Associate Professor of Mathematics or Professor of Mathematics. A more elaborate description of the position is available at:

http://www.math.vt.edu/files/quantinf17_ad.pdf

Please forward this information!

Best regards,

Alex Elgart and Martin Fraas



Tuesday, October 24, 2017 at 4:19:54 PM Eastern Daylight Time

Subject: Re: About our conversation

Date: Friday, October 13, 2017 at 11:54:52 AM Eastern Daylight Time

From: Akbulut, Selman

To: Schenker, Jeffrey

There are facts and there are lies, your claims are lies.

Selman

On Oct 13, 2017, at 11:01 AM, Schenker, Jeffrey <schenke6@msu.edu> wrote:

Dear Selman,

Thank you for talking with me yesterday. I am glad that we agreed to work together on issues related to the graduate program.

The two statements you mention are not lies. They are accurate descriptions of events. For you to publicly accuse me of lying on the basis of these statements is defamatory. Again, respectfully, I ask you to stop doing so.

I do regret that something I said caused our colleagues to laugh at you. For this I am sorry.

I would be happy to discuss all of this with you again to explain why there is nothing else for me to amend.

(Although honestly, I would prefer to talk with you more about reggae music. {})

Best regards,

--Jeff

On 10/12/17, 9:29 PM, "Akbulut, Selman" <akbulut@math.msu.edu> wrote:

Dear Jeff,

After our meeting today, I did go over the dept meeting recordings once again: Jeff there you clearly say "Selman your class is canceled because you did not have sufficient number of students!" (a lot of laughter afterwards). Jeff this is a big Lie! Also, in the "Administrative Review" report, which you undersigned clearly states that (in several places) "According to the records on Oct 20 2014 Prof. Akbulut's grants were encumbered". Jeff this is also a big Lie! You are responsible for these two lies, until you correct them, I will remind you of these lies in every occasion and in every platform (public or not) and ask you to correct these lies, until then you are not, and will never be a legit GS director in my eyes (because this concerns grad courses).

If you claim what you said are not lies, call a hearing (could be the grievance hearing I never had), where we face testify in front of our peers in the university, attorneys present (they can be consolers or NSF inspectors). This issue will never be over with me, just like there is no "forgive and forget" for a rape victim. Remember you can only forgive the one who admits wrongdoing.

ps: don't worry as I promised, I will not raise this issue as a reply to your next grad registration announcement.

Regards,

Selman



Tuesday, October 24, 2017 at 4:19:25 PM Eastern Daylight Time

Subject: Re: Graduate Course Enrollment for SS18

Date: Friday, October 20, 2017 at 9:06:05 PM Eastern Daylight Time

From: Akbulut, Selman

To: Graduate Office

CC: faculty, Starn, Estrella, Kirkpatrick Jr, R, Curry, Terry, Office of the Provost, Hsu, Stephen, Lou Anna K. Simon, President

Dear Jeff,

Having lied about graduate course registration records in the past ([1] and [3]). I think you should resign from GS Chair position, and let some other people-friendly honest person manage that office. I recall, you worked very hard with Keith to close my grad class with 5 (in fact 7) students disrupting my teaching. Aren't you tired of dealing with many complaints of people you have been bullying in math dept? Do you really enjoy doing this? The last person Keith put in GS office got cited for discriminating students of Middle Eastern origin, and after that awarded with job security and a big salary increase. I am forwarding this message to higher ups in the University administration, maybe they will come to their senses and do something about you and Keith who have been eroding credibility of our dept.

[1] <http://users.math.msu.edu/users/akbulut/motion7.pdf>

[2] <http://users.math.msu.edu/users/akbulut/papers/dean.pdf>

[3] <http://users.math.msu.edu/users/akbulut/minions.pdf>

[4] <http://users.math.msu.edu/users/akbulut/Events.pdf>

Best,
Selman

On Oct 20, 2017, at 2:53 PM, Graduate Office <grad@math.msu.edu> wrote:

Dear Faculty,

This is a reminder that spring graduate classes with two or fewer enrolled students are scheduled to be cancelled today at 5pm. However, since we will not be implementing the cancellations until Monday morning, we will use the number of enrolled students at 9am on Monday October 23 to determine cancellations in this phase.

The final deadline for course registration remains Friday October 27 at 5pm. At that time I will email Bruce Sagan to let him know which courses are slated for cancellation so that he can reassign instructors accordingly.

Also, remember that as in prior semesters students need an "override" from the graduate office to register for classes. They should contact the graduate office with their request.

Best,
Jeff

Jeffrey Schenker
Director of Graduate Studies
Department of Mathematics

Page 1 of 2





Schenker, Jeffrey

Tue 10/24/2017 4:18 PM

To: Promislow, Keith <PROMISLO@msu.edu>

Dear Keith,

Here is a summary of what happened in the common room today:

I walked into the common room at little after 2:00. I saw Selman and said hellow to him. He came up to me and asked, "Are you still grad chair?" I said "yes" and he then asked me how old I am. I looked at him puzzled and asked why. He said he just wanted to know, and mentioned that he is 68. I said I wasn't going to answer and then asked again why he wanted to know. Then, he explained that usually older faculty did jobs like this and that younger faculty focused on research.

At this point I asked Rajesh to come over to hear what Selman was saying. Selman repeated to Rajesh that he had asked me how old I was and his reasons for asking.

I became upset and angry. I kept saying to Selman "You need to listen to me. This is important. You need to stop harassing me" at which point he would interrupt and tell me that he wasn't harassing me. This went on for a while before Rajesh stepped in and suggested I walk away.

Best,
Jeff

Jeffrey Schenker
Professor of Mathematics, Michigan State University
(517)-432-3590

EXHIBIT

CP-12

**MICHIGAN STATE
UNIVERSITY**

April 19, 2018

To: University Committee on Faculty Affairs

Dear Committee Members,

Over the past several years, Prof. Selman Akbulut has repeatedly bullied and harassed a number of faculty members in the Department of Mathematics by sending numerous emails containing distorted and unsubstantiated allegations of fraud and corruption. These emails have been sent to the entire faculty of the mathematics department and at times copied to graduate students, department staff, university administration, the board of trustees, members of the state government, and NSF administrators. He also posts similar content on his personal website and on Twitter, where it is publicly visible.

It is hard to gauge the full psychological and emotional toll of this harassment. I suspect it is worse than most of us realize, because Prof. Akbulut's stream of bullying has been at times so steady as to define a new normal. His emails have sometimes created a toxic atmosphere and made it difficult to carry out day to day tasks. Certainly, his harassment has led me to consider stepping away from departmental service and to think about seeking employment elsewhere despite otherwise being quite happy at MSU.



**Department of
Mathematics**

Michigan State University
Wells Hall
619 Red Cedar Road
East Lansing, MI 48824-1027

Jeffrey H Schenker
Professor

Tel: 517-432-3590
Fax: 517-432-1562
jeffrey@math.msu.edu

I have been the target of a number of Prof. Akbulut's emails, apparently in retribution for my service in spring 2016 on the committee that undertook the administrative review of the letter of reprimand sent to Prof. Akbulut in January 2015. Since May 2016, Prof. Akbulut has repeatedly and publicly referred to the report produced by the committee as "fraudulent" and has threatened to oppose the appointment of any committee member to "any committee in any venue."

Prof. Akbulut objected strongly to my appointment as Director of Graduate Studies. He has expressed his objection through emails sent to a wide audience, sometimes including department staff and graduate students, accusing me of being an "unqualified liar" and suggesting that I resign. In my capacity as graduate director I often need to send informational emails to faculty and students. For some time, Prof. Akbulut would regularly reply to such emails with an accusatory response copied to a large audience. Knowing that his replies were copied to students and staff made my job as graduate director quite stressful and difficult. Feeling that these emails were interfering with my ability to carry out my duties, I formally complained to Prof. Promislow about the harassment in October 2017. Although Prof. Akbulut has now ceased his accusatory replies to informational emails from the graduate office, he has continued to harass me and other members of the department in emails sent to the entire faculty and copied to university administrators and members of the state government.



I usually start letters with some variation on the phrase "It is my pleasure to write to you regarding". As this letter is quite different, let me close by saying that it was distinctly **not** my pleasure to write this letter. Prof. Akbulut's steady stream of bullying and harassment has been a sad and troubling episode in the life of this department. Although I take no joy from writing about it, I feel it is my duty to do so. It would be easier in the moment to give in to the bullying, but it would serve no good purpose in the long run.

Sincerely,

A handwritten signature in dark ink, appearing to read "Jeff Schenker", followed by a long horizontal line extending to the right.

