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SUMMARIZED TESTIMONY OF MAJ BENJAMIN T. HAZEN

Maj Benjamin T. Hazen appeared at the investigation, was sworn, and testified substantially as follows:

I am an Assistant Professor of Logistics and Supply Chain Management and Division Chief, Logistics Division, Department of Operational Sciences (ENS), Graduate School of Engineering and Management, Air Force Institute of Technology. On January 10th or 11th, 2017, Lt Col Jason Anderson, another faculty member said a student had something to share. Later I saw Lt Rachel Herald outside of Lt Col Anderson's office and asked if she needed to talk. We went into my office where she started crying while relating a bad class experience she had in Dr. Kenneth Shultz's LOGM 542 class the previous day. They were talking about stereotypes and Dr Shultz said something like "Well you know about African-American men and their large ... feet". He paused for emphasis before he said feet and implied that he meant penis instead of feet. Later in the class he said something like "If one of you were to pull in an African-American man into the bedroom, check his foot size for us and let us know." I thought using an example involving African-American stereotypes when you talk about bias is setting yourself up for trouble. The talk about penis size and verifying it was not proper in the classroom. After this last comment Lt Herald asked him if he would have made the comment with an African-American in the room. Lt Herald is part black, but she looks white. Dr Shultz replied that he had. He also said he had made a "high-rho" joke in reference to Asian-Americans when discussing bias in class in the past. He said he had gotten in trouble before, but there was not much leadership could do about it. After class he asked Lt Herald if his comments were inappropriate or if she was just offended. I think this might have been his weird way of trying to explain things. There is probably a technical difference but that wasn't what was needed at the time. She just wanted it to end and said she was fine and left.

Since she was distraught I verified that Lt Herald was okay and offered support. I told her these things were not tolerated in the Air Force and at AFIT. I said I would report it, but I didn't know what the outcome would be. I knew I had to report the incident. After she left I gathered myself and met with Dr. Joseph Pignatiello, the department head, and Lt Col Matthew Douglas, the military deputy head. Lt Col Douglas had heard through the grapevine that there had been an incident. It was excellent to see the process of reporting and response work correctly. Dr Pignatiello talked to the civilian personnel office and leadership. The next day he asked me to corroborate Lt Herald's story. We use the student chain primarily as a conduit between the faculty and students. I called either Allison Barkelow or Russ Williams who are class leaders for the graduating class. I can't remember which one I called, but they gave me the number for Capt Scott Kubalec who is the class leader for the students that arrived this past fall. He corroborated the gist of the story in different words and felt the comments were inappropriate. He referred me to Lt Francisco Rodriguez who also provided corroboration. The three students triangulated on the same ideas and felt the foot size comment was inappropriate. I provided the corroboration to Dr. Pignatiello and helped him write a memo documenting the incident. I followed up with Lt Herald twice and she is doing well. Dr Shultz was removed from the classroom and I think the class understands why. As far as I can tell the class is going fine, but I have not observed the classroom. I was at AFIT for the week following the incident and then I was TDY for two weeks.


I think Dr. Shultz made the comments. Lt Herald was clearly upset and two other students corroborated her story. I don't know why Dr. Shultz used that example. I don't think he thought it through. I don't think he planned to offend anyone when he went to class but, he chose a very, very poor example and followed it with a poorly chosen comment. He might have been trying to get a laugh to improve the students' perception of him. Overall my impression is that he is a good guy, but he is missing some social wherewithal and self-awareness. He doesn't know when to stop especially if he is defending himself. I've seen it at lunch meetings where he may agree that you are correct, but he is still argues about why he is partly correct. Dr Shultz and I went to the INFORMS conference in Philadelphia on 1-4 November, 2015. We were doing some preliminary interviews with some candidates for two vacant faculty positions. The

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whole process was not fun. I thought we were just trying to feel people out to see who we wanted to invite to AFIT for in depth interviews. Dr. Shultz treated the interviews very aggressively and had the candidates answering difficult technical questions. We were interviewing an African-American female and he said something like "You know you have other qualities that other schools would be very interested in." He was basically saying she would help meet diversity goals, but it was really awkward and either the candidate or I quickly moved the conversation to other topics. This particular candidate ended up getting a hired at Ohio State University which has one of the top logistics programs in the country. His whole hardball approach was inappropriate, ill-advised, and didn't make sense. I think a lot of qualified candidates were turned off on coming to work at AFIT because of it. I never mentioned it before because it didn't seem like a targeted racial or sexual thing. He treated all of his students equally as far as I could tell. Dr. Shultz is just socially awkward and says weird things, like your weird uncle. I'm not sure where his line of thinking comes from. I never sat in on one of his classes, but he doesn't always get the best teaching evaluations. However, in my Research Methods course last year when I did a quick impromptu Delphi study as an in-class example on the most useful course in our MS program, Dr. Shultz's LOGM 542 class came up as being most useful.

I declare under penalty of perjury that the foregoing is true and correct. Executed at Wright-Patterson Air Force Base, Ohio, on February 7, 2017.



BENJAMIN T. HAZEN, Maj, 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 7, 2017.



ANTHONY L. FRANZ, Lt Col, USAF
Investigating Officer

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