CASE STUDY

Coleen Carrigan, PhD, wrote the case study. *https://www.buffalo.edu/navigate-project.html*
Engineer Inclusion modified it to meet the needs of the activity and audience.

#	SPEAKER	LINE
1		*INTERIOR MEETING ROOM, DAY; 4 OUT OF 6 MEMBERS OF THE PHYSICS DEPARTMENT HIRING COMMITTEE, A GROUP OF FULL PROFESSORS (PRESENT ARE APRIL, MIKE, PETER, AND NATHAN), ARE IN THE MIDDLE OF A MEETING CONCERNING THE APPLICATION FOR FULL PROFESSORSHIP BY THEIR COLLEAGUE KAREN. MIKE, THE DEPARTMENT CHAIR, WATCHES ALONG WITH PETER AND NATHAN AS APRIL FINISHES A PRESENTATION ON THE ISSUE.*
2	APRIL	To conclude, Karen's passion for her research combined with her outstanding track record in teaching has more than proven her worth to this department and our need to grant her full professorship. Thanks!
3	MIKE	Thank you again for the presentation, April.
4	APRIL	Of course. I still wonder why we're doing this today when two of our committee members aren't here.
5	MIKE	We all knew Jack was going to be out when the meeting was originally scheduled, and Greg's absence was last minute, but I believe the four of us can still come to a decision.
6	APRIL	I don't feel comfortable voting when they're not here.
7	PETER	I don't think their votes would change the outcome.
8	APRIL	What's that supposed to mean?
9	PETER	It means that they would probably agree with me when I say that Karen is not the right candidate for full professorship.
10	MIKE	I'm with Peter. As popular as Karen has become in the community, if I'm going to promote a colleague to full professorship, it's going to be someone whose research is more relevant in our field.
11	APRIL	Particle theory is not relevant to the field?
12	MIKE	You know that's not what I meant.
13	APRIL	I don't see how diversity education in the sciences is irrelevant to a physics department, either.
14	MIKE	No! It's just that it shouldn't be researched by a physics professor. It belongs to Sociology.
15	PETER	Yeah, they can always use some more work. *PETER LAUGHS AT HIS OWN JOKE. NO ONE JOINS HIM.*
16	MIKE	But my point is Karen's expertise is in particle theory. Hell, that's why we hired her in the first place.
17	APRIL	I know. And when she was hired, she was under the impression that she would be able to teach particle theory. Instead, you've assigned her to teach intro classes for the last six years.

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18	PETER	*SARCASTICALLY.* She seems to do really well with those classes. You stated it yourself, her students give her glowing reviews. *PETER SCOFFS AND HUFFS EXAGGERATEDLY.* Nobody gets these kinds of ratings, so there has to be an explanation. I bet the male students just rate her highly because they want to sleep with her.
19	NATHAN	That's out of line, man. I can't believe you said that.
20	PETER	Thanks for joining the conversation Nathan. Plus, with her new research interest, it only seems fitting that we give her the biggest sample size possible.
21	NATHAN	I don't think her Physics education research is concerned with large sample sizes. Seems to be more qualitative than quantitative.
22	APRIL	So, what was the point of my presentation if everyone has already made their mind up?
23	NATHAN	I haven't made my decision yet, at least. I actually enjoyed the presentation. Seemed to make a stronger argument than her recommendation letters.
24	MIKE	I didn't see anything wrong with the letters.
25	APRIL	You can't be serious?! One letter pointed out that she didn't publish a paper between 2018 and 2019. What it failed to mention was that she was on maternity leave the year before.
26	MIKE	Even with that being the case... *HIS VOICE TRAILS OFF.*
27	PETER	Yeah. I've got three kids, and I never took time off to take care of them.
28	APRIL	They couldn't have been luckier. *ALL LAUGH BUT PETER.*
29	NATHAN	So, when's Karen giving the big TEDx talk?
30	APRIL	I think it's in September.
31	NATHAN	That's fantastic.
32	PETER	*ANNOYED.* Anyone can do a TED talk these days.
33	NATHAN	Have you done one?
34	PETER	No, because I've been too busy working in the lab. Doing my job.
35	NATHAN	Promoting the department is part of our job. And no one has done that better than she has.
36	MIKE	There's a fine line between promoting the department and stroking one's ego. We don't need celebrities, we need scholars.
37	APRIL	Which is what we have. We have a scholar who just brought in 2 million NSF dollars for her research. That's larger than any single grant I've ever landed.
38	NATHAN	It's the largest grant a member of our department has received in 4 years.
39	PETER	The importance of research isn't tied to a dollar sign.
40	APRIL	No, but it sure helps.
41	MIKE	OK, that's enough. We're clearly not going to change each other's minds, so I call to motion a vote.

#	SPEAKER	LINE
42	PETER	I second that motion. *APRIL LOOKS OVER AT NATHAN.*
43	NATHAN	I third.
44	MIKE	Good. All of those in favor of granting Dr. McGee full professorship?
45	APRIL	Aye.
46	NATHAN	Aye. *A SILENT MOMENT. WE SEE APRIL'S REACTION OF RELIEF.*
47	MIKE	All of those opposed?
48	PETER	Aye.
49	MIKE	And aye. Looks like we have a draw.
50	APRIL	Looks like it. Guess we'll have to wait for the other two to come back before we vote again.
51	MIKE	Ok. Well, thank you everyone for showing up. I'll let you know when the next meeting will be.
52	*MIKE GETS UP TO LEAVE. PETER FOLLOWS HIM OUT. NATHAN AND APRIL ARE LEFT ALONE IN THE ROOM. CUT TO BLACK*	