Proposal to fund a Mentoring Workshop for Assistant Professors in Research-heavy University and College Positions in the U.S.

Proposal Steering Committee: Louise Antony, University of Massachusetts Amherst; Ann Cudd, University of Kansas

I. Purpose: Addressing the “Philosophy Exception”

Philosophy as a discipline has a gender problem. Although data about the race and gender makeup of its membership is not routinely gathered by the American Philosophical Association, a recent reliable estimate of the professoriate in U.S. philosophy departments is that 21% are women.¹ In the top 20 departments, that number falls to 19%.² Related to this is the fact that women do not publish articles at high rates in the top journals of the field. A recent study of the top seven journals of the field counted only 12% of the authors as women. None of the editors of those journals is women, and only 17% of the advisory boards are women.³,⁴

Philosophy is unusual among the humanities fields in its skewed gender ratio. English, History, Linguistics, and Foreign Languages and Literatures boast percentages of women nearly equal to or greater than percentages of men in their professor ranks. In this regard, Philosophy is like Economics, which is unusual among the social sciences for its severe gender imbalance. While the gender imbalance in the natural sciences and engineering has long been recognized, and serious funding is available to help address the problem at all stages of the pipeline, little effort or funding is aimed at the humanities or social sciences.

Recently, the Economics division of the National Science Foundation and the American Economic Association has taken note of the gender imbalance within the field of Economics, and, through the efforts of a small group of committed senior women scholars, has begun to make changes. Scholars in this group have designed a mentoring workshop for women assistant professors working in research-heavy positions, and are conducting a controlled experiment to compare professional progress among women who participate in the mentoring program with women who do not. Preliminary findings show significant improvements in publishing, publishing in top journals, and federal grant awards⁵ among women in the mentored group, compared with the controls. These results have been described as “staggering.”⁶

¹ http://www.apa.udel.edu/apa/governance/committees/women/Women%20In%20The%20Profession%20CS W.pdf
³ Ibid., appendix 1.
⁴ Brian Weatherson, formerly editor of The Philosophical Review, speculates that the rate of submission by women to major journals may be very low. See his discussion at http://tar.weatherson.org/index.php?s=women+submission
⁶ Claudia Goldin, in her oral discussion of the previously cited study at the 2010 Allied Social Science Association meetings.
The exceptional gender imbalance in Philosophy has recently come under scrutiny by researchers within and outside of the discipline. The situation is now referred to as the “philosophy exception” among some psychologists interested in the effects of implicit bias and stereotype threat on minority groups. Philosophy blogs such as “Pea Soup”, “Leiter Reports: A Philosophy Blog.” “X-Phi,” and “Feminist Philosophers” have entertained discussion threads about the problem. In August 2009 a group of women philosophers, led by Sally Haslanger, a philosopher at MIT who has documented the nature and extent of the philosophy exception, met to discuss the issue and related issues of women’s status and future in the profession. Out of this meeting several initiatives were proposed, including one to begin formal mentoring of young women philosophers to achieve greater success.

II. Plan of Action: Mentoring Junior Women in Philosophy

A. General Description and Timeline

As executors of the mentoring initiative proposed at the meeting described above, co-directors Professor Louise Antony of the University of Massachusetts Amherst and Professor Ann Cudd of the University of Kansas propose to hold a workshop modeled on the economists’ workshop for women assistant professors in Philosophy currently holding tenure-track positions at research universities or at colleges with high research expectations. Our longterm goal is to achieve a critical mass of women philosophers within the profession. In the shorter term we aim to assist the participants in these workshops to publish in top journals and to either achieve tenure in their current positions or to move into tenured positions in higher-ranked philosophy departments. We propose to hold the first workshop in early August of 2011 at the University of Massachusetts Amherst, where one of us is a tenured full professor. We have secured the support of several successful, high-status women philosophers whom we can count on to participate as mentors in the workshop. The workshop will not choose participants according to field within philosophy, but will aim to attract women with a broad range of subdisciplinary interests in philosophy. We do not have an ideological axe to grind. We simply want to solve the gender problem.

We intend to hold these workshops biannually if they prove to be successful. In order to evaluate and document the efficacy of the program, we will assess the success of workshop participants annually over a ten-year period by asking participants to submit annual updated CV’s at regular intervals after the workshop. We will then devise measures to test whether our goals have been achieved. We expect to look at the following indices: quantity of publications, rank of publication venue (journal or press, as appropriate), success at achieving tenure, and rank of tenuring department. If, as we expect, our program shows the same degree of success as the program for women in Economics, we expect to see evidence of this success by year four or five.

We are requesting grant funding to fund the travel, meals, and lodging of the mentors, all of whom will be APA members. The University of Kansas has agreed to support the participation of Co-Director Cudd. The Department of Philosophy at the

7 The situation has even received comment in the New York Times: http://ideas.blogs.nytimes.com/2009/10/02/a-dearth-of-women-philosophers/
University of Massachusetts Amherst has agreed to fund a $500 honorarium for the keynote speaker for the workshop. We are hopeful that the University of Massachusetts Amherst will also agree to pay the cost of meeting space, and to pay for student assistants to help with clerical and logistical matters. Participants in the workshop ("mentees") will be asked to seek funding from their home institutions to cover travel, lodging, and meals, as well as the participation. Mentors will not be paid beyond reimbursement of travel expenses. Co-director Antony will pay for her meals out of her personal research account.

B. Workshop Plan

The workshop will be conducted over a three-day period. Mentors and mentees will be housed together at the University of Massachusetts Amherst. (Mentors will be accommodated at the Campus Center Hotel. Mentees will have the option of accommodation at the Campus Center Hotel, or in dormitory housing.) Meals will be taken together at the Campus Center.

Applicants for the workshop will be required to submit an abstract of an article-length work-in-progress. Those who are selected to participate in the workshop will be assigned to mentoring groups based on their areas of specialization. Successful applicants will be required to submit a complete draft of the abstracted paper, which will be circulated to the mentor, and to the other participants in their mentoring group. (There will be strict deadlines for the submission of the complete draft. Anyone who fails to meet this deadline will be replaced by an alternate.)

