

Item 40: [REDACTED]

May 3, 2018

Re: Recommendations regarding disciplinary action for Dr. Selman Akbulut

Dear Professor Promislow,

As you know, our panel met on April 27, 2018 with yourself and Professor Akbulut regarding your proposed disciplinary action.

The panel recognizes that Professor Akbulut is a committed teacher and scholar, and that misunderstandings may have led to a finding of abrogation of teaching responsibility in 2015. As these issues occurred several years ago and have been litigated extensively, however, we have focused exclusively on the events that led to the proposed imposition of serious discipline. Several members of the Mathematics department have been targeted by Professor Akbulut and have received numerous emails containing statements that can only be described as harassment. Professor Akbulut has also sent these emails to employees of the NSF, journalists, and other members of the mathematics community, as well as making them public on his personal website, thereby potentially harming the professional reputations of his colleagues and, by extension, of the entire department.

This behavior directly contradicts the university's guidelines for Faculty Rights and Responsibilities, particularly the discussion of "Relation with Colleagues:"

"As colleagues, faculty members have rights and responsibilities that derive from common membership in a community of scholars. Faculty have the responsibility to respect and right to defend the free inquiry of associates and, in the exchange of ideas and criticism, the responsibility to respect the views and rights of others. ... In the evaluation of the professional performance of a colleague, the faculty member shall provide an honest and objective appraisal in accordance with established department/school, college, and University criteria. The faculty member shall foster collaboration with and support of colleagues. Acts of racism or sexism, including harassment and other forms of bias and discrimination, violate University policies, and are unacceptable."

While Professor Akbulut disagrees with and feels aggrieved by previous decisions made by the university's administration and his colleagues, the use of university and department websites to target and abuse them, as evidenced by copies of emails and other documents, is a violation of the policy above. Since this behavior has been persistent over many months and did not abate even after his access to the department website was curtailed, the panel feels that you, as chair of the Mathematics department, are well within your rights to enact the serious discipline that you have proposed. Consequently, the panel concurs with your recommendation that Professor Akbulut be suspended without pay for a period of one semester.

Though it is perhaps beyond our purview in this case, we recommend that you take measures to ensure that colleagues are insulated from retaliatory harassment from Professor Akbulut, should such behavior ensue. Restricting how emails to the department listserv are moderated, if they are not already, is one possibility. More importantly, we strongly recommend that you devote considerable energy and time to repairing the culture of your department. Many of Professor Akbulut's actions are inexcusable, but some



of his grievances may have merit. Any colleague who feels ridiculed, ignored, or persecuted may act unprofessionally. From the statements of impact that you provided to the panel, it is clear that much work remains to be done to repair and rehabilitate the department's collegiality and networks of support for all faculty, staff, and students. A consultation with the Employee Assistance Program might be useful in adding an outside perspective and perhaps a referral to an individual or group that specializes in social dynamics and who could meet with the department in an advisory capacity.

Sincerely,

University Committee on Faculty Affairs Disciplinary Review Panel

Phylis Floyd
Associate Professor, Department of Art, Art History and Design

Roxane Raffin Chan
Assistant Professor, College of Nursing

Mark Waddell
Associate Professor, Lyman Briggs College and Department of History

Item 44: [REDACTED]

MICHIGAN STATE
UNIVERSITY

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

June 6, 2018

Dear Professor Akbulut,

This is written notice of my intent to have the Dean of the College of Natural Science request initiation of Dismissal for Cause proceedings against you.

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**

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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 sent 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.

On April 9, 2018 I sent you a notice of intent to pursue serious discipline and gave you explicit instructions to refrain from further targeting behavior, explicitly indicating that any further infractions could lead to initiation of dismissal for cause proceedings. You requested a meeting with the UCFA faculty disciplinary review panel. This meeting was held on April 27, 2018 and they rendered their response on May 3rd, unanimously supporting serious discipline. You have persisted in sending targeting emails that are in direct violation of my April 9 instructions. These actions include emails to the UCFA panel following their decision that were cc'd to the mathematics faculty and members of the Provost's office and impugned the motives of the panel.

Initiation of Dismissal for Cause Proceedings

Every attempt to limit your persistent and continued attacks against your colleagues and the department has met with escalation on your part. Your actions are disruptive to the department, the college, and the broader university. They 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 your refusal to respect the boundaries of acceptable behavior I will contact the Dean of the College of Natural Science to request that she initiate the process of Dismissal for Cause.

The procedure for dismissal of tenured faculty for cause 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, consisting of a series of loops and a long horizontal stroke extending to the right.

Keith Promislow
Chair, Department of Mathematics

Item: N5

About the hate-letter campaign

Akbulut, Selman

Tue 11/6/2018 12:35 PM

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

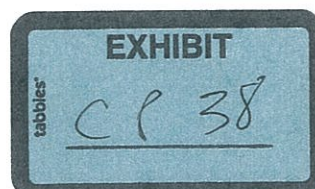
Cc: Math.Grad <grads@math.msu.edu>;



Dear Colleagues,

I think one lesson to drive from this hate-letter campaign is that, no matter with how many demeaning letters you target an individual in a work place, this act in itself is a bullying incident, a work place harassment regardless how many invectives you ornament your letters with (a minority doesn't discriminate society it is usually the other way around, the same with bullying). Another lesson to drive from these exchanges should be that if you blame an individual for a foul act, you better have your proof ready! Otherwise it is baseless, getting many of your friends repeat the same claim does not make it true. There is something called due process.

Best,
Selman



LAB 8 CCB Binder

TECHNOLOGY AT MSU



MICHIGAN STATE UNIVERSITY

[EVENTS \(/EVENTS\)](#) [MSU TECH STORE \(HTTPS://TECHSTORE.MSU.EDU/\)](https://techstore.msu.edu/) [HELP \(/SUPPORT/HELP/\)](/support/help/) [CHAT \(HTTPS://WWW.TELECOM.MSU.EDU/AACCCHAT/CHAT.JSP?SKILL=81\)](https://www.telecom.msu.edu/aaccchat/chat.jsp?skill=81) [CALL \(/CONTACT/\)](#)

Acceptable Use Policy for MSU Information Technology Resources

Administrative Ruling – January 27, 2012

A trusted and effective information technology environment (“IT environment”) is vital to the mission of Michigan State University. To that end, the university provides an IT environment which includes an array of institutional electronic business systems, computing services, networks, databases, and other resources (collectively, “MSU IT resources” or “resources”). These resources are intended to support the scholarship and work activities of members of the university’s academic community and their external collaborators, to support the operations of the university, and to provide access to services of the university and other publicly available information.

Access to and usage of MSU IT resources entails certain expectations and responsibilities for both users and managers of the IT environment. These are stated below.

0.

I. Applicability

1.1. This Policy applies to all individuals using MSU IT resources (“Users”), regardless of affiliation and irrespective of whether these resources are accessed from MSU’s campus or from remote locations.

1.2. Within MSU’s IT environment, additional rules may apply to specific computers, computer systems or facilities, software applications, databases and data sources, data types, or networks, and to the uses thereof, or to local workplaces, or to specific types of activities (collectively, “local rules”). Local rules must be consistent with this Policy, but also may impose additional or more specific requirements or responsibilities on Users.

1.3. Users will be notified of, or given ready access to (e.g., on a website), this Policy and local rules that govern use of MSU IT resources.

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II. Purposes & Appropriate Uses

2.1. MSU IT resources are provided for university-related purposes, including support for the university’s teaching, research, and public service missions, its administrative functions, and student and campus life activities.

2.2. Users are granted access to MSU IT resources for the purposes described in this Policy. Use should be limited to those purposes, subject to Section 2.3.

2.3. Incidental Personal Use

2.3.1. Users may make incidental personal use of MSU IT resources, provided that such use is subject to and consistent with this Policy, including Article 3 of this Policy. In addition, incidental personal use of MSU IT resources by an MSU employee may not interfere with the fulfillment of that employee’s job responsibilities or disrupt the work environment. Incidental personal use that inaccurately creates the appearance that the university is endorsing, supporting, or affiliated with any organization, product, service, statement, or position is prohibited.

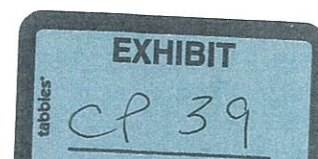
2.3.2. Users who make incidental personal use of MSU IT resources do so at their own risk. The university cannot guarantee the security or continued operation of any MSU IT resource.

0.

III. User Responsibilities

3.1. Users are responsible for informing themselves of any university policies, regulations, or other documents that govern the use of MSU IT resources prior to initiating the use of MSU IT resources.

3.2. Use of Resources Accessed through MSU IT Resources



TECHNOLOGY AT MSU

3.2.1. When using MSU IT resources or resources owned by third parties that are accessed using MSU IT resources, Users must comply with all applicable federal and state laws, all applicable university rules, ordinances, and policies, and the terms of any contract or license which governs the use of the third-party resource and by which the User or the university is bound.

2.2. In amplification and not in limitation of the foregoing, Users must not utilize MSU IT resources to violate copyright, patent, trademark, or other intellectual property rights.

3.3. Users may not engage in unauthorized use of MSU IT resources, regardless of whether the resource used is securely protected against unauthorized use.

3.4. Privacy of Other Users

3.4.1. Users are expected to respect the privacy of other Users, even if the devices and systems by which other Users access MSU's IT resources, the content other Users place on MSU IT resources, or the identities and privileges (rights to access and use certain systems and/or data), of other Users are not securely protected.

3.4.2. Unauthorized use by a User of another User's personal identity or access (login) credentials is prohibited.

3.5. MSU IT resources have a finite capacity. Users should limit their use of MSU IT resources accordingly and must abide by any limits MSU places on the use of its IT resources or on the use of any specific IT resource. In particular, no User may use any IT resource in a manner which interferes unreasonably with the activities of the university or of other Users.

3.6. MSU IT resources may not be used to fundraise, advertise, or solicit unless that use is approved in advance by the university.

3.7. Partisan Political Activities

3.7.1. MSU IT resources may not be used to engage in partisan political activities on behalf of, or in opposition to, a candidate for public office.

3.7.2. MSU IT resources may not be used to promote or oppose the qualification, passage, or defeat of a ballot question that does not affect the university's interests. MSU IT resources may not be used to promote or oppose the qualification, passage, or defeat of a ballot question that affects the university's interests unless that use is approved in advance by the President.

3.7.3. These prohibitions do not apply to private devices that are attached to the university's network, provided that MSU IT resources are not used in a way that suggests the university endorses or supports the activity originating on the private device.

3.8. MSU IT resources may not be used to operate a business or for commercial purposes unless that use is approved in advance by the university.

3.9. MSU IT resources may not be used to support the operations or activities of organizations that are not affiliated with the University unless that use is approved in advance by the university.

3.10. Pornography and Sexually Explicit Content

3.10.1. Unless such use is for a scholarly or medical purpose or pursuant to a formal university investigation, Users may not utilize MSU IT resources to store, display, or disseminate pornographic or other sexually explicit content. This prohibition does not apply to private devices that are attached to the university's network.

3.10.2. Child pornography is illegal. The use of MSU IT resources to store, display, or disseminate child pornography is absolutely prohibited. Any such use must be reported immediately to the MSU Police Department.

3.11. In operating its IT environment, the university expects Users to engage in "safe computing" practices, such as establishing appropriate access restrictions for their accounts, setting strong passwords and guarding those passwords, keeping their personal operating systems and software applications up-to-date and patched, and employing security measures on their personal devices.

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IV. Enforcement

4.1. Use of MSU IT resources is a privilege and not a right. A User's access to MSU IT resources may be limited, suspended, or terminated if that User violates this Policy. Alleged violations of this Policy will be addressed by the Chief Information Security Officer of IT or his/her designee.

4.2. Users who violate this Policy, other university policies, or external laws may also be subject to disciplinary action and/or other penalties. Disciplinary action for violation of this Policy is handled through the university's normal student and employee disciplinary procedures.

4.3. In addition to its own administrative review of possible violations of this Policy and other university policies, the university may be obligated to report certain uses of MSU IT resources to law enforcement agencies. (See e.g., Section 3.10.2.)

4.4. If the Chief Information Security Officer determines that a User has violated this Policy and limits, suspends, or terminates the User's access to any MSU IT resource as a result, the User may appeal that decision to the Chief Information Officer (CIO). If the User believes that his/her appeal has not been appropriately addressed by the CIO, he/she may seek further redress as follows:

4.4.1. if an undergraduate student, through the Vice President for Student Affairs, or his/her designee;

4.4.2. if a graduate or professional student, through the Dean of the Graduate School, or his/her designee;

4.4.3. if a member of the faculty or academic staff, through the Associate Provost and Associate Vice President for Academic Human Resources, or his/her designee;

4.4.4. if an employee covered by a collective bargaining agreement, through the Director of Employee Relations, or his/her designee.

4.5. Alleged violations of local rules will be handled by the local systems administrator, network administrator, or employee supervisor/unit manager, depending on the seriousness of the alleged violation. These individuals will inform and consult with the Chief Information Security Officer or his/her designee regarding each alleged violation of a local rule and the appropriate consequences for any violation of a local rule. Users who object to the limitation, suspension, or termination of their access to any MSU IT resource as a consequence of their violation of a local rule may appeal to the CIO.

4.6. The CIO may temporarily suspend or deny a User's access to MSU IT resources when he/she determines that such action is necessary to protect such resources, the university, or other Users from harm. In such cases, the CIO will promptly inform other university administrative offices, as appropriate, of that action. Local MSU IT resource administrators may suspend or deny a User's access to the local resources they administer for the same reasons without the prior review and approval of the CIO, provided that they immediately notify the Chief Information Security Officer and the CIO of that action.

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V. Security & Operations

5.1. The university may, without further notice to Users, take any action it deems necessary to protect the interests of the university and to maintain the stability, security, and operational effectiveness of its IT resources. Such actions may be taken at the institutional or local level, and may include, but are not limited to, scanning, sanitizing, or monitoring of stored data, network traffic, usage patterns, and other uses of its information technology, and blockade of unauthorized access to, and unauthorized uses of, its networks, systems, and data. Local and central institutional IT resource administrators may take such actions in regard to the resources they manage without the prior review and approval of the CIO as long as the actions involve automated tools and not direct human inspection.

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VI. Privacy

6.1. General Provisions

6.1.1. Responsible authorities at all levels of the MSU IT environment will perform management tasks in a manner that is respectful of individual privacy and promotes User trust.

6.1.2. Monitoring and Routine System Maintenance

6.1.2.1. While the university does not routinely monitor individual usage of its IT resources, the normal operation and maintenance of those resources requires the backup of data, the logging of activity, the monitoring of general usage patterns, and other such activities. The university may access IT resources as necessary for system maintenance, including security measures.

6.1.2.2. The university's routine operation of its IT resources may result in the creation of log files and other records about usage. This information is necessary to analyze trends, balance traffic, and perform other essential administrative tasks. The creation and analysis of this information may occur at central institutional and local levels.

6.1.2.3. The university may, without further notice, use security tools and network and systems monitoring hardware and software.

6.1.3. The university may be compelled to disclose Users' electronic records in response to various legal requirements, including subpoenas, court orders, search warrants, discovery requests in litigation, and requests for public records under the Michigan Freedom of Information Act ("MIFOLA").

6.1.4. The university reserves the right to monitor and inspect Users' records, accounts, and devices as needed to fulfill its legal obligations and to operate and administer any MSU IT resource.

6.1.5. The university may disclose the results of any general or individual monitoring or inspection of any User's record, account, or device to appropriate university authorities and law enforcement agencies. The university may also use these results in its disciplinary proceedings.

2. Provisions Regarding Inspections and Disclosure of Personal Information

6.2.1. General provisions:

6.2.1.1. In order to protect User privacy, the CIO or his/her designee must review and approve *any* request for access by a person to an individual User's personal communications or electronically stored information within MSU IT resources.

6.2.1.2. Incidental access to the contents of an individual User's personal communications or electronically stored information resulting from system operational requirements described elsewhere in this Policy does not require the prior review and approval of the CIO.

6.2.2. The university, acting through the CIO, may access or permit access to the contents of communications or electronically stored information:

6.2.2.1. When so required by law. If necessary to comply with the applicable legal requirement, such disclosures may occur without notice to the User and/or without the User's consent.

6.2.2.2. In connection with an investigation by the university or an external legal authority into any violation of law or of any university policy, rule, or ordinance. When the investigational process requires the preservation of the contents of a User's electronic records to prevent their destruction, the CIO may authorize such an action.

6.2.2.3. If it determines that access to information in an employee's electronic account or file is essential to the operational effectiveness of a university unit or program and the employee is unavailable or refuses to provide access to the information.

6.2.2.4. If it receives an appropriately prepared and presented written request for access to information from an immediate family member or the lawful representative of a deceased or incapacitated User.

6.2.2.5. If it must use or disclose personally identifiable information about Users without their consent to protect the health and well-being of students, employees, or other persons in emergency situations, or to preserve property from imminent loss or damage, or to prosecute or defend its legal actions and rights.

Revised June 5, 2017, to change "Vice President for Information and Technology and CIO" to "CIO."

Revised June 13, 2016, to change "Deputy CIO" to "Chief Information Security Officer" and "CIO and Director of Information Technology" to "Vice President for Information Technology and CIO."

Revised June 13, 2013, to change "Vice Provost for Libraries and IT Services" and "VPLITS" to "CIO and Director of Information Technology."

Revised June 20, 2012, to change "Vice Provost for Libraries, Computing and Technology" and "VPLCT" references to "Vice Provost for Libraries and IT Services" and "VPLITS." Also changed "Director of Academic Technology Services" and "ATS" references to "Deputy CIO of IT Services" and "IT Services."

Guidelines & Policies Categories

- [Acceptable Use Policy & Resources \(https://tech.msu.edu/about/guidelines-policies/#aup\)](https://tech.msu.edu/about/guidelines-policies/#aup)
- [Appropriate Use of Email Services & Resources \(https://tech.msu.edu/about/guidelines-policies/#email\)](https://tech.msu.edu/about/guidelines-policies/#email)
- [Cloud Computing Guidelines & Resources \(https://tech.msu.edu/about/guidelines-policies/#cloud\)](https://tech.msu.edu/about/guidelines-policies/#cloud)
- [Copyright Information & Resources \(DMCA, HEOA\) \(https://tech.msu.edu/about/guidelines-policies/#copyright\)](https://tech.msu.edu/about/guidelines-policies/#copyright)
- [Institutional Data Policy & Resources \(https://tech.msu.edu/about/guidelines-policies/#data\)](https://tech.msu.edu/about/guidelines-policies/#data)
- [Student Computer Requirement \(https://reg.msu.edu/AcademicPrograms/Print.aspx?Section=135\)](https://reg.msu.edu/AcademicPrograms/Print.aspx?Section=135)
- [Web Accessibility Policy & Guidelines \(https://tech.msu.edu/about/guidelines-policies/#accessibility\)](https://tech.msu.edu/about/guidelines-policies/#accessibility)

Acceptable Use Policy Outline

I. Applicability

II. Purposes & Appropriate Uses

III. User Responsibilities

IV. Enforcement

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V. Security & Operations

VI. Privacy

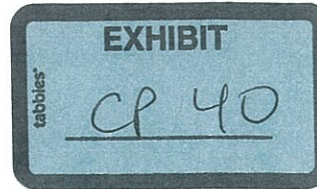
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(<http://www.msu.edu>)

Call us: (517) 432-6200



[EVENTS \(/EVENTS\)](#) [MSU TECH STORE \(HTTPS://TECHSTORE.MSU.EDU/\)](#) [HELP \(/SUPPORT/HELP/\)](#) [CHAT \(HTTPS://WWW.TELECOM.MSU.EDU/AACCCHAT/CHAT.JSP?SKILL=81\)](#) [CALL \(/CONTACT/\)](#)

TECHNOLOGY AT MSU



Appropriate Use of MSU Email Services by Internal Users on MSUnet

I. Background

Michigan State University (MSU) provides email services to its students, faculty, and staff to facilitate the academic and administrative functions that support the University's mission of teaching, research, and service. The University's email services are neither open to the general public, nor are they intended for general public communication. The University's email services are not intended as a forum for the expression of personal opinions. Other means exist in the University community for the expression and dissemination of personal opinions on matters of interest within the University community. Rather, the University's email services are provided to support the University's instructional, public service, research, and administrative objectives.

This Administrative Ruling regulates the use of email by internal users of MSUnet, Michigan State University's data network. (1)

II. Applicability

This Administrative Ruling applies to all internal users of MSU email services and to all emails sent to or from a MSU email account, regardless of the location or name of the source account from which those users may send email messages.

III. Definitions

- Bulk email: The transmission of an identical or substantially identical email message within a 48-hour period from an internal user to more than 10 other internal users who have not elected to receive such email.
- Internal user: Any University employee, student, or other individual who is assigned a University NetID.
- Unsolicited Email: Email received by a person who has not elected to receive the email by having indicated a prior interest and willingness to receive communications from the sender (e.g., having previously sent a communication to the sender to which the sender may be responding; being an acquaintance of the sender; belonging to a set of individuals who have chosen to affiliate and communicate with one another for a particular University purpose). Unsolicited email is often known colloquially as "spam."

IV. Personal and Commercial Use of the University's Email Service

The University's email services are not provided for private or personal use. Incidental personal uses of the email system are permitted as long as they do not violate: the law; restrictions that derive from the University's tax-exempt status; University policies, ordinances, rules, and guidelines; and contracts the University has made. The University's email services may not be used for commercial or profit-making purposes unrelated to University business.

V. Regulations Regarding Bulk-Emailing

The volume of unsolicited email ("spam") that users of University email services receive is large and continues to increase. Significant University resources must be expended to identify, process, delete, and block unwanted "spam" email. This "spam" also diminishes the perceived value of other email received and may obscure important messages. Therefore, this Administrative Ruling regulates the use of bulk email in order to promote institutional operating efficiency and the effectiveness of electronic communications within the MSU community.

