

10 May 2016

MEMORANDUM FOR: AFIT/EN (Dean Badiru)

FROM: AFIT/EN Academic Rank Promotion and Tenure Committee (Dr. David Weeks)

SUBJECT: Final recommendation on the request for tenure for Dr. Kenneth Schultz.

1. On 20 April 2016, Dr. Kenneth Schultz formally requested a Review Committee to determine if there was a procedural error or inadequate consideration in the process used for his tenure evaluation. The Review Committee delivered their report to the Academic Rank Promotion and Tenure Committee of the Graduate School of Engineering and Management (EN P&T Committee) on 4 May 2016. The EN P&T committee met on 6 May 2016 to reconsider the request for tenure for Dr. Kenneth Schultz and to make a final recommendation.

2. After deliberating on 6 May 2016, the EN P&T Committee finds the Review Committee report to provide a complete and thorough analysis of the tenure process used to evaluate Dr. Schultz. We also find the report supports our initial tenure recommendation dated 7 April 2016 and that we arrived at our initial tenure recommendation in reasoned and fair manner.

4. With a vote of 6 yes out of six, the EN P&T committee votes to uphold our original recommendation that Dr. Kenneth Schultz not be granted tenure.

A handwritten signature in dark ink, appearing to read 'D. Weeks', is written over the printed name and title.

David E. Weeks, Ph.D.

Chair, Academic Rank Promotion and Tenure Committee