

# Committee on Academic Career Opportunities and Placement

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## *2014-2015 Membership*

Krista Lawlor, chair (2017)

Yubraj Aryal (2016)

Michael Beaty (2015)

Stephan Blatti (2017)

S. Seth Bordner (2015)

Lisa L. Fuller (2017)

Deborah Mayo (2015)

Michael Nair-Collins (2017)

George Rainbolt (2016)

Jennifer Whiting (2016)

Marcia Cavell, *ex officio* (2015)

Ruth Chang, *ex officio* (2015)

Mary Rorty, *ex officio* (2015)

Thomas Urban, *ex officio* (2016)

## COMMITTEE ON ACADEMIC CAREERS AND PLACEMENT SERVICES

Report submitted by Krista Lawlor (chair), September 2015

Ongoing work: The Committee continues its customary work at Placement services, and continues to work with the Committee on the Status and Future of the Profession to advise all parties on best practices for video interviews. We also have completed our small grants review.

New work: This year, our committee was asked to take on a number of issues by the Task Force on Inclusiveness in their report to the Board in November 2014. In the winter of 2015, we had a general discussion of the Report, and the particular issues suggested by the Task Force. I then divided our committee into three subcommittees to work on specific items, providing each with a charge. (See the three charges below.) Work is progressing on each item. The Subcommittee on Mentoring is predictably taking longer than the other committees to form a set of actionable items. Discussion of mentoring has raised significant issues, and has been wide-ranging. By happenstance, this particular subcommittee's membership was almost entirely lost in the recent turnover of the general Committee's members, and that is slowing our progress.

I include a status update for each subcommittee below. I should add that I am very grateful to the individual members of our Committee (George Rainbolt, Michael Nair-Collins and Jennifer Whiting) who have stepped up to lead on particular issues.

### SUBCOMMITTEE ON PROFESSIONAL INFORMATION

Chair: George Rainbolt

Members: Aryal Yubrai, Lisa Fuller, Seth Bordner (2015 end/replaced by Miriam Solomon), Krista Lawlor

**Task:** Revise the existing APA statement "Guidance for Job Seekers" with information relevant to underrepresented minorities.

Initial suggestions/comments: Everyone should review the existing statement on the web: [http://www.apaonline.org/?page=placement\\_brochure](http://www.apaonline.org/?page=placement_brochure). We can think about adding subsection(s) to the existing document. The committee might seek out materials from the Rutgers climate site. We might include a note in our other statement(s), explicitly saying that discrimination and exclusion can affect one's bodily and mental well-being, and that if one is so affected, it is important to seek out resources, which can often be found on campuses (ombudspeople, work-life offices, health and psychological clinics often have resources for faculty and staff). Also we might start a reference/bibliography entry with some texts that are useful for all job seekers and newly minted professors.

**Status update (9/25):**

After reviewing both the Placement Handbook and the statement Guidance for Job Seekers, the committee has identified numerous places where useful revisions can be made, and additions can be introduced (bibliography of useful resources, links to best practices in other philosophical associations (Canadian Philosophical Association, for instance). We are beginning with individual member's writing up their own suggestions for revisions (Sept. 2015) and have a timeline for integrating these into a final draft, with a target of end of fall quarter 2015.

The next stage: we plan to share the revision with relevant APA committees (for instance: our various Status committees, and the Committee on Inclusiveness).

We aim to submit our suggested changes to the Board for consideration in spring 2016.

SUBCOMMITTEE ON DIVERSITY STATEMENT/PLEDGE

Chair: Michael Nair-Collins

Members: Stephan Blatti, Deborah Mayo (2015 end/replaced by Susan Dieleman), Krista Lawlor

**Task:** Draft a pledge regarding the importance of diversity to our profession, for departments to openly sign.

**Status update (9/25):** We have drafted a letter to departments re-iterating the importance of diversity in philosophy, with an emphasis on graduate diversity, and asking them to endorse and publicize a pledge. We are also crafting a pledge to promote diversity, specifically by not attaching demerit to student background (in 2-year community colleges or other “non-elite” undergraduate institutions). Work on both letter and pledge is proceeding in apace way. Our target is to have a complete text of both for consideration at the Board’s November 2015 meeting.

#### SUBCOMMITTEE ON MENTORING

Chair: Jennifer Whiting

Members: Ruth Chang (ex officio), Michael Beaty, Mary Rorty (ex officio), Thomas Urban (ex officio) (2015 end/replaced by Sam Cowling), Krista Lawlor

**Task:** The Task Force asks us to organize some events at divisional meetings for matching up mentors with URM students. We were also asked to provide recommendations for effective faculty mentoring.

**Status update (9/25):** After much discussion of mentoring, and sharing ideas about how to generate more widespread availability of mentors for underrepresented minorities, we have taken on a somewhat more ambitious goal than the two narrower goals the Task Force recommended to us. We want to work on a broader project of grad/junior faculty mentoring for under-represented groups, in ways that do not duplicate what MAP is already doing. The plan that is taking shape, in its initial steps is this: first to contact MAP representatives and have them suggest likely faculty to serve as contacts to fill a local organization role (OR) for the APA. The pool for such volunteers would just be the people who were willing to serve as MAP mentors already. The OR could be a junior faculty person. Their additional task for us would be to enlist senior faculty (either at their institution, or elsewhere) to be mentors, not just to graduate students, but also to junior faculty. (The next step

will be to figure out how to let junior faculty at other institutions know about/access this senior resource.) Further, the plan will include some outreach in coordination with MAP: for example, we may organize a session at a divisional APA meeting(s) with the OR's invited, and a panel discussion about effective mentoring.

Timeline: uncertain. We have had changes in membership that affected this subcommittee, and the tasks are larger and less well defined than the other subcommittees.

My plan going forward is to bring members of other subcommittees to work on this task as their work is completed.