The workshop program will consist of working sessions (with participants organized into pre-assigned mentoring groups), interspersed with plenary panel discussions on various aspects of professional development and work/life issues.

A mentoring group will consist of approximately six workshop participants and one mentor. Each participant will serve as a presenter in one workshop, and as a "lead critic" in another. Other members of the working group will have read each paper in advance. The lead critic will open the discussion with 10 minutes of commentary on the paper. The author of the paper will have 5 minutes to reply, and then the floor will be open for discussion. Mentors will serve as facilitators in the working session discussions, and will provide feedback in the session along with the other members of the working group. This structure mirrors that of paper sessions at most professional conferences in philosophy. Our aim is to provide each participant with the opportunity to engage both with a senior member of the profession and with a peer, and to be involved both as an author and as a commentator in a philosophical exchange.

Panel presentations will involve the senior women recruited as mentors, as well as appropriate representatives from agencies such as the National Endowment for the Humanities, the Association of American University Women, the Mellon Foundation, and the American Council of Learned Societies. We may also try to recruit editors from prestigious philosophy journals, writers of influential philosophy blogs, or other professional philosophers with relevant experience to share. We also note that both co-directors have served or are serving as editors of major philosophical journals (Nous and Hypatia).
SCHEDULE

DAY 1: Arrival, dinner together with keynote speaker. (This will be a prominent woman philosopher.)

DAY 2:
8:30 – 9:30: Working session (broken down by mentoring groups)
9:40 – 10:30: Presentation -- “Strategies for Efficient and Effective Teaching”
10:40 – 11:40: Working session
11:45 – 12: Lunch and Panel: “Work/Life Balance”
1:15 – 2:15: Working session
2:30 – 3:30: Presentation – “Publishing”
3:45 – 4: Working session
4:10 – 5:30: Presentation – “Grants and Professional Visibility” (with Donna Ginther and NEH program director)
6:00 – 6:30: Wine and cheese, socializing, or free time
6:45: Dinner

DAY 3: 8:30 – 9:30: Working session
9:40 – 10:30: Presentation – “Getting Tenure”
10:40 – 11:40: Working session
11:45 – 12:20: Lunch
12:30 – 1:30: Working session
1:40 – 2: wrap-ups; development of plans for follow-up
2 – 3: Plenary session: reports from working groups on follow-up plans, general discussion and evaluation

C. Timeline

September – December 2010: Co-directors Antony and Cudd will issue invitations to potential mentors, to a selected person to present the keynote address, and to experts for panel discussions. Antony and Cudd will prepare materials for advertising, and draft announcement of program

January 2011: Antony and Cudd, with assistance of student assistant, will send out announcements of program and solicit applications. Application deadline will be March 1, 2011.

March 1 – April 1: Antony and Cudd will review applications and select 36 participants and 2 alternates. All applicants will be notified of results. Participants will be given until May 31 to submit complete drafts of their works-in-progress.

June 1 – July 15: Mentors will read mentees’ works-in-progress, as will all the members of each working group. (Antony and Cudd will stay in contact with participants to ensure that this duty is discharged.)

August, 2011: Workshop will be held on the campus of U Mass Amherst.

September, 2011: Antony and Cudd will solicit preliminary evaluations of Workshop experience from Workshop participants (mentors and mentees).

September 2012: Antony and Cudd will collect updated CV’s from all mentees participating in the 2011 Workshop.
III. Budget

The University of Kansas has already funded co-director Ann Cudd’s travel to attend the American Economic Association/Committee on the Status of Women in the Economics Profession workshop in January 2010, and will fund the travel and expenses of Cudd to the Workshop and in-kind services of an outreach director for the preparation of a flyer and graphics for the workshop. The co-directors are donating their time and expertise to run the workshop. Antony is paying for her own meals during the Workshop. We are asking the mentors and panelists to donate their services and time for the three days of the workshop. The Philosophy Department at U Mass Amherst has committed $500 for an honorarium for the Workshop’s Keynote Speaker.

We request $7,600 in funding from the APA for travel, lodging, and food for the mentors, panelists, and the Keynote Speaker. We estimate travel expenses at $500, and $450 for room and board for each mentor. We are seeking funding from other agencies to cover the costs of Workshop materials: 30 binders at $30/binder, containing all handouts from panel presentations, and all papers of the members of the working group for each individual mentee.

The attached table summarizes the expenses and funding sources.

IV. Fiscal Agent:
Ms. Beth Grybko
Administrative Assistant, Department of Philosophy, University of Massachusetts Amherst
352 Bartlett Hall, 130 Hicks Way
Amherst, MA 01003
bellena@philos.umass.edu
413-545-2330

V. Additional Funding and Financing Plans

We hope to secure enough funding from the APA and from our host institutions to cover the cost of running the program in the first year. (Pending the outcome of negotiations between Antony and U Mass Amherst, we may need to obtain additional funds to cover the cost of meeting rooms. Antony is investigating possible sources of funding or alternative meeting space in case they are needed.) In future years we will seek funding from our host institutions, as well as from other agencies, including the National Endowment for the Humanities, the Five College Consortium, the Mellon Foundation, and the American Association of University Women. We hope that the first workshop will establish a track record that we can use to leverage such funding.

VI. Advertising
We will advertise the workshop through the Proceedings and Addresses of the APA, through philosophy blogs, through Facebook (Women in Philosophy Task Force), and through the electronic listservs of the Society for Women in Philosophy and of the Feminist Association for Ethics and Social Thought (FEAST). We will also send letters to chairs of philosophy departments throughout the U.S. asking them to bring this to the attention of their untenured women professors. Interested parties will be referred to our Website (see below) for downloadable application forms and for more detailed information about the workshop and the Mentoring Program.

