

To whom it may concern

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Our reference: Rdk/cmm/2019.03.1289
Your reference:
Subject: Statement request

Dear sir/madam,

I write this statement on request of John R. Folkerth, Jr., Attorney at Law, who acts on behalf of Dr. Kenneth L. Schultz.

I have known Dr. Schultz since 2010, when I invited him to participate in the dissertation committee of Dr. José Antonio Larco at Erasmus University Rotterdam, Netherlands. I also invited him to give a research seminar, at Erasmus, in 2013. We do not have any further relation and never collaborated in any research.

Dr. Schultz is one of the founding scholars of the Behavioral Operations Management field, which is an important subfield within the operations management domain, focusing on the additional effect of human behavior (both leaders and workers) and of (behavioral) decision making on performance in organizations, beyond system and process design and operational procedures. As such, he has been instrumental in shaping the field, via focused sessions at the POMS conferences, special issues in journals (e.g. he is currently co-editing a special issue of *Operations Research*, the world's #1 journal in this domain, on behavioral queuing), the POMS chronicle, and the *Behavioral Operations Management* conference series, of which he was the co-founder.

His efforts have been of great importance to get recognition for this field. By now, all major journals in the OM domain, have special area editors for the BOM subarea. His research, published in the 4 top journals in the OM and BOM subareas (i.e. *Journal of Operations Management*, *Manufacturing and Service Operations Management*, *Management Science*, and *Production and Operations Management Journal*; all UTD and FT50 journals) has been very influential in achieving the recognition for the field.

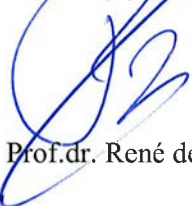
John Folkerth asked me to reflect on whether Dr. King “met the qualification requirements stated in the AFIT Standing Rules for the Academic Rank Promotion and Tenure Committee of the Graduate School of Engineering and Management (the “Standing Rules”) to act as an external reviewer”. According to Standing Rule 7.2.1, “The academic reviewer should hold prominence within the candidate’s particular area of specialty and will predominantly belong to a Ph.D.-granting department”. However, based on the cv obtained through the website of Dr. King (<https://business.fsu.edu/docs/default-source/cob/vitae/david-king---vita.pdf>), I must conclude he never published a paper in an OM (or Logistics or Supply Chain) journal, which would imply he does not hold prominence in the broad OM domain, let alone in the BOM subdomain.

John Folkerth also asked me to reflect on “Whether the quality and impact of Dr. Schultz’s academic contributions meet or exceed the standards of AFIT in comparison with three comparable members of the AFIT Department of Operational Sciences (“ENS”) who have been granted tenure at the AFIT?” For this I have checked the bios of Dr. William Cunningham, Dr. Alan W. Johnson and Dr. Jeffrey Ogden (currently at University of North Texas), through their websites and their publications through Google Scholar. Among them, Dr. Schultz would definitely stand out based on the quality of his publications, in all top journals in the field. So I assume that quality (and impact) of publications was not a criterion in Dr. Schultz’s denial of tenure.

I have included a short bio on the next page. According to AFIT standing rules, I would consider myself qualified to act as an external reviewer for Dr. Schultz. I am also a member of our school’s Promotion & Tenure committee.

I hope this letter may help to come to a balanced decision

Sincerely yours,



Prof.dr. René de Koster

Short bio

René de Koster is professor of Logistics and Operations Management at Rotterdam School of Management, Erasmus University, and chair of the department Technology and Operations Management. His research interests are warehousing, terminal, and behavioural operations. He also is a guest lecturer at the universities of USTC (PRC), Hasselt (B), and Pretoria (ZAF). He is author/editor of 8 books and over 200 papers in journals, including *Operations Research*, *Transportation Science*, *Journal of Operations Management*, *Production and Operations Management*, *IIE Transactions*, etcetera. He is associate editor or member of the editorial boards of 11 academic journals, including *Transportation Science* (AE), *Operations Research* (AE), and *Journal of Operations Management* (until 2015). He is member of several international research advisory boards (ELA: European Logistics Association, BVL: Germany (www.bvl.de), AIRL: France (until 2018), University of Pisa, Aalto University), chairman of Stichting Logistica (www.logistica.nl), and founder (in 2013) of the Material Handling Forum (www.rsm.nl/mhf), focusing on research with industry. In 2018, he was awarded the honorary Francqui chair for Hasselt University. His research has received several best paper awards (*IIE Transactions* 2009, 2016, 2018; *Journal of Operations Management* finalist 2007), *Academy of Management* best paper finalist 2013). His (Google Scholar) impact factor is $h=44$, with over 8,700 citations. According to [recent research of Siddique et al. \(2018\)](#) he “is the most influential researcher” in material handling.