Jeff Schenker

MICHIGAN STATE
UNIVERSITY

January 30, 2015

Dr. Selman Akbulut
Professor
Department of Mathematics
619 Red Cedar Road, Room C335
Wells Hall
Campus

Dear Professor Akbulut:

Thank you for meeting with me on January 26, 2015 to discuss your failure to teach one of your assigned courses for this semester, MTH 124-036. After my review of: (1) the January 19, 2015 letter and supporting materials from Keith Promislow, Department of Mathematics Chairperson, (2) the explanation you provided and the materials you left with me on January 26th, and (3) follow-up conversations I had with Chairperson Promislow, I have concluded that your failure to teach MTH 124-036 is a violation of the "Abrogation of Faculty Teaching Responsibility" policy. As a result, I will direct that your salary be reduced by 20% for the current semester, Spring 2015.



**OFFICE OF THE
PROVOST**

Michigan State University
Hannah Administration Building
426 Auditorium Road, Room 430
East Lansing, Michigan 48824

Phone: 517-355-6550
Fax: 517-355-9601
provost.msu.edu

As determined by Chairperson Promislow, as a full professor in the Department of Mathematics, your annual duties are 40% for both teaching and research, and 20% for service. Refusing to teach MTH 124-036 constitutes an abrogation of 1/3 of your annual teaching duties, and, hence, 13.33% of your total duties. However, as suggested by your chairperson, because this is a first offense, and because you are holding a replacement to the cancelled class as a service to the affected students, I am directing that the salary for 10% of your annual year duties, the equivalent of 20% of your Spring Semester duties, be deducted.

Under the policy, if you believe that this action is a violation, misinterpretation, or misapplication of existing University policies and legislation, you may initiate a grievance under the Faculty Grievance Policy.

Sincerely,

Theodore H. Curry II
Associate Provost and Associate Vice President for Academic Human Resources

cc: Provost June Pierce Youatt
Dean R. James Kirkpatrick
Chairperson Keith Promislow



Item 1.B

MICHIGAN STATE
UNIVERSITY

Professor Selman Akbulut
Department of Mathematics
Michigan State University
East Lansing, MI, 48824

Administrative Review of Prof. Akbulut's finding of Abrogation of Duty

Dear Professor Akbulut,

The review panel formed within the Department of Mathematics has completed their assessment of the Abrogation of Duty finding related to your refusal to teach your assigned section of Math 124 in spring 2015. Based upon a review of their assessment I find that there is no basis to recommend an overturning of the finding of Abrogation of Duty and the associated penalties.

If you wish to appeal my decision you may request further review with the office of the Dean of the College of Natural Science.

The report of the review panel is attached.

Sincerely,

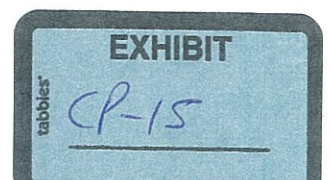


**Department of
Mathematics**

Michigan State University
Wells Hall
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East Lansing, MI 48824-1027

517-353-0844
Fax: 517-432-1562

Keith Promislow
Professor and Chair
Department of Mathematics
May 11, 2016



Chair's fraudulent claims continue

Item 1.C May 11, 2016

Akbulut, Selman <akbulut@math.msu.edu>

Wed 5/11/2016 8:12 PM

Inbox

To: dept <dept@math.msu.edu>;

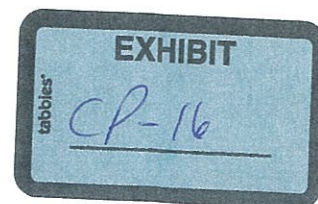
1 attachment (7 MB)

akbulut.zip;

Dear All,

To refresh your memory, I am resending my zip-file. For a quick read, open it first, then read the letter to the dean, then read the short document References.Course Documents.pdf, which refers to the page numbers of Course-Documents.pdf for details, there you can see Chair's lies. I also have voice recordings of the Chair clearly supporting my claims (a portion of which was made available to Chair's committee by Chair's consent). In due time I will make transcripts of all these recordings. This case will continue as long as I am here, until Chair atones for his misdeeds.

Best,
Selman Akbulut



Item 1.D May 17, 2016
Correction requested

Akbulut, Selman <akbulut@math.msu.edu>

Tue 5/17/2016 1:21 AM

Inbox

To: Hedden, Mathew <mhedden@math.msu.edu>; Volberg, Alexander <volberg@math.msu.edu>; Yan, Baisheng <yan@math.msu.edu>; Pappas, George <pappas@math.msu.edu>;
Schenker, Jeff <jjeffrey@math.msu.edu>;

Cc: dept <dept@math.msu.edu>; Kirkpatrick, Jim <rkirk@cns.msu.edu>; Curry, Terry <thcurry@msu.edu>;

Dear Matt, Sasha, Baisheng, George, and Jeff,

You recently undersigned a document which claims that my NSF grants were totally encumbered during October/2014 (the registration period of Spring/2015 semester), so that I did not have any funds available to cover for my grad student Luke Williams' remaining credits (\$600 for each credit) for my Math 996 class. I am asking you to withdraw your signature from this faulty document. I don't have to remind you that, to investigate any NSF grant, you have to consult the Principal Investigator of that grant first (PI is the main person who is accountable to NSF). Had you consulted me, I could have provided you with all the precise documents, spreadsheets and commitment letters. I find it strange that you chose to compose your report without consulting me. I am asking you to correct this before NSF gets involved.

Best Regards,
Selman

Begin forwarded message:

From: Selman Akbulut <akbulut@math.msu.edu>

Subject: NSF account report requested

Date: May 16, 2016 at 11:07:26 PM GMT+3

To: Carolyn Wemple <wemple@math.msu.edu>

Cc: "Koivisto, Beth" <koivisto@math.msu.edu>, "Hensh, Richard" <hensh@math.msu.edu>, "Kania-Bartoszyńska, Joanna" <jkaniaba@nsf.gov>, "Stark, Christopher" <gstark@nsf.gov>, reporting@research.gov

Dear Carolyn,

Could you please tell me exactly how much available funds I had in my NSF accounts, during the month of October-2014. At that time, I had three NSF grants (listed below), please give me a break down in each of my NSF accounts during that month. I am asking this because, on October/20-2014, I was told by our Grad Office that, all of my NSF grants were TOTALLY encumbered, so that I am not allowed to pay \$600 each credit tuition for my PhD student Luke Williams, in my Topics in Topology class, hence I was prevented using my NSF grant. When I objected this, I was penalized by MSU administration by a salary cut and abrogation of duty.

Recall, afterwards, when I asked you about it, you gave me an official memo reporting \$85,000 available NSF funds during October-2014 in two of my NSF accounts (personal + FRG). Also recall that, during October/2014 - August/2015, I continued to use NSF accounts (excess of \$13,000 for my grad student Kaveh + for my travels + for a visitor). So could you please explain this discrepancy, and correct your mistake managing my grants. I am cc'ing this to two of my program directors, in case this issue can't be resolved locally and requires NSF inspectors.

Best Regards,
Selman Akbulut

NSF accounts in October-2014:

- (1) NSF-RC062100 (DMS0905917), 9/1/2009 - 8/31/2015
"4-manifolds, Calibrated Manifolds, Real Algebraic Varieties"
- (2) NSF-RC100344 (DMS1065879) 9/1/2011 - 8/31/2015
"FRG: Collaborative Research - MSU Leading"
- (3) NSF (DMS1005366) 5/1/2010 - 5/31/2016 DMS.1005366
"Gokova Geometry/Topology Conference"



RE: response to Selman

Item 1.F, May 17, 2016

Promislow, Keith S.

Tue 5/17/2016 10:13 AM

Sent Items

To: Kirkpatrick, Jim <jrkirk@cns.msu.edu>; Curry, Terry <thcurry@msu.edu>;

Dear Jim,

He is pressuring her for detailed information about exact balances in all his grants in Oct 2014. He is threatening to bring in the NSF to investigate. This is all non-sense, but given the power difference and her physical state, it has an impact on her. He's in Turkey now, we have already sent him emails instructing him to address further questions to a Rick Hensh, and so now he is dumping his correspondence with her in the bottom of emails to the whole department.

The obvious approaches rarely work with Selman.

I've included his most recent email to Carolyn below.

-best, Keith

Dear Carolyn,

Could you please tell me exactly how much available funds I had in my NSF accounts, during the month of October-2014. At that time, I had three NSF grants (listed below), please give me a break down in each of my NSF accounts during that month. I am asking this because, on October/20-2014, I was told by our Grad Office that, all of my NSF grants were TOTALLY encumbered, so that I am not allowed to pay \$600 each credit tuition for my PhD student Luke Williams, in my Topics in Topology class, hence I was prevented using my NSF grant. When I objected this, I was penalized by MSU administration by a salary cut and abrogation of duty.