VII. We will construct a website for the Workshop on the University of Massachusetts – Amherst server and linked to the Philosophy Department website, and the personal websites of the co-Directors with application information.
CURRENT POSITION: Associate Dean for the Humanities and Professor of Philosophy, University of Kansas

TEACHING POSITIONS:
- Professor of Philosophy, University of Kansas (2000-present)
- Professor of Women, Gender, and Sexuality Studies, University of Kansas (2001-2008)
- Associate Professor of Philosophy, University of Kansas (1994-2000)
- Assistant Professor of Philosophy, University of Kansas (1988-1994)
- Assistant Professor of Philosophy, Occidental College (1991-1993)

ADMINISTRATIVE POSITIONS:
- Associate Dean for the Humanities, College of Liberal Arts and Sciences, Univ.of Kansas (July 1, 2008 – present)
- Director of Women, Gender and Sexuality Studies Program (formerly Women’s Studies Program), Univ.of Kansas (July 1, 2001- June 30, 2008)
- Director of Graduate Studies, Dept. of Philosophy, Univ. of Kansas (1995-2001)

EDUCATION:

RESEARCH:
1. Areas of special interest
- Social and Political Philosophy, Philosophy of Social Science, Feminist Theory, Decision Theory, Philosophy of Economics, Empirical Philosophy

2. Grants and Awards:
- KU Women’s Hall of Fame, inducted March 2008
- Byron Caldwell Smith Award, (for most outstanding academic book by a Kansas resident published in two previous years), 2007
- KU Woman of Distinction, 2005-6
- Hall Center for the Humanities Research Fellowship, Spring 1997
- Sabbatical Leave, U. of Kansas, Fall 1996, Fall 2003
- NEH Summer Research Stipend, 1992
- NEH Summer Institute Fellowship, Summer 1991 (declined).
Deutsche Akademische Austauschdienst (DAAD) Summer Language Study Scholarship, 1983.

3. Books and Edited Volumes


Awarded the Byron Caldwell Smith Award for outstanding book published in 2005 or 2006 by a resident of Kansas.
Named CHOICE Outstanding Academic Title for 2007.


Special Issue of *Hypatia* on the topic of *Analytic Feminism*, 10:3, Summer 1995, co-edited with Virginia Klenk.

4. Published and Forthcoming Articles

安‧ 卡德, 〈從女性主義立場闡明資本主義〉


Reprinted in Feminist Theory: A Philosophical Anthology.


"Is Pareto Optimality a Criterion of Justice?," Social Theory and Practice, 22 (Spring, 1996):1-34.


"Enforced Pregnancy, Rape, and the Image of Woman", Philosophical Studies, 60(1990):
47-59.
"Indefinitely Repeated Games" (co-authored with Neal Becker), Theory and Decision, 28(1990): 189-195.

Work in progress
“Resistance is (Not) Futile: Feminism’s Contribution to Political Philosophy” (under review)
“‘The Clinical Conceit’: Locating the Causal Antecedents of Domestic Violence” (paper under revision)
“Women and Occupation: Humanitarian intervention through the lens of gender” (to be included in projected book on intervention)
“Wanting Freedom” (to be revised and sent to Ethics)
“Truly Humanitarian Intervention” (to be included in projected book on intervention)
“Philosophy’s Dependence on the Facts” (in early stages)

5. Invited and Publicly Presented Papers
“Choice, Commitment and Explanation: Amartya Sen’s Philosophy of Social Science,” workshop on Sen’s Philosophy, Erasmus University, Rotterdam, The Netherlands, July 1, 2010.
“A Feminist Defense of Capitalism,” Institute for Philosophy, National Tsing Hua University, Hsin Chu, Taiwan, September 24, 2009.
“Feminist Contributions to Political Philosophy,” Political Science Department, Xiamen University, Xiamen, China, September 22, 2009.
“The Irony of Irony: Author Meets Critics on Cynthia Willett’s Irony in the Age of Empire,” Society for Analytical Feminism meeting at the Pacific APA, Vancouver, BC., April 10, 2009.
“Resistance is (Not) Futile: Feminism’s Contribution to Political Philosophy,” 2nd Annual Society for Analytical Feminism Conference, Lexington, KY, April 6, 2008; invited symposium, Central APA, Chicago, IL Feb. 18, 2010.
“Wanting Freedom,” Texas Tech University Humanities Lecture, April 12, 2007; Florida
State University, Society for Women and Philosophy Keynote Address, Feb. 22, 2008; Butler University, Nov. 11, 2008; McGill University Philosophy colloquium, Feb. 6, 2010.


“Social Connection, Political Responsibility, and Humanitarian Intervention: Thoughts on some recent work by Iris Marion Young,” APA Pacific Division annual meeting, memorial session for Iris Marion Young. San Francisco, CA, April 7, 2007.

Authors meets Critics sessions on Analyzing Oppression: Joint meeting of Eastern Society for Women in Philosophy and Society for Analytical Feminism meeting (Keynote session), Tampa, FL, Dec. 1, 2006; APA Pacific Division annual meeting, San Francisco, CA, April 6, 2007.


“How to Explain Oppression,” University of British Columbia, Vancouver, BC, March 13, 2004; Philosophy of Social Science Roundtable, St. Louis University, March 20, 2004.


“Philosophy Matters: Preparing for scientific and technological change,” Keynote Speech, Undergraduate Philosophy Conference, Bowling Green State University,


“Resolving the Paradox of Liberal Feminism,” 9th Symposium of the International Association of Women Philosophers, Zürich, Switzerland, Oct. 11-14, 2000.

“The Paradox of Liberal Feminism: Preference, Rationality, and Oppression,” Dept. of Philosophy, Univ. of Michigan, April 1, 2000; Swarthmore College, Nov. 10, 2000; University of Western Ontario Women’s Studies Colloquium, Dec. 1, 2000; University of Tennessee, March 9, 2001.

