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SUMMARIZED TESTIMONY OF 1ST LT RACHEL E. HERALD

1st Lt Rachel E. Herald appeared at the investigation, was sworn, and testified substantially as follows:

I am an MS student in the Logistics Management program, Department of Operational Sciences (ENS), Graduate School of Engineering and Management, Air Force Institute of Technology. I had Dr Shultz for a Maintenance and Production class in the 2016 Fall Quarter and LOGM 542 in the 2017 Winter Quarter. He was not the best instructor I had and seemed resistant to feedback. He treated all of his students equally as far as I could tell. His courses were structured around reading and homework assignments which were then discussed in class. The classes were very discussion based and I felt comfortable contributing and had no reservations about sharing in class. The classroom environment was not awkward, but sometimes he would make a comment and people would look around at each other thinking "Did he just say that?" In the Fall Quarter he made a joke about the p symbol calling it "high-rho" with a reference to an Asian accent. He also used the terms "Commies" and "Frenchies". While students still felt like they could, and did, participate in class discussions, I thought it was not appropriate for a professional setting. It made me uncomfortable because it sounded derogatory. He should use professional terms in a professional setting.

On 10 January 2017 the discussion in class was about decision making biases and how stereotypes can influence decision making. The topic of race came up and Dr. Shultz made a comment about the size of African-American men's feet implying that this meant other body parts. He continued with the lesson. Then he said that if any of us got an African-American male in the bedroom we should let us know if it was true. I found these comments to be offensive. Racial issues can be difficult to discuss, but this was not a professional way to handle it. I asked him if he would make those comments if an African-American was in the classroom. He said he had done that and the African-American thought it was funny. Then he asked if he had told us about the other time he got in trouble. He said he made a joke about "high-rho" that an Asian interpreted as offensive and confronted him about. Then Dr Shultz said "What are they going to do to me, because I'm leaving." Up until these comments the class had been professional, but after I called him out the tone shifted and participation fell off. After class was over, Dr Shultz approached me in the classroom. There were other students around, but he addressed me and asked "Did you find my comments inappropriate or offensive, because there is a difference." I told him "Both" and he walked away.

Dr Shultz crossed a line with me and another class should not have to hear that. I don't know why he made the comment. Maybe he thought it was funny and would lighten the mood. I called him out in class as a way of telling him "Hey, check yourself and think about what you are saying." He was ignorant of the effect his comments had on the class and didn't understand the impact of what he was saying. The discussion he had with me after class reinforced that. I just wanted the behavior to stop. I did not feel comfortable discussing it further with Dr Shultz based on the way he responded to me in class and the conversation after class. Because of that, I went to Maj Benjamin Hazen and asked him to address it with Dr. Shultz. We had one or two more classes with Dr. Shultz and then Lt Col Douglas took over the class. I was surprised they changed instructors, but was glad that it was taken seriously and addressed.

I declare under penalty of perjury that the foregoing is true and correct. Executed at Wright-Patterson Air Force Base, Ohio, on January 30, 2017.


RACHEL E. HERALD, 1st LT, USAF

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