A. Broad Cross-University Mailing

University offices may use bulk e-mail only to send academic or administrative communications necessary to some aspect of the University's operations or mission. Such communications typically involve action to be taken individually by the recipients of the communications. Such communications include:

- Dissemination of urgent information regarding the health and safety of University students and employees.
- Distribution of information regarding changes to University policies or procedures, or actions that affect employment or compensation status or status as a student.
- Notices (for example, to University employees) that are required by law, regulation, or University policy for which bulk e-mail replaces paper transmittal.

B. Targeted Mailing

University offices may create and use mailing lists for communicating with targeted University audiences having a special interest in the specific information being distributed (e.g., account signers, budget and business officers, academic advisors). Offices are encouraged to use alternate methods of communication, such as listservs and websites, as much as possible for distribution of information of interest to specific sets of internal users. Faculty and other instructional staff may email targeted sub-populations having a special interest in the information being distributed, such as students enrolled in a particular course.

Students, faculty, staff, and administrative offices may use email targeted to members of committees, clubs or organizations, work groups, and other sets of individuals who are affiliated for a particular University purpose, if the email is relevant to their business or concerns. Academic governance bodies, standing committees of Academic Council, all-University student government groups, and major governing groups wishing to communicate by bulk email with internal users outside of their regular constituencies must obtain approval from the appropriate administrative office prior to sending such communications. (2) All-University student government groups and major governing groups must obtain approval from the Office of the Vice President for Student Affairs and Services. Academic governance bodies and standing committees of Academic Council must obtain approval from the Office of the Provost.

Use of mailing lists and listservs which recipients may voluntarily opt-in and opt-out of is encouraged. Because the recipients have elected to participate in the listserv and mailing list, this type of email distribution is not included in the definition of "bulk email" in this Administrative Ruling.

C. Uses Within Administrative Units

Any individual academic or administrative unit (major administrative unit, department, division, office) may, at its own discretion and solely within its own unit, permit the use of bulk email for communications among the unit's faculty, students, and staff, such as announcements, newsletters, and notices on the unit's own governance and concerns.

D. Surveys

Academic and administrative units, committees, registered student organizations, work groups, and other sets of individuals who are affiliated for a particular University purpose, may perform surveys by email within the group membership if the survey is relevant to the group's business or concerns. For example, a survey may be conducted with the faculty or students within an academic program for administrative and assessment purposes; administrative units, committees, or registered student organizations may survey their constituents about matters related to governance or internal concerns; event or program administrators may survey participants for assessment and program evaluation purposes.

All other surveys conducted by email, particularly surveys in which the intended survey subjects are outside of the surveyor's "regular constituency" (in the sense described in Paragraph 2 of Section V.B) or would perceive the survey request as "unsolicited" in the sense of Definition III.C, must receive prior approval by the appropriate University office(s), as set forth below. Surveys may not interfere with MSU's employee relationships developed through collective bargaining agreements, or with MSU's own surveying or related activity bearing on University interests such as research, external reporting, or participation in multi-institutional studies. If a proposed survey involves related follow-up or sequential surveys and clearly describes these in the initial request for approval, the subsequent surveys will not require separate approvals if the initial proposal is approved.

1. Approvals:

- Surveys that are intended to include students must be approved by and coordinated through the Office of the Registrar. The Registrar will consult with and obtain the approval of the Dean of Undergraduate Studies for surveys intended to include undergraduate students, the Dean of the Graduate School for studies intended to include graduate students and, in turn, the Chair of the Committee on Release of Confidential Information and Surveys that are not being sent to students must be approved by and coordinated through IT Services. IT Services will expect that additional applicable approvals will have been obtained by the requestor, and may assist the requestor in consulting with the appropriate offices to obtain those approvals.
- Surveys intended to include MSU employees must be reviewed and approved in advance by the Office of Employee Relations. The Office of Employee Relations will consult with and obtain the approval of Academic Human Resources for surveys intended to include MSU faculty or academic staff, and the Dean of the Graduate School for surveys intended to include graduate student employees. Employee Relations may also consult with or need to obtain the approval of the appropriate collective bargaining unit(s).

- For all surveys, if the results of a survey might be published, the survey must be approved in advance by the MSU Human Research Protection Program (<http://www.humanresearch.msu.edu/>).

2. Other requirements:

- All surveys must be carefully targeted to reach only legitimate subjects of the survey. Surveys of large groups (e.g., all faculty, all staff) should be conducted through stratified samples of the group rather than by surveying all group members.
- Bulk email associated with a survey should be minimal in content, containing an invitation to the survey explaining its purpose and providing a link to the survey itself at a separate website.
- The Office of the Registrar (<http://reg.msu.edu>) or IT Services may charge a fee for assisting with a survey.
- Survey requests are rarely accepted from non-University requestors.

VI. Design Guidelines

Judicious and well-managed use of email, even for permitted purposes, is critical to maintaining recipients' perception of the validity and effectiveness of electronic communications. The following design guidelines are strongly suggested for email distributions originating within the MSU community:

- Use bulk email infrequently and for reasons of high value to the recipients.
- Keep bulk email messages short.
- Always use a valid MSU net address in the "From" line.
- Always use a clear, specific and non-empty subject line.
- Use plain text; avoid HTML.
- For bulk emailing, clearly identify in the body of the message the originating unit or individual, the set of individuals being e-mailed, and the purpose of the message.
- Use URLs rather than attachments to refer readers to policy or practice statements, and to long content.
- Do not include or attach personal, confidential, or sensitive information. To assure the integrity of student education records, consult Michigan State University Access to Student Information (<http://www.reg.msu.edu/AcademicPrograms/Text.asp?Section=112#s542>).
- Carefully target lists of recipients to minimize the number of people who receive any given bulk emailing.
- Do not assume that all targeted individuals will receive the email (i.e., do not disadvantage those who may not receive the email).
- Send large quantities of bulk email at non-peak times for email traffic (e.g., after 5:00 p.m. and before noon).
- Use existing targeted mailing lists and listservs whenever possible, within the permitted uses of the lists. Recipients should be allowed to opt-in and opt-out of listservs at their own discretion.
- Use the "blind carbon copy" (bcc:) address field to suppress a long list of addresses in the "To" field.
- Email sent to students must comply with the Family Educational Rights and Privacy Act (<http://www.reg.msu.edu/ROInfo/Notices/PrivacyGuidelines.asp>); see MSU's Student Records and the Federal Family Educational Rights and Privacy Act (FERPA) (<http://www.reg.msu.edu/AcademicPrograms/Text.asp?Section=112#s541>) and should be sent using the "blind carbon copy" (bcc:) address field to suppress names of students to whom the email is being addressed.

VII. Complaints

Complaints regarding alleged violations of this Administrative Ruling should be directed to abuse@msu.edu (<mailto:abuse@msu.edu>) for consideration by MSU net administrators. Users who violate this Administrative Ruling may be subject to revocation or limitation of email privileges or referral for disciplinary action under established University procedures.

VIII. History

This document was originally implemented on November 21, 2004, and was updated in September 2007 and May 2009. In June 2009 edits were made to clarify the Surveys section and to correct name and Web address references.

The following groups were consulted in the development of this document:

- Council of Deans (Fall 2003)
- Provost's staff (Fall 2003, Spring 2004)
- Vice President for Finance and Operations staff (Fall 2003, Spring 2004)
- CORE group of vice presidents (Summer 2004)
- Communications and Computer Systems Advisory Committees
 - Network Communications Committee (Fall 2004)
 - Instructional Computing and Technology Committee (Fall 2004)
- Information Services and Technologies Coordinating Council (March 2009)
- University Committee on Student Affairs (April 2009)

- University Committee on Faculty Affairs (April 2009)

*Adobe Acrobat Reader (<http://www.adobe.com/products/acrobat/readstep2.html>) is required to view this document.

Footnotes

(1) – Other University policies may also regulate the use of the University’s electronic resources, including the *Acceptable Use Policy for MSU Information Technology Resources* (<http://tech.msu.edu/about/guidelines-policies/aup/>).

(2) – For example, the regular constituency of ASMSU is all undergraduate students; the regular constituency of COGS is all graduate and graduate-professional students; the regular constituency of UCFA is all faculty.

Questions regarding this Administrative Ruling should be directed to the Vice Provost and CIO for IT Services, Computer Center, 450 Auditorium Road, Room 400, East Lansing, MI 48824. Phone (517) 353-0722.

See also: Frequently Asked Questions about Appropriate Use of MSU E-mail Services by Internal Users on MSUnet (<http://tech.msu.edu/about/guidelines-policies/appropriate-use-msu-email-faq/>).

Revised on 20 June 2012 to change “Academic Technology Services” and “ATS” to “IT Services.” Also changed “Vice Provost for Libraries, Computing and Technology” to “CIO and Director of Information Technology” and updated the address based on the MSU Campus Addressing Project.

22 June 2009 – *Administrative Ruling*

Revised on 10 June 2013 to update to “email” from the previous “e-mail” spelling.

See also: Frequently Asked Questions about Appropriate Use of MSU E-mail Services by Internal Users on MSUnet (<http://tech.msu.edu/about/guidelines-policies/acceptable-use-faq/>).

Guidelines & Policies Categories

- Acceptable Use Policy & Resources (<https://tech.msu.edu/about/guidelines-policies/#aup>).
- Appropriate Use of Email Services & Resources (<https://tech.msu.edu/about/guidelines-policies/#email>).
- Cloud Computing Guidelines & Resources (<https://tech.msu.edu/about/guidelines-policies/#cloud>).
- Copyright Information & Resources (DMCA, HEOA) (<https://tech.msu.edu/about/guidelines-policies/#copyright>).
- Institutional Data Policy & Resources (<https://tech.msu.edu/about/guidelines-policies/#data>).
- Student Computer Requirement (<https://reg.msu.edu/AcademicPrograms/Print.aspx?Section=135>).
- Web Accessibility Policy & Guidelines (<https://tech.msu.edu/about/guidelines-policies/#accessibility>).

Other AUP Resources

Appropriate Use of MSU Email Services by Internal Users on MSUnet FAQ (<http://tech.msu.edu/about/guidelines-policies/appropriate-use-msu-email/>).

Guidelines Regarding Bulk Emailing by Internal Users on MSUnet (<http://tech.msu.edu/about/guidelines-policies/guidelines-bulk-email/>).

Acceptable Use Policy for MSU Information Technology Resources (<http://tech.msu.edu/about/guidelines-policies/aup/>).

Acceptable Use Policy for MSU Information Technology Resources FAQ (<http://tech.msu.edu/about/guidelines-policies/acceptable-use-faq/>).

Trusted Network and Host Security Management in the Context of the MSU Acceptable Use Policy (<http://tech.msu.edu/about/guidelines-policies/trusted-network-aup/>).

How to Report Computer System or Network Abuse (<https://secureit.msu.edu/incident/index.html>).

TAB 6

Faculty Handbook

Faculty Rights and Responsibilities

Last updated: 7/27/1984



IV. ACADEMIC HUMAN RESOURCES POLICIES (Cont.)

The following policy was approved by the Board of Trustees on July 27, 1984.

The Bylaws of the Michigan State University Board of Trustees state that "the Constitution (of the State of Michigan) confers upon the Board of Trustees the freedom, power, and responsibility to develop a free and distinguished university and to promote the welfare of mankind through teaching, research, and public service." ^{1,2,3}

As the primary functions of an academic community, learning, teaching, scholarship, and public service must be characterized by a fundamental commitment to academic freedom and maintained through reasoned discourse, intellectual honesty, mutual respect and openness to constructive criticism and change. Faculty members, as central to this community, serve as scholars pursuing the search for knowledge and its free expression, as teachers instructing students, and as professionals and citizens contributing special knowledge and skills through public service and community participation. In the performance of all these functions faculty members are held accountable to the University, in accordance with established policies and procedures, by the Board of Trustees which, as an elected body, is responsible to the people of the State of Michigan. ⁴

In order to carry out the mission of the University, faculty members, as members of both the academic and the broader public community, have the right to a clear statement of academic freedom, tenure, and other fundamental faculty rights and responsibilities. The purpose of this document is to acknowledge these fundamental rights and responsibilities. ⁵

Academic Freedom and Responsibility

Michigan State University endorses academic freedom and responsibility as essential to attainment of the University's goal of the unfettered search for knowledge and its free exposition. Academic freedom and responsibility are fundamental characteristics of the University environment and are always closely interwoven and at times indistinguishable. Academic freedom and responsibility are the twin guardians of the integrity and quality of universities. The University looks to its faculty members to exercise their rights responsibly and to meet their obligations fully as professionals. Faculty acceptance of their responsibilities to students, colleagues, the scholarly community, and the public explains in great part why society historically has accepted the concept of academic freedom and has afforded its protection through the institution of academic tenure.

For faculty members, the principal elements of academic freedom include:

1. The right, as teachers, to discuss in the classroom any material which has a significant relationship to the subject matter as defined in the approved course description;
2. The right to determine course content, grading, and classroom procedures in the courses they teach;
3. The right to conduct research and to engage in creative endeavors;
4. The right to publish or present research findings and creative works;
5. The right to engage in public service activities; and
6. The right to seek changes in institutional policy through established University procedures and by lawful and peaceful means.

Academic freedom carries with it responsibilities. For faculty members, the principal elements include:

1. The responsibility to carry out assigned teaching, research, and public service duties in a professional manner and in keeping with University policy;
2. The responsibility, as teachers, to refrain from introducing matters which are not consistent with their teaching duties and professional competence and which have no significant bearing on the subject matter of the course as approved under University procedures;
3. The responsibility to pursue excellence and intellectual honesty in teaching, research, and other creative endeavors and in public service activities; and in publishing or presenting research findings and creative works;
4. The responsibility to encourage students and colleagues to engage in free discussion and inquiry; and to evaluate student and colleague performance on a scholarly basis;
5. The responsibility to work in a collegial manner with appropriate individuals and bodies to encourage the free search for knowledge; its free exposition, and the University's continuing quest for excellence; and
6. The responsibility to differentiate carefully their official activities as faculty members from their personal activities as citizens and, when the situation warrants, to make it clear that, when speaking as private citizens, they do not speak for the University.

The above list provides a summary outline of the principal elements of academic freedom and responsibility. More detailed and explicit definitional statements applicable to specific faculty rights and responsibilities are set forth below under the following headings: Academic Tenure, Academic Governance, Teaching, Research and Creative Activity, Public Service, Relations with Colleagues, Relation to the University and the Community, and Resolution of Conflicts.

Academic Tenure

The faculty have a right to expect that the University's tenure system is characterized by high integrity and a responsibility to participate in the operation of the tenure system seriously and in good faith. All decisions involving tenure system recommendations shall be made in conformity to the University-approved policies and procedures that govern the tenure system.

Academic Governance

The faculty have a right and responsibility to participate in the establishment and functioning of a governance system at the department or school, college, and University levels in accordance with Michigan State University *Bylaws for Academic Governance* to ensure academic freedom and the promotion of the goals of the institution. The University looks to the faculty for recommendations on various academic personnel matters including faculty appointments, reappointments, promotions, the award of tenure, and salary increase guidelines; on the development of new academic programs and the modifications or discontinuance of existing programs, on academic curricula and standards; on definition of University mission and goals; on policies governing research and creative endeavors; on the formulation of annual budget requests and allocations; and on the selection and review of specified administrative officials, as well as other issues that concern the general welfare of the University, including student affairs and the academic environment.

Through the academic governance system, the University accords a central role to faculty peer review in the departments or schools, colleges, and the University. Faculty have a responsibility to participate in peer review procedures to ensure personnel recommendations which promote excellence. In accordance with established departmental or school, college, and University policies, faculty members have the right to be informed of the standards, criteria, procedures and other conditions which affect all aspects of their appointment in the tenure system, to be evaluated in a fair, objective manner, and to receive timely notice regarding their future appointment status at Michigan State University.

Teaching

Because the faculty's role in the educational process is primary and central, the faculty member, as teacher, has the responsibility to make every effort to be accurate, objective, and effective. In the classroom, the teacher shall address topics and present materials consistent with the teaching assignments as defined in the approved course objectives.

The teacher has the responsibility to encourage the pursuit of learning by students by manifesting the best academic standards of the discipline or profession. To accord students respect as individuals, the teacher shall seek to establish a relationship of mutual trust and to establish an appropriate role as an intellectual guide, counselor and mentor, both in and out of the classroom. If problems arise in the relationship between teacher and student, whether on personal matters or on instructional materials or methods, both teacher and student shall attempt to resolve them in informal, direct discussions as between well-intentioned, reasonable persons.

The teacher has the responsibility not to exploit students for private advantage; the teacher also should avoid any form of discrimination or harassment, with the understanding that racism, sexism, and other forms of bias preclude the establishment of an effective learning environment.

The teacher has the responsibility to foster and require honest academic conduct. The teacher has authority and responsibility for grades and shall assure that the evaluation and assessment of academic performance reflect each student's true achievement by good faith application of criteria appropriate to the field of study and the course. The teacher shall further protect academic freedom for faculty and students by acknowledging the contributions of students to professional work of faculty members and by assuring that each student is free to voice opinions openly and to exchange ideas free from retaliation. Teachers have the responsibility to observe the University, college and department/school policies regarding such matters as the statement of course objectives, examination policy, office hours, course evaluations, and other provisions of *The Michigan State University Code of Teaching Responsibility*.

Research and Creative Activity

To fulfill the University's mission of advancing and disseminating knowledge for the improvement of the welfare of the public, faculty members have a responsibility to conduct research and engage in creative activity in their area(s) of appointment and professional competence. Recognition of professional competence and definition of area(s) of appointment occur in the basic academic units (departments, schools, non-departmentally organized colleges) through procedures in which established systems of peer review play a central role.

As scholars, faculty members have the right and responsibility to create, seek, and state knowledge freely and openly and to strive for scholarly excellence. The scholar has the right and responsibility to exercise critical self-discipline and judgment in generating, using, extending, and transmitting knowledge, to adhere to the highest standard of intellectual honesty, and to oversee and evaluate the research and creative efforts of students and subordinates. Faculty shall conduct all research and creative activity in a manner consistent with accepted scholarly standards and in conformity with legal, professional, and University codes, policies, and regulations governing research and creative endeavors.

Public Service

As the land-grant university of the State of Michigan, Michigan State University is committed to public service as an integral aspect of its mission; this entails a commitment to the creation, dissemination, and application of knowledge. Public service involves the application of the faculty member's professional training and competence to issues and problems of significance to constituencies and it is related to academic program objectives of the unit(s) in which the faculty member is appointed. Faculty members engaging in public service activities enjoy the same rights and have the same responsibilities which were previously stated as pertaining to them as teachers and scholars.

Faculty members, in accordance with University policy and regulations, can serve as valuable resources and provide valuable services by working with government, industry, public organizations, and others off-campus. Faculty members have the right to engage in a limited amount of outside work for pay in accordance with University policy and regulations.

Relation with Colleagues

As colleagues, faculty members have rights and responsibilities that derive from common membership in a community of scholars. Faculty have the responsibility to respect and right to defend the free inquiry of associates and, in the exchange of ideas and criticism, the responsibility to respect the views and rights of others. Faculty members shall acknowledge the contributions of colleagues to their own work. In the evaluation of the professional performance of a colleague, the faculty member shall provide an honest and objective appraisal in accordance with established department/school, college, and University criteria. The faculty member shall foster collaboration with and support of colleagues. Acts of racism or sexism, including harassment and other forms of bias and discrimination, violate University policies, and are unacceptable.

Relation to the University and the Community

As members of Michigan State University, the faculty have a primary responsibility to strive for academic excellence in instruction, research, and public service. When the situation warrants, faculty members acting or speaking as citizens have a responsibility to make clear that these actions and utterances are entirely their own and not those of the University or any component of the University. Faculty members have the responsibility not to abuse their standing within the University for personal or private gain nor use University employees, facilities, equipment, supplies, or other property for personal or private business.

As a member of the wider community, the faculty member has the rights and obligations of any citizen. In exercising these rights, the faculty member speaks only as an individual, either as a professional scholar with a field of special competence or as a private citizen.

Faculty members should be mindful that membership in the academic community inevitably involves identification and association with the University and that the University often is judged by the actions, performance, attitudes and expressions of its faculty members. Faculty members normally do not face a conflict between the exercise of their rights as a citizen and their responsibilities as a faculty member. If citizenship activities interfere with faculty responsibilities, faculty members should request a leave of absence, resign from their appointment, or limit those activities to ensure a complete discharge of faculty responsibilities.

Resolution of Conflicts

The University is committed to respect the rights of the faculty. Faculty members who believe that their rights have been violated have the right to seek redress through the University's established procedures for the hearing and resolution of complaints. Faculty members have the obligation to meet their responsibilities as defined in this document and in those cited in Appendix A to help the University maintain academic excellence and realize its goals. Faculty members accused of failing to meet these responsibilities have a right to be informed of the accusations and accorded timely access to University procedures to determine whether or not the accusations are valid and any sanctions justified.

Amendment Procedures

Amendments to this document may be initiated by any individual member of the faculty and shall be submitted to the Office of the Provost and the University Committee on Faculty Affairs for consideration and action in accordance with Section 4.7.3 of the *Bylaws for Academic Governance*.

