

October 21, 2013

To: Amy Ferrer, Executive Director
American Philosophical Association
From: Louise Antony, University of Massachusetts Amherst
Ann Cudd, University of Kansas
Re: The Mentoring Program for Junior Women in Philosophy

Last November, the APA awarded Professor Ann Cudd and myself a grant in the amount of \$3,500.00 to administer a Mentoring Workshop for Junior Women in Philosophy. The aim of the workshop was, first, to establish mentoring relationships between senior women in the field and women in the early stages of their careers, and second, to offer the junior women practical advice on professional development. This workshop is part of an ongoing Mentoring Program, patterned on a highly successful model designed by women in economics, to stimulate higher professional achievement and to prevent attrition among women in philosophy. Prof. Cudd and I designed the Workshop in 2010, and implemented the first edition of the workshop in June of 2011. Following the success of that workshop, Prof. Cudd and I undertook to produce a second workshop, which was held at the campus of the University of Massachusetts Amherst from June 2 – 4, 2013. In response to participant feedback, we expanded this second workshop from two-and-a-half to three days. It still featured intensive, small-group working sessions focused on papers submitted by the participants, panel presentations on topics of interest, and informal socializing and networking. Prof. Cudd and I took on this project at the behest of the Women's Philosophy Task Force, convened by Sally Haslanger of MIT in the summer of 2009.

The workshop began with welcoming remarks by U Mass Amherst Chancellor Kumble Subbaswamy, followed by a keynote address from Professor Judith Jarvis Thomson of MIT. The event was open to the public, and was drew not only faculty and graduate students from the U Mass Philosophy Department, but also faculty from Amherst College, Mt. Holyoke College (one of whom was an alumna from the first Mentoring Workshop), and several interested members of the community. Dean Julie Hayes of the U Mass College of Humanities and Fine Arts, who provided the Workshop with a grant of ?????, was also in attendance. Professor Thomson's address was followed by a public reception. After the reception, the workshop participants met for a working dinner. The second day's schedule consisted of three working sessions interspersed with panel discussions on writing and publication, teaching, and getting tenure. We concluded the day with a networking reception. The third day's schedule consisted of two working sessions and two panel discussions, one on professional visibility and another on work/life balance.

Prof. Cudd and I advertised the Workshop through listservs (SWIP, FEAST, Collegium of Black Women Philosophers, Women in Philosophy Task Force), blogs (FeministPhilosopher, Brian Leiter's Blog, the Symposium on Gender, Race, and

Philosophy, and others), through flyers at APA divisional meetings, and through targeted individual mailings. (The Mentoring Workshop had acquired some renown after the first edition, and we had actually been fielding inquiries well before the official announcement of the 2013 workshop.)

We received a total of 46 applications. One applicant turned out to be ineligible. We were able to accept the remaining 45. We have demographic information on only those 33 participants who filled out the evaluation survey. Of those, 26 were citizens of the U.S. or Canada; the other respondents (one each) came from the U.K., France, Spain, Australia, New Zealand, Denmark, and Norway. Thirty of the respondents identified as “Non-Hispanic white;” one as “Hispanic or Latino,” and one other as “White.” There was a fair degree of diversity with respect to age: participants ranged in age from 26 to over 41, with 55% in the range of 31 to 35. Three of our respondents identified themselves as having a disability. Prof. Cudd and I are troubled by the racial/ethnic homogeneity of the participants, and I plan to consult with pertinent APA Committee members and experts to see how the Workshop can be made more visible and more useful to women who are also members of other underrepresented groups in philosophy.

Participants were divided by area of interest into 9 cohorts; each cohort was assigned a senior woman as a mentor. The mentors were Amy Allen (Dartmouth College, Continental philosophy) Louise Antony (U Mass Amherst, general philosophy of mind, philosophy of language), Ann Cudd (U Kansas, social and political philosophy), Janice Dowell (Syracuse University, metaphysics), Julia Driver (Washington University, ethics), Brie Gertler (University of Virginia, epistemology), Karen Neander (Duke University, philosophy of mind & cognitive science, philosophy of biology), Kathryn Norlock (Trent University), and Allison Simmons (Harvard University, history of modern philosophy). As was true for the first workshop, the mentors agreed to donate their services; the Mentoring Program paid for their hotel rooms and meals, and reimbursed them for most of their transportation costs. (Several of the mentors generously paid for their own transportation – in part or in whole – from their own professional or institutional funds.)

