Appendix to Board Minutes

REPORT FROM THE APA OMBUDSPERSON FOR NONDISCRIMINATION

September 25, 2010

David Schrader, Executive Director
American Philosophical Association
University of Delaware
31 Amstel Avenue
Newark, DE 19716-4797

Dear David,

Below is my report for the past year regarding the complaints and inquiries I received as APA Ombuds for Nondiscrimination.

I received an inquiry and complaint from a tenured woman philosopher (associate professor) at a public university whose tenured position was terminated last year, after all philosophy courses had been removed from her university’s curriculum. She believes these actions were taken in retaliation for having previously filed a complaint of sexual harassment (2002). We exchanged some emails and I spoke with her on the phone, and she agreed to write up what had happened and send supporting documents, which I forwarded to William O. Stephens, Chair of the Committee for the Defense of the Professional Rights of Philosophers. His committee decided to review her case and materials. I do not know whether the committee has taken any action.

I received a written complaint via the postal mail from a male philosopher who charged that an APA jobs for Philosophers ad reflected age discrimination. I looked up the ad, and sent it along with the complaint to William Stephens. The problematic phrase in the ad was "Candidates must have four years or fewer full-time post-Ph.D teaching experience" I suggested that the department probably wanted to hire a recent Ph.D and it would have been better if they had stated this, but the aim does not, in principle, discriminate on the basis of a person’s age. His committee agreed, and I wrote a letter to the philosopher who sent the complaint to inform him and explain the committee’s decision.

I received a complaint from a woman philosopher in a tenure-track position at a private university whose contract was not renewed a year or so before she was scheduled to come up for tenure. We spoke at length by phone and she alleged that the department hired her in order to recruit a woman of color, although some members had reservations that her Ph.D was in Women’s Studies, rather than Philosophy (she had an M.A. in Philosophy). Although she had initially received positive annual reviews, her most recent reviews were overall negative, which she felt was due to the fact that one of the faculty members who initially opposed her hire had become chair of the department. We discussed various options (at her institution, the AAUP, APA) and she asked if I would call the relevant parties on her behalf. I suggested that she write up what we had discussed, and that I would forward it to the APA Committee for the Defense of the Professional Rights of Philosophers. I felt that the complaint should be put in her own words, with the evidence and documentation she could supply, rather than drawn up from what I might remember from our conversation. She has not yet sent me anything to forward.

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I recently received a complaint (by email) from an assistant professor whose appointment was not renewed after four years in a tenure-track position, and after having received four annual reviews that overall assessed her performance as "outstanding" or "very good." We are planning to talk by phone soon, as she has requested.

At the Eastern APA meeting 2009, I met with members of the "Essex Group," formed by Prof. Sally Haslanger (MIT) to address ongoing sexism and sex discrimination in Philosophy. I am now a member of this group, and am assisting with various projects they have started.

I organized a session for the 2010 Eastern APA for the Committee on Inclusiveness, in collaboration with the Committee on Black Philosophers, on a book by the preeminent historian of American Philosophy, Bruce Kuklick:

TUESDAY AFTERNOON, DECEMBER 28
III-J. APA Committee Session: Author Meets Critics: Bruce Kuklick, *Black Philosopher, White Academy: The Career of William Fontaine*

Arranged by the APA Committee on Inclusiveness in the Profession and the APA Committee on Black Philosophers
2:00-5:00 p.m.
Chair: Laurie Shrage (Florida International University)
Critics: Anita Allen (University of Pennsylvania)
Lewis Gordon (Temple University)
John Lachs (Vanderbilt University)
Author: Bruce Kuklick (University of Pennsylvania)


I have worked with the APA national office to help update the APA webpage so that it shows the current Ombuds for Nondiscrimination where this position is mentioned, and have sent information to other organizations that have contacted me, such as the Feminist Philosophers blog: [http://feministphilosophers.wordpress.com/?s=ombuds](http://feministphilosophers.wordpress.com/?s=ombuds)

Sincerely,

[Signature]

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