APPENDIX A

Michigan State University Policy Documents Generally Applicable to Faculty Rights and Responsibilities:

- Bylaws of the Board of Trustees
- Board of Trustees Policy Manual
- Bylaws for Academic Governance
- The University Catalog

Academic Programs
Description of Courses
Graduate Study

- Sponsored University Programs for Research and Education
- Academic Freedom for Students
- Bulletin (Schedule of Courses)
- Faculty Handbook
- Faculty and Staff Benefits
- Graduate Student Rights and Responsibilities
- Ordinances
- Student Handbook
- Traffic Regulations
- Travel Regulations
- Manual of Business Procedures
- Faculty Group Practice, Colleges of Human and Osteopathic Medicine
- Medical Student Rights and Responsibilities
- Bylaws of the College or Colleges
- Bylaws of the Department(s) or School(s)

Policy Documents Specifically Applicable to the Statement on Faculty Rights and Responsibilities:

- Abrogation of Faculty Responsibility
- Academic Advisement, Enrollment, Registration and Counseling
- Academic Freedom
- Academic Freedom for Students (especially Article 2)
- *Academic Programs: Michigan State University*
- Anti-Discrimination: Policy and Procedures
- Appointment, Reappointment, Tenure, and Promotion Recommendations
- *Bylaws for Academic Governance*
- *Bylaws of the Board of Trustees* (especially the Preamble and Article 7)
- Code of Teaching Responsibility
- Development of Copyrighted Material
- Discipline and Dismissal of Tenured Faculty for Cause
- Equal Opportunity and Non-Discrimination
- Faculty Grievance Procedure
- Faculty Group Practice, Michigan State University
- Final Examination Policy (*Schedule of Courses*)
- Freedom of Expression (Board of Trustees Policy Manual)
- Integrity of Scholarships and Grades (*Academic Programs*, General Information, General Procedures and Regulations)
- Interim Guidelines for Potential Conflicts of Interest in Academic Areas of the University
- Medical Service Plan for Colleges of Human Medicine and Osteopathic Medicine
- Mission Statement, Michigan State University
- Non-Tenured Faculty in the Tenure System
- Ordinance on Examinations (*Ordinance #17.00*, Michigan State University)
- Outside Work for Pay
- Overload Pay
- Patents
- On Preventing Conflicts of Interests in Government-Sponsored Research at Universities
- Protection of Human Subjects
- Regulatory Guidelines for Research
- Rights of Students to Receive Instruction
- Sponsored Research and Creative Endeavor
- Sponsored University Programs for Research and Education
- Student Instructional Rating System
- Student Records

- Tenure of Appointment at Michigan State University
 - Use of Animals in Research, Teaching and Outreach
-

Footnotes:

¹ The terms, "faculty" or "faculty members," as used in this document, apply to individuals appointed in the tenure system with the rank of instructor through professor. (However, as applicable in the context of assigned duties and responsibilities, the provisions of this policy apply to all faculty and academic staff).

² *Bylaws of the Board of Trustees*, as amended January 24-25, 1980, *Preamble*, page 1.

³ "The Board of Trustees, the administration, and the faculty carry out their respective responsibilities not as isolated entities, but as major and primary constituents of the total University organization and structure which remain mutually independent and must be supportive of each other's purposes, functions, and obligations. It is within this context that the rights and responsibilities of the faculty are to be construed" (*Bylaws of the Board of Trustees*, as amended January 24-25, 1980, Article 7, page 7.)

⁴ "The Board of Trustees, elected by the voters of the State and responsible to all the people of Michigan, exercises the final authority in the government of the University, within the limits fixed by the State Constitution. In exercising its responsibility, the Board delegates to the President of the University and through the President to the faculty, appropriate authority and jurisdiction over matters for which they are held accountable by the Board. These matters include educational policy and the development of a strong and efficient organization with which to accomplish the objectives of the University." (*Bylaws of the Board of Trustees*, as amended January 24-25, 1980, *Preamble*, page 1.)

⁵ Some faculty rights and responsibilities referred to in this document are stated elsewhere (see Appendix A).

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Administrative Review

Last updated: 10/19/2001

IV. ACADEMIC HUMAN RESOURCES POLICIES (Cont.)

This policy was issued by the Office of the Provost on April 24, 1991 and revised on October 19, 2001.

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.)

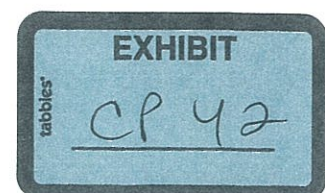
Utilization of the administrative review procedure does not preclude a faculty/academic staff member from pursuing a grievance filed on a timely basis regarding the same matter under the Faculty Grievance Policy. If a grievance is filed, it will be held in abeyance pending completion of the administrative review. However, the administrative review process could not be invoked in cases where a complaint is filed with a court. Requests for an administrative review should be handled in a timely manner.

The administrative review process is initiated by a letter of request from the faculty/academic staff member to the dean of the applicable college; an information copy is also sent to the Associate Provost and Associate Vice President for Academic Human Resources. This letter should be accompanied by materials in support of request. The dean transmits these materials to the relevant department chairperson/school director for review in accordance with usual unit standards, criteria and procedures. On conclusion of this review, which should be based on usual peer review advisory procedures, a written response should be sent by the department chairperson/school director to the faculty/academic staff member. If the faculty/academic staff member is not satisfied with this response, an appeal can be made to the dean for an additional review of the record, which should include an assessment of the original record, the unit's response and rationale, and any commentary the faculty/academic staff member wishes to provide with respect to the unit's response.

On matters of substance, the dean's determination is final. However, if the faculty/academic staff member is not satisfied with the dean's response and the concerns address procedural matters, a request for additional review can be made to the Office of the Provost (Associate Provost and Associate Vice President for Academic Human Resources). In such cases, the Office of the Provost will review all materials and documents initially provided as well as responses from the unit and the college and any commentary from the faculty/academic staff member regarding the review in the unit and college. The Office of the Provost then makes a final determination on procedural matters based on its review of the procedural record. As noted above, final responses by either the Office of the Dean or the Office of the Provost do not preclude pursuing a grievance under the Faculty Grievance Policy.

Time Limits: Responses by the relevant administrator to the original request or for an appeal should be provided within thirty (30) calendar days, excluding the period May 16 through August 15 if the requirement for usual peer review advisory procedures cannot be met. The administrator may extend the response deadline up to an additional thirty (30) calendar days at her/his discretion. The administrator will notify the faculty/academic staff member whenever this right to extend the response deadline is invoked, with a copy to the dean and/or the Associate Provost/Associate Vice President for Academic Human Resources. Responses by chairpersons, directors and deans must be appealed by the faculty/academic staff member within thirty (30) calendars days following receipt of response(s). Failure to appeal means that the matter is concluded on the basis of the last response under the Administrative Review Procedure.

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Faculty Handbook

Discipline and Dismissal of Tenured Faculty for Cause

Last updated: 6/22/18

IV. ACADEMIC HUMAN RESOURCES POLICIES (Cont.)

The following policy was approved by the Board of Trustees on March 16, 1967 and revised on May 5, 2006, December 18, 2015, and June 22, 2018.

Preamble

The University's commitment "to promote the welfare of mankind through teaching, research, and public service" is furthered by the intellectual integrity and professional honesty of faculty members mindful of their rights and responsibilities. Essential to sustaining an environment of mutual trust and respect is the need for impartial investigation of alleged violations of policies related to faculty conduct; due process; and, when necessary, disciplinary action up to and including dismissal for cause. Discipline, dismissal, or the threat of either action, may not be used to restrain faculty members in their exercise of academic freedom.

I. CONFIDENTIALITY

All proceedings and records with regard to disciplinary action or dismissal for cause proceedings shall be kept confidential to the degree permitted by the law. The Board of Trustees will decide on a case by case basis whether action taken by the Board pursuant to the dismissal portion of this Policy will identify the affected faculty member by name.

II. MAILING OF NOTICES UNDER THIS POLICY

In matters involving minor discipline, notices required by this Policy will be sent to the faculty member by email to the faculty member's msu.edu account, with a courtesy copy sent to the faculty member by first class mail to the address of record. It is the faculty member's responsibility to regularly review the msu.edu email account for departmental and other University communications.

In matters involving serious discipline or dismissal, the faculty member shall be sent the notices required by this Policy by certified mail to his/her address of record filed with the University. However, if delivery by certified mail is not possible or if the faculty member refuses or waives delivery of certified mail, mailing notices to the faculty member at his/her address of record by first class mail will be considered sufficient. An email will also be sent to the faculty member's University email address notifying him/her of the fact that a notice required by this Policy has been sent by one of the methods described above.

III. PARTICIPATION OF ADVISORS, OBSERVERS, OR COUNSEL

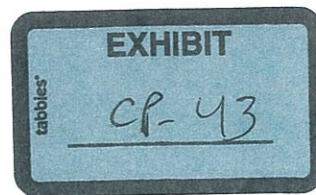
Faculty members are entitled to bring an advisor or observer to any meeting regarding disciplinary action referenced in this policy. The advisor or observer must be a member of the University community (faculty, staff, or administrator), including *emeriti*. The advisor or observer may be present during the meeting, but will have no voice or formal role in the meeting. Unless otherwise specified in this Policy, faculty members are entitled to bring an advisor of their choice, including legal counsel, to any meeting or hearing conducted during dismissal for cause proceedings. During those proceedings, the advisor has voice and is granted full participation.

IV. GROUNDS FOR DISCIPLINE AND DISMISSAL ¹

A faculty member² may be disciplined, or dismissed, for cause on grounds including but not limited to (1) intellectual dishonesty; (2) acts of discrimination, including harassment, prohibited by law or University policy; (3) acts of moral turpitude substantially related to the fitness of faculty members to engage in teaching, research, service/outreach and/or administration; (4) theft or misuse of University property; (5) incompetence;³ (6) refusal to perform reasonable assigned duties; (7) use of professional authority to exploit others; (8) violation of University policy substantially related to performance of faculty responsibilities; and (9) violation of law(s) substantially related to the fitness of faculty members to engage in teaching, research, service/outreach and/or administration.⁴

V. TYPES OF DISCIPLINE

Disciplinary action is normally iterative and falls into two general categories: minor discipline and serious discipline. *Minor discipline* includes but is not limited to: verbal reprimand, written reprimand, mandatory training, foregoing salary increase, restitution, monitoring of behavior and performance, and/or reassignment of duties; *Serious discipline* includes suspension with or without pay or temporary or permanent reduction in appointment. A full suspension without pay may not exceed six months. In



egregious cases of wrongdoing, or where attempts at discipline have not successfully remedied performance concerns, a faculty member may be *Dismissed* for cause.

In matters where the Dean⁵ and the Office of the Associate Provost⁶ concur that a faculty member's continued performance of faculty duties poses a significant risk of harm to persons or property, the faculty member may be relieved of duties and suspended with pay during the pendency of the review panel process.

In all faculty discipline, the University bears the burden of proof that adequate cause exists; it will be satisfied only by clear and convincing evidence unless a different standard is required by law.⁷ The faculty member's record should be considered as a whole when contemplating imposition of disciplinary action.

In cases of both minor and serious discipline (1) faculty members retain the right to grieve disciplinary actions that have been implemented under the regular terms of the Faculty Grievance Procedure and (2) the faculty member may submit a letter of exception to the imposition of discipline, disputing the grounds for the unit administrator's decision, to be included in the faculty member's personnel file.

VI. PROCESS TO INITIATE MINOR OR SERIOUS DISCIPLINE

A. MINOR DISCIPLINE

Where the unit administrator seeks to impose minor disciplinary action, the unit administrator shall first meet with the faculty member to discuss the administrator's concern and the potential for discipline. The administrator will notify the faculty member during that meeting of the right and opportunity to request a consultation with the department/school faculty advisory committee, its chair, or the chair of the UCFA personnel subcommittee⁸ before the administrator proceeds with any disciplinary action. The purpose of such informal consultation is to reconcile disputes early and informally, when that is appropriate, by clarifying the issues involved, resolving misunderstandings, considering alternatives, and noting applicable bylaws.

The unit administrator and faculty member, if requested by the faculty member, will consult with the department/school faculty advisory committee, its chair, or with the chair of the UCFA personnel subcommittee in a prompt fashion to discuss the administrator's concern and the potential for discipline.

Should the unit administrator still wish to proceed with disciplinary action after that consultation, the administrator must consult with the Dean and the Office of the Associate Provost to discuss the proposed disciplinary action. If the proposed discipline is authorized by those offices, the unit administrator shall provide the faculty member with written notice of the cause for disciplinary action in sufficient detail for the faculty member to address the specifics of the charges, and an opportunity to respond in writing prior to the imposition of any disciplinary action, within seven (7) days⁹ of receipt of the unit administrator's written notice. The written response, if any, will be provided to the Dean and the Office of the Associate Provost for further comment.

The unit administrator, in consideration of the written response and further comments, if any, shall make a decision regarding the disciplinary action and notify the faculty member in writing. The discipline will then take effect.

B. SERIOUS DISCIPLINE

Where the unit administrator seeks to impose serious disciplinary action, the unit administrator shall first meet with the faculty member to discuss the administrator's concern and the potential for discipline. Because it is in the interest of the University, the unit, and the faculty member that attempts be made to resolve serious disciplinary issues early and informally, the unit administrator and faculty member are encouraged to meet with the chair of University Committee on Faculty Affairs (UCFA)¹⁰ to discuss the matter.

If that meeting does not resolve the issue, the unit administrator shall consult with the Dean and the Office of the Associate Provost to discuss the proposed disciplinary action. If the proposed discipline is authorized by those offices, the unit administrator shall provide the faculty member with written notice of the proposed disciplinary action in sufficient detail for the faculty member to address the specifics of the charges.

The faculty member shall have seven (7) days after receiving the notice of proposed disciplinary action to (1) file a written statement with the unit administrator regarding the proposed discipline,¹¹ or (2) request a meeting with a disciplinary review panel of the UCFA. A request to meet with the review panel should be made to the unit administrator, who will forward it promptly to the Chair of the UCFA. If the faculty member does not submit a written response or request a meeting with the disciplinary review panel within the seven-day period, the discipline will take effect.

1. Review Panel Selection and Composition

The Chair of the UCFA, in consultation with the Office of the Provost, shall annually establish a three-person review panel made up of current members of the UCFA to meet with unit administrators and faculty members regarding potential serious disciplinary action. The members of the review panel will serve until their replacements are selected the following academic year. A list of three alternates will also be maintained in the event that a panel member is unavailable. The Office of the Provost will arrange training about academic personnel actions and policies for the review panel and alternates.

2. Meeting with the Review Panel

Upon receipt of a request to meet, the Chair of the UCFA will schedule a meeting with the unit administrator, faculty member, and disciplinary review panel. That meeting will take place no later than the second regularly scheduled meeting after the request is received, but not to exceed 21 days during those periods when the UCFA is not regularly meeting. Except in unusual circumstances, meetings of the disciplinary review panel will take place before, during, or after the regularly scheduled meeting time of the UCFA and both the unit administrator and the faculty member will be expected to adjust their schedules to attend the meeting. If either party cannot personally attend for good cause, as determined by the Chair of UCFA, that individual may participate through alternate communication methods (e.g., telephone, video conference) or send a representative to the meeting.

No member of the review panel shall participate in a meeting involving a faculty member from the same college in which the panel member is appointed. The faculty member may also request that any member of the panel recuse himself/herself if a conflict of interest exists. If the panel member refuses to recuse himself/herself, the Chair of the UCFA will determine whether, in light of the challenged person's knowledge of the case or personal or professional relationships with a party, the challenged person would be able to participate fairly and impartially in the meeting and make a fair and impartial recommendation.

3. Recommendation of the Review Panel

Following its meeting, the review panel will provide its recommendation to the unit administrator, with a copy to the faculty member, within seven (7) days about whether the proposed serious discipline should be imposed, lesser discipline should be substituted, or no discipline should be imposed. The recommendation is not binding on the unit administrator but shall be given all due consideration. If the unit administrator does not take the advice of the review panel, he/she will provide a detailed reply to its recommendation for consideration and possible amendment by the panel within seven (7) days, copying the faculty member. If the panel decides to amend its original recommendation, it must do so within seven (7) days, copying the faculty member. This documentation will form a part of the permanent record of the discipline process.

4. Imposition of Disciplinary Action

After receiving the response (and amendment, if any), the unit administrator shall make a decision regarding the disciplinary action and notify the faculty member in writing. If the review panel recommended against imposition of serious discipline, or recommended lesser discipline, the unit administrator must meet with the Dean and the Office of the Associate Provost before proceeding with disciplinary action.

VII. DISMISSAL FOR CAUSE PROCESS

A. INFORMAL RESOLUTION/PRELIMINARY CONFERENCE STAGE

1. Dismissal for Cause Review Officer's Recommendation

A Dean ("charging party") proposing to initiate dismissal for cause proceedings against a faculty member must file a written request with the Provost that provides the reasons for considering dismissal in sufficient detail for the faculty member to address the specifics of the charges, if necessary, and provides copies of all relevant documentation, including copies of any past disciplinary action or warnings to the faculty member that his/her conduct might lead to dismissal.

Upon receipt of such a request, the Provost shall notify the faculty member of the request and ask the Dismissal for Cause Review Officer (see Appendix III) to review the matter and to provide a confidential report and recommendation to the Provost as to whether dismissal for cause proceedings should be initiated.

The review process is intended to provide an opportunity for informal resolution of the matter. Accordingly, meetings between the faculty member and the Review Officer and between the faculty member and the Provost during the review process are informal, confidential, and will proceed without counsel present.¹² At any stage during the review process, the faculty member may elect to forgo meeting or talking with the Review Officer or the Provost.

The Review Officer shall review the reasons for considering dismissal and the evidence in support of dismissal with the charging party. The Review Officer shall also talk with the charging party, faculty member, and the faculty member's department chair or school director, prior to making a recommendation to the Provost.

In reaching his/her recommendation, the Review Officer should consider what steps have been taken to achieve informal resolution of the matter; whether, in cases involving a pattern of conduct, the faculty member had any warning that the conduct might lead to dismissal; and whether any measures might be taken to resolve the matter short of instituting dismissal for cause proceedings. The Review Officer's report and recommendation should be forwarded to the Provost within thirty (30) days of the Review Officer's selection by the President, unless an extension of time is approved by the Provost.

2. Determination by the Provost

The Provost shall review the report and recommendation of the Review Officer and determine whether the matter is of sufficient seriousness to warrant the initiation of dismissal for cause proceedings.¹³ In reaching his/her decision, the Provost may discuss the matter with the Review Officer, charging party, and/or faculty member. The confidential report and recommendation of the Review Officer is advisory to the Provost¹⁴ and shall not be available to either party or become part of the record if dismissal for cause proceedings are instituted.

3. Conference with the Faculty Member

If the Provost determines that dismissal for cause proceedings are warranted, he/she shall notify the faculty member and the charging party (the "parties") of that decision in writing, providing a copy of all documentation provided by the dean to the Review Officer, and offer the faculty member an opportunity for a personal meeting. No formal charges shall be filed until 30 days after this notification; a further extension of time may be approved by the Provost. The matter may be resolved informally during this time, including by the faculty member's resignation. If the faculty member is not available for a personal meeting during the 30-day period, the Provost may communicate with the faculty member electronically or by correspondence that provides the faculty member with a reasonable opportunity to confer informally with the Provost.

B. INITIATION OF FORMAL PROCEEDINGS

If the Provost determines that the matter is serious enough to warrant initiation of dismissal for cause proceedings, the Provost shall provide written notice of that determination to the President, along with a recommendation as to whether the faculty member should be relieved from some or all of his/her duties during the dismissal for cause proceedings. The parties should receive a copy of this notice. If the President decides to relieve the faculty member from all of his/her duties, the faculty member shall be placed on a leave of absence (with or without pay at the discretion of the President) during the pendency of the dismissal for cause proceedings.¹⁵

Following written notification by the Provost to the President, the charging party may initiate dismissal for cause proceedings against a faculty member by filing written charges with the President and Chair of the University Committee on Faculty Tenure (UCFT). The charges must contain: (1) the allegations; (2) the names of the witnesses, insofar as then known, who will testify in support of the allegations; and (3) the nature of the testimony likely to be presented by each of these witnesses.

Once written charges have been filed with the President and Chair of UCFT, a faculty member may not obtain official retiree status from the University during the pendency of the dismissal for cause proceedings. A faculty member who is dismissed for cause at the conclusion of this process is not eligible for official retiree status or emeritus status.¹⁶

The Chair of the UCFT shall promptly send a copy of the written charges to the faculty member.

1. Meetings between the Presiding Officer and the Parties

As soon as practicable following the filing of formal charges, the Chair of the UCFT shall meet with the parties. The purposes of such meetings include:

- a. Challenges to any members of the Hearing Committee for conflict of interest (see Appendix I).
- b. Exchange of documents and witness lists between the parties.
- c. Stipulations by the parties on any relevant matters of fact. Any stipulation shall be reduced to writing and signed by both parties and the Presiding Officer.
- d. Rulings by the Presiding Officer on any proposed revisions to the charges that might be offered or requested.

The Chair of the UCFT may ask legal counsel to attend these meetings. The Chair of the UCFT shall arrange that recordings of these meetings are made and included in the complete case record. These meetings will take place during regularly

scheduled meeting times for the UCFT and the relevant administrator and faculty member will be expected to adjust their schedules to attend.

2. The Hearing

1. Service on the Hearing Committee shall be a high priority University responsibility for the duration of the hearing. Accordingly, administrators of units shall take all reasonable measures to reduce the Hearing Committee members' other responsibilities. Unit administrators are encouraged to provide additional support (such as graders and graduate assistants) to Hearing Committee members for the duration of their service.
2. The Secretary for Academic Governance shall make available to the Chair of the Hearing Committee any necessary secretarial and clerical assistance.
3. Legal counsel to the Hearing Committee shall arrange for a full stenographic record to be made of the hearing. If any party requests additional copies of the record or an expedited copy of the record, the additional costs of that request shall be paid by the requesting party.
4. The Chair of the Hearing Committee shall request the presence of any witness or the delivery of any University document germane to the hearing. University administrators are expected to cooperate with such requests.
5. The Chair of the Hearing Committee shall schedule the hearing within a reasonable time (usually not to exceed 21 days) after the faculty member is provided notice of the charges against him/her, due consideration being given to the faculty member's opportunity for the preparation of a defense.
6. The hearing shall be closed, except that the Hearing Committee may consider a request from the faculty member to open the hearing. If such a request is made, the Hearing Committee shall hear the views of both parties on the question and shall determine whether the hearing sessions are to be open or closed. Regardless of the faculty member's request, the Chair of the Hearing Committee may, in the interest of orderly and equitable proceedings, rule that a given session or portion of a session be closed. Sessions or portions of sessions that will involve student testimony or testimony that includes personally identifiable student information must be closed. Sessions that will involve non-student witness testimony may also be closed at the discretion of the Chair of the Hearing Committee.
7. The Chair of the Hearing Committee shall conduct the hearing in accordance with the procedures stipulated in Appendix II.
8. The charging party or his/her representative shall be present at all sessions of the Hearing Committee at which evidence is presented or arguments are heard, and may (1) present evidence, (2) call, examine, and cross-examine witnesses, and (3) examine all documentary evidence received by the Hearing Committee. The charging party's advisor or legal counsel (if any) may also be present at the request of the charging party.
9. The faculty member and/or his/her representative may be present at all sessions of the Hearing Committee at which evidence is presented or arguments are heard, and may (1) present evidence, (2) call, examine, and cross-examine witnesses, and (3) examine all documentary evidence received by the Hearing Committee. The faculty member's advisor or legal counsel (if any) may also be present at the request of the faculty member. If the faculty member cannot be present at a hearing session due to circumstances beyond the faculty member's control, the Chair may grant permission for the faculty member to participate through alternate communication methods, reschedule the hearing session, or choose to conduct the hearing session in the absence of the faculty member.
10. If the faculty member chooses not to be present, the Chair shall conduct the hearing sessions in the absence of the faculty member.
11. The Provost (or his/her designee) shall be available to the Hearing Committee to provide guidance on policy or procedural questions. In the event that a policy or procedural question is at issue in the dismissal for cause proceedings, the Provost may choose to file a position statement with the Hearing Committee regarding the policy or procedural issue. In those cases, the Provost (or his/her designee) will not serve in an advisory capacity to the Hearing Committee regarding policy or procedural questions.
12. Except as provided below, only those members of the Hearing Committee who have been present at all sessions in which evidence has been presented or arguments have been heard shall have the right to vote. An exception to this attendance requirement shall be made by the Chair of the Hearing Committee for a member who has missed, for good cause, no more than one session and who has informed the Chair in writing that he/she has read the official transcript of that session. This attendance requirement may also be waived by unanimous consent of the parties.

