

**SUMMARIZED TESTIMONY OF CAPT MELVIN KYLE BOOTHE.**

Capt Melvin Kyle Boothe appeared at the investigation, was sworn, and testified substantially as follows:

I am an MS student in the Logistics Supply Chain Management program, Department of Operational Sciences (ENS), Graduate School of Engineering and Management, Air Force Institute of Technology. I had Dr Shultz for LOGM 569, Maintenance and Production Management, in the 2016 Fall Quarter and LOGM 542 in the 2017 Winter Quarter. He treated all of his students equally. He said he liked to use the Socratic Method and on the first day of class in LOGM 569 he showed us a clip from the movie "The Paper Chase" and said that is the type of instructor he wanted to be. I was unimpressed and it put us off. He is very knowledgeable, but his tact is nonexistent. He was really good at walking the line separating professional behavior from non-professional behavior. In both classes he referenced a study about how women's brains are smaller than men's, but then he said they are just as smart and can do the same things as men. That was his pattern: make a statement that teetered on the line but implied something over the line, then add a statement that brought it back to the professional side. These statements were unnecessary and didn't add to the courses.

On January 10, we were discussing stereotypes, which is a really touchy subject. Dr Shultz mentioned someone could get offended just by talking about them. He went through several examples that I thought he covered fairly and appropriately. I can't remember the exact examples, but I think one involved gender. Then he said "For example, one stereotype is that black men have large feet." He emphasized feet in a way that implied feet really meant penis. Everyone looked around like "Did he really just say that?" Then he said we don't want to make judgments based on stereotypes, but want to make decisions based on data. He asked one of the girls, I think it was Casey Owens, if she had any experience on the size of black men's feet. She was taken aback and said "No." Then he talked about another stereotype and said you can't make assumptions about them. At the end he said the point of the discussion is that you need to act on the data you have so you could "take a black man back to your bedroom and measure his feet." The class kind became unglued. People were uncomfortable and we were all like "Wow, can you believe he said that?" In my opinion it was the first time he clearly stepped over the line. I couldn't make eye contact with him and I couldn't believe he said it. A student behind me, Rachel Herald, raised her hand and said "I'm just curious. If there was an African-American man in this room would have made the same joke?" Dr Shultz replied "I have made that joke with an African-American in the room and he thought it was hilarious." He covered a couple more slides and class ended. Our class met in building 640, room 326, which is a lecture hall with raised seating. He walked up to the fourth row where Lt Herald sat and said "I want to make sure you weren't offended by what I said." Lt Herald told him no. Dr Shultz said he just wanted to check and she told him no again. Then Dr Shultz went back to the front of the room and Lt Herald went out the back door. After class I told Lt Herald if she was going to report him on this I've got her back. I thought she might report it based on her question in class. She dismissed it and said "No, it's fine," but she was embarrassed. There were other students talking in the hall that were surprised he said that. The next class on January 12 he retaught the stereotype section because he thought he wasn't clear. He did it by the book and only referred to examples on his slides.

Dr Shultz's comment about black men made me embarrassed and shocked. Afterwards the classroom was unsettled and everyone was looking around and shuffling their feet. It was really awkward. I think he did it to be funny and make a joke. He would make comments about how he wasn't supposed to curse in class, which he does often. He just does what he wants. It affect my views of him as an instructor and made him lose credibility with most students. The comment was inappropriate because it was a racially and sexually charged joke that was unnecessary to teach the lesson. Afterwards I thought about reporting it. I was concerned that he would make a joke with that subject matter. I was torn because of my experience as an Officer Training School instructor for three years. A comment like this was not

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appropriate for that environment, but we have a different audience here that is older so maybe it was more accepted. In the end I didn't because the rumor mill said that someone was going to report it.

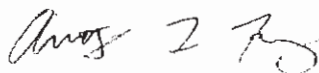
On January 17 they replaced Dr Shultz with a new instructor, Lt Col Douglas. It was not a smooth transition. Lt Col Douglas said he learned he was going to teach the course for the rest of the quarter the day before. He knows the material, but did not know the specific course Dr Shultz set up. The results have been mixed. I think Lt Col Douglas is professional, but he doesn't know as much about the subject as Dr. Shultz. I don't think we will get as much out of the course now.

I declare under penalty of perjury that the foregoing is true and correct. Executed at Wright-Patterson Air Force Base, Ohio, on February 3, 2017.



MELVIN K. BOOTHE, Capt, USAF

I declare under penalty that the foregoing is a true and correct summary of the testimony given by the witness. Executed at Wright-Patterson Air Force Base, Ohio, on February 3, 2017.



ANTHONY L. FRANZ, Lt Col, USAF  
Investigating Officer

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