

**MICHIGAN STATE**  
**U N I V E R S I T Y**

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,

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