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Best Regards,
Selman Akbulut

NSF accounts in October-2014:

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"FRG: Collaborative Research - MSU Leading"
- (3) NSF (DMS1005366) 5/1/2010 - 5/31/2016 DMS.1005366
"Gokova Geometry/Topology Conference"

Keith Promislow
Professor and Chair
Dept. of Mathematics
D205 Wells Hall
619 Red Cedar Road

East Lansing, MI, 48824
517-432-7135

From: Kirkpatrick, Jim [jrkirk@cns.msu.edu]



Sent: Tuesday, May 17, 2016 9:39 AM
To: Promislow, Keith S.; thcurry@msu.edu
Subject: RE: response to Selman

What is he pressuring her on? Would a better approach be to tell him to stop harassing a staff member?

-----Original Message-----

From: Promislow, Keith S. [mailto:kpromisl@math.msu.edu]
Sent: Tuesday, May 17, 2016 9:07 AM
To: thcurry@msu.edu
Cc: Kirkpatrick, Jim
Subject: response to Selman

Dear Jim and Terry,

Would the following response to Selman be inappropriate. He is putting considerable pressure on Carolyn Wemple, the post-awards administer, who will be entering of 10 weeks of post-op chemo therapy soon.

I want to send the message that he should lean on me, and not my staff.

-Best, Keith

Dear Selman,

The central issue of the administrative review was to determine if the abrogation of duty finding was properly administered. Specifically did you receive your revised teaching assignment, did you refuse to honor it. Their finding, which I support, is that you clearly received and willfully disregarded the teaching assignment given to you in October 2014. Any issues regarding available funds in your grant(s) are immaterial to this finding. Please address future correspondence on this issue to me.

-Sincerely, Keith Promislow

Keith Promislow
Professor and Chair
Dept. of Mathematics
D205 Wells Hall
619 Red Cedar Road

East Lansing, MI, 48824
517-432-7135

Re: Free speech/personal responsibility

Akbulut, Selman <akbulut@math.msu.edu>

Sat 6/25/2016 6:40 PM

Inbox

To: Promislow, Keith S. <kpromisl@math.msu.edu>;

C: hiring-faculty <hiring-faculty@math.msu.edu>; Kirkpatrick, Jim <jkirk@cns.msu.edu>; Curry, Terry <thcurry@msu.edu>; ande Durojaiye <aduroja@pres.msu.edu>; abdour Elizabeth <abdoure@pres.msu.edu>;

Dear Keith,

The issue of "possible conflicts arising from individuals sending bulk emails to people who have direct supervision over them" has already been dealt with from the very beginning. Wrongly or rightly, grad students were asked to refrain from sending bulk-messages to faculty lists, and they don't (maybe they can't). The rest of what you wrote is poppycock :)

Long time ago (maybe when you were still in high-school) we had formed these list on the assumption that every faculty is responsible from what he/she writes! The messages could be thoughtful, ridiculous, considerate or angry, but the bottomline is the writer is credited or blamed from his/her messages, like your math papers (of course I am excluding extreme crazy spam messages or messages with personal threats, which I have never witnessed here from the beginning anyway).

Keith, it is far be it for me to tell you what is free speech (you should have learnt this long time ago in civic lessons in schools). Frankly, the sophomoric preachy tone of your message to faculty telling us what is or is-not appropriate, makes you look like a high-school principal preaching to student body how to behave. Let me tell you, the only thing is not appropriate here is you writing such a message to your fellow faculty, some of which are your seniors, they are learned experienced people, who may know a thing or two more about free speech then you do.

Let me ask you once again, please REMOVE your entries from my annual evaluation report (about criticizing me exercising my free speech by using various dept emails lists), because they are used in deciding our salary increases. What you're doing is a retaliation to my free speech, it is not only unethical, but in fact it may be illegal.

Best Regards,
Selman

> On Jun 25, 2016, at 1:29 AM, Promislow, Keith S. <kpromisl@math.msu.edu> wrote:

>

> Dear Selman,

>

> Thank you for your comments.

>

> You raise an excellent and timeless issue: the balance between free speech
> and personal responsibility. I very strongly support free speech, individuals
> must have a clear right to express their point of view. At the same time individuals
> have responsibility for their actions. These two principles can conflict;
> the classic example, the shouting of "Fire!" in a crowded theater, is not considered
> to be protected speech.

>

> So let me endeavor to clarify, at least partially, what I view as acceptable use of
> bulk email (speech) within our department.

>

> Consider an email alleging that person, or group, 'X' has made an error or taken
> inappropriate action (criticism) and the email is send to a group 'Y'.

>

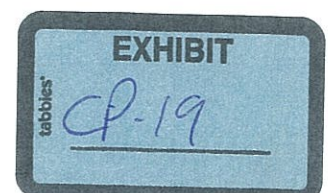
> I consider such an email appropriate when the group Y consists of group X and people with
> clearly established supervisory roles over group X.

>

> I consider such an email inappropriate when the group Y contains people who have no direct
> supervisory responsibility for group X; the sense of inappropriateness increases if the
> sender of the email has some real or perceived authority over group X or group Y.

>

> My basis for this view is that people need a clear idea of the elements of the community
> that have prima facie right to evaluate their actions. Public criticism has the implication that a large group
> has been elevated to pass judgement on a smaller group. Public criticism can undermine the sense of



> community, inhibiting people from taking risks by eroding the shared sense of security and stability.
> If pervasive it can result in less participation in open discussion of principles, less willingness to work
> for the common good, less innovative thinking, less initiative. In short, it can lead to a 'bad team'.
> I encourage anyone interested to read the very stimulating article:
> http://www.nytimes.com/2016/02/28/magazine/what-google-learned-from-its-quest-to-build-the-perfect-team.html?_r=0

> To be yet more explicit, consider the hypothetical examples:

> It would be inappropriate for a faculty member to send an email critical of the actions of a
> faculty member to all graduate students. Graduate students have little supervisory role over faculty.
> Depending upon the issue, faculty may or may not have supervisory roles over each-other. It would
> certainly be appropriate to send the email to the faculty member and the chair.

> It would be very inappropriate for a faculty member to send an email critical of the actions of
> a graduate student to all faculty or to all graduate students. It would be appropriate
> to send the email to the graduate student and their PhD supervisor.

> It IS appropriate for a faculty member to send an email to all faculty members
> that is critical of the actions of the chair. The chair is elected by the faculty, the faculty as a collective
> serve a supervisory role for the chair. This, to me, is the classic definition of protected
> speech. The role of elections in democracy is to establish collective supervisory roles over leaders,
> so that they can then be subjected to protected-speech criticism.

> It is appropriate to send email to a group suggesting guidelines that all members
> of the group should follow, if the sender is a member of the group or has a
> recognized supervisory role over the group. I offer this email as an example - these
> guidelines should apply to me too.

> I understand there are shades of gray, and next fall I will consult with the Adcom for further
> guidance on the issue of bulk email, and the role it should play in the leadership/service component of
> annual reviews.

> Sincerely, Keith

> Keith Promislow
> Professor and Chair
> Dept. of Mathematics
> D205 Wells Hall
> 619 Red Cedar Road
> East Lansing, MI, 48824
> 517-432-7135

> From: Akbulut, Selman
> Sent: Thursday, June 23, 2016 11:23 PM
> To: Promislow, Keith S.
> Cc: hiring-faculty; Kirkpatrick, Jim; Terry Curry; ande Durojaiye; abdnour Elizabeth
> Subject: Re: About your inappropriate entries to my faculty evaluation.

> Dear Keith,

> Thank you very much for responding, I am writing to you not only as your colleague and friend but also as your elder, who had helped to form these free-
speech communication channels (years back). These are email-lists that had been formed to encourage dialog among faculty, as a medium to express frank
opinions concerning dept (especially for the people who don't have immediate access to dept admin). Yes true, as a Chair, you are given some administrative
powers to run the dept; but my advice to you is don't use them to curtail free-speech in dept, nor use them to penalize your colleagues over petty differences,
by disturbing their classes and running of their NSF grants. You should use your powers to help run dept in harmony, always look for ways to help faculty (not
seek ways to penalize them), always work in the positive.

> Best Regards,
> Selman

>> On Jun 24, 2016, at 1:12 AM, Promislow, Keith S. <kpromisl@math.msu.edu> wrote:

>> Dear Selman,

>> Its my responsibility to provide feedback and guidance to faculty through the annual review process.

>> This includes pointing out ways that faculty can improve their participation in departmental governance.
>> An evaluation of leadership and engagement in departmental governance is one of the metrics that
>> contributes to salary decisions.

>>

>> I'm happy to discuss this with you, and of course you can provide a response with your review.

>>

>> -Sincerely, Keith

>>

>> Keith Promislow

>> Professor and Chair

>> Dept. of Mathematics

>> D205 Wells Hall

>> 619 Red Cedar Road

>> East Lansing, MI, 48824

>> 517-432-7135

>>

>> From: Akbulut, Selman

>> Sent: Wednesday, June 22, 2016 10:29 PM

>> To: Promislow, Keith S.; Zhou, Zhengfang; dept

>> Cc: Kirkpatrick, Jim; Terry Curry; ande Durojaiye; abdnour Elizabeth

>> Subject: About your inappropriate entries to my faculty evaluation.