“The Paradox of Liberal Feminism,” Keynote Speech, Midwest Undergraduate Philosophy Conference, Creighton University, April 7, 2001.


“Social Groups”, Kansas State University, April 18, 1997; University of Western Ontario Philosophy Colloquium, Dec. 1, 2000.


“Toward a Feminist Rational Choice Theory: Response to Anderson”, invited symposium commentary at the Eastern Division APA, Dec.30, 1996, Atlanta, GA.


"Has Multiculturalism Anything to Offer to Epistemology?" Wichita State University, Nov. 12, 1993.

"When Sexual Harassment is Protected Speech," Conference on Feminist Ethics and Social Policy, Nov.5-7, 1993, University of Pittsburgh.

"Oppression by Choice", Society for Analytical Feminism, American Philosophical Association Central Division Meetings, Louisville, KY, April 23, 1992.


"Enforced Pregnancy, Rape, and the Image of Woman", APA Convention (Pacific Division), Los Angeles, CA, March 30, 1990; Wichita State University, Nov. 12, 1990.
"Common Knowledge of Possibility", Department of Philosophy, University of Pittsburgh, October 1987, Department of Philosophy, Northwestern University, January 1988, Department of Philosophy, Iowa State University, January 1988, Department of Philosophy, University of Kansas, February 1988.


6. Local Presentations

“Sporting Metaphors: Competition and the Culture of Capitalism,” Hall Center Faculty Seminar on Capitalism and Culture, Sept. 2005
“Mathematics in Feminist Political Philosophy: How Game Theory can Illuminate Oppression” Society for Women in Mathematics, KU, Sept. 12, 2005.
“Women and Occupation: Humanitarian intervention through the lens of gender,” International Programs Faculty Seminar on Morals, Principles, Certitudes: Is there a Global Context?, April 15, 2005
“This is What a Feminist Looks Like,” Committee on the Status of Women panel discussion, KU, Oct. 28, 2004.
“Poverty, Wage-slavery, or Bondage: Ethical dilemmas of child labor in the context of globalization,” presented with Neal Becker to the Fall Faculty Seminar, Hall Center for the Humanities, Sept. 27, 2001.
“Simone de Beauvoir,” Western Civilization Program, Univ. of Kansas, May 4,
2000; presented again on May 1, 2001.
“Reason and Faith: Separate Spheres,” KU for Lawrence, Continuing Education program on Science and Religion, Univ. of Kansas, April 22, 2000.
“Players or actors, rules or roles? Contemporary debates in the philosophy of social science,” Univ. of Kansas School of Business, Feb. 4, 2000.
“Feminism and Existentialism,” Western Civilization Program, Univ. of Kansas, April 26, 1999.
“Psychological Forces of Oppression,” Hall Center Gender Seminar, U. of Kansas, Oct. 16, 1996.
“The Received View of Rationality,” Hall Center Faculty Seminar on Rationality and Public Policy, April 4, 1996.
"Three Argument Strategies for Abortion Rights", University of Kansas Western Civilization Program Lecture to Instructors, March 1990.

7. Book Reviews
Feminist Interpretations of Locke, ed. by Nancy J. Hirschmann and Kirstie M. McClure, for Perspectives on Political Science, 2008.
Love’s Labor, by Eva Feder Kittay, APA Newsletter on Feminism, 00(Spring 2000): 29-30.

Book notes
Artificial Morality by Peter Danielson, Ethics, April 1994.

8. Professional Societies
Council of Colleges of Arts and Sciences
American Philosophical Association
American Association of University Professors
Society for Women in Philosophy
Society for Analytical Feminism
Feminist Ethics and Social Theory
International Society for Philosophy of Law and Social Philosophy
North American Society for Social Philosophy
International Association for Feminist Economics
Institute for Women’s Policy Research

9. Professional Service Activities
APA Committee on Lectures, Publications, and Research, July 1, 2010-June 30, 2013.
Women in Philosophy Task Force Steering Committee.
Chair, 2008 Central Division APA Program Committee.
Member, Executive Committee of AMINTAPHIL, 2008.
Member, Eastern Division APA Advisory Committee, 2007-2010
Member, Central Division APA Program Committee, 2006-7
Member, Nominating Committee of the Central Division of the APA, 1998-99
Member, APA Committee on the Status of Women, 1998-2000
Co-Chair, Advisory Committee on the Status of Women in Kansas, Institute for Women’s Policy Research, 2001-3.
Review for Social Science Research Council, Canada, 2009.
Review for Austrian Science Fund (Fonds zur Förderung der wissenschaftlichen Forschung, project no.T44-SOZ), 1999.
Referee for American Philosophical Association Central Division, Southwest Philosophical Society, Society for Analytical Feminism, Central States Philosophical Society, Kansas Philosophical Society, North American Society for Social Philosophy, Southwest Philosophical Society.

10. Editorial Boards
*Hypatia*, 2007-present (Value Theory Area Editor, beginning July 2010)
*Studies in the Philosophy of Sociality*, Springer Verlag, Series Advisory Board
*Teaching Philosophy*, 2006-present
*Feminist Studies*, 2006-2009
University Press of Kansas, 2001-2005

11. External Promotion and Tenure Reviews
University of Kentucky, 2008
Notre Dame University, 2008
Scripps College, 2008
University of Memphis, 2007
University of Utah, 2007
Scripps College, 2005
Dartmouth College, 2004
Binghamton University, 2004
Texas Tech University, 2003
St. Joseph’s University, 2002

12. External Program Reviews
University of Tennessee, Department of Philosophy, Spring 2010.
Pomona College, Philosophy, Politics and Economics Program, Spring 2009

TEACHING:
1. Teaching Positions
Professor, University of Kansas (2000-)
Associate Professor, University of Kansas (1994-2000)
Assistant Professor, University of Kansas (1988-1994)
Assistant Professor, Occidental College (1991-1993)
Teaching Fellow, University of Pittsburgh (1982-1988)
Tutor and Grader in Logic, Mathematics and Physics, Swarthmore College (1978-’82)