We asked our mentees to complete a survey on all aspects of the Workshop experience. The results of that survey are attached, but I will highlight some of the findings here. The workshop appears to have been a very positive experience for mentors and mentees alike. Twenty-six of the 32 respondents to our summary question (no. 26) rated their “overall experience” as “extremely positive” (26) or as “positive” (6). There was a close fit between the objectives that Ann and I set for the Workshop and the personal goals reported by participants in our survey, notably “getting feedback on my work,” “developing a network with senior women,” “developing a network with my peers,” “getting information about professional development,” and “forming mentoring relationship with a senior woman philosopher.” (see no. 21) For each of these goals, almost all participants reported that the goal had been achieved to a great extent or to some extent (see no. 22).

The panel discussions were, for the most part, quite successful. (See question 18.) Twenty-nine of 33 respondents found “Publish, Don’t Perish” to be “extremely helpful” and 26 respondents found “Getting Tenure” and “Professional Visibility” to be “extremely helpful.” “Effective Teaching Strategies” was rated “extremely helpful” by 22, “somewhat helpful” by 9, and “not helpful” by 1 respondent. “Work/life Balance” received the most mixed reviews: 18 found that panel “extremely helpful,” 10 found it “somewhat helpful” and 3 found it “not helpful.” It appears, from the discursive comments (see question 19) that some participants felt that the work/life balance presentations were predicated on either a model of professional life, or on a model of private life that did not match their own personal hopes or expectations. Perhaps in future this panel could be divided into smaller modules, each dealing with some more specific aspect of, or some specific type of work/life balance issue. Or perhaps, as one respondent suggested, there could be themed tables at one of the common meals to enable participants to focus on specific concerns, like two-academic-career couples or dealing with parenthood in the context of an academic career.

There was one criticism, which, although mild, was common: participants would have liked to have more time for informal socializing and networking, especially with mentors and mentees outside their working groups. This concern had also been expressed by participants in the 2011 Workshop, and Prof. Cudd and I had, in response, lengthened the Workshop working period from two-and-one half to three days, and building more breaks, longer times between sessions, and offering more opportunities for informal socializing and talking. The challenge here is to provide such opportunities without increasing the number of days the mentors and mentees must stay on campus. Participants in the 2011 Workshop were clear that they did not want the Workshop to be lengthened to the extent that they would need to stay an extra night, and the Workshop budget could not tolerate an extra night’s stay for the mentors. So this issue remains a challenge.

Most of the participants found the physical accommodations and the logistical arrangements of the U Mass location to be acceptable, although there were some specific complaints about the administration and the furnishings in the dormitory housing. I have forwarded these complaints to the U Mass Conference Services office, and I will follow up with them to see what changes have been made in consequence. The meal service had been redesigned in light of comments from participants in 2011 – the overall cost was reduced, breakfast vouchers were offered in place of the breakfast buffet, and more care was taken in the design of the menus to better accommodate vegetarians and vegans. While there were still some glitches, the food service appears to have generally acceptable.

Budget

I have included in this report a comprehensive record of income and expenditures for the 2013 Mentoring Workshop. The table below shows the sources and amounts of support the Workshop received.

American Philosophical Association	\$3,500.
U Mass Amherst College of Humanities and Fine Arts	\$2,500.
Department of Philosophy, U Mass Amherst	\$ 750.
University of Kansas, College of Liberal Arts & Sciences	\$2,000.
Louise Antony, Periodic Multi-Year Review Funds	\$2,000.

The total tabulated cost of the Workshop was \$10,753.94. However, this amount does not reflect any of the following: mentor expenses paid voluntarily by a mentor, incidental expenses (e.g., car travel to and from Bradley Airport, name badges, some meals for mentees) paid for by the director, administrative support provided by staff at the Office of the Associate Dean for the Humanities at the University of Kansas, and by staff at the Department of Philosophy at the University of Massachusetts Amherst. It also does not reflect wages or reimbursement of expenses for a graduate student who assisted with transportation during the Workshop.

Expenditures fell into one of three categories: (1) Mentor expenses: travel, meals, and accommodation, (2) meeting space and support, and (3) catering (reception for the keynote speaker + one dinner for participants).

Challenges

There are two serious challenges that must be met if the Mentoring Program is to continue:

1. Replacement of Ann Cudd as co-director.

Prof. Cudd has accepted the position of Vice-Provost and Dean for Undergraduate Studies at the University of Kansas. Her new duties will make it impossible for her to continue as a Co-director of the Mentoring Project. This means that either a new Co-director must be found, or that I will need to take over the entire project. I would much prefer the former solution, and I am discussing possibilities with several other senior women philosophers.