>>

>> Dear Keith,

>>

>> I saw inappropriate entries by you to my "Annual evaluation report" (you know they are used in deciding salary increases). Please remove them, and then resubmit your report. Your entries about me are (verbatim):

>>

>> =====

>> "Has had inappropriate email exchange concerning staff... during the 2015-16 academic year. Professor Akbulut has struggled to find appropriate means to address concerns he has had with departmental governance. This has included sending email to the entire faculty that are critical of actions taken by the staff; this despite instructions that Professor Akbulut's concerns with staff be addressed solely to their supervisors. In a similar vein, emails concerning departmental governance should not be sent to graduate students. Such behavior is unacceptable; please restrict email to the relevant audience".

>> =====

>>

>> Let me remind you that department lists are free speech environment, they had been set up to speed communication among dept members, as well as discuss faculty concerns. They are not to be used as retaliation tools (against faculty expressing opinions you don't agree with). You know this report is used in deciding faculty salary increases.

>>

>> Your entries are under "Engagement in Leadership/Service/Outreach" and "Progress, Plans, and Future Promotions" part of my report. So, please remove these entries and resubmit your report.

>>

>> ps: In case you forgot, let me remind you that, it was you who added grad students to your email reply (November 5, 2015 at 8:47:43 PM GMT+2) to my inquiry, which was sent only to the faculty, about the OIE opinion that "GS chair has violated MSU's anti discrimination policy".

>>

>> Best Regards,

>> Selman

>>

>>

Item 1.L

Akbulut three of three

Promislow, Keith S.

Wed 8/24/2016 11:00 PM

Sent Items

To: Curry, Terry <thcurry@msu.edu>;

Dear Terry,

Here is the report of my staff member's recent interaction with Selman. Its does not read as badly as it was reported to me (I'm awaiting the report from the staff member who interceded, she seemed to find the behavior unacceptable).

But by my count its still strike three. I'd like to call him out.

-Best, Keith

Thursday, August 18th about 2:30pm

Ami McMurphy was in my office when Selman Akbulut walked past. He expressed a greeting.

Shortly thereafter Debbie Lecato asked if I had a master key as Selman needed access to his office. Holly was somewhere in the building with the key that is normally housed in the main office.

I responded to Debbie's request ... took my access keys out of my drawer, opened Beth's office, and unlocked the drawer in the small file cabinet. When leaving Beth's office, Selman was in the doorway to the mailbox room so I took the key to him there, asking that he bring them back immediately.

He inquired about doing the closeout memo for the Gokova grant demanding to know why I had not processed payment to his grad student for services performed while in Turkey attending Gokova 2016.

Selman was extremely vocal about my trying to prevent the payment he demanded be made. He was insistent that the approval of his program officer, Joanna Kania-Bartoszynska's, should be sufficient. While trying to explain the different roles of a program officer versus a budget officer and why central administration needed budget officer approval, he began demanding to see this in writing. Throughout the entire encounter Selman continued speaking even as I tried to explain what actions were being taken to make what he wanted to happen.

At the point I knew he basically wasn't listening and he was trying persistently to make me agree to do his bidding, I tried to end the conversation. He continued to speak being argumentative and belligerent in his comments. His insistent, demanding and accusatory remarks were making it difficult and uncomfortable for me to continue to listen.

At last, Eileen Ethington came to my rescue asking Selman to 'put his grievance and questions/comments in writing'. At this point I walked away and headed back to my office.



MICHIGAN STATE UNIVERSITY

November 9, 2016

Dr. Selman Akbulut
Department of Mathematics
Michigan State University
Campus

Dear Dr. Akbulut:

On February 19, 2016, you requested of Dean R. James Kirkpatrick via email an Administrative Review, seeking to have removed from your record the "Abrogation of Faculty Teaching Responsibility" penalty which was imposed by the Office of the Provost on January 30, 2015. The Administrative Review policy states:

Faculty and academic staff members covered by the Faculty Grievance Policy (see FGP Section 1.1) have the opportunity to have personnel concerns reviewed at their request by MSU's academic administrators. The administrative review procedure is an informal process providing such an avenue for faculty/academic staff to request an independent assessment from their department chairperson/school director, dean, and Office of the Provost on such personnel matters as salary status, reappointment, promotion and tenure. This procedure is not intended to supersede informal discussion between the faculty/academic staff member and the department chairperson/school director in resolving these issues. The administrative review process may involve consideration and possible redress of substantive issues (changes in salary, promotion and tenure status, etc.) at department, school and dean levels. The Office of the Provost considers matters of process only, i.e., whether appropriate or applicable procedures have been followed, etc. (Possible redress available is to direct an additional substantive review in the department, school, or college.)



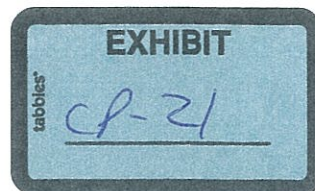
OFFICE OF THE PROVOST

Michigan State University
Hannah Administration Building
426 Auditorium Road, Room 430
East Lansing, Michigan 48824

Phone: 517-355-6550
Fax: 517-355-9601
provost.msu.edu

While the policy states that the Office of the Provost "considers matters of process only," I will respond to the substance of your review request because this matter involves the application of the Abrogation of Faculty Teaching Responsibility policy, which is imposed by the Office of the Provost.

It is worth noting that you had previously filed a grievance over this same matter during the Spring 2015. In that case, Faculty Grievance Official William Donohue ruled against you in a jurisdictional decision, stating that:



Dr. Selman Akbulut
November 9, 2016
Page Two

- The grievance does not contain a reasonably adequate statement of facts relevant to the complaint.
- Chairperson Promislow must be allowed latitude to manage the department ... so long as he is not violating University policies or applying practices in a non-uniform manner.

You appealed FGO Donohue's jurisdictional decision, and an appeal panel comprised of three faculty members stated that it "agrees with the decision by FGO to dismiss the grievance."

In your Administrative Review request, you state that;

- ... Math Chair declared that the research topics course Math 996 which I taught in Spring 2015 did not exist, from lack of students. This course in fact took place and successfully completed with the required number of students....

Upon review, however, the reality is that these students enrolled for independent studies credit in sessions which you scheduled and led. While I have no doubt that you effectively covered very valuable content, you did not teach the officially scheduled Math 996, which had already been cancelled. While it is laudable that you chose to provide this content to students upon your own volition, doing so does not negate the fact that you did not teach Math 124-036, the course to which you were legitimately assigned by Chairperson Promislow after the department cancelled Math 996. While the group of students with whom you met certainly benefited greatly from having the opportunity to work with you in that setting, there was also a group of undergraduate students in Math 124-036, the class to which you were assigned, who did not receive the benefit of being taught by you, despite that course having been scheduled by the department.

While you disagree with Chairperson's Promislow's decision to cancel Math 996 and reassign you to teach Math 125-036, such disagreements must be settled through appropriate channels. They cannot be settled by a faculty member simply refusing to teach the course to which she/he was assigned, and choosing instead to find a location, recruit students, and teach something of her/his own choosing. While it is accurate and admirable that you tried to get the chairperson's decision

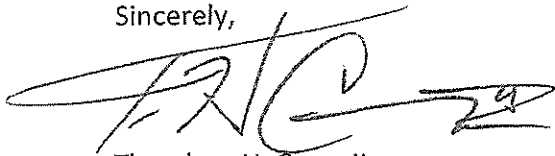
Dr. Selman Akbulut
November 9, 2016
Page Three

overturned through the offices of the Dean and Provost, your attempts were not successful. The Faculty Grievance Procedure and Administrative Review process were available to you before you chose not to teach Math 124-036 as assigned, and could have been pursued while teaching Math 124-036, if the matter was not resolved before the beginning of the semester. Handling the matter as you did, if practiced regularly, would lead to organizational anarchy. A department cannot be administered that way.

For these reasons, your request to have the violation of the Abrogation of Faculty Teaching Responsibility policy removed from your record is denied.

I apologize for the tardy response to your Administrative Review request. I had hoped that through our conversations we would be able to informally resolve this matter. Unfortunately, we were not.

Sincerely,

A handwritten signature in black ink, appearing to read 'Theodore H. Curry II', with a stylized flourish at the end.

Theodore H. Curry II
Associate Provost and Associate Vice President, Academic Human Resources

cc Dean R. James Kirkpatrick
 Chairperson Keith Promislow

Item 8

Re: Faculty Position in Quantum Information

Promislow, Keith

Fri 10/6/2017 2:39 PM

To: Akbulut, Selman <akbulut@math.msu.edu>;

Dear Selman,

It is inappropriate to send emails addressing issues between faculty or criticizing faculty to graduate students. This is not consistent with the expectations of leadership from a senior faculty member. As indicated in my email of June 27, 2016 (attached), I consider your email below to be inappropriate because the graduate students do not have supervisory duty over faculty. This is your warning. Further emails that violate this standard will be brought up in your annual review under the section on service and leadership and could impact your salary increment or result in discipline.