2. Grants and Awards:
Mortar Board Distinguished Teaching Award, 2005
Service Learning Institute teaching grant, KU Center for Teaching Excellence, 2004-5
W. T. Kemper Distinguished Teaching Award, August 2001
KU Center for East Asian Studies course enhancement grant, 2000-2001
KU Center for Teaching Excellence undergraduate teaching award, 1999-2000
Hall Center Fund for the Improvement of Teaching, 1995-96
Irvine Grant for the Improvement of Teaching (Occidental College), summer 1992

3. Courses Taught
University of Kansas:
Introduction to Philosophy - Honors
Introduction to Philosophy - Large class format
Introduction to Ethics
Introduction to Ethics - Honors
Introduction to Social and Political Philosophy - Large class format
Introduction to Social and Political Philosophy - Honors
Justice and Economic Systems
Feminism and Philosophy
Rational Choice Theory
Philosophy of Science
Philosophy of Social Science
Political Philosophy
Political Philosophy (team taught with Prof. Rex Martin)
History and Philosophy of Economics (team taught with Prof. Mohamed El Hodiri of the Economics Dept.)
Readings in Philosophy (various topics)
Topics in Theory of Knowledge: Common Knowledge
Graduate Tutorial: Conceptions of Rationality (Spring 1996); Foundational and Anti-foundational Epistemology (Spring, 1998); Personal Identity (Spring, 1999); Rationality, Sociality, and Obligation (Spring, 2001)
Feminist Theory, Law, and Philosophy (team taught with Prof. Kim Dayton, School of Law)
Topics in Social and Political Philosophy: Feminism and Equality (superseminar; Spring 2000); Just War (spring 2006; team taught with Prof. Rex Martin and Prof. Allan Hanson of Anthropology Dept.); Humanitarian Aid and Intervention
Topics in the History of Philosophy: John Stuart Mill’s Practical Philosophy (team taught with Prof. Ben Eggleston)
Topics in the Philosophy of Social Science: Social Science/Social Philosophy
Service Learning (Women's Studies, many times)
Research Colloquium (Women's Studies graduate certificate capstone course,

Occidental College:
British Empiricism
Civil Rights and Women's Movements in 19th and 20th C. America
Introduction to Philosophy
The Nature of Science
Philosophy of Economics
20th C. Epistemology
Seminar on Conceptions of Rationality
Intermediate Logic
Independent Study (on determinism and quantum mechanics)

University of Pittsburgh:
Social Philosophy
Business Ethics
Political Philosophy
Concepts of Human Nature
Introduction to Philosophy
Introduction to Symbolic Logic

4. Philosophy Ph.D. Thesis Committees (year given if finished; #= inactive)
As Advisor: Matt Waldschlagel, Pelle Danabo (2008), Anne Morgan (2009),
Roksana Alavi (2008), Pamela Belman#, Tamela Ice (2007), Leslie
Jones#, Pinfei Lu (2006), Stephen Ferguson (2004), Xiufen Lu (2000);
As Committee Member: David Carillo (2008); Hyun Chul Kim (2008); Curran
Douglass (2004); Jorge Muñoz (2003); Kae Chatman (2001); Charles
Richards (2000); David Reidy (1997)
External (to KU) Member: Tina Strasbourg, University of Calgary Philosophy
Department (2010)


Sayeed (2002), Peter Higgins (1999), Isa Gonzales (1999), Megan Brackney

Moyer, Lou Ann Sirard, Pamela Belman*, Dawn Gale, J. Scott James, Tamela
Ice, Anne Morgan*, Dusan Galic; Joe Braun*; Doug Fishel; Russell Waltz*

Dawn Jakubowski*, Jeanna Moyer, Erin Fitz-Gerald, Olivia Ceesay, Charles
Richards, John McClendon*, Jorge Munoz*, Evan Kreider, Gina Rose*, Pamela
Belman*, Pinfei Lu; Tamela Ice*; Roksana Alavi*; Matt Waldschlagel*; Anne
Morgan*, Pelle Danabo*, Dusan Galic, Peter Montecuollo, Cliff Phillips
9. University Scholars Mentor: Ricardo Olea (’90-’91), Brian Wilhite (’95-’96), Melissa Hoag, (’96-’97), Miles Garrett (‘02-’05)

10. Guest Lectures: Humanities 315 (Spring, 1991), Phil. 668 (Fall 1995), Nursing 950 (Fall 1995), Phil. 500 (Philosophy of Sex and Love, Fall 1996), Phil.500/Law 900 (Fall 1996);Phil. 668 (Political Philosophy, Fall 2000); Phil. 181 (Intro. to Social and Political Phil., Spring 2004); Nursing 802 (Fall 2004); HSES 7xx (Sports Management Ethics, Fall 2006, Fall 2007, Spring 2009)


12. Outside Member of Ph.D. Committee: Susan Hickman, Psychology (Oct.1996);
Zachary Falin, Ecology and Evolutionary Biology, (August, 2003), LeRoy Brandt, Ecology and Evolutionary Biology, (Nov. 2002); Carly Hayden-Foster, Political Science (Spring 2005); Molly Dingel, Sociology (Oct. 2005); Elizabeth Smith, Ecology and Evolutionary Biology (Spring 2005); Heather Van Mullem, Health, Sport, and Exercise Science (July 2005); Susan Reneau, Psychology (2007); Danny Najera, EEB, (2009).


