
REPORT OF THE OMBUDSPERSON FOR NONDISCRIMINATION

RESPECTFULLY SUBMITTED BY CHESHIRE CALHOUN FOR THE PERIOD OF SEPTEMBER 24, 2011, THROUGH OCTOBER 3, 2012

There were two requests for action by the ombudsperson.

1. A faculty member who had been denied tenure, had then made an appeal, and planned to file a grievance asked for advice on the basis of a substantial number of documents involved in both the tenure and appeal decisions. A general overview of the case was forwarded to the Committee for the Defense of the Professional Rights of Philosophers. In consultation with that committee's chair, I provided an overview of the main issues that appeared to be problematic and potentially pursuable given the grievance guidelines at that institutions; that included procedural irregularities, change of standards mid-stream, and possible racial discrimination. The CDPRP expressed willingness to consider the case if the supporting documents were available. The candidate was unwilling to forward the supporting documents and did not further pursue action by the APA.
 2. A job candidate, aware that the APA rules prohibited interviewing in hotel bedrooms, reported that she was invited to a hotel bedroom interview. She was given the option of interviewing in the hotel bedroom or at some other location such as a coffee shop. She had not been given the option of interviewing in the main interview room, because the institution had not signed up to use the APA interviewing services. The interview itself
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was conducted in an objectionable way, but the job candidate wished to express that she did not feel in a position to decline the original offer to interview in a hotel bedroom. The case was forwarded to the Committee for on Academic Placement and Career Opportunities. The chair of that committee, David Hoekema, wrote an excellent and forceful note to the hiring institution admonishing them that they had departed from both APA policy against interview in non-suite rooms, and APA policy that interviewers register with the APA and provide interviewing contact information.

I received and replied to a request for information that might be relevant to instituting a divisional policy concerning equitable representation of members from under-represented groups in APA programs, elections etc.

As *ex-officio* member of the Inclusiveness Committee, I participated in that committee's review of grant proposals.

As *ex-officio* member of the Committee on the Status and Future of the Profession, I have participated in a subcommittee tasked with developing a statement on dual careers (the two body problem).