Sincerely, Keith

From: Akbulut, Selman <akbulut@math.msu.edu>
Sent: Friday, October 6, 2017 1:40 PM
To: Schenker, Jeff
Cc: faculty; grads
Subject: Re: Faculty Position in Quantum Information

Jeff,

How can Keith Promislow appointed to be the GS chair, when you lie about grad courses, and don't even bother to correct yourself, see item (3) in

<http://users.math.msu.edu/users/akbulut/motion7.pdf>

MSUMathdeptmeeting,presentingamotion

users.math.msu.edu

MSUMathdeptmeeting,presentingamotion Following is a summary (from transcript) of what happened in the rambunctious dept meeting on 12/15/2015, when I presented a ...

Selman

On Oct 6, 2017, at 10:44 AM, Schenker, Jeff <jeffrey@math.msu.edu> wrote:

PI

From: Alexander Elgart <aelgart@vt.edu>
Date: Monday, September 25, 2017 at 11:39 AM
To: Alexander Elgart <aelgart@vt.edu>
Subject: Faculty Position in Quantum Information
Resent-From: Jeffrey Schenker <jeffrey@math.msu.edu>

Dear colleague,

The Virginia Tech Department of Mathematics anticipates a tenure-track opening in Quantum Information with a start date of August 10, 2018. The successful candidate will have a research program in the mathematical aspects of quantum information theory. Possible specialties include, but are not limited to, quantum information theory, quantum error correction, topological quantum computation, holography in quantum information, quantum control, many-body entanglement, or mathematics applicable to any of these topics.



[REDACTED]

On Nov 14, 2017, at 8:50 AM, Promislow, Keith <PROMISLO@msu.edu> wrote:

Dear Selman,

[REDACTED]

Please find attached a warning letter regarding your use of department email including your email of Nov 13, 8:29pm, included below. The issue of targeting described in the attached warning letter also applies to links on your department supported web page, in particular the links

- (a) "Pandemonium in Fall/2015 Dept Meeting" linked to the file motion7.pdf
- (b) "Fibber and his five minions" linked to the file minions.pdf
- (c) "Prof. Ivanov's blog"

Should be removed from university provided servers. Please do so by 8am Nov 21, 2017 to avoid disciplinary action.

If you should have questions about this process, I am available to meet with you. -
Sincerely, Keith Promislow

Re: Hiring list AS Akbulut, Selman <akbulut@math.msu.edu>



**MICHIGAN STATE
UNIVERSITY**

Dr. Selman Akbulut
C335 Wells Hall
akbulut@math.msu.edu
November 14, 2017

Dear Professor Akbulut,

This letter addresses communications you have had with various individuals within the department.

Your graduate class MTH 996.002 was canceled for under-enrollment on Oct 21, 2014 and you were assigned a replacement course for the Spring 2015 semester. You disputed the basis for the course cancellation and refused to teach the replacement course. As a result of this refusal on January 30, 2015 the Office of the Provost found you in abrogation of your teaching responsibility and reduced your salary for the term. You filed complaint with the Faculty Grievance Officer on Feb 18, 2015, who dismissed it stating that the "grievance does not contain a reasonably accurate statement of facts relevant to the complaint." The University Jurisdictional Appeals panel upheld this decision on April 7, 2015. You added a motion on the course cancellation to the agenda of the Mathematics Department meeting of May 5, 2015. This motion was discussed and disapproved by majority vote. On Feb 11, 2016 you requested an Administrative Review of the process of your course cancellation. This was conducted by a subcommittee formed from the advisory committee of the Department of Mathematics which concluded that "the letter of reprimand sent to Prof. Akbulut by the Office of the Provost in January 2015 and the subsequent withholding of 10% of his salary was justified." This finding was reviewed and supported by me, and by appeal to the Dean of the College of Natural Science. This last decision exhausted the process of appeal within the University Administrative Review process. You submitted a motion on the course cancellation to the agenda of the Mathematics Department meeting of May 3, 2016; your motion was stricken from the agenda by majority vote.



**Department of
Mathematics**

Michigan State University
Wells Hall
619 Red Cedar Road
East Lansing, MI 48824-
1027

517-353-0844
Fax: 517-432-1562

During the review process you have sent emails to a wide audience that target individuals who have participated in the review process, attacking their integrity and questioning their fitness to serve in appointed and elected administrative capacities. You have posted links from your department web page to files with similar content. Since the closure of the review process you have continued to target those who have adjudicated it, in some cases escalating both the intensity and frequency of the targeting. Your emails have been sent to department faculty, staff, and graduate students. There is a productive role for email in the discussion of department affairs, and while I reaffirm your right to communicate as you choose with me and with higher-level administrators about your displeasure, it is unacceptable to target your colleagues who are engaged in the shared governance process that resides at the heart of academia.

This written warning informs you that if you continue in the targeting of colleagues for their role in the administrative review process you will be subject to disciplinary action. For this purpose, the administrative review process includes discussions of agenda items at department meetings, participation within Office of Institutional Equity investigations, or participation in university sanctioned Administrative Review or Faculty Grievance processes. Targeting includes substantiated communication that impugns an individual or group and draws as a basis from their participation, or refusal to participate, in an administrative review process. This warning covers communication, either public or private, that occurs within the workplace or on university provided platforms, including websites that use university resources and links imbedded in such websites. Communication addressed solely to me or to administrators with oversight of the department is excluded from this warning.

The procedure for discipline of tenured faculty can be found in the MSU Faculty Handbook under Section IV Academic Human Resources Policies: Discipline and Dismissal of Tenured Faculty for Cause, and can be accessed at the URL https://www.hr.msu.edu/policies-procedures/faculty-academic-staff/faculty-handbook/tenure_discipline_dismissal.html

If you should have any questions about this process, I am available to meet with you to discuss them.

Sincerely,

A handwritten signature in black ink, appearing to read 'Keith Promislow', with a stylized, looping flourish at the end.

Keith Promislow
Chair and Professor
Michigan State University

Follow-up to warning letter and meeting with Dr. Tomlinson

Promislow, Keith S.

Wed 12/6/2017 12:35 PM

To: Curry, Terry <thecurry@msu.edu>; Kirkpatrick Jr, R <rkirk@msu.edu>; Akbulut, Selman <akbulut@math.msu.edu>;
Ceadcom <adcom@math.msu.edu>; Dewitt, David <dewitt@msu.edu>; Tomlinson, Thomas <TOMLIN54@mail.msu.edu>;

Dear Selman,

This is to follow up on the warning letter you received on Nov 14. That letter and email provided warning of discipline for emails you have sent targeting faculty for participation in judicial review and asked that you remove files from your department provided personal web page by Nov 21. These files were judged to target faculty members for their participation in judicial review. You did not remove the files by the deadline. As outlined by the university discipline process a meeting was convened Tuesday Dec 5, attended by you, me, and Dr. Tom Tomlinson (chair UCFA) to discuss the proposed discipline, which includes suspension of the web page and a written letter of reprimand. At Dr. Tomlinson's suggestion we will provide you with a final opportunity to revise the content of this page and avoid the written letter of reprimand.

The process is as follows. You will have until Jan 5, 2018 to provide revised versions of the two files linked to on your web page

- (a) "Pandemonium in Fall/2015 Dept Meeting" linked to the file moon7.pdf 5
- (b) "Fibber and his five minions" linked to the file minions.pdf

In the interim the web page will be suspended. The Advisory Committee will review any files you submit by the deadline. If they find that none of the revised files target individuals for their participation in judicial review, then the web page will be updated to post the revised files as replacements to those listed above and access to the web page will be restored. If they find that any of the files you submit target individuals for participation in judicial review, the web page will be suspended indefinitely and a written reprimand will be issued. Dr. Tomlinson has agreed to review your revisions to provide you with guidance towards what revisions might be acceptable. If you propose outright removal of the files with no replacement, that would be an acceptable revision. The link to the outside webpage labeled "Prof Ivanov's blog" must be removed.

Please feel free to contact me if you have any questions about the process outlined above.

Keith Promislow
Professor and Chair
Dept. of Mathematics
D205 Wells Hall
619 Red Cedar Road
East Lansing, MI 48824
517-432-7135

EXHIBIT

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CP-24

To: Schenker, Pappas, Hedden, Volberg, and Yan

Akbulut, Selman <akbulut@math.msu.edu>

Mon 12/25/2017 3:18 PM

To: faculty <faculty@math.msu.edu>

You undersigned a faulty document about my academic record (while refusing the fact-check with me), you did this to allow the dean to penalize me. Just like publishing a wrong theorem, until you issue a correction, you are responsible forever and ever from the document you signed your name to.