13. Within a reasonable time following final arguments (usually not to exceed 14 days), the members of the Hearing Committee will vote to determine whether cause has been established. If they determine that cause has been established, they shall recommend either dismissal or other disciplinary action(s). If a majority of the Hearing Committee determines that cause has not been established, the matter is closed.

3. Processing the Record and Rendering Judgment

a. Hearing Committee Report.

1. Within 30 days following the final arguments, the Hearing Committee shall submit its written report to the parties. If additional time is needed, the Chair of the Hearing Committee shall request an extension of time from the Chair of the UCFT.
2. The Hearing Committee report must include an explanation of its determination as to whether cause has been established. If the Hearing Committee determines that cause has been established, the report must also include an explanation of its recommendation for either dismissal or some other disciplinary action(s). A report which recommends dismissal for cause or other discipline must state that at least one of the charges made against the faculty member has been proven by clear and convincing evidence.
3. Subject to subsection 4 below, all members of the Hearing Committee shall sign the report attesting that they have read it and that it constitutes the findings and recommendations of a majority of the Hearing Committee.
4. Any member(s) of the Hearing Committee may file and sign a minority report, which shall become part of the Hearing Committee report.

b. Appeals.

1. Grounds for appeal are limited to whether the Hearing Committee committed a prejudicial violation of the required procedures (see Appendix II) during the hearing process.
2. Either party may appeal the decision of the Hearing Committee to the then-current members of the UCFT, excluding the Presiding Officer and any members of the UCFT who served on the Hearing Committee. The remaining UCFT members shall constitute an appellate body ("the Appeal Panel") and shall select a Chair by majority vote.
3. A party wishing to appeal ("appellant") must submit a written appeal to the Chair of UCFT within 15 days after the date that the Hearing Committee report was mailed. The Chair of UCFT will transmit the appeal and a copy of the Hearing Committee report to the Appeal Panel and the appellee.¹⁷
4. The appeal must be in writing and must specify the claimed procedural violation(s) on which the appeal is based.
5. The appellee may submit a written response to the appeal. The response must be sent to the Chair of the UCFT and the party who initiated the appeal no later than 15 days after the date the appeal was mailed to the appellee.
6. The Appeal Panel will convene to decide the appeal. The Appeal Panel will usually decide the appeal based on the written materials presented and in the absence of the parties. If necessary, the Appeal Panel may request that both parties present oral argument and/or respond to questions regarding the appeal. The Appeal Panel may impose reasonable limits on the time allotted for oral arguments.
7. The Appeal Panel shall render a decision on the appeal within ten days of receiving all arguments. A decision will be made by a simple majority vote. In rendering a decision, the Appeal Panel may not amend the findings or the recommendations of the Hearing Committee. The Appeal Panel may reach one of the following determinations:
 - i. No violation found. The Hearing Committee did not commit a prejudicial violation of the required procedures during the hearing process.
 - ii. Harmless Error. Although a violation of the procedures occurred, it did not materially harm the appellant's ability to present his/her case fully.
 - iii. Rehearing. The Hearing Committee committed a prejudicial violation of the procedures during the hearing process which can and should be corrected by the original Hearing Committee.

iv. Rehearing/New Hearing Committee. The Hearing Committee committed a prejudicial violation of the procedures during the hearing process which has tainted the hearing to an extent that correction by the original Hearing Committee is impossible. A new Hearing Committee must be established to rehear the case.

c. Final Hearing Committee Report.

1. After appeals and rehearings, if any, are concluded, the Hearing Committee's report shall be considered final and shall be sent to the President, the Provost, and the parties.

2. A copy of the complete transcript of the hearing shall be sent to the faculty member.

3. The Chair of the Hearing Committee shall file the complete record of the case with the Office of the Provost. The complete record shall contain: (i) the final Hearing Committee report, (ii) any Appeal Panel decision, (iii) meeting minutes, (iv) the record required by part 11 of Appendix I, and (v) the transcript of the hearing. The complete record shall be held for review in the Provost's Office and shall be available to the President, the Provost, the Board of Trustees, and the parties, for their review, in a place designated by the Provost.

4. If the Hearing Committee finds cause, the Provost and the parties may, within 15 days of the date of the mailing of the Hearing Committee's report, review the record and file written comments with the Chair of the Hearing Committee and the President.¹⁸

d. The President, within 15 days of the date of receipt, unless an extension of time has been granted by the Chair of the Hearing Committee, will review the Hearing Committee's report and provide his/her preliminary response in writing, accompanied by supporting rationale, to the Chair of the Hearing Committee, the Provost, and the parties.

e. The Provost, the parties, and the Hearing Committee, through its Chair, may, within 15 days of the date that the President's preliminary response was mailed, submit written comments to the President about his/her preliminary response.

f. Following the 15 day period for submitting written responses, the President will, within 15 days, issue a final report on the charges against the faculty member. Copies of the President's final report will be provided to the Chair of the Hearing Committee, the Provost, and the parties. If the Hearing Committee and the President both determine that there is cause for disciplinary action but not dismissal, the President's final report will conclude the matter and the disciplinary action recommended by the President will be imposed.¹⁹

g. If either the Hearing Committee (by majority vote) or the President recommends dismissal, the President shall submit the following materials to the Board of Trustees: the final Hearing Committee report (along with any written comments), the preliminary response of the President, and the final report of the President. Any Trustee may have access to the complete record of the case.

h. The Office of the Provost shall provide notice to the parties of the date and time that the Board of Trustees is expected to take action on the matter.

i. After reviewing the relevant materials, the Board of Trustees may: (1) dismiss the faculty member for cause, (2) impose discipline other than dismissal, or (3) determine that cause has not been established and close the matter.

Appendices I, II, III

Footnote:

¹ Limitations of this Policy: (1) A faculty member who fails to return to the University within a reasonable time after a term break, sabbatical, or other leave of absence shall forfeit rights to further employment and shall be considered as having resigned; in such cases, the faculty Leaves of Absence policy shall be followed. (2) A tenure-system faculty member's material misrepresentation made to the University in obtaining employment shall be addressed by the Policy and Procedure for Rescission.

² This Policy also applies to the discipline and dismissal of untenured faculty appointed in the tenure system prior to the expiration of the term of appointment.

³ The term "incompetence" refers to professional incompetence, as defined in the Interpretation of the Term "Incompetence" by the University Committee on Faculty Tenure.

⁴ This would include violations of criminal or civil (e.g., anti-harassment or discrimination) laws that have a nexus with the faculty member's professional responsibilities.

⁵ For purposes of this Policy, "Dean" refers to separately reporting Directors as well.

⁶ For purposes of this Policy, "Associate Provost" refers to the Associate Provost and Associate Vice President for Academic Human Resources.

⁷ "Clear and convincing" means the standard of proof that is beyond a mere preponderance (i.e. more probable than not) but below that of "beyond a reasonable doubt." The "clear and convincing" standard would be met when those making the determination have a firm belief that the facts in issue have been established.

⁸ If the chair is not tenured, the chair may request that a tenured member of the personnel subcommittee fill this role.

⁹ Unless otherwise noted, references to "days" in this Policy refer to calendar days.

¹⁰ If the chair is not tenured, a tenured member of UCFA may fill this role at the request of the chair, the unit administrator, or the faculty member.

¹¹ The unit administrator shall consider the written statement of the faculty member and confer with the Dean and the Office of the Associate Provost, after providing copies of the faculty member's statement to both, before proceeding with disciplinary action.

¹² The faculty member retains the right to have an observer present.

¹³ The decision of the Provost as to whether the matter is serious enough to warrant initiation of dismissal for cause proceedings is not a determination regarding the merits of the charges against the faculty member and shall not be viewed as the Provost's agreement or disagreement with the charges against the faculty member.

¹⁴ The Provost shall not comment on any information contained in the confidential report of the Review Officer at any stage of the dismissal for cause proceedings unless that information is also contained in the record of those proceedings. The report will be maintained confidentially to the maximum extent permitted by law.

¹⁵ If the Hearing Committee determines there is no cause for dismissal, the faculty member shall receive back pay for the period of time during which the faculty member was on an unpaid leave of absence.

¹⁶ The term "official retiree status" refers to the minimum retirement requirements as listed in the Retiring from the University Policy and the applicable university contribution to retiree health care and dental coverage as listed in the Retiree Benefits Policy, and does not include a faculty member's 403(b) Base Retirement Program account balance.

¹⁷ The "appellee" is the party of the original dispute who did not file the appeal.

¹⁸ When provided an opportunity to comment, the Provost and parties are expected to confine their comments to the record and not introduce new information. However, the Provost may comment on procedural or policy issues at any time.

¹⁹ Disciplinary action implemented under this Policy may not be challenged through the Faculty Grievance Procedure.

Appendices I, II, III

User's Guide: Discipline and Dismissal of Tenured Faculty for Cause Policy

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Faculty Handbook

Discipline and Dismissal of Tenured Faculty for Cause (continued)

IV. ACADEMIC HUMAN RESOURCES POLICIES (Cont.)

Dismissal of Tenured Faculty for Cause Appendices

Appendix I

Procedure for Empaneling a Hearing Committee

1. The Chair of the UCFT, in consultation with the Office of the Provost, shall establish three-person Hearing Committees for each proceeding. The members of the Hearing Committees will serve throughout the duration of the hearing and any appeal processes, if applicable. A list of three alternates will also be maintained for each proceeding in the event that a panel member is unavailable. The Office of the Provost will arrange training about academic personnel policies and the dismissal for cause process for the review panel and alternates.
2. Members of the Hearing Committee shall be tenured full professors who are currently serving as UCFT members or who have served on the UCFT within the last five academic years. Three alternates will also be selected in the event a conflict of interest or other exceptional circumstance precludes a member of the Hearing Committee from serving.
3. No member of a Hearing Committee may serve on a hearing involving a faculty member from the same college in which the hearing member is appointed.
4. During the meeting referenced in Section VII.B.1.a of the Policy, either party may challenge a member of the Hearing Committee on the grounds that the member has a conflict of interest. The standard the Chair of the UCFT shall follow in ruling on the challenge is whether, in light of the challenged person's knowledge of the case or personal or professional relationships with a party, the challenged person would be and be seen to be able to fairly and impartially hear the case and render a fair and impartial judgment. The Chair of the UCFT shall rule on any challenges.
5. After the selection of the Hearing Committee, the Hearing Committee shall elect its Chair from its membership. The Hearing Committee Chair shall be in charge of the hearing process from this point until the Hearing Committee has submitted its report and recommendations.
6. The University shall provide legal counsel for the Chair of the UCFT and for the Hearing Committee.

Appendix II

Procedure for the Hearing

The Chair of the Hearing Committee shall be in charge of the hearing.

1. Legal counsel for the Hearing Committee may be present at all hearings and deliberations.
2. Hearing sessions may be scheduled, at the discretion of the Chair, on any weekday; weekends during the hours 8:00 a.m.–10:00 p.m.; or, by unanimous consent of the parties and Hearing Committee members, on University holidays. Reasonable efforts shall be made to accommodate the scheduling requests of the parties and Hearing Committee members.
3. The hearing shall be conducted in an informal manner to the greatest extent possible. Formal rules of evidence do not apply.
4. The Chair of the Hearing Committee may, in his/her discretion, exclude evidence, including witness testimony, if the Chair determines that such evidence is not relevant to the charges at issue.
5. The Chair of the Hearing Committee shall read the charges against the faculty member.
6. The Chair of the Hearing Committee shall request an initial statement summarizing the faculty member's responses, which may be presented by the faculty member or his/her advisor or legal counsel.
7. The charging party (or his/her representative, advisor, or legal counsel) shall present documents/testimony to support the charges. The faculty member and his/her advisor or legal counsel have the right to cross-examine all witnesses. The Hearing Committee will normally withhold questions until the cross-examination of the witness has been completed.
8. The faculty member (or his/her representative, advisor, or legal counsel) shall present documents/testimony to refute the charges. The charging party and his/her legal counsel have the right to cross-examine witnesses. The Hearing Committee will normally withhold questions until the cross-examination of the witness has been completed.
9. After the faculty member's witnesses have completed their testimony, including any cross-examination, the charging party may present rebuttal evidence. Rebuttal evidence shall be limited to new matters introduced in the faculty member's case. Surrebuttal evidence (limited to evidence rebutting the charging party's rebuttal evidence) shall also be allowed.
10. The charging party (or his/her representative, advisor, or legal counsel) shall present his/her closing argument.
11. The faculty member (or his/her representative, advisor, or legal counsel) shall present his/her closing argument.
12. The Hearing Committee shall deliberate to prepare its report and recommendations.

Appendix III

Procedures for Selecting Dismissal for Cause Review Officer

1. A panel of ten tenured faculty members shall be established from which one shall be selected by the Provost of the University to advise the Provost when a Dean proposes to initiate dismissal for cause proceedings against a faculty member under Section I of the Policy. The reviewer, called the Dismissal for Cause Review Officer, or the Review Officer, may not be from the same college as the faculty member against whom charges may be filed or the Dean filing the charges.
2. The panel shall be composed of tenured faculty members selected by the Provost in consultation with the Chairs of the UCFT and University Committee on Faculty Affairs. It is preferable for panel members to be tenured full professors who have (a) experience in chairing grievance panels, standing or ad hoc committees, (b) training or experience in grievances, arbitration, and/or mediation, or (c) legal training.
3. Panel members shall serve at the pleasure of the Provost, with vacancies filled in accordance with the procedure stated above.

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My review of the Chairs committee to review me and himself

Item 1.1

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

Mon 6/27/2016 4:11 PM

To: hiring-faculty <hiring-faculty@math.msu.edu>;

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

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



2/12/2018

Item 11b. [REDACTED]

Gmail - Hiring list



Matthew Hedden <matthew.hedden@gmail.com>

Hiring list

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

Mon, Nov 13, 2017 at 8:29 PM

To: "Parker, Thomas" <parker@math.msu.edu>

Cc: hiring-faculty <hiring-faculty@math.msu.edu>, "Pappas, George" <pappas@math.msu.edu>

Dear Tom,

In my opinion George Pappas is not qualified to be working in Hiring Committee, since the last time he worked in a committee he signed a fraudulent document containing several lies in it (this disqualifies him working in any other dept committee, until he corrects the fraudulent statements in that document), I mean specifically claims about my NSF grant size and my class size (see the third and the last paragraphs of page 3 of [1], also see [2], [3] and [4] about the events leading up to that document).

[1] <http://www.math.msu.edu/~akbulut/papers/comitee.pdf>

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

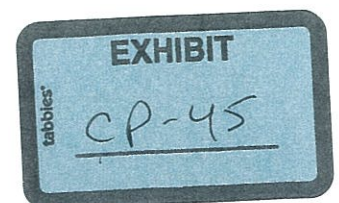
[3] <http://www.math.msu.edu/~akbulut/papers/dean.pdf>

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

Best Regards,

Selman

[Quoted text hidden]



*An MSU shell game
(is this a grievance process?)*



It all started with my criticism of the conduct of a couple of my colleges in the math dept, and the dean of CNS. I thought the treatment of some grad students were discriminatory (later on MSU's own OIE report confirmed this), and also I criticized some of our hiring practices and the chair election as being in violation of our bylaws. Right after dean's crooked chair election, our new chair Keith Promislow immediately appointed those two colleagues to his administration. Already in Fall (2014) he and his newly appointed math grad chair Jon Wolfson's started disrupting my Spring teaching. They declared my upcoming 4-manifold course is cancelled due to "enrollment numbers" in October 20, almost 3 months before the semester started (such an early date never been enforced before or after that year). Even the cited enrollment number was not correct. I felt confident that no way this misbehavior can hold up to any scrutiny in any higher university office, and I didn't think my colleagues would tolerate this behavior. But I was wrong, the whole thing turned into an absurd shell game, a Kabuki dance with predetermined ending. Now after 3 years, I am still waiting for a proper grievance hearing to correct what happened. I am sure nothing like this can happen in any normal functioning math dept, no chair would go around spending this much time and afford disrupting a regularly scheduled class and muck up NSF grants of PI's. Here is timeline of the events:

- 1) After trying to reason with Keith (months before Spring semester) it became clear that nothing will change his mind. Suspecting some other factors might be in play, I started to tape record some conversations in the dept, and make transcripts of them for my own use. At one point Keith said "there is no need to complain to CNS dean Jim Kirkpatrick, because we decide this things together" (to check this, of course I did asked a meeting with the dean, but wasn't granted one). Keith also said that my problems really are due to my critical public email messages about administration.
- 2) While his was happening, I was visited by couple of Keith's friends offering to strike a deal with me behind close doors, by saying "We believe you are absolutely right, but for the sake of face saving for Keith just say he is right, then he will allow you to teach your course". They said the dean's office is talking about me, I might get expelled from the university if I don't negotiate with them. I rejected their offer, told them to tell Keith stop playing games, and stop disrupting my class.
- 3) Then Keith told me complain to Richard Schwartz because he is the "ombudsman" (he is an associative dean in CNS). I asked him for a meeting, but he said no need to visit him, just send him the info by email (I assume he was in touch with Keith). Then he wrote "there is one specific student who didn't want to take your class, bringing your class size under 5, that is why Keith canceled your class". After that I put him in a conference email with that student, where the student wrote that is not true at all!, in fact he especially wants to take this class as it is related to his thesis (in fact he got his PhD from a problem arisen from that course in that semester). Then Schwartz dropped his claim about that student, but this time said he is deciding against me because my NSF grants were encumbered ([4] page 19) "that is why your student was prevented registering to the class", as if my NSF grants have anything to do with teaching that class. By the way, the official memo from math depts financial office shows that \$85,000 was available in my NSF accounts at that time ([4] page 20), of course as the PI, I am the main person responsible from distribution of my NSF grants.

I should mention, at the end when I complained to dean Kirkpatrick about Schwartz's false reporting, he said matter of factly "His report does not bind CNS". You can imagine my shock when I recently learnt that Schwartz wasn't even an ombudsman, he was just CNS dean's associate, as his job title suggests. Now dean's remarks begs the question who is responsible from his office?

- 4) While Keith was doing these maneuvers, he was also trying to load me yet with another third course in that semester, beyond my official teaching assignment (his justification: he doesn't consider my grad course exists). I refused and taught my officially assigned 2 courses in the Spring: "Complex Analysis", and "Topics in Topology". Nobody teaches 3 courses in one semester in our dept, each semester we teach 1 or 2 courses, totaling 3 courses each year. It became clear that Keith is playing a shell game with me while disrupting my class he wants to put me in a position of a "professor refusing to teach a class". Even months before the start of the Spring semester, he was playing this game. My students in the class were getting irritated sending GS office many protest letters not to cancel their class. Later on my attorney got students sign affidavits, recording that they were present and properly registered in the class [4]. In fact my grad class was a success, it ran with many students and with some faculty visitors, two PhD's came out of that class, and the class notes published as a book by Oxford Press.
- 5) In the meantime, I met with the associate provost Terry Curry to complain about what was happening. He promised that he will investigate my class size and grant size (later it became clear that he did not do neither of that). He told me, I can either teach that extra third class, while he is investigating this, or take a chance of teaching the two officially assigned courses, while going to FGO (faculty grievance office) for grievance. I told him of course I will take the second option and then went to FGO for grievance.
- 6) Shortly after that, I received a letter from Curry telling me that, he did his investigating and found me guilty, and so penalizing me \$15,000 with salary cut, and also the "abrogation of duty" penalty to be inserted into my academic record. I am stunned, asking myself what kind of investigation did he do? I knew nobody had asked my students whether they were registered in this class in time (or whether they were prevented from registering), and nobody asked me about any of my NSF records (which I am the PI, the main person who knows all about them). I should have listen Keith when he had told me "complaining to Curry will be futile because he is the one giving you penalties" :)
- 7) Then I went to FGO to file a complaint. Director W. Donahue of FGO promised me that he will hold a fair grievance hearing in a timely fashion with a committee of my peers. But for this process I need to get a counsel and have a recital written. So I hired an attorney and had him write a legal recital. Many weeks later Donahue called me told me "No that is not enough, for this process you need to include Curry's name among the list of the accused, since he is the one who gave you the penalty". Then we had to write a new recital, this time including Curry's name. Then after some months and about \$3,000 attorney fees later, Donahue called me and told me that he decided not to hold the promised grievance hearing. I was shocked! About that time I also had a short meeting with the provost Youatt, she listened me quietly then told me the meeting time is over bye!
- 8) In the following summer of 2015, I received an apologetic message from Keith (shared with the whole dept) telling me that he is going to give me one course release for the inconvenience he caused "Prof. Akbulut met the established criteria, and that the appeal process outlined above would have resulted in the course running" (as if he himself is not the one who prevented the appeal process). In fact he was going to make things nice by putting me into his Advisory Committee (AC). I felt good, paid a visit to his office, but to my horror I found out that he was not going to ask the provost to remove that "abrogation of duty" penalty from my record!