The Project will sorely miss Prof. Cudd's extraordinary energy and expertise. But her departure has other consequences for the future of the project, having to do with funding and staffing, as I explain below.

2. Stable and adequate funding.

As the budget information shows, the Workshop was run on a shoestring, and depended heavily on volunteer labor and the personal generosity of a number of participants. The Workshop needs a larger budget, and the funding needs to be regular and reliable.

The University of Kansas and the University of Massachusetts Amherst have been very generous in their support. But since Ann Cudd will not be continuing as a co-director, we must presume that the University of Kansas will no longer be providing support for this project. The loss is not just a matter of the \$2000 contributed by the office of the Associate Dean: Prof. Cudd's staff constructed and maintained the Mentoring Project website, managed the applications and notifications, compiled reference materials and handouts for the Workshop participants, and conducted and analyzed participant surveys before and after each workshop. This labor must be replaced as well.

My own institution has been generous in its support of the Workshop: my department has twice funded the honorarium and the travel and accommodation of the keynote speaker, and my college provided \$2,500, which was used for meeting space and for some mentor expenses. I donated the whole of the funds made available to me in consequence of my Periodic Multi-Year Review; I will not have those funds available again. I did not have any paid assistant to help me with my end of the program's administration, although my department's office manager was extremely generous and helped me, entirely on her own time, with the internal management of the funds and the expenditures. While I am optimistic that my department and my university will continue to support the Workshops as long as they are held at U Mass, it would be wrong for me to ask my institution to bear a much larger portion of the cost of running a program that benefits the field of philosophy as a whole.

I have investigated additional and alternative sources of funding for the Mentoring Project. I consulted with my college development officer, who thought it would be feasible to raise enough funds through a gift campaign to set up an endowment that could support biennial editions of the Workshop. This route, however, would mean that the endowment would be tied legally to the University of Massachusetts, and could not be transferred to another institution or person if and when I stop directing the Mentoring Project. I realize that PIKSI (the Philosophy in an Inclusive Key Summer Institute) has a permanent home in the Rock Ethics Institute at Pennsylvania State University, so perhaps I'm overestimating the importance of this consideration. I will continue to consult with administrators here at the University of Massachusetts, and to investigate possibilities through the "Five-College" consortium to see if some permanent home for the Mentoring Project can be found.

Another possible alternative for the future of the Project would be to relocate it to a wealthier institution that would have the resources to bear the total cost. I would be personally disappointed if this turns out to be the only way for the Project to continue, but I would also regret the symbolic significance of moving a project dedicated to the

diversification of the professoriate from a public, land-grant university to the campus of a wealthy elite institution.

In any case, I would like to urge the Executive Committee of the Eastern Division of the American Philosophical Association to consider making a permanent institutional commitment to the Mentoring Project. (I will make the same request of the Executive Director and the Board of Officers of the APA.) Such a commitment might involve direct funding, or it might involve the APA's serving as the administrative framework for managing an endowment for the Mentoring Project. I would be very pleased to have the opportunity to discuss any such possibilities with officers of the APA.