Internet is the ultimate depository, this document will be everywhere to greet you. Also, I will do my best objecting your nomination to any committee in any venue (not just locally in MSU) because of this. This document is worse than just being faulty, it is used to victimize your colleague. Ask yourselves, would you feel comfortable with a group like this in Personnel Committee evaluating your academic performance and deciding your salary increases?

I know you feel uncomfortable me keep reminding you this faulty document you signed, and feel uncomfortable looking me in the eye, because you know deep inside you did something wrong. There is only one way to get out of this bind.

Happy Holidays,
Selman



**MICHIGAN STATE
UNIVERSITY**

Prof. Selman Akbulut
C335 Wells Hall
akbulut@math.msu.edu
January 11, 2018

Dear Professor Akbulut,

This is a written notice of an impending formal letter of reprimand for targeting of faculty who served in judicial review of your appeal. You have seven (7) days to respond in writing prior to the imposition of any disciplinary action.

On November 14, 2017 you were sent an email of warning indicating that further targeting of faculty for their participation in judicial review would result in discipline. This email instructed you to remove specified files from your department supported personal web page by November 21st, 2017. You did not remove the files by that date. Following the procedure for faculty discipline a meeting was convened on Dec 5, 2017, attended by you, me, and Prof. Tom Tomlinson, the chair of the UCFA. As part of the discussion it was made clear that further emails targeting faculty would result in disciplinary action. As a follow-up to that meeting you were given a new deadline of January 5th, 2018 to revise the content of the web pages and avoid a letter of reprimand. In the interim your department supported personal web page was suspended. The revised files were to be reviewed by the Advisory Committee to determine their acceptability. Examples of acceptable revisions could have included removing the specific files listed in the email of November 14th, agreeing to remove the entire page, or revision that removed ingredients of targeting defined in the warning email.

You offered no revisions to the web page by the new deadline. Instead you have added a link to your official department web page that points to an off-campus web page hosting the original content of your department supported personal web page, including the specified files. Moreover, on December 25th, 2017 you sent an email to all Mathematics Department faculty targeting those faculty members who participated in the spring 2016 administrative review of your earlier discipline.

The procedure for discipline of tenured faculty can be found in the MSU Faculty Handbook under Section IV Academic Human Resources Policies:



**Department of
Mathematics**

Michigan State University
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East Lansing, MI 48824-
1027

517-353-0844
Fax: 517-432-1562

18011 is an alternative action record

EXHIBIT

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Discipline and Dismissal of Tenured Faculty for Cause, and can be accessed at the URL https://www.hr.msu.edu/policies-procedures/faculty-academic-staff/faculty-handbook/tenure_discipline_dismissal.html.

Sincerely,

A handwritten signature in black ink, appearing to read 'Keith Promislow', with a long horizontal line extending to the right.

Keith Promislow
Chair, Department of Mathematics

Item 16:

Re: Letter related to web page -reporting robbery

Akbulut, Selman <akbulut@math.msu.edu>

Thu 1/11/2018 8:21 PM

To: Promislow, Keith <PROMISLO@msu.edu>;

Cc: Tomlinson, Thomas <TOMLINS4@mail.msu.edu>; Curry, Terry <thcurry@msu.edu>; Zayko, Kristine <zayko@msu.edu>; Sisk, Cheryl <sisk@msu.edu>; Dewitt, David <dewittdd@msu.edu>; Youatt, June <youatt@msu.edu>; Lou Anna K. Simon, President <presmail@msu.edu>; Leahy, Tracy <t Leahy@msu.edu>; Math.Faculty <faculty@math.msu.edu>; M.Asadi <m.asadi@urmia.ac.ir>;

Dear Keith,

Which reminds me you robbed \$5,000 from me, please return my money (here I am using any of the common dictionary definitions of 'robbery' which is: "unashamed swindling, or to deprive of something unjustly from someone, or some right or something legally due"). Remember during Fall 2015 general dept meeting you stood up in front of the whole faculty and announced that you reduced \$5,000 from my salary because you had to pay for visitor M. Asadi's health insurance for his Visa [1]; you also told this story in writing to OIE (see page 34a of [2]), which is completely false (see page 35 of [2]).

MSU has many international exchange programs, and quite a few foreign faculty come and spent their sabbaticals here. I don't need to tell you that, this kind of behavior where you involve an unsuspecting visitor (who pays his/her dues) to harass a faculty here stains MSU's reputation in the whole world. So please correct your actions by giving me my money back (you can have it deposited in my MSUFCU account) and sending an apology to Prof M. Asadi (he is cc'ed to this mail).

[1] <http://selmanakbulut.com/motion7.pdf>

[2] <http://www.selmanakbulut.com/papers/Events.pdf>

Best Regards,
Selman Akbulut

On Jan 11, 2018, at 5:42 PM, Promislow, Keith <promislo@msu.edu> wrote:

Dear Selman,

Please find attached a letter outlining your opportunity to respond in writing to potential disciplinary issues arising from the files you had posted on your department supported personal web server.

-Sincerely, Keith Promislow

<Disciplinary-Reprimand-step2.pdf>



Item 20:

Fwd: Letter of Reprimand

Akbulut, Selman

Wed 1/24/2018 12:10 AM

To: Promislow, Keith <PROMISLO@msu.edu>;

Cc: Youatt, June <youatt@msu.edu>; Math Faculty <faculty@math.msu.edu>; Sisk, Cheryl <sisk@msu.edu>; Curry, Terry <thcurry@msu.edu>; Dewitt, David <dewitt@msu.edu>; Schulten, Jayne <schulte1@msu.edu>; Leahy, Tracy <leahy@msu.edu>; Peller, Vladimir <peller@msu.edu>; Vaninsky, Kirill <vaninsky@msu.edu>;

3 attachments (389 KB)

15-16 Salary Raise in %pdf; 12-16 Salary Raise %pdf; Akbulut-Reprimand.pdf;

Dear Keith,

Since you have been threatening me with obstructing my salary raises (the records indicate that you may have been doing this already), I decided to look at some list of people's salary raises which I had looked last year from the library. Remember, I had chosen that list since it contains large contrasts (now I looked at the 2012-2016 average raises, I also list separately 2016 raises as well). Please see the obvious differences between the people who you harass and the people who you promote (note that the top 7 raises in the 2016 list goes to you + 4 of 5 colleges who signed that faulty document about my academic record to justify dean Kirkpatrick to penalize me in that year; the list which is averaged over 5 years is not that much different). I encourage people who have more time on their hands, go to library inspect and compare larger lists of faculty raises.

Best Regards,
Selman Akbulut

Begin forwarded message:

From: "Promislow, Keith" <PROMISLO@msu.edu>
Subject: Letter of Reprimand
Date: January 22, 2018 at 11:27:36 AM EST

EXHIBIT

tabbles

CP-28

Item 20: attachment 1

Name	Salary Raise Percentage From Oct 2015 to Oct 2016	Number of Puplications Appear in MathSciNet 2015
J.Schenker	10.11%	3
T.Gerhard	8.28%	0
B.Yan	6.10%	5
M.Hedden	6.01%	0
G.Pappas	5.88%	3
K.Promislow	5.01%	4
E.Kalfagianni	4.53%	2
J.Qian	4.16%	2
R.Kulkarni	4.10%	0
J.Wolfson	3.96%	2
B.Schmidt	3.25%	1
A.Völberg	2.77%	2
T.Parker	2.50%	0
X.Wang	2.42%	3
V.Peller	2.41%	3
S.Akbulut	2.41%	5

Item 20: attachment 2

Name	Salary Raise Percentage From Jan 2012 to Oct 2016	Number of Puplications Appear in MathSciNet 2011-2015
T.Gerhard	64.07%	3
M.Hedden	26.84%	10
K.Promislow	26.67%	13
E.Kalfagianni	26.59%	10
J.Qian	25.40%	18
B.Schmidt	24.32%	5
J.Schenker	23.69%	5
R.Kulkarni	21.91%	4
X.Wang	19.64%	8
B.Yan	16.64%	11
G.Pappas	15.51%	9
J.Wolfson	14.75%	4
A.Volberg	12.31%	35
V.Peller	9.30%	11
S.Akbulut	9.30%	22
T.Parker	9.01%	2



Item 22: Response to second request

Wed 1/24/2018 1:41 PM

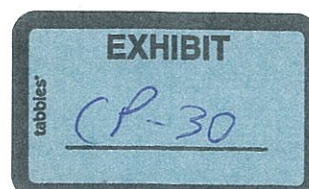
To: Promislow, Keith <PROMISLO@msu.edu>;

Cc:Sisk, Cheryl <sisk@msu.edu>; Curry, Terry <thcurry@msu.edu>; Dewitt, David <dewitt@msu.edu>; Math.Faculty <faculty@math.msu.edu>; Leahy, Tracy <tleahy@msu.edu>; Schuiteman, Jayne <schuiteman@msu.edu>;

Dear Keith,

Please stop harassing me. Let us first wait OIE's report about you and the previous dean Jim Kirkpatrick.