UNIVERSITY SERVICE:

University (*= chair)

- Hall Center for the Humanities Internal Review Committee (2009)
- Task Force on Digital Directions in the Humanities, Steering Committee (2008-2009)
- Information Services Planning Council (2008-2009)
- Chancellor’s Advisory Committee on Athletics (2006-2008)
- University Senate Committee on Athletics* (2007-8)
- Carnegie Foundation CASTL leadership team (2006-2009)
- Co-Director, Hall Center Workshop on Grant Applications (Spring 2006)
- Ad Hoc Committee on Joint Appointments (2004-5)*
- Kemper Distinguished Teaching Award selection committee (Spring 2005)
- Ad Hoc Committee on Recreation Services for Faculty and Staff (Spring 2003)
- TEAM (Center for Teaching Excellence Advisory Board) 2002-present
- College of Liberal Arts and Sciences Dean Search Committee, 2009-10, 2001-02, 1995-96.
- Humanities Grant Development Office Proposal Review Bureau, 2001-present
- Vice Chancellors’ Fellow, 2000-‘01.
- Center for Teaching Excellence Ambassador, 1999-2002
- Executive Committee of the Graduate School, 2000-2002
- Graduate Program Assessment, 1997-’98; F ‘00*
- Hall Center Gender Seminar Co-Director, 1998-2001
Graduate School Minority Fellowship Committee, 1998-'99
Graduate Program Review Committee, 1995-'96, ‘98-'99
Humanities Lecture Series Committee, 1990-91, ‘97-'00
Task Force on Teaching Evaluations, 1997
Task Force on Doctoral Mentoring, 1996
Commencement Marshall, 1996
University Council, 1994-97
Faculty Senate Subcommittee on Tenure and Related Problems, 1995-'96
University Scholars Steering Committee, 1994-97
Hall Center Faculty Seminar on Rationality and Public Policy (director), 1996
Hall Center Committee for Improvement of Teaching Grants, 1995-'96*, ‘99-2000
Hall Center Panel Discussions on Rationality and Public Policy (co-organizer and moderator), 1994
Faculty Senate Research Committee, 1990-91

College of Liberal Arts and Sciences
Task Force on Online Courses in the College, 2009-2010
Mentoring Junior Faculty study, 2009-2010
Committee on Undergraduate Studies and Advising, ex officio, 2008-present
Dean’s Executive Advisory Group, 2007-8
Search Committee for Associate Dean, Spring 2006, Spring 2010
Ad Hoc Committee on Joint Appointments in CLAS, Fall 2004
Ad Hoc Committee on Differential Tuition for CLAS, Spring 2004
Chair, Tuition Enhancement position Search Committee, Spring 2003
Ad Hoc Committee on Tuition Enhancement, Fall 2002
Ad Hoc Committee on New Humanities Distinguished Professors, 2001-present
Academic Misconduct Review Board, 1999-present
Evaluation of Chairpersons and Directors Committee, 1999-'00
Women's Studies Advisory Board, 1989-present
College Committee on Sabbatical Leave, 1994-'95
Referee for UGRA awards, 1994

Department of Philosophy
Director of Graduate Studies, 1995-2001
Faculty Recruitment Committee, 1989-'90, '90-91, ‘98-'99, 2000-'01, 2002-3
Promotion and Tenure Committee, 1994-present
Departmental Newsletter Editor, 1994-'96
Ad Hoc Committee on Peer and Student Evaluation of Teaching*, 1994-'95
Placement Committee*, 1989-'91
Applied Ethics Committee, 1989-91, '93-present
Computer Committee, 1996-2000
Supervised construction of WWW homepage construction, 1995-'96
Editor of Departmental WWW homepage, 1998-'01
Supervised construction of GTA teaching manual, summer 1990.

Women, Gender, and Sexuality Studies Program
Director, 2001-2008
PhD proposal committee, approval pending
Authored Strategic Plan, July 1, 2006
Graduate Certificate Proposal, approved 2002
Women’s Studies Advisory Board member, 1989-present
Undergraduate curriculum committee, 1993-'95
Library committee, 1994-'97*, ‘97-'98
Speaker's committee, 1990-'91

Related Community Service
Board of Directors, Peggy Bowman Second Chance Fund (member of National Network of Abortion Funds – grants for abortion services for indigent women and girls), 2004-present
Founder and Organizer, Pinckney Elementary School Science Fair Club, 2006-2009
Basketball coach for elementary school children, Lawrence Parks and Recreation Department, Fall 2006, 2007, 2008
Board of Directors, Hilltop Child Development Center, 1998-2006; President 2001-2
Founder and Co-Director, Hilltop Hustle 5K race, 2000-present.

References available upon request
LOUISE M. ANTONY  
Curriculum Vitae  
June 2010

Department of Philosophy  
University of Massachusetts  
352 Bartlett Hall, 130 Hicks Way  
Amherst, MA 01003-9269  
413-545-2316

PO Box 611  
6 Ryan’s Hill Road  
Leverett, MA 01054  
413-549-3630

Email: lantony@philos.umass.edu  
Webpage: http://www.umass.edu/philosophy/faculty/antony.htm

EDUCATION

Harvard University, Ph.D. in Philosophy, 1982  
Syracuse University, B.A. Honors in Philosophy, summa cum laude, 1975  
Bedford College, University of London (special student), 1973-74

PROFESSIONAL EXPERIENCE

Teaching

Professor, University of Massachusetts, Amherst, 2006-  
Professor, The Ohio State University, 2000-2006

– Affiliated Faculty, Department of Women’s Studies, and Department of Comparative Studies

Professor, University of North Carolina at Chapel Hill 1997-2000  
Associate Professor, UNC at Chapel Hill, 1994-1997  
Visiting Associate Professor, UNC at Chapel Hill, 1993-1994  
Associate Professor North Carolina State University, 1990-1994  
Assistant Professor, NCSU, 1986-1990  
Assistant Professor, Bates College, 1983-1986  
Assistant Professor, Boston University, 1981-1983  
Lecturer, U. of Illinois at Champaign-Urbana, 1980-81  
Teaching Fellow and Tutor, Harvard University, 1976-1988

