

**MICHIGAN STATE**  
**UNIVERSITY**

To: Dr. Selman Akbulut

From: Teresa A. Sullivan, Interim Provost and Executive Vice President for  
Academic Affairs *Teresa A. Sullivan*

Re: Dismissal for Cause Board of Trustees Action

Date: February 14, 2020

I write in follow-up to the Board of Trustees action that occurred today in which you have been dismissed for cause from your tenured professor position at the University, pursuant to the procedures in the *Discipline and Dismissal of Tenured Faculty for Cause* policy. The dismissal action is effective immediately, with an effective date of February 14, 2020.

Please return all University property to Rick Hensch by the end of the day, Monday, February 17. This includes your MSU ID card and keys (LL15-126, LL15-188, LL15-79) as well as university-issued equipment. This latter category includes but is not limited to:

- 2017 Apple MacBook Pro: 13-inch display, Serial Number C02ND0SPG3QT
- 2014 Apple MacBook Pro: 13-inch Retina display, Serial number C02W60UAHV2Q
- 2013 Apple iMac: 27-inch monitor, Serial number D25GL14NDHJW



**OFFICE OF THE  
PROVOST**

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Please schedule time with Rick Hensch prior to Friday, February 21 to arrange for removal of personal items from your office. Additionally, we ask that you provide the following items to Rick Hensch in accordance with the Institutional Data Policy and the Code of Teaching Responsibility:

- Final examinations and answers/scoring keys for fall semester 2019
- Unclaimed student course work from fall semester 2019

We understand that you are serving on two PhD guidance committees. Your role on these committees will end as of today and we will identify other faculty members to fill this role. Additionally, we are aware that you are affiliated with a conference grant associated to the Gokova conferences. You no longer have access to these funds; the monies associated with this grant will be frozen pending discussions with the NSF on its final disposition.

Your final paycheck will be provided to you on February 28, 2020. Your health insurance will continue through February 29, 2020. Your rights to continue coverage under COBRA will be sent by mail to the address on file with Human Resources. You can contact your retirement plan administrator (e.g., Fidelity or TIAA), regarding your retirement plan distribution options. Although you are likely aware of this, I must inform you that under the *Discipline and Dismissal of Tenured Faculty for Cause* policy, you are not eligible for official retiree status (and any applicable university contribution to retiree health care and dental coverage) or emeritus status.

Please let us know if there are other items that we can assist with in your transition.

cc: Samuel L. Stanley, Jr., M.D., President  
Phillip Duxbury, Dean, College of Natural Science  
Keith Promislow, Chairperson, Department of Mathematics  
Theodore Curry, Associate Provost and Associate Vice President, Academic Human Resources  
Sharon Butler, Associate Vice President, Human Resources  
Kara Yermak, Director, Academic Human Resources