Sincerely,
Selman

[illegible]

Item 23: [REDACTED]

Re: Team MSU: where are you?

Akbulut, Selman

Thu 1/25/2018 9:51 AM

To: Vaninsky, Kirill <vaninsky@msu.edu>;

Cc: Promislow, Keith <PROMISLO@msu.edu>; Peller, Vladimir <veller@msu.edu>; Shapiro, Michael <mshapiro@msu.edu>; Lou Anna K. Simon, President <presmail@msu.edu>; Youatt, June <youatt@msu.edu>; Curry, Terry <thecurry@msu.edu>; Sisk, Cheryl <sisk@msu.edu>; Leahy, Tracy <t Leahy@msu.edu>; Mathadcom <adcom@math.msu.edu>;

My suggestion to AdCom members is not to sign any document along way of penalizing your colleagues. I think Promislow (along with Kirkpatrick) put 5 previous AdCom members in trouble by making them sign faulty document about federal funds, which they know is not correct (because PI has been telling them so, and official memos showing them so). They could go to jail for this. Now he tells people that AdCom decided to shut down my website (I am not sure if this is true, I am not sure if they would want to be signatory of his arbitrary capricious decision to prevent my free speech). Currently, he is trying to create a new crime for me, by trying to get AdCom members to sign document charging me with "retaliation" for criticizing his policies in my personal website. I think Keith has tendency to create a criminal situation everyday about the dept members he does not like, and tells people he is doing this with AdCom's backing (I was with him in AdCom meeting saw him talking about HR, I then checked his claims about HR by asking HR chair, also I was in a meeting with him along with UCFA chair, and then saw how he transmitted what happened there to the math dept. I don't think they all match).

Best Regards,
Selman



Request for CNS level review

Item 26:



Promislow, Keith

Fri 2/9/2018 7:47 AM

To: Sisk, Cheryl <sisk@msu.edu>; Dewitt, David <dewitt@msu.edu>;

Cc: Math.adcom <adcom@math.msu.edu>;

Dear Dean Sisk:

The Advisory Committee of the Department of Mathematics finds itself in conflict of interest with respect to disciplinary actions concerning Prof. Selman Akbulut and requests that review of these issues be handled at the college level.

-Keith Promislow
Chair, Mathematics



Item 27: [REDACTED]

Re: To Keith Promislow, Bill Donohue, Laura Athens, and June Youatt

Akbulut, Selman

Wed 2/14/2018 3:29 PM

To: Faculty Grievance Office <fgo@provost.msu.edu>;

Cc: Promislow, Keith <PROMISLO@msu.edu>; Donohue, William <donohue@msu.edu>; Laura Athens <lathens@mlrr.com>; Youatt, June <youatt@msu.edu>; AG-msuinvestigation <AG-msuinvestigation@michigan.gov>; Leahy, Tracy <ttracy@msu.edu>; Schuiteman, Jayne <schuiteman@msu.edu>; John Engler, Interim President <presmail@msu.edu>; dkelly@msu.edu <dkelly@msu.edu>; mlyons@msu.edu <mlyons@msu.edu>; Parlet, George <parlet@msu.edu>; briann@msu.edu <briann@msu.edu>; Foster, Melanie <mfoster@msu.edu>; joell@msu.edu <joell@msu.edu>; byrum@msu.edu <byrum@msu.edu>; bbreslin@msu.edu <bbreslin@msu.edu>; Curry, Terry <thcurry@msu.edu>; Office of the Provost <provost@msu.edu>;

Dear Bill Donohue,

Are you joking with me? Remember after telling me twice you will hold a grievance hearing and telling me "go hire a counselor", and after I did that and after the lawyer wrote a recital as you requested (which cost me over \$3,000), you called me and told me you decided against holding a hearing! (I thought grievance hearing was my right). When I objected your decision, again you denied me that hearing by sending me a letter which stated that you made a panel of your own with 3 people, and their view is: "Panel agrees with the statement by the FGO that grievance does not contain a reasonable adequate statements of facts relevant to complaint, and letter of appeal fails to present department bylaws that would support his grievance." After all that, now you want to send me to a certain lawyer for mediation... Bill by now you have lost all your credibility with me, you killed all the trust factor. I really don't think you are qualified to serve in that office. I think you should resign your FGO chair position. I think by now this calls an intervention from provost's office.

What I had reported to you contained very serious complaints and allegations about the math chair and the CNS dean committing academic dishonesty by forging my academic records in order to penalize me (some about federal grants which I am the PI), and I also reported to you outright embezzlement of money from my salary by the dept chair. Don't you think these are important things? Do you think criminal acts can be made to disappear by talking it over?

<http://selmanakbulut.com/minilong1.pdf>

Sincerely Yours,
Selman

On Feb 14, 2018, at 1:38 PM, Faculty Grievance Office <fgo@provost.msu.edu> wrote:

Selman: Our office provides mediation services through an outside mediator, Laura Athens. If you would like to learn more about what mediation is and what the goals are, let me know and we can talk about it. As Keith said, it is completely voluntary. So, if you want to know more that would be great and I can brief you. Bill Donohue FGO

From: Akbulut, Selman <akbulut@math.msu.edu>

Sent: Tuesday, February 13, 2018 6:17 PM

To: Promislow, Keith <PROMISLO@msu.edu>

Cc: Donohue, William <donohue@msu.edu>; Laura Athens <lathens@mlrr.com>; Youatt, June <youatt@msu.edu>; AG-msuinvestigation <AG-msuinvestigation@michigan.gov>

Subject: Re: To Keith Promislow, Bill Donohue, Laura Athens, and June Youatt

If university wants to go to mediation, university gets in touch with me and informs me what the process is exactly, not you. Remember you forged my academic record and embezzled money from my salary, you are not a credible person to me, you are one of the principal persons I am grieving against.

Selman

On Feb 13, 2018, at 5:52 PM, Promislow, Keith <PROMISLO@msu.edu> wrote:

Hi Selman,

The university selects the mediator, the bill is sent to the department or college that requested mediation. If you are not comfortable with the process, you may decline.

-Best, Keith

From: Akbulut, Selman <akbulut@math.msu.edu>

Sent: Tuesday, February 13, 2018 1:51 PM

To: Promislow, Keith; Donohue, William; Laura Athens; Youatt, June

Cc: AG-msuinvestigation

Subject: To Keith Promislow, Bill Donohue, Laura Athens, and June Youatt

-Dear Keith,

Is it legal for you to charge your lawyer's fee to dept funds?

-Dear Bill,

After denying me Grievance hearing process (which I was entitled to), is it ethical for you to appoint me a lawyer on behalf me (without consulting me) to mediate for me? Remember, in the past you made me hire a lawyer for a grievance process twice!, but afterwards you left me with thousands of dollars of lawyers fees without holding any grievance process, which is supposed to be your job. How am I supposed to trust you now?

-Dear Laura,

Why should I be part of mediation process which I was not part of the mediator selection process?

-Dear June,

You are at the helm of this good academic institution, you know exactly what happened, why don't you show some leadership make hard decisions to solve this problem once for all, rather than letting this thing drag along like a divorce court, while culprits have been trying to cover themselves by denying processes, by delaying reports (e.g. dean's office, FGO, and OIE). Why don't you?

Sincerely yours,
Selman

On Feb 13, 2018, at 10:01 AM, Laura Athens <lathens@mlrr.com> wrote:

Dear Selman,

I received a call from the Faculty Grievance Office asking me to get in touch with you and Keith Promislow to discuss the potential for mediation. I believe someone from MSU Administration referred the case. You would need to ask Bill Donohue about who specifically made the referral.

Payment for my mediation services would come from the Math Department.

Participation in mediation is voluntary. I had a conversation with Keith about the mediation process and he is willing to try it. I would like to have an opportunity to talk with you about how mediation may be beneficial to you. However, it is completely your choice as to whether you wish to hear more about mediation and whether you are willing to participate.

EXHIBIT

folios

CP 33

Laura A. Athens
Attorney and Mediator, PLC
25542 Ranchwood Drive
Farmington Hills, MI 48335
(248) 426-8800
lathens@mlr.com

Please visit my website: LATHENSLAW.COM

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From: Akbulut, Selman [mailto:akbulut@msu.edu]
Sent: Monday, February 12, 2018 5:35 PM
To: Laura Athens <lathens@mlr.com>
Subject: Re: Mediator

Dear Laura,

On Feb 12, 2018, at 4:53 PM, Laura Athens <lathens@mlr.com> wrote:

Dear Selman,

I am a trained mediator and attorney. As an independent contractor, I have been providing mediation services at the request of MSU Deans, Chairs and faculty members when a dispute arises.