Administrative & Institutional Service

Dean’s Task Force on Informational Technology, U Mass, 2006-7  
Institute for Collaborative Research and Public Humanities, Oversight Committee, OSU, 2001-2005  
Executive Committee, Cognitive Science Program, OSU, 2001-2004  
College of Humanities, Committee on Instruction, OSU, 2001-2003
Faculty Athletics Committee, UNC, 1998-2000
Administrative Board, College of Arts & Sciences and General College, UNC, 1995-1998
College Appeals Board, 1995-1998
Dean’s Task Force on General Education, College of Arts & Sciences, UNC, 1995-6
Assistant Department Head, Dept. of Philosophy, NCSU 1990-1993
Institutional Effectiveness Evaluation Group, NCSU, 1992-93
CHASS Graduate Studies Committee, NCSU, 1990-1991
University Mission Review Committee, NCSU, 1990-1991

AREAS OF SPECIALIZATION

Philosophy of Mind  Phil. Issues in Cognitive Science
Epistemology  Feminist Theory
Philosophy of Language

PUBLICATIONS

Books


Essays

“Concepts: Useful for Thinking,” forthcoming in *Millikan and Her Critics*, ed. by Dan Ryder (Blackwell’s *Philosophers and Their Critics* series).

“Is There a Feminist Philosophy of Language?” forthcoming in *Analytical Feminism: Engaging the Tradition*, ed. by Anita Superson and Sharon Crasnow.


“Reality and Reduction,” forthcoming in Supervenience in Mind, ed. Terry Horgan, Marcelo Sabates, and David Sosa, MIT Press.


"Law and Order in Psychology" in *Philosophical Perspectives*, 9, AI, Connectionism, and *Philosophical Psychology*, 1995, 1-19.


"Quine as Feminist: The Radical Import of Naturalized Epistemology" in Antony and Witt (see above), 185-225.


Commentaries


**Reviews**


PRESENTATIONS AND INVITED LECTURES


[Invitation to lecture at Bar I’lan University, Tel Aviv, Israel – declined].

“Does God Love Us?” My Ways Are Not Your Ways Conference, Notre Dame University, South Bend, IN, Sept. 10, 2009.


“Realization Theory and the Philosophy of Mind,” Author-Meets-Critic session on Sydney Shoemaker’s Realization, APA Pacific Division Convention, April 9, 2009.

“Feminism Without Metaphysics”
California State University–Los Angeles, Ann Garry Honorary Lecture in Feminist Philosophy, April 20, 2009.

“Is There a Feminist Philosophy of Language?”

“In Praise of Loose Talk: Three Ways of Following a Rule”
CUNY Graduate Center, Sept. 23, 2009
“Resolved: God is Not Necessary for Morality” Debate with William Lane Craig, University of Massachusetts Amherst, April 10, 2008.

“From Causes to Reasons: On the Possibility of Empirical Knowledge,”
Brown University, Department of Philosophy, Nov. 21, 2008.
Notre Dame University, Department of Philosophy, March 13, 2008.
Princeton University, Department of Philosophy, Oct. 5, 2007

“Is Diversity an Epistemic Virtue?”
Keynote Lecture, Society for the Advancement of Women in Philosophy, University of Florida at Tallahassee, March 20, 2009.
Society for Analytical Feminism, Conference on Feminist Contributions to Philosophy, Lexington, KY, April 4, 2008.
Mt. Holyoke College, Philosophy Department Speaker Series, Nov. 15, 2007.
NYC Society for Women in Philosophy, CUNY Graduate Center, Nov. 9, 2007 Conference: The Legacy of Ann Ferguson, Umass Amherst, May 11, 2007


“Intelligible Causes”
Union College, Philosophy Department, April 12, 2007.

“Multiple Realizability: Keeping it Real”
Colby College, Philosophy Colloquium, Sept. 28, 2006

“What Do We Need to Know About Human Nature?”
University of Windsor, Philosophy Department Colloquium, Windsor, ON, Sept. 22, 2006.
Fort Lewis College, Durango, Colorado, Feb. 23, 2006

“Is ‘Non-conceptual Content’ Content?”, Philosophy of Mind in Budapest, Collegium Budapest and the Central European University, Budapest, Hungary, April 1, 2006

“Comment on Dretske and Segal,” Intentionality in Language and Early Vision, University of
Maryland, College Park, April 21 & 22, 2006

Is ‘Non-Conceptual Content’ Content?” Departments of Philosophy at the University of Alberta, the University of Edmonton, and Lethbridge University, Sept. 22 - 26, 2005


“Still Psychological After All These Years,” invited address, Society for Philosophy and Psychology, Annual Meeting, Edmonton, Alberta, Canada, June, 2002.


“What Do We Need to Know About Human Nature?” University of California, Santa Cruz, Jan. 25, 2002.


“What Are You Thinking? Character and Content in the Language of Thought” Department of Philosophy, New York University, April 10, 2001.

“Naturalized Epistemology, Morality, and the Real World,” Department of Philosophy, Northern Illinois University, Feb. 23, 2001


“Naturalized Epistemology, Morality, and the Real World,” Department of Philosophy, Syracuse University, Sept. 8, 2000.


“Back to Androgyny,” Grinnell College, March 10, 2000


“Natures and Norms,” Macquarie University, Sydney, New South Wales, Australia, August 4, 1999.

“Naturalizing Radical Translation,” University of Otago, Dunedin, New Zealand, July 30, 1999.


“Back to Androgyny,” University of Tasmania, Hobart, Tasmania, Australia, July 16, 1999.


“Multiple Realizability, Projectibility, and the Reality of Mental Properties,” University of Wisconsin, Madison, April 9, 1999.

“Multiple Realizability, Projectibility, and the Reality of Mental Properties,” Ohio State University, March, 1999


“What Bathrooms Teach Us About Equality,” Keynote Address, Graduate Student Conference, Washington University, St. Louis, MO., October 10, 1998.

“Multiple Realizability, Projectibility, and the Reality of Mental Properties,” Philosophy Department Colloquium, Washington University, St. Louis, MO., October 9, 1998.


Johns Hopkins University, Philosophy Department Colloquium, "Reduction with Autonomy," March 10, 1998.


