

From: [Badiru, Adedeji B Civ USAF AETC AFIT/EN](#)
To: bopschultz@gmail.com
Subject: Fw: RE Action against Dr. Schultz
Date: Tuesday, July 18, 2017 5:37:25 AM

From: Badiru, Adedeji B Civ USAF AETC AFIT/EN
Sent: Tuesday, July 18, 2017 5:35 AM
To: Schultz, Kenneth L Civ USAF AETC AFIT/ENS; bopschultz@gmail.com
Subject: RE Action against Dr. Schultz

Ken,

No devious timing was intended in this case. The delivery of the letter was handled in accordance with the guidance provided to us by AFMC 88 FSS, recognizing that you were out of the office last week while I am out of the office this week. I have asked the AFMC 88 FSS to review your complaint below and determine how to proceed.

I was not the one who rushed the delivery. I did not select the delivery date nor the specific suspension dates. I was quite willing to wait to deliver the letter when we would both be available on campus, but I was informed that FSS required the letter delivery to be done within a certain timeframe to meet specified HR and legal requirements.

Hopefully, a review of the process will resolve your concerns.

ABB

18 July 2017

From: Schultz, Kenneth L Civ USAF AETC AFIT/ENS
Sent: Monday, July 17, 2017 8:09 PM
To: Badiru, Adedeji B Civ USAF AETC AFIT/EN
Cc: Kenneth Lewis Schultz
Subject: Action against Dr. Schultz

Dr. Badiru,

I strongly protest the manner in which I was informed today of your decision to suspend me on 18 and 19 July, 2017. After spending 6 months to make the decision, the implementation was unnecessarily rushed and is in violation of the regulation.

1. AFI 36-704 recommends a 7 day notification. Your letter was dated July 13, 4 days ago. You made no attempt to give a 7 day notification. You have given no reason for this sudden need for speed.

2. By short notification you have made unreasonable demands on my ability to adjust my schedule.
3. You chose a day for the suspension which you knew, or should have known, was the Department Picnic, which makes the suspension much more a topic of conversation than need otherwise be.
4. You knew, or should have known, that I was on official travel last week and that I could not receive your letter until today, 17 July, 2017.
5. Upon discovering that I was not available to receive the message, rather than adjust and reconsider your short notification period, you gave the letter to someone else to deliver to me when I returned on July 17th.
6. You knew you would be absent the day the letter was delivered, absent through the time of suspension, and that I would be unable to contact you in a timely manner if an issue (like the illegal timing of the notification) came up. Again, after 6 months the sudden rush seems inappropriate.
7. You failed to give at least 24 hours' advance notice of the suspension in direct violation of AFI 36-704 paragraph 21.2.
8. If these problems were not your intent you could easily have taken the time to consider, or contacted me to discuss, the timing of the suspension. There was no need to rush. You could easily have allowed me to adjust my schedule, to have given 7 days' notice as recommended by the regulation or to have scheduled the suspension for a time you would be available should an issue arise.

I realize that you have no legal requirement to consider my schedule, other events or to give 7 days' notice. However, I can think of no, nor have you presented any, decent reason to avoid doing so. It has already taken six months, why the sudden need to immediately impose punishment without any consideration to the effects. In your untimely rush to finish a process that has already taken 6 months you have made the suspension more onerous than regulations intend and you have violated the regulation.

Since you are unavailable, I am now faced with a decision to either accept the illegal suspension or cause problems by denying your instructions. Meanwhile you are out of town and unavailable to correct your mistake. I will go home and make a decision as to what to do. Since either choice I make is in violation either of regulation or of your order you may then decide to further prosecute me for that decision as well if you so desire.

Respectfully,

Dr. Kenneth Schultz

Dr. Kenneth L. Schultz

Associate Professor of Operational Sciences

Air Force Institute of Technology