I still don't know on whose request you are writing to me? (I know lawyers don't work for free) More specifically you didn't tell me for whom you are working for? which chair? which dean? which faculty member? specifically. I sure know I didn't call for your services, so I would like to know who did?

I am paid for my mediation services by the MSU Department that refers a case to me.

You need to tell which MSU Department exactly pays for your services i.e. employs you?

Until I get answers to these questions I have to assume this is a quack solicitation mail.

Regards,
Selman

As a neutral, impartial mediator, I do not represent either party. My role is to facilitate communication and assist the parties in reaching a mutually agreeable solution that addresses their needs and concerns.

If you have any additional questions, please do not hesitate to contact me.

Laura A. Athens
Attorney and Mediator, PLC
25542 Ranchwood Drive
Farmington Hills, MI 48335
(248) 426-8800
lathens@mlr.com

Please visit my website: LATHENSLAW.COM

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From: Akbulut, Selman [mailto:akbulut@msu.edu]
Sent: Saturday, February 10, 2018 11:16 AM
To: Laura Athens <lathens@mlr.com>
Subject: Re: Mediator

Dear Laura,

In what capacity are writing to me? If you are a lawyer who hired you? whom do you represent?

Sincerely,
Selman

On Feb 10, 2018, at 10:55 AM, Laura Athens <lathens@mlr.com> wrote:

Dear Professor Akbulut,

I would like to schedule a time to talk with you about mediation and how it may be beneficial to you. Please provide me with some days and times in the upcoming week that would be convenient for you. Attached is a general Mediation Fact Sheet that briefly describes mediation and its advantages as a resolution process. I look forward to hearing from you.

Laura A. Athens
Attorney and Mediator, PLC
25542 Ranchwood Drive
Farmington Hills, MI 48335
(248) 426-8800
lathens@mlr.com

Please visit my website: LATHENSLAW.COM

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From: Promislow, Keith [mailto:KROMISLO@msu.edu]
Sent: Thursday, February 8, 2018 12:23 PM
To: Akbulut, Selman <akbulut@msu.edu>
Subject: Mediator

Dear Selman,

The MSU administration has asked if a professional mediator could be engaged to improve the communication regarding the issues we are currently confronting. The mediators name is Laura Athens and she may reach out to contact you in a few days.

-Best, Keith

<Mediation Fact Sheet.doc>

Item 35:

Sisk, Cheryl

Tue 3/27/2018 2:57 PM

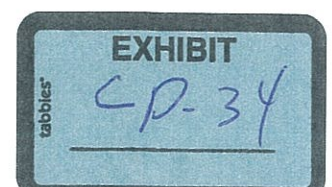
To: Promislow, Keith <PROMISLO@msu.edu>;

Cc: Curry, Terry <thcurry@msu.edu>; Peterson, Faith <petersof@msu.edu>;

Dear Keith,

NatSci appointed an ad hoc committee to review the documentation of Professor Selman Akbulut's emails, behavior, and interactions with math faculty and students since January 2015. The committee comprised six members of the standing NatSci Faculty Advisory Council who are tenured full professors in departments other than math. They met on March 21, 2018, to discuss the case and voted unanimously that serious disciplinary action is warranted. Please let me know if NatSci can assist you further in resolution of this matter.

Cheryl L. Sisk, PhD
University Distinguished Professor, Neuroscience Program
Interim Dean, College of Natural Science
104 Natural Science
Farm Lane
East Lansing MI 48824
sisk@msu.edu
517-355-4473



Item 38.

MICHIGAN STATE
UNIVERSITY

Dr. Selman Akbulut
C335 Wells Hall
akbulut@math.msu.edu

April 9, 2018

Dear Professor Akbulut,

This is a written notice of intent to impose serious discipline for your targeting of faculty who have served in administrative review of the January 30, 2015 finding outlining your Abrogation of Duty. You have seven (7) days to respond in writing or to request a meeting with the disciplinary review panel of the University Committee of Faculty Affairs.

Background

Your graduate class MTH 996.002 was canceled for under-enrollment on Oct 21, 2014 and you were assigned a replacement course for the Spring 2015 semester. You disputed the basis for the course cancellation and refused to teach the replacement course. As a result of this refusal on January 30, 2015 the Office of the Provost found you in abrogation of your teaching responsibility and reduced your salary for the term. You filed complaint with the Faculty Grievance Officer on Feb 18, 2015, who dismissed it stating that the "grievance does not contain a reasonably accurate statement of facts relevant to the complaint." The University Jurisdictional Appeals panel upheld this decision on April 7, 2015. You added a motion on the course cancellation to the agenda of the Mathematics Department meeting of May 5, 2015. This motion was discussed and disapproved by majority vote. On Feb 11, 2016 you requested an Administrative Review of the process of your course cancellation. This was conducted by a subcommittee formed from the advisory committee of the Department of Mathematics which concluded that "the letter of reprimand sent to Prof. Akbulut by the Office of the Provost in January 2015 and the subsequent withholding of 10% of his salary was justified." This finding was reviewed and supported by me, and by appeal to the Dean of the College of Natural Science. This last decision exhausted the process of appeal within the University Administrative Review process. You submitted a motion on the course cancellation to the agenda of the Mathematics Department meeting of May 3, 2016; your motion was stricken from the agenda by majority vote.



**Department of
Mathematics**

Michigan State University
Wells Hall
619 Red Cedar Road
East Lansing, MI 48824-
1027

517-353-0844
Fax: 517-432-1562

After these events you engaged in an email campaign designed to impugn the character of those who participated in the administrative review. This is a process I call targeting. On November 14, 2017 you received a disciplinary warning instructing you to refrain from emails and web page postings that engage in targeting. A follow-up meeting was held with Prof. Tom Tomlinson, chair of the UCFA, at which the issues of targeting emails and web page content were discussed. On Jan 22, 2018 you received a formal written reprimand for your refusal to remove the items and links from your department supported personal web page. You continued to send targeting emails after the warning of Nov 14, specifically on Dec 25, 2017, on Jan 22, 2018 at 8:30am, on Jan 22, 2018 at 11:39am and



on Jan 24, 2018 at 12:10am. These last two emails were sent after the receipt of the letter of reprimand that reiterated the possible consequences of continued targeting emails. Even more concerning is your email of Jan 25, 2018, sent to the current mathematics advisory committee, implying unspecified consequences should they engage in administrative review actions. On Jan 24, 2018 I offered to arrange a second meeting with Prof. Tomlinson to pursue an understanding that would prevent further infractions. You declined this request for a meeting.

On January 30, 2018 I send you a notice of an impending additional disciplinary action for this behavior, admonishing you that your current behavior was leading to serious discipline. You sent subsequent emails on January 30 and February 2 that engaged in targeting behavior. The emails imply you have contacted the president of the American Mathematical Society and the National Science Foundation with your concerns. They indicate that you will not desist in this behavior until you achieve the outcome you desire. In February 2018 the Faculty Grievance Officer William Donahue attempt to arrange for an external mediation process. You rejected this offer.

Given the threats you have made to the Mathematics Advisory Committee, interim Dean Cheryl Sisk arranged an ad hoc comprised of full professors from departments within the College of Natural Science other than mathematics. The committee reviewed materials summarizing your behavior. On March 21, 2018 the committee unanimously recommended for pursuit of serious discipline.

Serious Discipline

Your persistent and continued attacks against your colleagues and the department cannot continue. Your actions are disruptive to the department and create an atmosphere of fear and hostility for faculty who have engaged in good faith in the governance process. We have attempted to mediate this matter with you, even long after you have exhausted your internal avenues to challenge the abrogation of duties decision. You have had three years to express your point of view on this matter. Given the disruptive nature of your communications, I am directing that you cease all further communications with faculty, staff, or students in the department about the January 30, 2015 abrogation of duties decision or their participation in the administrative review of that decision.

Consistent with the Discipline and Dismissal of Tenured Faculty for Cause Policy, I have conferred with the Dean and the Office of the Provost regarding the proposed serious discipline. That serious discipline will consist of a one-semester suspension without pay and a zero raise for the upcoming raise cycle. Any additional infractions may lead to initiation of dismissal for cause proceedings.

The procedure for discipline of tenured faculty can be found in the MSU Faculty Handbook under Section IV Academic Human Resources Policies: Discipline and

Dismissal of Tenured Faculty for Cause, and can be accessed at the URL
https://www.hr.msu.edu/policies-procedures/faculty-academic-staff/faculty-handbook/tenure_discipline_dismissal.html .

Sincerely,

A handwritten signature in black ink, appearing to be 'Keith Promislow', with a long horizontal stroke extending to the right.

Keith Promislow
Chair, Department of Mathematics