- 9) I attempted to complain this to my colleagues, by making a motion in the general dept meeting (on Jon Hall's suggestion), but this turned out to be a disaster, the meeting turned into a big pandemonium where Keith's friends were laughing and making noise. I made a transcript of this meeting from its recordings [1]. In this meeting Keith made yet another outrageous claim that he had penalized me for an additional \$5,000 for the health insurance of some dept visitor, which turned out to be a total lie (this visitor in fact had paid his own health insurance) [4] (page 34a, and 35)
- 10) Again I asked Curry for help. He told me the dean's office is the last place to seek remedy in the form of "Administrative Review" I found it strange because the dean was one of the main persons I am complaining against. Curry told me to write my complaint to dean, I took pains to detailing the events in [2]. But at end the dean, with Keith's help, drafted a report declaring that I was the guilty one! Now, they are pointing to that report as the ultimate proof that I was guilty and my grievance process is over! This report was signed by some members of Keith's Advisory committee (AC), but it can not be called an AC report, because I myself was a member of AC and was prevented from participating drafting this report. So you can best say this is a report of some AC members who are Keith's friends, most of them had been appointed by Keith anyway. I was told that the reason they are kicking me out of AC is by the deans instruction, because they will be discussing my case :) I asked these selected members (*) to recuse themselves because of the obvious conflict of interest, not to mention that their salary increases are decided by the Chair and approved by the dean (MSU faculty salary list is a public information, accessible from the library, so naturally I checked some top salary increases in that year when this report was written [5]). Despite my objections, to my surprise, this committee happily went to work Surprise, surprise, at the end they rubber-stamped all of the Chair fraudulent claims. While pretending to investigate nobody from this committee bothered to ask me any question (not even once) about my class size, nor my NSF grant size (remember this case is based on my class size, and my NSF grant size. I am the PI of my grants as the official overseer of their documents; and also the professor of the course I was teaching). They forgot the cardinal rule, that when you investigate somebody, who is accused of something, you first talk to that person (if you write a paper about something, you read that thing first :) It is disturbing that, they would pretend to report my NSF grants, which I am the PI, without consulting me. This committee consisted of (*):

Jeff Schenker, George Pappas, Baisheng Yan, Alexander Volberg, Matt Hedden

At the end they issued a ridiculously long report, produced without any fact-checking with me [3]. Notice how much they strained themselves just to avoid saying the obvious. I feel bad about these five colleagues the way they end up staining their own reputation. In my modest opinion the dean Kirkpatrick used these people to harass a faculty he doesn't like, and they let themselves be used, to be on the good side of the power, now the dean is retired and gone, and they are left exposed. In every committee election they will be reminded of this document they signed to smear their colleague. This is not unlike the behavior of those Hollywood actors who testified against their fellow actors in the notorious senate-McCarthy hearings in the 50's, you may say this is a mini MSU-math version, which reminds me G.Perelman's immortal words:

*"There are many mathematicians who are more or less honest.
But almost all of them are conformist. They are more or less honest,
but they tolerate who are not honest"*

G. Perelman.

In math there is no such thing as half truth, when you write a paper claiming a proof by signing your name on it your theorem better be true, if not you either repair it or withdraw it, otherwise you live in the zone of eternal discomfort or shame. Thats why I am concerned about my colleagues.

A dictionary definition of *Lie* is: *A false statement made with deliberate intent to deceive*. In this document, you can see stories of many lies. I think the most egregious ones are on pages 19, 34a, 35 of [4], and also on page 5 (circled) of [3] (they corresponds to (3), (9), (10) of this document). And yes they were deliberately told (the individuals were alerted many times that their claims were false, but they chose to ignore). In this document you can also find some acts of "abrogation of duty", when it is done by an administrator it can hurt the people whom he is trusted to serve.

I also filed a complaint with MSU's OIE (Office of Institutional Equity). After delaying investigation for many months, at the end OIE director told me "You have a strong case! take it to EEOC, but we won't report it here because *"You did not prove that your discrimination was the result of you being Turkish or muslim sooorry"*.. What a joke :) I left there in disgust after reminding them that in the dictionary definition of "equity" there is no "Turkish" or "muslim". I believe recently OIE is required to send their reports to the University's own counsel for editing, before giving to the complainant (which is a big collusion). OIE also reports to Curry, who is in charge of giving penalties, and Curry is in the same committee (UCFA) as Donahue, who is in charge of grievances (another big collusion). May be, we shouldn't be all surprised what happened to those abused gymnasts of MSU, poor souls must have been given endless runarounds in this broken down grievance system, bouncing between different university offices, with the hope of stopping their agony. I told myself I hope OIE doesn't require from rape victims the proof of showing "their rape is the result of their gender".

The final point is: A person in authority might be able to prevent a discussion of a lie (because he/she might be controlling the rules as to who gets to speak), but he can not make it go away, he has to face it! sooner or later. There is only one way to deal with a lie, it is by atoning and correcting it. This also answers the question *"Selman are you crazy? Spending this much of your time on something this small?"* My answer is: *Nothing is small when it comes to ethical principles*. Bullying is often done under the pretense of a person of authority doing his job enforcing rules. When you confront him, he gets agitated becoming even more insistent because the fear of being exposed as a discriminator. University administrators timidity in confronting their underlings' abuse of power maybe due to their fear to be liable.

References

- [1] *Dept meeting* <http://selmanakbulut.com/motion7.pdf>
- [2] *Letter to dean* <http://www.selmanakbulut.com/papers/dean.pdf>
- [3] *Report of deans committee* <http://www.selmanakbulut.com/papers/comittee1.pdf>
- [4] *Events* <http://www.selmanakbulut.com/papers/Events.pdf>
- [5] *Events* <http://www.selmanakbulut.com/papers/15-16.salary.pdf>

Item 17:

To: Jeff Schenker, George Pappas, Matt Hedden, Sasha Volberg, and Baisheng Yan

Akbulut, Selman

Mon 1/22/2018 8:27 AM

To: Math.Faculty <faculty@math.msu.edu>;

Cc: Lou Anna K. Simon, President <presmail@msu.edu>; Youatt, June <youatt@msu.edu>; Curry, Terry <tcurry@msu.edu>; Leahy, Tracy <tleahy@msu.edu>; Durojaye, Ande <aduroja@msu.edu>; Faculty Grievance Office <fgo@provost.msu.edu>; Kirkpatrick Jr, R <jrkirk@msu.edu>; Sisk, Cheryl <csisk@msu.edu>; Promislow, Keith <PROMISLO@msu.edu>; Zayko, Kristine <zayko@msu.edu>; Chivulula, R <sekhar@msu.edu>; Caldwell, Robert <rbob@msu.edu>; dially@msu.edu <dially@msu.edu>; mlyons@msu.edu <mlyons@msu.edu>; Perles, George <perles@msu.edu>; briannm@msu.edu <briannm@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>; briancalley@michigan.gov <briancalley@michigan.gov>; miag@mi.gov <miag@mi.gov>; danknopf@math.utexas.edu <danknopf@math.utexas.edu>; ribet@math.berkeley.edu <ribet@math.berkeley.edu>; Karla-Bartoszyńska, Joanna <jkarlaba@nsf.gov>;

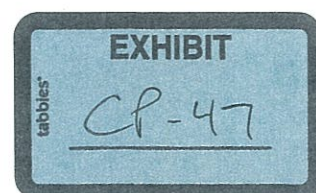
Dear Jeff, George, Matt, Sasha, and Baisheng,

You signed a faulty document about my academic record while refusing the fact-check with me (as they are based on my NSF grants, and my class info, and the confidential commitment letters I wrote, whose contents only known to me, as the PI of my grants). You sign this document to enable the chair Keith Promislow and the previous dean Jim Kirkpatrick to penalize me from HR with salary cut and "abrogation of duty" penalty <http://selmanakbulut.com/papers/dean.pdf>. They may have caused you to do this, but now you are responsible because you signed it. Just like publishing a wrong paper, until you issue a correction you are responsible forever from the document you signed your name to it. I know you feel uncomfortable seeing me reminding you about this faulty document you signed, and feel uncomfortable looking me in the eye, because you know deep inside you did something wrong. I hope by now it should be clear to you that I will always be demanding correction from you, and there is only one way to get out of this bind. Please inspect the wrong information on page 3 of your document which you undersigned <http://www.selmanakbulut.com/papers/committee1.pdf> and come and talk to me about how you will correct it. I also suggest you look at <http://selmanakbulut.com/minions1.pdf> to refresh your memory about events leading up to this. I am waiting, please come and talk to me, check my records and correct your report, and rethink about your signature.

-Note to Chair Keith Promislow: Keith you realize, you and the dean Jim Kirkpatrick are the ones who put these five faculty members in a bind by persuading them to sign this faulty document about me. And clearly the head of HR Terry Curry did not investigate this even when he was asked to do so, repeatedly. Now when I remind you this document, grandstanding by threats of punishing me with new penalties and by shutting-off my website will not help you, sooner or later MSU will put you in a proper and hearing process, which you have managed to avoid it until now (and yes you will also have to explain your \$5,000 embezzlement from my salary - I'm sure university knows concealing a criminal conduct instead of reporting it is a crime in itself). I am confident that there will be no way for you to avoid this, it will eventually happen (look at Hassan's case, after ignoring so many years, administration remembered they had to do something about it). But after you long gone from your chair position, these younger faculty will have to deal with repaying their reputation. If you have any decency, you would say "Since you call me robber and liar, I submit myself independent review process, where you and I, and our records will face an independent examination and settle this thing once for all" (for me this would be the grievance process I never had, which MSU has been denying me). I think provost Youatt, head of HR Curry and FGO chair Donohue should ask themselves why they have been obstructing this from going to grievance hearing?

p.s: I cc'ed this letter to NSF even though I myself (and NSF) have already the exact records of my NSF account. They should know how a PI has been obstructed from using his NSF grant to support his grad students, by flimsy excuses of local administrators to bully a faculty. These administrators should not forget that NSF grants are federal funds which come with generous overheads, their purpose is to help PI's research and train grad students, not to obstruct it. I also cc'ed this letter to the president of AMS, and a member of AMS ethics committee.

Best Regards,
Selman Akbulut



Item 24b: [REDACTED]

Monday, February 12, 2018 at 10:59:13 AM Eastern Standard Time

Subject: Re: Letter relating to targeting emails - Asking Keith Promislow to stop harassing faculty
Date: Tuesday, January 30, 2018 at 2:32:32 PM Eastern Standard Time
From: Akbulut, Selman
To: Promislow, Keith
CC: Tomlinson, Thomas, Curry, Terry, Zayko, Kristine, Sisk, Cheryl, Dewitt, David, Math Faculty, Leahy, Tracy, Bill Beekman, Acting President

Dear Keith,

Today at Tea I was pointed out by one of our colleagues, that the mail (attributed to me) which you attached to your mail is outdated (December 25), the updated version is the January 22 email. For completeness I am copying it below.

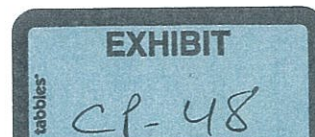
Sincerely,
Selman

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

You signed a faulty document about my academic record while refusing to fact-check with me (as they are based on my NSF grants, and my class info, and the confidential commitment letters I wrote, whose contents only known to me, as the PI of my grants). You sign this document to enable the chair Keith Promislow and the previous dean Jim Kirkpatrick to penalize me from HR with salary cut and "abrogation of duty" penalty <http://selmanakbulut.com/papers/dean.pdf>. They may have caused you to do this, but now you are responsible because you signed it. Just like publishing a wrong paper, until you issue a correction you are responsible forever from the document you signed your name to it. I know you feel uncomfortable seeing me reminding you about this faulty document you signed, and feel uncomfortable looking me in the eye, because you know deep inside you did something wrong. I hope by now it should be clear to you that I will always be demanding correction from you, and there is only one way to get out of this bind. Please inspect the wrong information on page 3 of your document which you undersigned <http://www.selmanakbulut.com/papers/committee1.pdf> and come and talk to me about how you will correct it, I also suggest you look at <http://selmanakbulut.com/minions1.pdf> to refresh your memory about events leading up to this. I am waiting, please come and talk to me, check my records and correct your report, and rethink about your signature.

-Note to Chair Keith Promislow: Keith you realize, you and the dean Jim Kirkpatrick are the ones who put these five faculty members in a bind by persuading them to sign this faulty document about me. And clearly the head of HR Terry Curry did not investigate this even when he was asked to do so, repeatedly. Now when I remind you this document, grandstanding by threats of punishing me with new penalties and by shutting-off my website will not help you, sooner or later MSU will put you in a proper hearing process, which you have managed to avoid it until now (and yes you will also have to explain your \$5,000 embezzlement from my salary - I'm sure university knows concealing a criminal conduct instead of reporting it is a crime in itself). I am confident that there will be no way for you to avoid this, it will eventually happen (look at Nassar's case, after ignoring so many years, administration remembered they had to do something about it). But after you long gone from your chair position, these younger faculty will have to deal with repairing their reputation. If you have any decency, you would say "Since you call me robber and liar, I submit myself independent review process, where you and I, and our records will face an independent examination and settle this thing once for all" (for me this would be the grievance process I never had, which MSU has been denying me). I think provost Youatt, head of HR Curry and FGO chair Donohue should ask themselves why they have been obstructing this from going to grievance hearing?

ps: I cc'ed this letter to NSF even though I myself (and NSF) have already the exact records of my NSF account. They should know how a PI has been be obstructed from using his NSF grant to support his grad students, by flimsy excuses of local administrators to bully a faculty. These administrators should not forget that NSF grants are federal funds which come with generous overheads, their purpose is to help PI's research and train grad students, not to



obstruct it. I also cc'ed this letter to the president of AMS, and a member of AMS ethics committee.

Best Regards,
Selman Akbulut

On Jan 30, 2018, at 1:48 PM, Akbulut, Selman <akbulut@msu.edu> wrote:

Dear Keith,

Please stop harassing me! I am not targeting anybody I am only asking my colleagues to correct the wrong document they drafted and signed about my academic record (which you and the previous dean Kirkpatrick persuaded them to do it, in order to justify the penalties you and Kirkpatrick got me). I will be asking this correction again and again, until this document is corrected, and we have a proper hearing about fact-checking this document, where me and my counsel present.

Refusal to desist

I should also point out to you that you have cut off my connection from my students and colleagues by shutting off access to my website (I hope Tom Tomlinson knows this). You can't demonize a faculty, by cutting of his connection from his academic activities and cut off his free speech by your unilateral decisions. Please restore it at once.

Sincerely yours,
Selman

On Jan 30, 2018, at 1:13 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 emails you have sent that are considered to have target faculty for their participation in administrative review.

-Sincerely, Keith Promislow

<Akbulut-Targeting-7day.pdf>

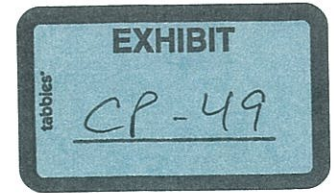
<Akbulut-Targeting-7day.pdf>

Prejudice

Item 25: [REDACTED]

Akbulut, Selman

Fri 2/2/2018 11:10 AM



To: Kirkpatrick Jr, R <rjkirk@msu.edu>; Promislow, Keith <PROMISLO@msu.edu>;

Cc: Bill Beekman, Acting President <presmail@msu.edu>; Youatt, June <youatt@msu.edu>; Curry, Terry <thcurry@msu.edu>; Leahy, Tracy <tleahy@msu.edu>; Faculty Grievance Office <fgo@provost.msu.edu>; Tom Tomlinson-at-ht-msu-edu <Tom.Tomlinson@ht.msu.edu>; Sisk, Cheryl <sisk@msu.edu>; Zayko, Kristine <zayko@msu.edu>; Math Faculty <faculty@math.msu.edu>; miag@mi.gov <miag@mi.gov>;

Dear Jim Kirkpatrick and Keith Promislow,

Prejudice has no place in academia, where the whole merit system is based on fair evaluation. Dictionary definitions of "prejudice" is (Merriam-Webster) "Injury or damage resulting from some judgment or action of another in disregard of one's rights; especially: detriment to one's legal rights or claims. Preconceived judgment or opinion. An adverse opinion or leaning formed without just grounds or before sufficient knowledge".

Having said that let me remind you once again, you can not write a report about my academic record without fact-checking with me. On January 22 I made an appeal to your committee (Jeff Schenker, George Pappas, Matt Hedden, Sasha Volberg, and Baisheng Yan) to correct this report they signed and distributed. I am sending them (and this time to you as well) an other reminder. I underlined the factually incorrect paragraphs in that report. This is important to me because you used this report to get me penalized from HR <http://selmanakbulut.com/minions1.pdf> You can not use wrong facts to harass a faculty which you don't agree with. Please correct this.

Best Regards,
Selman Akbulut

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

You signed a faulty document about my academic record while refusing to fact-check with me (as they are based on my NSF grants, and my class info, and the confidential commitment letters I wrote, whose contents only known to me, as the PI of my grants). You sign this document to enable the chair Keith Promislow and the previous dean Jim Kirkpatrick to penalize me from HR with salary cut and "abrogation of duty" penalty <http://selmanakbulut.com/papers/dean.pdf>. They may have caused you to do this, but now you are responsible because you signed it. Just like publishing a wrong paper, until you issue a correction you are responsible forever from the document you signed your name to it. I know you feel uncomfortable seeing me reminding you about this faulty document you signed, and feel uncomfortable looking me in the eye, because you know deep inside you did something wrong. I hope by now it should be clear to you that I will always be demanding correction from you, and there is only one way to get out of this bind. Please inspect the wrong information on page 3 of your document which you undersigned <http://www.selmanakbulut.com/papers/committee1.pdf> and come and talk to me about how you will correct it. I also suggest you look at <http://selmanakbulut.com/minions1.pdf> to refresh your memory about events leading up to this. I am waiting, please come and talk to me, check my records and correct your report, and rethink about your signature.

Refusal to desist

-Note to Chair Keith Promislow: Keith you realize, you and the dean Jim Kirkpatrick are the ones who put these five faculty members in a bind by persuading them to sign this faulty document about me. And clearly the head of HR Terry Curry did not investigate this even when he was asked to do so, repeatedly. Now when I remind you this document, grandstanding by threats of punishing me with new penalties and by shutting-off my website will not help you, sooner or later MSU will put you in a proper hearing process, which you have managed to avoid it until now (and yes you will also have to explain your \$5,000 embezzlement from my salary - I'm sure university knows concealing a criminal conduct instead of reporting it is a crime in itself). I am confident that there will be no way for you to avoid this, it will eventually happen (look at Nassar's case, after ignoring so many years, administration remembered they had to do something about it). But after you long gone from your chair position, these younger faculty will have to deal with repairing their reputation. If you have any decency, you would say "Since you call me robber and liar, I submit myself independent review process, where you and I, and our records will face an independent examination and settle this thing once for all" (for me this would be the grievance process I never had, which MSU has been denying me). I think provost Youatt, head of HR Curry and FGO chair Donohue should ask themselves why they have been obstructing this from going to grievance hearing?

ps: I cc'ed this letter to NSF even though I myself (and NSF) have already the exact records of my NSF accounts, and certainly I know how much I spent from my NSF accounts. They should know how a PI has been obstructed from using his NSF grant to support his grad students, by flimsy excuses of local administrators to bully a faculty. These administrators should not forget that NSF grants are federal funds which come with generous overheads, their purpose is to help PI's research and train grad students, not to obstruct it. I also cc'ed this letter to the president of AMS, and a member of AMS ethics committee.

Best Regards,
Selman Akbulut

Item 33: ~~Continued Targeting~~

Urgent appeal

Akbulut, Selman

Thu 3/1/2018 10:14 AM

To: Youatt, June <youatt@msu.edu>;

Cc: Curry, Terry <thcurry@msu.edu>; Pappas, Georgios <pappasg@msu.edu>; Hedden, Matthew <mhedden@math.msu.edu>; Yan, Baisheng <yanb@msu.edu>; Schenker, Jeffrey <schenke6@msu.edu>; Volberg, Alexander <volberg@msu.edu>; Promislow, Keith <PROMISLO@msu.edu>; Donohue, William <donohue@msu.edu>;

Provost Youatt,

I am sending this reminder to you, so you will remember to resolve these issues as soon as possible.

Best Regards,
Selman Akbulut

Begin forwarded message:

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

Subject: To: Jeff Schenker, George Pappas, Matt Hedden, Sasha Volberg, and Baisheng Yan

Date: January 22, 2018 at 8:27:12 AM EST

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

Cc: "Lou Anna K. Simon, President" <presmail@msu.edu>, "Youatt, June" <youatt@msu.edu>, "Curry, Terry" <thcurry@msu.edu>, "Leahy, Tracy" <tleahy@msu.edu>, "Durojaiye, Ande" <aduroja@msu.edu>, Faculty Grievance Office <fgo@provost.msu.edu>, "Kirkpatrick Jr, R" <rjkirk@msu.edu>, "Sisk, Cheryl" <sisk@msu.edu>, "Promislow, Keith" <PROMISLO@msu.edu>, "Zayko, Kristine" <zayko@msu.edu>, "Chivukula, R" <sekhar@msu.edu>, "Caldwell, Robert" <bob@msu.edu>, "dkelly@msu.edu" <dkelly@msu.edu>, "mlyons@msu.edu" <mlyons@msu.edu>, "Perles, George" <perles@msu.edu>, "brianm@msu.edu" <brianm@msu.edu>, "Foster, Melanie" <mfooster@msu.edu>, "joelf@msu.edu" <joelf@msu.edu>, "byrum@msu.edu" <byrum@msu.edu>, "bbreslin@msu.edu" <bbreslin@msu.edu>, "brian.calley@michigan.gov" <brian.calley@michigan.gov>, "miag@mi.gov" <miag@mi.gov>, "danknopf@math.utexas.edu" <danknopf@math.utexas.edu>, "ribet@math.berkeley.edu" <ribet@math.berkeley.edu>, "Kania-Bartoszynska, Joanna" <jkaniaba@nsf.gov>

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

You signed a faulty document about my academic record while refusing the fact-check with me (as they are based on my NSF grants, and my class info, and the confidential commitment letters I wrote, whose contents only known to me, as the PI of my grants). You sign this document to enable the chair Keith Promislow and the previous dean Jim Kirkpatrick to penalize me from HR with salary cut and "abrogation of duty" penalty <http://selmanakbulut.com/papers/dean.pdf>. They may have caused you to do this, but now you are responsible because you signed it. Just like publishing a wrong paper, until you issue a correction you are responsible forever from the document you signed your name to it. I know you feel uncomfortable seeing me reminding you about this faulty document you signed, and feel uncomfortable looking me in the eye, because you know deep inside you did something wrong. I hope by now it should be clear to you that I will always be demanding correction from you, and there is only one way to get out of this bind. Please inspect the wrong information on page 3 of your document which you undersigned <http://www.selmanakbulut.com/papers/committee1.pdf> and come and talk to me about how you will correct it, I also suggest you look at <http://selmanakbulut.com/minions1.pdf> to refresh your memory about events leading up to this. I am waiting, please come and talk to me, check my records and correct your report, and rethink about your signature.