Naturalism, Evolution, and Intentionality, Department of Philosophy, University of Western Ontario, April 17-19, 1998. Invited Lecture: "Autonomy, Causal Powers, and Projectibility"


“Sisters, Please, I’d Rather Do It Myself” Colloquium, Committee on the Philosophy and History of Science, U. Of Maryland, March 1, 1995.


"Feminism and the Philosophy of Person", Philosophy Colloquium, Tulane University, April 1995.


"Backlash and Double Binds", Invited Contribution to Panel Discussion on Feminism in the Academy in the 90's, sponsored by the Society for Philosophy and Public Affairs, APA Pacific Division, March 1995


"The Relevance of Psychological Data to Linguistic Theory," Philosophy Department, University of Cincinnati, March 11, 1994.

Symposium on A Mind of One's Own, sponsored by the Society for Analytical Feminism, APA Eastern Division Meetings, Atlanta, Georgia, December 1993.
"Rabbit-Pots and Supernovas: on the relevance of psychological data to linguistic theory" University of Massachusetts at Amherst, December 1993 and University of North Carolina at Chapel Hill, October 1993.

"Must There Be a Feminist Epistemology?" University of South Carolina, Department of Philosophy and Women's Studies, November 1993.


"Ma, Can I Be a Feminist and Still Like Quine?" McGill University, March 1993.


"Davidson on Psychological Explanation", Davidson College, March 1990.

"Is There a Feminist Philosophy?" presented at Feminist Scholarship in the Humanities, a conference sponsored by Scripps College Humanities Institute, Claremont, Ca., March 1-3, 1990.


"Current Issues in Representationalism", Department of Psychology, North Carolina State U., October 1987

**Commentaries**


Comment on Ruth Hubbard, “Human Reproduction in the Age of Biotechnology,” Association for Women in Science in Central Ohio, 7th Conference in Ethics in Science, Technology, and Medicine, Ohio State University, March 19, 2002.


Comment on “An evolutionary perspective on testimony and argumentation” by Daniel Sperber, Conference in honor of Alvin Goldman, University of Arizona, January 27, 2001.


Comment on Naomi Scheman, "Feminist Epistemology" APA Eastern Division Meetings, Boston, MA, December 1994.

Comment on Anthony Dardis, "Can the Radically Interpreted Make Mistakes?" APA Eastern Division Meetings, Atlanta, Ga., December 1993.


Comment on Naomi Scheman, "If This Be Method, Yet There is Madness in It" presented at conference, "Feminism and Reason", University of New Hampshire, Oct. 6, 1990.

Comment on "Is Psychology an Empirical Science?" by Justin Schwartz, at the Eastern Division meetings of the APA, 1989.


Comment on Richard Hall, "First Person and Other Indexical Beliefs," Society for Philosophy and Psychology, Wellesley, Ma., June 1983.

Comment on W.V. Quine, "Of Sticks and Stones," Boston Colloquium for the Philosophy of Science and Boston Institute for Philosophy and Religion, March 1983.

WORK IN PROGRESS

Essays
“What Is An Illusion?”
“From Causes to Reasons: On the Possibility of Empirical Knowledge”
“Democracy is Not an Epistemic Value”
“Is There a Feminist Philosophy of Language?”

Monograph
Mind Over Matter: How Reasons Move Us

Textbooks
The Philosophy of Mind, textbook for Rowman & Littlefield, Robert Audi, series editor
Human Nature, textbook for Routledge’s “Contemporary Introductions to Philosophy,” Paul Moser, series editor

PROFESSIONAL ORGANIZATIONS AND SERVICE

Society for Philosophy and Psychology
President, 2010-2011
President-Elect, 2009-10
Executive Committee, 2008-present
Program Committee, 2007-8
Executive Committee, 1989-1992
Program Committee, Co-chair, 1993-1994
Executive Committee, 1994-1997

Founding Member, Women in Philosophy Task Force
American Philosophical Association, Eastern Division
Committee on the Status of Women, 1988-1991

Society for Analytical Feminism
Executive Committee, 1994-1997

Member, Philosophical Documentation Center, Advisory Board, 1998- 2005

Editorial Board, *Notre Dame Philosophical Reviews*, January 2002 -
Editorial Board, *Noûs*, July 1, 2000-
Editorial Board, 2000-
Editorial Advisory Board, *Philosophical Psychology*

- co-editor, with Diana Meyers, of special issue, "Doing Philosophy as a Feminist"

Editorial Board, *Philosophy and Phenomenological Research*

**HONORS AND AWARDS**

Fellow, Humanities Research Centre, Australian National University, Australia, June 6- August 12, 1999
Chapman Fellow, UNC, Fall 1998
N.E.H. Summer Institute, 1993
National Humanities Center, Andrew W. Mellon Fellowship, 1989-1990
American Council of Learned Societies Fellowship for Recent Recipients of the Ph.D., 1985
Phi Beta Kappa, 1975

**COMMUNITY SERVICE AND ACTIVITIES**

Holyoke Civic Symphony, Holyoke Massachusetts, 2006-present
Public Higher Education Network of Massachusetts
– Board Member, 2009-2010

*The Music Man*, Amherst Leisure Services Production, Amherst Massachusetts, 2007-8
Progressive Peace Coalition, Columbus Ohio, 2004-6
Buckeyes for Dennis Kucinich, OSU, 2003-2004
Worthington Civic Band, 2003-2005
Triangle Wind Ensemble, Member and Librarian, 1999-2000
Raleigh Area Flute Association, Board Member, 1998-2000
  Silver Fantasy Flute Choir, 1997-2000
Women’s Voices Chorus, 1996-1999
Academic Advisory Board, Common Sense Foundation, 1996-2000
Executive Board, American Civil Liberties Union of Wake County, 1991-94
# Mentoring Program Proposal Budget

**Louise Antony & Ann Cudd**

## Table of Budget Requests

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<th>Item</th>
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<th>U Kansas</th>
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