

MICHIGAN STATE UNIVERSITY

September 14, 2018

VIA CERTIFIED MAIL AND EMAIL

Dr. Selman Akbulut
Professor
Department of Mathematics
5427 Meridian Rd
Haslett, MI 48840

Dear Professor Akbulut,

I write in follow-up to your meeting with Provost Youatt on Wednesday, August 29, 2018. The Provost has informed me that she intends to move forward in the process to notify Interim President Engler that the matter is serious enough to warrant initiation of dismissal for cause proceedings. Once this notification occurs, Dean Philip Duxbury may formally initiate dismissal for cause proceedings against you by filing written charges with Interim President Engler and the Chair of the University Committee on Faculty Tenure (UCFT). Pursuant to the policy, the Chair of the UCFT will then promptly send you a copy of the charges. The Chair of the UCFT will also meet with you and the Dean as outlined in Section VII.B.1 of the policy.



I want to inform you of an important and relatively new provision in the *Discipline and Dismissal of Tenured Faculty for Cause* policy. This provision can be found in Section VII.B. of the policy and states:

"Once written charges have been filed with the President and Chair of the 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."

OFFICE OF THE PROVOST

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The HR system indicates that you are eligible to retire. Additionally, based upon your hire date, you are eligible to receive University contributions towards post-retirement health care. I write to simply ensure you are fully informed of the implications of the provisions of this policy on your status; once charges are filed, and if the final outcome of the proceedings includes dismissal for cause, you will no longer be eligible to retire from the University.

Provost Youatt intends to provide notification to Interim President Engler on Friday, September 21, 2018.

Should you have any questions, please do not hesitate to contact me at 517-353-5300.

Sincerely,

A handwritten signature in cursive script that reads "Theodore H. Curry II".

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

Cc: Interim President Engler
Provost Youatt
Dean Duxbury
Chairperson Promislow
Associate Provost Curry
VP and General Counsel Young