EXHIBIT

tabbles

CP-50

-Note to Chair Keith Promislow: Keith you realize, you and the dean Jim Kirkpatrick are the ones who put these five faculty members in a bind by persuading them to sign this faulty document about me. And clearly the head of HR Terry Curry did not investigate this even when he was asked to do so, repeatedly. Now when I remind you this document, grandstanding by threats of punishing me with new penalties and by shutting-off my website will not help you, sooner or later MSU will put you in a proper and hearing process, which you have managed to avoid it until now (and yes you will also have to explain your \$5,000 embezzlement from my salary - I'm sure university knows concealing a criminal conduct instead of reporting it is a crime in itself). I am confident that there will be no way for you to avoid this, it will eventually happen (look at Nassar's case, after ignoring so many years, administration remembered they had to do something about it). But after you long gone from your chair position, these younger faculty will have to deal with repairing their reputation. If you have any decency, you would say "Since you call me robber and liar, I submit myself independent review process, where you and I, and our records will face an independent examination and settle this thing once for all" (for me this would be the grievance process I never had, which MSU has been denying me). I think provost Youatt, head of HR Curry and FGO chair Donohue should ask themselves why they have been obstructing this from going to grievance hearing?

ps: I cc'ed this letter to NSF even though I myself (and NSF) have already the exact records of my NSF account. They should know how a PI has been be obstructed from using his NSF grant to support his grad students, by flimsy excuses of local administrators to bully a faculty. These administrators should not forget that NSF grants are federal funds which come with generous overheads, their purpose is to help PI's research and train grad students, not to obstruct it. I also cc'ed this letter to the president of AMS, and a member of AMS ethics committee.

Best Regards,
Selman Akbulut

Item S2

Re: We want your opinion by July 12, 2018 - Chair Evaluation

Pappas, Georgios

Thu 7/5/2018 9:29 PM

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

Cc: Pappas, Georgios <pappasg@msu.edu>; Hall, Jonathan <halljo@msu.edu>; Promislow, Keith <PROMISLO@msu.edu>; Math.HiringFaculty <hiring-faculty@math.msu.edu>;

Well, here are some other points:

1) You have no authorization to produce a survey except for your own personal use. There is a committee that does this job.

2) You can provide no proof that your survey is set up to be anonymous or it will not be tampered with. You ask us to trust you. You ask a lot from people that you have called corrupt, crooks, minions, bootlickers, forgers, or -my favorite- "academic rapists".

3) You have never answered why you think your survey is needed. If you trust Misha not to tamper with the results or show the results to Keith what is the point?

PS: I like the two different options "Bad" and "Terrible". Maybe you should also add "Despicable" to fit with our minions theme.

On Jul 5, 2018, at 6:22 PM, Akbulut, Selman <akbulut@msu.edu> wrote:

George makes a good point. Let me remind everyone once again, emails says you received from SurveyMonkey say specifically:

"PLEASE DO NOT FORWARD THIS EMAIL AS ITS SURVEY LINK ITS UNIQUE TO YOU"

If you do, you make the excess to your own evaluation available to everyone from the personalized specific link SurveyMonkey sent you.

So far Keith Promislow is the only one who violated this rule. This is not a major damage to the Chair evaluation process, because he is the Chair he should not have been participating his own evaluation process (his name included there by mistake), from his link we can annul his participation if it is ok with everyone, or keep it if people insists, or keep both versions..We can do this next week before the closing.

Selman

On Jul 5, 2018, at 3:45 PM, Pappas, Georgios <pappasg@msu.edu> wrote:

>> if it is from his email, it his the copy sent to him from SurveyMonkey.

So you are saying that Keith is evaluating himself negatively? I knew that he wants a way out!!!!!!

From: Akbulut, Selman

Sent: Thursday, July 05, 2018 2:38 PM

To: Hall, Jonathan <halljo@msu.edu>

Cc: Promislow, Keith <PROMISLO@msu.edu>; Math.Faculty <faculty@math.msu.edu>

Subject: Re: We want your opinion by July 12, 2018 - Chair Evaluation

if it is from his email, it his the copy sent to him from SurveyMonkey. There the Instructions says:

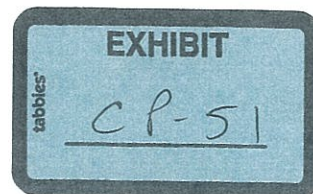
"PLEASE DO NOT FORWARD THIS EMAIL AS ITS SURVEY LINK ITS UNIQUE TO YOU"

Can't this people read? He has one week to modify his answers if he wants to, but he is not supposed to share this email with others.

On Jul 5, 2018, at 3:07 PM, Hall, Jonathan <halljo@msu.edu> wrote:

Ok, I will say this one last time.

The survey was that one attached to Keith's email,



but it was so negative about Keith and everything that he has done that it was clearly not one that he filled out. Somehow the system was rerouting to a form filled in by someone else.

bla bla.. Jon tomorrow I have a 2 hour class to teach in Topology of Real Algebraic Varieties to 50 hungry grad students and faculty in algebraic geometry in Sao Carlos, please give me break respect my time. I only tried to do some service to my dept.

Selman

On Jul 5, 2018, at 3:07 PM, Hall, Jonathan <halljo@msu.edu> wrote:

Ok, I will say this one last time.

The survey was that one attached to Keith's email, but it was so negative about Keith and everything that he has done that it was clearly not one that he filled out. Somehow the system was rerouting to a form filled in by someone else.

From: Akbulut, Selman
Sent: Thursday, July 5, 2018 2:04:13 PM
To: Hall, Jonathan
Cc: Promislow, Keith; Math.Faculty
Subject: Re: We want your opinion by July 12, 2018 - Chair Evaluation

Yes evidently from Promislow himself, who else would forward his half completed survey to dept list everyone to see?

On Jul 5, 2018, at 2:55 PM, Hall, Jonathan <halljo@msu.edu> wrote:

As I said, the contents of the filled-in survey made it *absolutely clear* that it came from someone else.

From: Akbulut, Selman
Sent: Thursday, July 5, 2018 1:44:59 PM
To: Hall, Jonathan
Cc: Promislow, Keith; Math.Faculty
Subject: Re: We want your opinion by July 12, 2018 - Chair Evaluation

If he forwards his own half completed or uncompleted survey (originally sent to him by SurveyMonkey) to the whole public, of course you see what is in there. He is supposed to fill it and send it back to SurveyMonkey not to put it on a public display on listserver list :)

On Jul 5, 2018, at 2:28 PM, Hall, Jonathan <halljo@msu.edu> wrote:

I thought I would check out the questions in Selman's survey. By mistake I clicked on the "Begin Survey" box in Keith's message to the Faculty rather than my own survey.

It opened up what was clearly an already-filled-out survey (also clearly not Keith's).

I don't think much of the security provided by this "standard confidential .. survey form".

Jon

From: Akbulut, Selman
Sent: Thursday, July 5, 2018 11:45:31 AM
To: Promislow, Keith
Cc: Math.Faculty
Subject: Re: We want your opinion by July 12, 2018 - Chair Evaluation

Dear Keith,

Don't worry, us academicians life based on constant evaluations. You can see that SurveyMonkey is a standard confidential Chair evaluation survey form, which is used by many other math depts. In addition to the

standard questions, the last two question are placed there because this coming academic year is your last term as a chair, those two questions asks people who they do or, do not want to see as future chair.

Best Regards,
Selman

On Jul 5, 2018, at 12:25 PM, Promislow, Keith <PROMISLO@msu.edu> wrote:

Dear Faculty,

To head off any confusion, interim dean Sisk requested that the Adcom of each unit collect faculty responses for an annual review of their unit head. In Mathematics, this review was conducted by Misha Shapiro, using questions developed by CNS. Next Fall there will be an overall review of my first 4 years as chair, this will be conducted by committee selected by the Adcom.

The survey monkey link sent out by Prof Akbulut is a review of his own construction and was not requested by the Dean nor associated to any official MSU process. It is for Prof. Akbulut's personal use.

-Best, Keith

From: survey-noreply@hr.surveymonkeyuser.com <survey-noreply@hr.surveymonkeyuser.com> on behalf of akbulut.selman@gmail.com via surveymonkey.com <member@surveymonkeyuser.com>
Sent: Thursday, July 5, 2018 10:16 AM
To: Promislow, Keith
Subject: We want your opinion by July 12, 2018 - Chair Evaluation

Department of Mathematics Chair Evaluation Form for Keith Promislow 2018

We're conducting a survey and your input would be appreciated. Click the button below to start the survey.
Thank you for your participation!

[Begin Survey](#)

Please do not forward this email as its survey link is unique to you.

[Privacy](#) | [Unsubscribe](#)

Powered by

[REDACTED]

MICHIGAN STATE
UNIVERSITY

April 12, 2018

Dear Colleagues,

I was one of the members of the panel that handled the administrative review of the abrogation of teaching duty penalty that was imposed by the provost's office on Prof. Akbulut.

Right now, my inbox contains 438 email messages sent by Prof. Akbulut after October 22, 2014 (the day his advanced graduate course was cancelled). I have received 262 emails from him, in the time interval after I agreed to serve on the AR panel (April 2016). Almost none of these emails has just been sent to me. In fact, the majority were sent or cc'ed to the whole math faculty, to the whole math department, or also to the staff and graduate students, the CNS dean, the MSU provost, the MSU board of trustees, the MSU president, etc. To be fair, not all of these emails pertain directly to the penalty or its administrative review. However, I would estimate that more than half of them are related to this subject. Several of the emails have also been sent by Prof. Akbulut to outsiders, for example to the President of the American Mathematical Society, reporters of the NY Times, program directors of the NSF, the Michigan attorney general, the lieutenant Governor of Michigan, etc. In addition there have been continuous postings on the web and social media (twitter).

Here are some of the characterizations of the members of the administrative review panel and of other involved faculty that have been used in these emails and/or postings: "administration's loyal bootlickers", "cronies", "bribed with perks and privileges". There have been posts entitled "fibber and his five minions" which is a reference to the math. department chair and the five members of our panel. In fact, Prof. Akbulut has attached a file called "minions.pdf" (later "minions1.pdf") to about 20 such mass email messages and also to about that many twitter posts. (It is also still on his web page.) This file is a strange piece of fiction in which the record of events is bizarrely distorted. In it, the panel members (we are listed each by our *name in full display*) are accused of lying to be "on the side of power". We are compared to the actors that testified against their colleagues during the McCarthy era hearings and even to enablers of Dr. Nassar's crimes. In the meantime, in many emails, he regularly called for some of us to resign from committees and administrative posts (since we are "cronies" of the chair and/or "lied" about his record), he included threats about damaging our professional reputation, and threats of us ending up in jail because we signed "a fraudulent document" (this would be the AR report).



DEPARTMENT OF
MATHEMATICS

Michigan State University
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East Lansing, MI
48824-1027
Fax: 517-432-1562
www.math.msu.edu



Many of these were sent to every MSU mathematics faculty and also to outsiders as above. In addition, Prof. Akbulut produced comparative lists of salary increases and emailed them to the whole department and even to *colleagues in other universities trying to make the point that we have been bribed*.

It is impossible to appreciate the magnitude of this abuse that has been going on, for 2 years now, without actually living through it. It is also not easy to estimate the damage that this campaign of harassment has inflicted on me personally, on my colleagues and on the reputation of our department. My personal feelings about our department and MSU in general have definitely changed for the worse.

When I agreed to serve in the AR panel I knew it would be a difficult task. However, I and the other members of the committee believed that by looking at things fairly and professionally we would be doing a service to the department which at that point has been receiving a constant barrage of emails by Prof. Akbulut. Indeed, we looked at everything in good faith (that included 30 pages of documents and two hours of -secretly- taped conversations of him with the math. chair, provided to us by Prof. Akbulut). We investigated all allegations diligently, and wrote our report with a lot of effort and care. Nobody, neither the math. chair nor the CNS dean, exerted any influence. The accusation of bribery is beyond despicable. We arrived at a clear conclusion: Prof. Akbulut knowingly refused to teach his assigned course and so the penalty was justified. Moreover, we found that Prof. Akbulut's accusations of a conspiracy or of discrimination in the cancellation of his previous course were baseless. Nevertheless, trying to strike a conciliatory tone, we praised Prof. Akbulut's commitment to graduate education and expressed appreciation for his historical role in building our graduate program. For more details, one can read our report. After all, the previous advisory committee had already made such a reconciliatory opening. They suggested a teaching reduction which was practically offsetting most of the monetary penalty imposed by the associate provost. Prof. Akbulut *gladly accepted* the teaching reduction (in 2016) but, bafflingly, he did not stop his targeting campaign.

I repeat, I cannot possibly estimate the cost of this harassment. It is both emotional and professional. Imagine doing service in good faith and then, for a whole two years after that, being subjected to the jolt of a stream of sudden mass emails with subject line "Reporting robbery" or containing statements with the gist of "you are frauds", "shame on you", "the chair is a thief and you are his cronies". I have lost the equivalent of a semester's worth of productive time dealing with this. If the harassment does not stop, I will refuse to serve in another committee. In fact, I am already disappointed at MSU for letting

this go on for this long and not protecting us; if this issue is not resolved I will be applying for a position elsewhere. It is not just personal, I also feel terrible for the rest of my colleagues. Tenured faculty could have thicker skin, but younger faculty, even Graduate students and postdocs also received most of these messages and seen these posts. Many faculty are intimidated since they do not want to be included in a new list of targets. Outside MSU, our department has either become the butt of a joke or is being unfairly suspected of covering up some bizarre conspiracy, depending on the audience. To make a long story short, this place is not worthy of being called a university if such behavior is tolerated.

Yours sincerely,

George Pappas

George Pappas
Professor of Mathematics
Department of Mathematics,
Michigan State University.

Item - S8

Re: From the Personnel Committee

Akbulut, Selman

Mon 9/10/2018 1:46 AM

To: Pappas, Georgios <pappasg@msu.edu>;

Cc: Math.HiringFaculty <hiring-faculty@math.msu.edu>;

Dear George,

Congratulation in your new job as Chair of Personnel Committee. We know PC's job is to evaluate math faculty's academic performance (teaching, research, service, and outreach). In doing this they need to be fair and impartial by putting their personal emotional feelings aside. Do you think it is ethical for Chair of Personnel Committee to undersign a false document about a fellow faculty's academic record in order to get him penalized? <http://www.selmanakbulut.com/papers/committee1.pdf>, and when that faculty asks you to correct your document, is it appropriate for you to participate a latter writing campaign to the administration to get that faculty fired? <http://selmanakbulut.com/George%20Pappas.pdf>

ps: please remember, you are responsible from the documents you undersigned (every incident or the quotation you reported in your document is your responsibility to prove it).

Best Regards,
Selman

On Sep 6, 2018, at 2:38 PM, Pappas, Georgios <pappasg@msu.edu> wrote:

Dear Colleagues,

This letter from the Personnel Committee (PC) is addressed to assistant and associate professors only.

The college wants to identify in the Spring Semester of each year those who will be seeking promotion in the following academic year. This year the Dean's Office contacted the appropriate junior faculty, and you all received an email from Keith saying that senior faculty seeking promotion should contact him. The result is that some of our colleagues have been already working on their promotion materials. If there anyone out there who has not come forward yet but still wishes to be considered for promotion this year, please contact me and/or Keith as soon as possible (within the next couple of days).

Best wishes,
George Pappas

Chair, Personnel Committee

Other PC members:



Peter Bates
Ulrich Meierfrankenfeld
Tom Parker
Jianliang Qian
Ignacio Uriarte-Tuero
Depeng Zhan

Item S10

Re: Interview: Yang Yang

Akbulut, Selman

Wed 9/26/2018 2:30 PM

To: Pappas, Georgios <pappasg@msu.edu>;

Cc: Kulkarni, Rajesh <kulkar23@msu.edu>; Math.HiringFaculty <hiring-faculty@math.msu.edu>;

I disagree, it is at least as bad as your hate mail

<http://selmanakbulut.com/George%20Pappas.pdf>

ps: I don't need to remind you that you are responsible from what you wrote and responsible proving all the claims in your letter.

Best,
Selman

On Sep 26, 2018, at 1:30 PM, Pappas, Georgios <pappasg@msu.edu> wrote:

Selman,

I am reading Rajesh's mail and I don't see anything explicitly negative or prejudicial about you. I comment Rajesh for writing such a sensible statement.

George

From: Akbulut, Selman

Sent: Wednesday, September 26, 2018 1:03 PM

To: Kulkarni, Rajesh <kulkar23@msu.edu>

Cc: Math.HiringFaculty <hiring-faculty@math.msu.edu>

Subject: Re: Interview: Yang Yang

Dear Rajesh,

Do you believe anyone who distributes such prejudicial hate mail about his colleague could be a fair judge in hiring?

<http://selmanakbulut.com/Rajesh%20S.%20Kulkarni.pdf>

Best,
Selman

On Sep 26, 2018, at 12:52 PM, Kulkarni, Rajesh <kulkar23@msu.edu> wrote:

Dear All,

As you know, we will be interviewing Yang Yang next week. You may recall that he is currently in the CMSE department and would like a 30% appointment with the Math department. The AdCom has decided on a process that includes an official interview with the Math department. In particular, the hiring committee is required to interview Yang. As is customary, we will interview him at 2:30pm on the day of the interview, October 4. I will reserve D228 for this purpose. Please plan to be there at the indicated time. I will circulate the questionnaire before the meeting and also will let you know which questions will be asked by whom. Thanks.

Regards,
Rajesh

Sent from Mail for Windows 10



Information requested

Item 43: [REDACTED]

Akbulut, Selman

Sat 5/5/2018 9:42 AM

To: Waddell, Mark <waddellm@msu.edu>; Floyd, Phylis <floyd@msu.edu>; Roxane.Chan-at-hc-msu-edu <Roxane.Chan@hc.msu.edu>;

Cc: Tom.Tomlinson-at-ht-msu-edu <Tom.Tomlinson@ht.msu.edu>; Math.Faculty <faculty@math.msu.edu>; Curry, Terry <thcurry@msu.edu>; Youatt, June <youatt@msu.edu>; Sisk, Cheryl <sisk@msu.edu>; pcwainwright@ucdavis.edu <pcwainwright@ucdavis.edu>;

📎 1 attachments (16 KB)

UCFA Disiplinary Review Final Report.docx;

Dear Mark, Roxane and Phylis,

It looks like UCFA gathered you to write a report against me. I have no idea who chose you as the administrations witness against me (there is an obvious conflict of interest choosing you without my input, not to mention you are all up for potential promotion, subject to administrations approval). Now I come to my question. In your report you wrote:

"Akbulut's use of university and department websites to target and abuse them, as evidenced by copies of emails and other documents, is a violation of the policy above...Many of Professor Akbulut's actions are inexcusable...you take measures to ensure that colleagues are insulated from retaliatory harassment from Professor Akbulut"

Now I ask you: Please produce ONE EMAIL written by me, which is abusive, insulting, retaliatory inexcusable harassing, and targeting. (I have copies of all my emails in front of me, they are all polite inquiries requesting correction of my academic record).

I asked the same question to Keith Promislow many times, but he could not answer it. Mark Waddell, you specifically, I made this request from you in the meeting directly, but you did not want to answer (you said you don't need to, you know so). Let me remind you if you write a report about something with a claim you must need to prove it, otherwise it is a fraud report. Let me remind you MSU's ethical principles.

"MSU policy clearly states that The principles and procedures to be used in instances of academic dishonesty, violations of professional standards, and falsification of academic records, herein after referred to as academic misconduct. The principles of truth and honesty are recognized as fundamental to a community of scholars. The university expects both instructors and students to honor these principles."

I am waiting your answers.

Best Regards,
Selman Akbulut



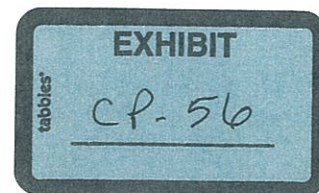
My day in a kangaroo court

Ever since I started telling my story on my website [1], I knew I could be retaliated. Sure enough math chair Keith Promislow called a meeting with UCFA chair Tom Tomlinson (a professor of ethics) to justify his intend to shut down my website (that meeting was recorded with Tom's permission). Keith came to that meeting with copies of my writings, asking Tom to agree with him to close my website. But Tom was not cooperating, he said he believes in free speech as long as the words are chosen carefully not to impugn peoples reputation. I put my report in front of Tom asking him to find such word, he could only came up with one, suggesting changing the word "lying" to "not telling the truth" (but according to dictionary not telling the truth with intend to mislead is "lying"). I thought Keith's attempt to censor my website failed, but to my surprise after that Keith shut down my website anyway. Then I had to transfer my website (where my papers, books, and my class assignments are) to a private web-host and linked it to my name on dept website, but shortly after that Keith had that link removed as well. Now technically I don't exist as a functioning MSU faculty.

