



### **Background**

David, Professor of History, and the rest of the Search Committee are gathering to discuss the candidates they interviewed for the role of Associate Professor, History. The Committee is deciding who should be referred to the Dean for a second interview.

### **Scenario One**

"I really liked Janice but, to be honest, I'm not sure she's the right person," Martin begins. "The interview was just such a slow process - having to ask the question, have her interpreter let her know what we said and then wait for her response. How will that work in the classroom?"

"I agree," said David. "I just think it's going to make things really difficult in the classroom."

"I don't know," replied Austin. "Marcus worked the same way for years. He had several devices and methods that he used to work with hearing students successfully and we never received any complaints."

*What type of bias might be represented here? What do you think of Austin's response? How might it impact the Committee?*

### **Scenario Two**

"Let's move on. I think Jamal would be a great fit," said Garrett. "He gave great answers to all of our questions, and provided excellent examples of how he has integrated culturally competent practices into his classroom."

"Yeah, but I don't recognize that school where he received his Master's, and I'm just not impressed with his research. I think we should stick with candidates from schools that we know," Randall interjected.

*What do you think of Randall's comment? How might it impact the search process? How might you respond?*

### **Scenario Three**

"Let's talk about Dr. Grant," David said. "He's coming from that big Ivy League school, has published articles based on his Civil War research, is leading that mentoring program for students and coaches his son's soccer team. Also, he's been cited in lots of publications."

"Yeah, but he hasn't been teaching that long and he gave a weird answer when I asked him about our mission and working with diverse students," replied Morgan. "He didn't seem to know what I meant."

"I'm sure he would do well here," replied Sydney. "I can just tell he would be good."

*What do you think of the Committee's discussion of Dr. Grant? How might you respond?*

### **Scenario Four**

"What about Jenna?" asked David.

"Jenna has tons of teaching experience and she was awarded "Professor of the Year" from her students last year, but I'm concerned about her ability to focus and prioritize," added Sydney. "We had to reschedule her interview twice -- something about her children."

"She's done a lot of teaching, but when I asked her how she would juggle teaching, research and her home life, she didn't really have a good answer and seemed to get angry," Jason added.

*What bias, if any, is represented here? How might you respond?*