Later Keith decided to ratchet this up by sending me more "reprimand" letters [2], [3] with more intended disciplinary actions "*deny sabbatical, and salary cut*" (non-factual fabricated parts highlighted in yellow). As a result, I was notified by Tom Tomlinson that I had to face a disipline panel chosen by the administration, and I am not allowed any input forming this panel. I went to this disciplinary hearing conducted by Terry Curry in the provost's office (where faculty salaries, and promotions are decided). The panelist consisted of two associate profs, and one assistant prof: Mark Waddell (History), Roxane R. Chan (Nursing), Phylis Floyd (Art History). I could tell they were uncomfortable to be used as administrators witness to prosecute a faculty. Obvious question is, would they dare to decide against the administration? At the meeting Keith's accusation was, my asking administration to correct my academic record in their report constitutes a threat on my part :) He said I refused a mediation afford (which is not true, I only refused Keith and Bill choosing their own mediator for me). He also made a few oratorical errors (while praising the president, he referred him as Prof Engler, and misquoted Abraham Lincoln's "No man has a good enough memory to be a successful liar", only proving to me that Keith doesn't have a good memory). He concluded his monologue by pompous threat to me "If you continue this way you will be fired!". Then there was my turn, but the panel looked bored and weren't impressed with my story <http://selmanakbulut.com/minions1.pdf>, they were only concerned about how much of that story got out, and whether it hurt the reputations of the people mentioned there. Then about a week later they send me their report, stating I was guilty of harassment, they stated "Akbulut sends abusive, insulting emails". My response to them was "Please produce ONE EMAIL by me, which is abusive and insulting I only criticize the corruption politely".. I got no response from them. Now they have to worry about how much of this report will hurt their reputation and integrity. I think this administration is seriously dysfunctional. I wonder how many innocent people they have hurt with this kind of conduct, how many discrimination and rape accusation did they deflected by forming kangaroo panels of their own, or by allowing OGC to interfere OIE reports?

References

- [1] *An MSU shell game* <http://selmanakbulut.com/minions1.pdf>
- [2] *Reprimand-1* <http://selmanakbulut.com/Reprimand-1.pdf>
- [3] *Reprimand-2* <http://selmanakbulut.com/Reprimand-2.pdf>



Grad Course Cancellation/Decision on Akbulut's course

Promislow, Keith S.

Mon 8/24/2015 6:19 PM

Sent Items

To: hiring-faculty <hiring-faculty@math.msu.edu>;

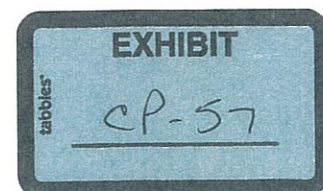
Dear Hiring Faculty,

The Advisory Committee met over the summer to discuss the process of graduate course cancellation and the review the cancelation of MTH996.002. Building upon their advice, I have arrived at the following guidelines/decisions.

- 1) The Graduate Director has the right to set prescribed deadlines by which graduate courses must have prescribed enrollments in order to run in the subsequent semester. The deadlines should be broadcast to all faculty and graduate students well in advance.
- 2) An appeal process is required to handle cases in which there is ambiguity over the meeting of the target enrollment by the prescribed deadline. The appeal must be filed within one week of the course enrollment deadline, and goes first to the graduate studies committee. A subsequent appeal by the faculty member to the chair is possible. The chair's decision, in possible consultation with the Advisory Committee, will be final.
- 3) The Advisory Committee discussed the cancelation of Prof. Akbulut's spring 2015 MTH 996.002 and determined that all parties acted in good faith with the information they had at the time. They also determined that apart from a series of miscommunications, Prof. Akbulut met the established criteria, and that the appeal process outlined above would have resulted in the course running. Given that Prof. Akbulut held an associated graduate course, and had his salary reduced, the decision is to compensate Prof. Akbulut with a one-course teaching reduction effective during the 2016-17 academic year.

I reiterate that the authority to establish teaching responsibilities lies uniquely with the chair. Refusal to teach assigned courses is a serious offense with a range of possible punishments up to and including loss of tenure and termination for cause.

Keith Promislow
Chair
Department of Mathematics



Impact Statement: Matt Hedden

MICHIGAN STATE
UNIVERSITY

Friday April 20, 2018

To the MSU administration:

Two years ago, at the request of the former dean of CNS, I was a member of a committee that reviewed a decision of the Provost's regarding an abrogation of duties for Professor Akbulut. After a thorough review of the matter, the committee concluded that the abrogation of duties had been appropriate. Since that time, Professor Akbulut has sent many emails targeting me and the other members of the committee. These emails have been sent to my colleagues, postdocs, graduate students, and to members of the mathematical community outside our university, including my NSF program officers and the president of the American Mathematical Society. I have considered leaving the university because of his persistent bullying.

I am deeply concerned about the toxic effect that Professor Akbulut's behavior has on the department, and the environment of fear, negativity, and confusion that it creates. I am particularly concerned about its effect on our ability to recruit and retain faculty, especially at the junior level, and our ability to recruit top graduate students and postdocs. His campaign of misinformation and harassment has the potential to severely damage the reputation of our department, particularly our highly esteemed geometry and topology group. This behavior must stop immediately. I wish that Professor Akbulut could understand the damage that he is doing to himself and his department and cease this harassment of his colleagues.



**College of
Natural Science**

Office of the Dean

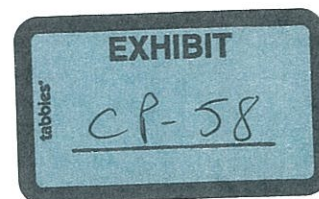
Natural Science Building
Michigan State University
288 Farm Lane Room 104
East Lansing, MI 48824

517-432-4473
Fax: 517-432-1054
ns.msu.edu

Sincerely,

A handwritten signature in black ink that reads "Matthew E. Hedden".

Matthew Hedden
Associate Professor
Department of Mathematics
Michigan State University



2/12/2018

Emails referred to in Matt's statement

Gmail - Administrative Review



Email #1: From Matt to Selman

Matthew Hedden <matthew.hedden@gmail.com>

Administrative Review

Matthew Hedden <mhedden@math.msu.edu>
To: "Akbulut, Selman" <akbulut@math.msu.edu>

Thu, Apr 20, 2017 at 10:03 AM

Dear Selman,

I will no longer need the Monday seminar slot next week, as I can't make that time. I've scheduled Min Hoon for Tuesday 3-4 instead

Regarding your questions below. I stand by the document that I helped create and subsequently signed. My opinions on the subject were in large part shaped by the documents and recordings that you submitted to our panel, which made it clearer to me than had my discussions with you that, while your course may have been able to run, you had not met the requirements by the clearly stated deadline. There were multiple misunderstandings, but ultimately I believe that you were responsible for ensuring that your course had the students registered by the deadline and you didn't do this. The grant issue is a largely irrelevant aside. I do believe that the relevant grant was encumbered at the registration deadline, but that you subsequently had enough to pay as certain encumbrances later did not come to fruition. Had you had more information on this (as you suggested in several emails after the fact) you should have submitted it when asked.

I agree with you that a faculty grievance committee should have been formed, and I even looked into it for you to see if it could be done, but you missed the statute of limitations on submitting one (which frankly seems like too short of time - I think it is like two months or something - but I didn't see a workaround). But I was asked to review the provost's decision to write you a letter of abrogation of duty. You were assigned a course that you didn't teach, and I wasn't in good conscience able to condone this behavior by recommending that she rescind her letter. Given the series of misunderstandings and the fact that in the past the rules had been more flexible and that your course ran successfully, I went out of my way with Tom to try to improve the outcome for you (and I'm told you accepted and utilized the course release we argued for). But I can't say that you were correct not to teach your assigned course. I don't believe that, and to say otherwise would compromise my integrity.

All the best,
Matt

[Quoted text hidden]



Email #2: Selman replies, cc's
whole department and Terry Curry

Matthew Hedden <matthew.hedden@gmail.com>

Where is my grievance process?

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

Thu, Apr 20, 2017 at 11:27 AM

To: "Hedden, Mathew" <mhedden@math.msu.edu>

Cc: dept <dept@math.msu.edu>; terry Curry <thcurry@provost.msu.edu>

Der Mathew Hedden,,

Let me write to you one last time, not only as your colleague but also as your elder, who has been here building this dept since you were born. I will cut to chase asking you the following 2 questions. Also let me remind you that in law there is no statute of limitations on "fraud", if you undersigned a falsity you have to correct it. Please answer the following questions:

1- Do you have any doubts that I had required number of students to run Math/996 in Spring/2015 ? YES or NO?

2- Do you have any doubts that I had enough grant money in my NSF accounts? (I had 3 grants at the time) to be able to cover \$600 registration fee for Luke? YES or NO?

Also remember the following facts:

-Remember when you came to my office with Tom Parker to negotiate "face saving" for Keith months before Spring/2015 semester started, I asked you the same questions, both of your answers were a resounding "NO!" (remember I always make transcripts of conversations in my office for fact checking later). At that time when I told you I have proofs of my facts, and offered to call Caroline downstairs from grant office to tell you this in person, both of you told me "No No we don't need any proofs, of course we believe you, and we know all the students by name in your class, you are absolutely right, but why don't you help us face-save for Keith? by adding yet another student into your class so he won't be embarrassed for what he did". Also, just before that Tom came to my office and told me "Keith has a habit of lying, he usually tells small lies, but in your case small lies got out of hand and became big lies, why don't you help face saving for him". I sent him back saying "I don't negotiate lies". Also, Matt, you came to my office another time and tried face-sawing negotiation for Keith, when I refused you got angry and left my office by saying "I am trying to make you acceptable to this department, but you are refusing cooperate" :) Matt do you deny these meetings happened?

- About your so-called Review work: Let me inform you that University Review process is designed to review a "Grievance" process' (which means a hearing process, testifying in front of your peers, answering their questions), which did NOT exist in my case. In my case, I was never put in any grievance process, neither by our dept wide, nor by our university's FGO. When you came to my office to review a non-existing grievance process, I pleaded you at least let me talk to your committee to answer your questions and explain the documents I have in my possession, but you condescendingly told me "You mean you want to review your own case yourself? this is NOT grievance process this is review process, we are not supposed to talk to you" :)

Let me repeat in Law "There is no statute of limitations on fraud and embezzlement" (I put the second word there for Keith's reducing \$5,000 from my salary, with the claim that our dept paid for some visitors health insurance, which was a total lie - the visitor paid his own insurance). Either something is TRUE or FALSE, there is no in between. If you still have doubts of what I said, please come to my office so we can sit down go through all those documents, and I can answer your questions. Maybe I'll have you put in touch with the NSF office (here or the main, or the one in Washington DC -where both already know the case) and put you in touch with all the students who took that class, that is if you care to make things RIGHT. I don't need your sympathy, I only need the truth to be set. I think you are too young in your career, to carry other corrupt individuals misdeeds, I don't think you deserve this. You know I will never give up until the misdeeds are admitted and corrected.

Selman Akbulut

2/12/2018

Gmail - Where is my grievance process?



Email #3: Matt replies,
only to Selman

Matthew Hedden <matthew.hedden@gmail.com>

Where is my grievance process?

Matthew Hedden <mhedden@math.msu.edu>
To: "Akbulut, Selman" <akbulut@math.msu.edu>

Thu, Apr 20, 2017 at 1:12 PM

Dear Selman,

I already responded to your questions. Your insistence on trying to further waste the department's time is baffling. I have copied my response below. You brought up some of our conversations: I don't deny having conversations with you, but I do deny your quotations. I also deny your timeline. I don't think I talked to you before you chose not to teach your course. You may have talked with Tom then, but to the best of my memory, our conversations on the subject began in the spring of 2016. You seem to hear (or remember) things differently than they occurred, and your transcriptions are seldom correct. Rather, they are changed in ways which affect their meaning. For instance, I never said, "I am trying to make you acceptable to the department, but you are refusing to cooperate". I said something of the form, "I am trying to reintegrate you into the department" - the statement was in response to a prior conversation we'd had on the park bench outside of Wells when you'd complained to me that nobody listens to you or consults you regarding departmental issues. The steps that I'd taken to try to remedy this was to suggest to Keith that he appoint you to Adcom, as I felt that your opinions were valuable and should be heard by the department. After my comment, you started yelling at me, talking about how you are my elder and asking how dare I talk about integrating you into the department you built; I was only trying to help you address a concern I thought you'd expressed to me. This was the last time I attempted to have a conversation with you in person about the subject. I have since preferred to do things by email or written document, as oral communication with you is clearly difficult and counterproductive. Moreover, in light of the documents you sent us and their contradiction with what you told us, it is clear that this was a good decision. You have a habit of distorting history to your benefit, and this habit has been clearly exposed by the events surrounding your abrogation of duties. As a concrete example of this behavior, I ask you to consider your repeated accusations of myself and the review committee that we "failed to consult you". After the body of my forwarded response, I have also included the first email message where I politely consulted you, asking for any relevant information. I consulted you by email on at least one other occasion, asking for the non-consensual recordings you made of your conversations with Keith (that he agreed to admit to our deliberations) and whose contents, bafflingly, bore little resemblance to the claims you made of them.

Forward message 1:

Regarding your questions below. I stand by the document that I helped create and subsequently signed. My opinions on the subject were in large part shaped by the documents and recordings that you submitted to our panel, which made it clearer to me than had my discussions with you that, while your course may have been able to run, you had not met the requirements by the clearly stated deadline. There were multiple misunderstandings, but ultimately I believe that you were responsible for ensuring that your course had the students registered by the deadline and you didn't do this. The grant issue is a largely irrelevant aside. I do believe that the relevant grant was encumbered at the registration deadline, but that you subsequently had enough to pay as certain encumbrances later did not come to fruition. Had you had more information on this (as you suggested in several emails after the fact) you should have submitted it when asked.

I agree with you that a faculty grievance committee should have been formed, and I even looked into it for you to see if it could be done, but you missed the statute of limitations on submitting one (which frankly seems like too short of time - I think it is like two months or something - but I didn't see a workaround). But I was asked to review the provost's decision to write you a letter of abrogation of duty. You were assigned a course that you didn't teach, and I wasn't in good conscience able to condone this behavior by recommending that she rescind her letter. Given the series of misunderstandings and the fact that in the past the rules had been more flexible and that your course ran successfully, I went out of my way with Tom to try to improve the outcome for you (and I'm told you accepted and utilized the course release we argued for). But I can't say that you were correct not to teach your assigned course. I don't believe that, and to say otherwise would compromise my integrity.

All the best,
Matt

----- Forwarded message 2 -----

From: Matthew Hedden <mhedden@math.msu.edu>
Date: Fri, Apr 15, 2016 at 1:36 PM
Subject: Administrative Review
To: Selman Akbulut <akbulut@math.msu.edu>

2/12/2018

Gmail - Where is my grievance process?

Cc: Jeffrey Schenker <jeffrey@math.msu.edu>, "Yan, Baisheng" <yan@math.msu.edu>, George Pappas <pappas@math.msu.edu>, "Volberg, Alexander" <volberg@math.msu.edu>

Dear Selman,

I am writing on behalf of the advisory committee. We have met to begin the administrative review of the letter of reprimand given to you by the Office of the Provost in January 2015. Could you please send us any documents and/or other information that you wish us to consider? Please include all information you feel is relevant to your grievance.

Best,
Matt

[Quoted text hidden]

2/12/2018

Email #4: Selman to
whole department

Gmail - Where is my grievance process?



Matthew Hedden <matthew.hedden@gmail.com>

Matt's Comment: All of my emails were
privately addressed to him, his sending
them to the whole department without my
consent was particularly painful for me,
especially as he misrepresented my
responses by only including particular
pieces of the conversation.

Thu, Apr 20, 2017 at 2:08 PM

Where is my grievance process?

Akbulut, Selman <akbulut@math.msu.edu>
To: "Hedden, Mathew" <mhedden@math.msu.edu>
Cc: dept <dept@math.msu.edu>

Matt, Please stop dancing around, and answer the 2 questions I asked:

1- Do you have any doubts that I had required number of students to run Math/996 in Spring/2015 ? YES or NO?

2- Do you have any doubts that I had enough grant money in my NSF accounts? (I had 3 grants at the time) to be able to cover \$600 registration fee for Luke? YES or NO?

Selman: Highlighted
Matt: indented

On Apr 20, 2017, at 7:12 PM, Matthew Hedden <mhedden@math.msu.edu> wrote:

Dear Selman,

I already responded to your questions. Your insistence on trying to further waste the department's time is baffling. I have copied my response below. You brought up some of our conversations: I don't deny having conversations with you, but I do deny your quotations. I also deny your timeline. I don't think I talked to you before you chose not to teach your course.

I taught my assigned 2 courses, which were Math 425 + Math 996 period! (this was later acknowledged by Promislow by his public message to the whole dept. And to make up for his ill behavior he gave me one course release). I am now trying to remove the "abrogation of duty" penalty I received in this wicked game, for no reason at all (do you teach 3 courses each semester? beyond your 2 course assignment? because one of the courses was declared doesn't exist, but then latter acknowledged "o sorry it did exist")

You may have talked with Tom then, but to the best of my memory, our conversations on the subject began in the spring of 2016.

Nope, started Fall 2014.

You seem to hear (or remember) things differently than they occurred, and your transcriptions are seldom correct. Rather, they are changed in ways which affect their meaning. For instance, I never said, "I am trying to make you acceptable to the department, but you are refusing to cooperate". I said something of the form, "I am trying to reintegrate you into the department" -

reintegrate? :) where am I? what am I? a discarded waste material outside of the dept?

the statement was in response to a prior conversation we'd had on the park bench

Nope, it was in my office, you left once with anger, then came back said to same things, and then left second time with anger.

outside of Wells when you'd complained to me that nobody listens to you or consults you regarding departmental issues. The steps that I'd taken to try to remedy this was to suggest to Keith that he appoint you to Adcom, as I felt that your opinions were valuable and should be heard by the department. After my comment, you started yelling at me,

Yelling at you? don't be ridiculous :)

talking about how you are my elder and asking how dare I talk about integrating you into the department you built; I was only trying to help you address a concern I thought you'd expressed to me. This was the last time I attempted to have a conversation with you in person about the subject. I have since preferred to do things by email or written document, as oral communication with you is clearly difficult and counterproductive. Moreover, in light of the documents you sent us and their contradiction with what you told us, it is clear that this was a good decision.

Most of the documents are on my website, everyone to see and judge. I also provided a small portion of voice recordings (since Keith consented). Maybe I should put some of the recordings to my website people to see and judge (of course if all participants agree).

You have a habit of distorting history to your benefit, and this habit has been clearly exposed by the events surrounding your abrogation of duties. As a concrete example of this behavior, I ask you to consider your repeated accusations of myself and the review committee that we "failed to consult you".

Please answer truthfully did you or didn't you tell me "You mean you want to review your own case yourself? this is NOT grievance process this is review process, we are not supposed to talk to you" (in response to my offer to come with all my documents talk to your committee in person to answer your questions). Remember I was also member of AdCom, you were deciding about my NSF fact sheets and my class info.

After the body of my forwarded response, I have also included the first email message where I politely consulted you, asking for any relevant information. I consulted you by email on at least one other occasion, asking for the non-consensual recordings you made of your conversations with Keith (that he agreed to admit to our deliberations) and whose contents, bafflingly, bore little resemblance to the claims you made of them.

I am waiting your answers.

Selman

**MICHIGAN STATE
UNIVERSITY**

April 14, 2018

I arrived at MSU in the Fall of 1998 and have been a full Professor since 2008. My research area is in Topology; the same area in which Professor Akbulut's work is. I am also one of the members of the current Mathematics Advisory Committee.

The Geometry/Topology group at MSU has a long tradition of mentoring and training young mathematicians both at the level of postdoctoral fellows and graduate students. With the hard work of the entire department the group has hired exceptional junior faculty; this is true in all the areas of the department. I am proud of the accomplishments of my colleagues, and our graduate students and I am looking forward to continue working with them. We have postdoctoral fellows from all over the world coming to work with members of the group and we mentor a diverse and large group of strong graduate students. Our weekly Geometry/Topology seminar hosts outside speakers and it is often attended by postdocs and graduate students from nearby universities.

In the last couple of years Selman's letters targeting the members of the Mathematics Advisory Committee that conducted the administrative review (of the penalty that he received in 2015), were sent to tenure-track assistant professors and to postdoctoral fellows; several of the messages were also sent to graduate students. For some of the newcomers, one of the first e-mail messages they received from senior faculty, was a message from Akbulut targeting the chair, the graduate director, and calling several faculty members "minions and cronies". He went on to accuse faculty members, implicitly or explicitly, of having received bribes and salary increases to sign "faulty documents" and to "back up the lies of the chair and the dean". Selman has circulated a document in which he singles out the recent salary raises of 10 or so mathematics faculty members-five of which are the members of his administrative review panel- implying that they have received unfairly high raises as reward for supporting the "fraudulent actions" of the administration. One the faculty members targeted by this particular document is also me.

I found myself struggling as I tried to "explain" the "meaning" of this document when I was asked by postdoctoral fellows and graduate students that meet with me to work or as I was asked by faculty that just joined the department. I found myself struggling to keep civility and maintain professionalism as I saw Selman bring some of his aggressive behavior in the Geometry/Topology seminar room, during talks with outside speakers hosted by myself or my colleague Matt Hedden. I also found myself in a similar situation when colleagues from several mathematics departments informed me that the above mentioned document as well as several documents of similar content, were on Selman's web page and were sent to colleagues at other universities. These documents were also sent



**DEPARTMENT OF
MATHEMATICS**
Michigan State University
Wells Hall
East Lansing, MI
48824-1027
Fax: 517-432-1562
www.math.msu.edu



to the President of the American Mathematical Society, government officials of the State of Michigan and reporters of well known national newspapers. The question I was asked by colleagues and by many of our visitors is the same that has been also on my mind: How can a professor at any university behave in this way and how can any department or university tolerate such behavior from one of its faculty members?

It is clear to mathematics department members, and to outside people, that Prof. Akbulut's behavior is not acceptable. His case was brought up for discussion at this year's Mathematics Advisory Committee. Soon after, the committee members received an e-mail message from Akbulut that started as follows:

"My suggestion to AdCom members is not to sign any document along to 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."

The letter was perceived by the committee as it is; a threat. At that point I wrote a message to the Advisory Committee and the mathematics chair, explaining my position; I gave the chair permission to include that letter along with this one. I strongly feel that none of my colleagues should have to stand the constant public targeting that Selman's actions have exposed them to, just because they did their job correctly while serving on departmental and university committees. University professors often serve as role models to young people in their disciplines and to people they mentor and teach. I find it very hard to continue recruiting junior faculty and graduate students to join MSU if we continue to appear to them as tolerating and accepting professor Akbulut's behavior by not taking disciplinary action.

Sincerely,



E. Kalfagianni
Professor of Mathematics
www.math.msu.edu/~kalfagia

Item: N6

Re: NatSci Faculty Meeting and Awards Ceremony: Friday, Nov. 16, 2018

Akbulut, Selman

Fri 11/9/2018 5:49 PM

To: NatSci Dean <natsci.dean@msu.edu>;

Cc: Natsci.academics <Natsci.academics@msu.edu>; Ford, Sara <fordsar2@msu.edu>; Osowski, Valerie <osowskiv@msu.edu>;

I see that this years award winners include two Hate-Latter writers:

<http://selmanakbulut.com/Efstratia%20Kalfagianni.pdf>

<http://selmanakbulut.com/Beth%20Koivisto.pdf>

And the Graduate Committee report is written by NSF record falsifier:

<http://selmanakbulut.com/Events.pdf> (page 19)

Regards,
Selman

On Nov 9, 2018, at 4:05 PM, NatSci Dean <natsci.dean@msu.edu> wrote:

NatSci Faculty:

A College Faculty Meeting and Awards Ceremony will be held on:

Friday, November 16, 2018

3:00 – 4:00 pm College Faculty Meeting and Awards Ceremony
1200 Molecular Plant Sciences Building

4:00 – 5:00 pm Awards Reception
Atrium—Molecular Plant Sciences Building

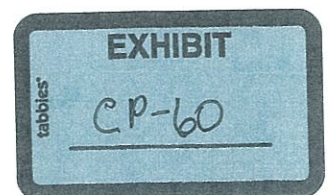
Please see the attached agenda, report of standing committees, minutes from the last meeting, and the list of 2018-19 NatSci award recipients. Please be sure to attend to congratulate and support your colleagues.

Best,
Joyce

Joyce Pinckney
Executive Staff Assistant
Dean's Office
College of Natural Science
Natural Science Building
288 Farm Lane Rd Room 104
Reception: (517) 355-4473
Direct: (517) 355-8459
pinckney@msu.edu

<image002.jpg>

<Agenda 11-16-18.pdf> <Report of Standing Committees 2017-18.pdf> <College Faculty Meeting Minutes 11-10-17 Draft.pdf> <AwardList2018-19.pdf>



MICHIGAN STATE UNIVERSITY

University Committee on Faculty Affairs

Dear Committee Members,

I am writing this letter with much sadness and unease. The events that have unfolded since Selman Akbulut refused to teach a class assigned to him in Spring 2015 have left me and the department bruised and drained.

I do not see it necessary to comment upon the facts of the case here. These have been reviewed in a public forum for what feels like an eternity. It is the public nature of this commentary that bothers me the most. The slanderous comments and implicit threats in this largely one-sided commentary do not bolster the arguments in favor of veracity of facts. This has affected individual faculty and staff enormously. This in turn has created an additional burden completely orthogonal to the role of a faculty member. It has necessitated an unwarranted modification in behavioral patterns. For example, the public accusations in the emails have left me with many a sleepless nights, thereby making it necessary to not read emails after a certain (fixed) hour. Even this has not been sufficient on occasion. I do not believe the faculty should need to resort to such measures with or without any administrative role. I believe the various people involved in the evaluation of the merits of the case and the resulting administrative review acted in good faith. On the other hand, various attempts to mediate a more agreeable outcome were rebuffed rather indignantly.

There is yet another unintended consequence. As the faculty have watched this email drama over the years, there is a visible loss of morale. This has resulted in faculty shying away from committee work in fear of retaliation. While public expression of frustration is understandable, targeting individuals for their role in perceived injustice with slander and vague threats has no place in a legitimate discourse. It is not reasonable to politicize the department for this purpose. In a similar vein, it is not reasonable to disrupt attempts to regularize routine functions of the department. I very much hope the department will return to its mathematically exciting, but otherwise mundane existence at the earliest, unencumbered by this additional burden.

Sincerely,

RS Kulkarni

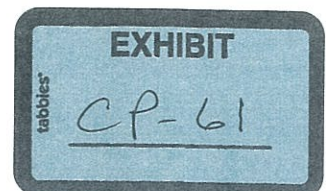
Rajesh S. Kulkarni
Professor of Mathematics

email: kulkarni@math.msu.edu



DEPARTMENT OF MATHEMATICS

Michigan State University
Wells Hall
619 Red Cedar Road
East Lansing, MI
48824-1027
Phone: 517-353-0844
Fax: 517-432-1562
www.math.msu.edu



Item S11

Re: Seminar funds 2018-19

Akbulut, Selman

Sat 9/29/2018 3:56 AM

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

Cc: Math.Faculty <faculty@math.msu.edu>; Math.Staff <staff@math.msu.edu>;

Dear Keith,

Please replace your appointment of Matt Hedden and Rajesh Kulkarni (they are the only people on your list who are in my field). I can not expect to get their support for my visitors, since they both wrote incriminating hate letters about me to the administration supporting my dismissal, and one of them signed a faulty report about my NSF records. Given these facts, how can I expect them to support my visitors? Keith the money you are offering is not your money, it is money from the university funds, you have an obligation to disperse it fairly.

<http://selmanakbulut.com/Matthew%20Hedden.pdf>

<http://selmanakbulut.com/Rajesh%20S.%20Kulkarni.pdf>

<http://www.selmanakbulut.com/papers/committee1.pdf>

Selman

On Sep 18, 2018, at 4:12 PM, Promislow, Keith <promislo@msu.edu> wrote:

Dear Faculty,

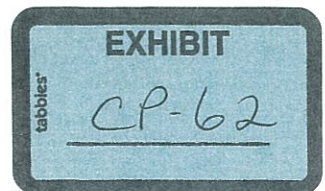
As a reminder, and to make our new faculty aware, we provide limited **seminar speaker** support by allocating funds to managers of each of four areas. If a faculty member wishes to have a seminar speaker funded, they should approach the manager of the most appropriate group area as reflected in the faculty member's and/or the speaker's research and secure approval for the funding in advance of extending the invitation to the speaker. Arranging accommodations and additional funding required remains the obligation of the inviting faculty member. The decision to fund/not fund rests with the manager. Managers will rotate every couple of years to provide balance over the groups.

Group area // Annual Budget // Manager

- 1) Algebra-Combinatorics // \$3000 // Rajesh Kulkarni
- 2) Geometry-Topology // \$3000 // Matt Hedden
- 3) Analysis-PDE-Dynamical Systems // \$3000 // Russell Schwab
- 4) Applied-Math/Math-Physics // \$3000 // Ekaterina Rapinchuk

The funds are governed by the following 4 conditions/restrictions

- 1) The money can be used for travel, local expenses, meals (alcohol is included under the standard colloquium/job candidate limits). No more than \$750/visitor, however the manager can allot smaller sums if they wish.
- 2) The visitor must give a generally announced talk, cancelled talks don't count. Talks must be during the regular academic year, no summer/spring break/etc.



3) Each faculty member can request up to \$750/semester total, over all groups.

4) ****ALL**** RECEIPTS FOR A VISITOR, INCLUDING MEALS TO BE REIMBURSED MUST BE SUBMITTED TO THE STAFF IN ONE BUNCH, WITHIN TWO WEEKS OF THE SPEAKER'S DEPARTURE. MEALS MUST INCLUDE A LIST OF ALL PARTICIPANTS,
WITH ALCOHOL ON SEPARATE CHECK. [we want to minimize burden on the staff]

Thanks, Keith

2/12/2018

Gmail - Open Letter to Carolyn Wemple and Beth Koivisto (Math Financial office)

> could impact your salary increment.
>
> I would be happy to meet with you to discuss the issue of appropriate email use, or your grants,
> in person.
>
> 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: Sunday, April 23, 2017 7:14 AM
> To: dept
> Cc: terry Curry
> Subject: Open Letter to Carolyn Wemple and Beth Koivisto (Math Financial office)
>
> Dear Carolyn and Beth,
>
> Forgive me for taking your valuable time. Would you please answer the following questions YES or NO? I know you already answered them to me several times in words, in writings of emails and in official memo's, but there are still some faculty resisting to believe the answers (e.g see my exchanges with Matt Hedden last week). My questions to you are:
>
> 1- Did Chair Promislow used \$5000 dept funds to pay for the visitor Mohammad Asadi's health insurance?
>
> 2- During October/2014 (registration period for Spring 2015 courses) were all of my NSF grants encumbered? (question raised if there was enough to pay for my grad student's extra credit for the topics course).
>
> So, please answer these questions one last time for everyone to see.
>
> (Last time I looked Fraud and Embezzlement is defined as "the act of withholding assets for the purpose of conversion of such assets, by one or more persons to whom the assets were entrusted, either to be held or to be used for specific purposes", as a charge it is exempt from the statute of limitations).
>
> Selman Akbulut
>



Impact Statement: Beth Koivisto, Dept. administrative associate

MICHIGAN STATE
UNIVERSITY

April 18, 2018

To Whom It May Concern,

Since I began working in the Department of Mathematics in 2011, Professor Selman Akbulut has harassed and bullied a number of faculty and staff members in the department. There have been emails and interactions that have been unprofessional, harassing in nature, and inappropriate.

When communicating with the staff Professor Akbulut uses phrases to intimidate bully and manipulate staff. For example, "so you won't be liable", "I wish you spend more time to help me distribute these funds, rather than thinking ways to obstruct it." and "I will never ever forgive you leaving me cold in my difficult time like this, I am sure it will bother your conscious long time." When I have a new staff member start in the department it is inevitable they come to me asking what is going on with Professor Akbulut and is he always so abusive. The words alone don't convey the tone and bullying nature of how he uses them.

Professor Akbulut has bombarded the department and other university offices with emails for the last four years over what he perceives as an injustice to him. He continues to email staff members asking for the same information over and over and has done so for four years. It is clear his intent is to pester and harass.

The full impact of his behavior is hard to quantify but I can say with certainty it has been very disruptive to the work environment, productivity and overall job satisfaction of the staff. This behavior has caused the staff to be fearful of providing support for Professor Akbulut, so much so, I have staff members who have been directed to not respond to emails from him. Professor Akulut's behavior continues to create a hostile work environment for anyone he includes in his tirades.

Sincerely,

Unable to sign by deadline due to technical issues with home computer

Beth Koivisto
Administrative Associate I
gagnier@msu.edu



**Department of
Mathematics**

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

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



Item - S12



Selman Akbulut

@Selman_Akbulut

Follow

This is the Koivisto's letter, which she sent to provosts office to support my firing selmanakbulut.com/Beth%20Koivist... I thought staff is here to help us, didn't know slandering faculty is among their job descriptions. I hope she can back up all her allegations #ReclaimMSU

Eylem Zeliha @EylemZeliha

Koivisto's accomplishments #MSU :

- 1-Making disgusting comments about a grad student during OIE investigation to protect discriminator in math dept
- 2-Criticizing my research and relations with faculty to discredit my work...

11:44 AM - 17 Sep 2018



EXHIBIT

tabbies

CP-65

[REDACTED]

MICHIGAN STATE
UNIVERSITY

April 21, 2018

University Committee on Faculty Affairs

Dear Committee Members,

Professor Selman Akbulut's effect on the Department of Mathematics has been toxic for many years. Receiving an email from him has never been pleasant and I am often reluctant to even read them. And there have been hundreds over the past 10 years. The refrain was almost always the same: Prof. Akbulut notifies the entire department claiming that he has been wronged and proceeds to publicly humiliate the person, usually a subordinate, who did not do his bidding. In 2011 I became the Assistant to the Chair and quickly discovered the extent to which Prof. Akbulut bullied the staff. I found this repulsive. Much of it was subtle or passive, but the behavior was unmistakable.

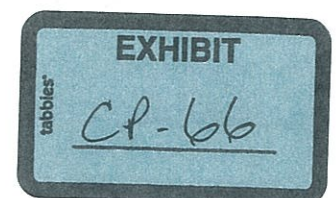
I refer to two specific incidents that directly involve the staff. On 11/15/2013, I received a phone call from the undergraduate office. The staff member on the other end said that Prof. Akbulut was complaining that the staff no longer provided postage stamps for personal use, something they had done as a courtesy for years. I didn't know what to make of the phone call, but the situation became very clear after Prof. Akbulut emailed the entire department explaining that he was put out and even though he didn't identify the staff member, everyone in the department knew who the target was. The content of the email displayed his usual lack of awareness and his sense of self importance. I knew from experience that he would continue to pester the staff so I sent him an email offering stamps that I happened to have on hand in order to diffuse the situation. This behavior was typical when Prof. Akbulut did not get his way.



DEPARTMENT OF
MATHEMATICS
Michigan State University
Wells Hall
East Lansing, MI
48824-1027
Fax: 517-432-1562
www.math.msu.edu

The second incident has been ongoing since 2014. One of the issues regarded funding levels in Prof. Akbulut's NSF grant, which he disputed. He sent numerous emails to the entire department accusing the staff member in charge of these records of misconduct. This was incredibly stressful for her, and was all the more reprehensible given that everyone knew the staff member was recovering from a second round of chemotherapy at the time. Despite several attempts to intercede and warnings from the chair, the situation got so bad that Prof. Akbulut was instructed to no longer contact the staff member directly and to work through me instead. Unfortunately, he effectively ignored these instructions. As a result I had no choice but to set up an email filter for the staff member's account (with permission) so that emails from Prof. Akbulut would be redirected to me.

These two examples give a lot of insight into Prof. Akbulut's world view. No offense is too small, he refuses to recognize authority, and he has no empathy for those he attacks.



Sincerely,

A handwritten signature in black ink, appearing to read 'R. Hensh'.

Richard Hensh
Senior Teaching Specialist
Email: hensh@math.msu.edu
Phone: 517-432-3591

From: Carolyn Wemple
Sent: Thursday, May 15, 2014 12:20 PM
To: Akbulut, Selman
Cc: Ginther, Anne; Koivisto, Beth
Subject: RE: Mohammad Asadi visiting Selman Akbulut

Correct Selman. There will be approximately \$8K remaining after providing housing funds for your visitor. I was simply letting Anne know that \$10K is available for the housing. This information needs to be included in the export control form as part of the visa issue process.

carolyn

From: Akbulut, Selman
Sent: Wednesday, May 14, 2014 6:10 PM
To: Carolyn Wemple
Cc: Ginther, Anne; Koivisto, Beth
Subject: Re: Mohammad Asadi visiting Selman Akbulut

Just reminder, you told me there will be 18K = 10K towards Assadi housing + 8K towards Yasui housing

On May 14, 2014, at 5:13 PM, Carolyn Wemple wrote:

Two assumptions need to be made. First, that Selman requests a no-cost extension on his FRG project (current end date is 8/31/2014) and it is approved. And second, that export control issues are not a problem. If this happens there is \$10,000 available in RC100344.

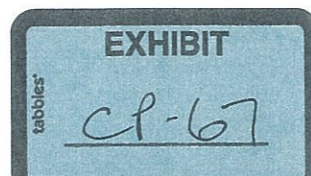
We will also need to know the definition of "housing" ... on-campus, off-campus, billed to the account, paid to the visitor, etc.

thanks, carolyn

From: Ginther, Anne
Sent: Wednesday, May 14, 2014 4:47 PM
To: Carolyn Wemple
Subject: Mohammad Asadi visiting Selman Akbulut

Hi Carolyn,

Can you tell me what account number will pay for Prof. Asadi's housing? In the visitor letter to Asadi, Selman states he'll pay up to \$10,000 of Prof. Asadi's housing expenses. On the export control worksheet



I need to mention the account number that will be contributing to Mohammad's visit. Thanks.

Anne

MSU | Export Controls Dashboard

Mohammadali Asadi Golmankhaneh

Start Date: 08-15-2014

End Date: 05-15-2015

First Name: Mohammadali

Last Name: Asadi Golmankhaneh

Citizenship: Iran, Islamic Republic of

Home Institution: Urmia University

Type of Visa: J-1

Position: Visiting research scholar

Project Topics: research on topology of Gauge Group

MSU Account Number supporting visa recipient: RC100344

Responsible Department: MATHEMATICS

Form Creation Date: May 15, 2014 - 8:42 am

Form Creator: Anne Ginther (ginther)

MSU Sponsor: Selman Akbulut (akbulut) Completed May 30, 2014 - 10:56 am

Entity Level Reviewer: Selman Akbulut (akbulut) Completed June 17, 2014 - 10:21 am

Export Control Reviewer: Loraine Hudson (ljh) Completed June 24, 2014 - 1:45 pm

Current Status: Export Control Review Complete

Dispositions:

Is a H-1B, H-1B1, or O-1A visa sought; USCIS query response required? No

Is a J-1, TN, F1-OPT, or B visa sought; USCIS query does not require response? Yes

Is the primary reason this visa is non-problematic or "No license necessary" because the subject(s) of the duties and project(s) is / are not controlled? Yes

Is the primary reason this visa is non-problematic or "No license necessary" because duties and project(s) are under the Fundamental Research Exclusion? Yes

Is the primary reason this visa is non-problematic or "No license necessary" because duties and project(s) are EAR-controlled, but citizenship of visa recipient is permissible? No

Completed a Visual Compliance list of excluded parties checked; no match found? Yes

Questionnaire Attachments Associated Projects Reviews Revisions Comments



MSU | Export Controls Dashboard

Category 1**Question 1**

In the intended duties and project(s), will the visa recipient create, modify, use, share, ship, transmit, transfer or otherwise access, or travel outside the U.S. with MSU-developed, non-commercial **encryption software** in source code or object code form, either stand-alone or embedded in other code?

PI Answer: No

Question 2

Do you know or have any reason to believe that the visa recipient's duties or project(s) will support the design, development, production, stockpiling, detection, or use of a **nuclear explosive device, chemical or biological weapon, or missile**?

PI Answer: No

Question 3

Do any aspects of the visa recipient's duties or project(s) potentially involve commerce with, travel to, or shipment or payment to or from **Cuba, Iran, North Korea, Sudan, or Syria**?

PI Answer: No

Question 4

Will the visa recipient utilize a non-consumer global positioning system (**GPS technology**) outside of the United States, either for University travel or as project equipment?

PI Answer: No

Category 2**Question 5**

Is the purpose of the visa recipient's intended duties or project(s) anything **OTHER** than **fundamental research** If so, what?

PI Answer: No

Category 3**Question 6**

Will the duties or project(s) be conducted under a sponsored agreement (contract or grant) imposing **publication restrictions** beyond a brief review (up to 90 days) for patent protection and/or to prevent inadvertent release of non-MSU confidential or proprietary information?

PI Answer: No

Question 7

Will the duties or project(s) require the delivery of a **prototype** to the sponsor or another non-MSU party?

PI Answer: No

Question 8

Will any part of the duties or project(s) be performed (i) outside of the United States, or (ii) at a non-university site within the United States? If so, where?

PI Answer: No

Question 9

Will the duties or project(s) involve any **citizenship restrictions** on participants?

PI Answer: No

MSU | Export Controls Dashboard

For assistance using this application please call (517) 432-4499.

© Michigan State University

**MICHIGAN STATE
UNIVERSITY**

November 30, 2015

Professor Jon Wolfson
Department of Mathematics
Michigan State University
C212 Wells Hall
East Lansing MI 48824

Reprimand issued to Prof. Jon
Wolfson following the OIE
finding of Farzannia/Wolfson of
Oct 21, 2015

Dear Professor Wolfson,

I write in response to the recent report and finding issued by the Office of Institutional Equity (OIE) regarding a complaint initiated by several graduate students of Middle Eastern origin. While the OIE finds that the decisions you reached in your capacity as Graduate Director regarding the student's status in the graduate program where appropriate, it determined that the nature of your interaction with these students created a hostile environment in violation of the Michigan State University's Anti-Discriminatory Policy. This is not acceptable and warrants disciplinary action.

Given the concerns raised and the OIE finding, I am hereby issuing this formal letter of reprimand. In order to maintain your position as Graduate Director I am requiring that you participate in the *Prohibited Harassment training* program provided by MSU's professional development services during the Spring 2016 semester, details on next available dates will be sent to you as they become known. I am also reassigning all responsibilities involving handling of student appeals from your role as Graduate Director. While you will continue to work with the department on process and procedure for graduate student education, I will appoint an Associate Graduate Director whose role will be to interact with graduate students to address concerns regarding their standing in the graduate program or about their funding status. The Associate Graduate Director will be selected from the Graduate Studies Committee. In each interaction with a graduate student the Associate Director will either address the issue immediately if it is covered by established policy, or in the case of ambiguity, refer it back to the Graduate Studies Committee to be addressed collectively.

Let me emphasize that your interactions with graduate students enrolled in the program or those seeking enrollment should focus on process and procedure. You should avoid extemporaneous comments that do not address the facts relevant to process and procedure, particularly in instances where those comments emphasize distinctions associated with national origin. It is the goal of the Department of Mathematics to treat all students in an equitable manner. Further incidents of insensitive or inequitable comments will be grounds for more serious disciplinary action.

Sincerely,

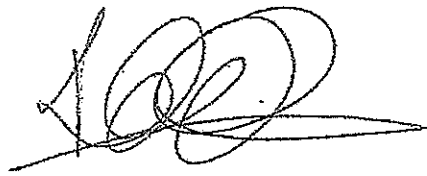


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1027

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A handwritten signature in black ink, featuring a stylized 'K' followed by several loops and a long horizontal stroke at the end.

Keith Promislow

cc:

R. James Kirkpatrick, Dean

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