Mentoring Workshop Budget 2013

DATE				DEBIT		CREDIT	
11/29/12			CHFA sponsorship			\$2,500.00	
6/21/13			APA sponsorship			\$3,500.00	
7/30/13			PHIL Dept sponsorship			\$750.00	
7/30/13			UKansas sponsorship			\$2,000.00	
tbd			Antony FY13 PMYR funds			\$2,000.00	
DATE	PO#	VENDOR	INV #	DEBIT		CREDIT	
Administrative...							
12/3/12	recharge	Conference Serv.	Mentoring Wkshp-Smr'13	\$1,000.00			
5/20/13	recharge	Conference Serv.	Mentoring Wkshp-Smr'13	\$5,000.00			
6/5/13	recharge	Conference Serv. Error	Mentoring Wkshp-Smr'13	\$7,054.93			
6/6/13	recharge	Conference Serv. Reverse error	Mentoring Wkshp-Smr'13			\$7,054.93	
6/5/13	recharge	Conference Serv.	Mentoring Wkshp-Smr'13	\$1,054.93			
Travel							
4/23/13	Dept Tvl Card	US Airways	Brie Gertler:CHO to BDL	\$378.60			
4/11/13	Dept Tvl Card	United	Janice Dowell:LNK to BDL	\$537.10			
4/24/13	Dept Tvl Card	Delta	Karen Neander:RDU to BDL	\$317.60			
5/21/13	Dept Tvl Card	Orbitz - intl	Kathryn Norlock	\$13.99			
5/21/13	Dept Tvl Card	Air Canada	Kathryn Norlock	\$624.28			
5/21/13	Dept Tvl Card	Orbitz change fee	Julia Driver	\$30.00			
5/21/13	Dept Tvl Card	American Airlines change fee	Julia Driver	\$207.00			
5/22/13	Dept Tvl Card	Orbitz fee	Julia Driver	\$9.99			
5/22/13	Dept Tvl Card	American Airlines	Julia Driver	\$361.60			
5/31/13	Dept Tvl Card	Valley Transporter	Janice Dowell	\$60.95			
6/3/13	Dept Tvl Card	Royal Coach	Judy Thomson	\$348.10			
Reimbursements and Honoraria							
6/2/13	pay Judy	Keynote address 6/2/13	Judy Thomson	\$500.00			
6/3/13	reimb Alison	roundtrip mileage: Cambridge to	Alison Simmons	\$101.70			
6/4/13	reimb Brie	rental car + dinner 6/3/13	Brie Gertler	\$208.10			
			TOTAL EXPENSES>>>>>	10,753.94		\$10,750.00	<<TOTAL BUDGET
				BALANCE>>		-\$3.94	

Initial Report

Last Modified: 08/01/2013

1. 1. Application Process

#	Question	Strongly Agree	Agree	No Opinion	Disagree	Strongly Disagree	N/A	Total Responses	Mean
1	The application process was easy	31	3	0	0	0	0	34	1.09
2	Notification of acceptance was timely	17	13	0	3	1	0	34	1.76

Statistic	The application process was easy	Notification of acceptance was timely
Min Value	1	1
Max Value	2	5
Mean	1.09	1.76
Variance	0.08	1.09
Standard Deviation	0.29	1.05
Total Responses	34	34

2. Comments?

Text Response	
The acceptance timing was perfectly reasonable, though in my case it would have been helpful to know earlier	
The notification of acceptance was timely, but it was a week or so after the specified date.	
I appreciate the confirmation of receipt and the fast response time.	
The call for applications stated that we would be informed of acceptance in mid-March and expected to commit by April. Instead, we weren't informed until April. I am happy to wait for notification for much longer than I was asked to, here, however, the incorrect information about when acceptance would be received caused some serious difficulties for me. If the notification will be later than expected, it would be very helpful if you could inform participants of the delay in decisions.	
I was especially pleased with the simplicity of the application process	
The notification was timely, but I got paranoid that my application hadn't been received, as I heard back a couple weeks after the website specified that we would hear. No big deal.	
I would prefer to have full papers reviewed (rather than abstracts).	
Statistic	Value
Total Responses	7

3. 2. Funding

#	Question	Strongly Agree	Agree	No opinion	Disagree	Strongly Disagree	N/A	Total Responses	Mean
1	I was able to secure funding from my home institution	17	6	0	2	4	4	33	2.45
2	The financial cost to me of attending the workshop was low	14	16	1	3	0	0	34	1.79

Statistic	I was able to secure funding from my home institution	The financial cost to me of attending the workshop was low
Min Value	1	1
Max Value	6	4
Mean	2.45	1.79
Variance	3.69	0.77
Standard Deviation	1.92	0.88
Total Responses	33	34

4. Please tell us about any funding difficulties

Text Response

The acceptance came at a late point in the academic year, so my dept. chair initially thought all available funds were promised to others. An earlier deadline (and accept date) might help mitigate this for other participants in the future.

since i have a payed job right now, the cost was affordable. it is certainly great that there are no fees for the workshop.

The largest cost was getting there. I appreciated the carpools to offset costs.

Just a difficult period financially for various reasons

I was able to get some funding, but it wasn't enough. I think that in the future you might petition the APA for funding for those who are traveling from spots outside of East Coast/New England area; it is much more expensive for us (my trip totalled about 1200. I received 825 from my institution).

I secured funding through the "Dean's Supplemental Faculty Development Grant". Because the workshop was not a conference, I am not sure I would have been able to get research travel funding.

Was tricky, though, as it came late in the academic year, and so funds were depleted in the department and I had to go to the Diversity Office, which only had limited money.

I wonder if it would be possible, somehow, to secure funding for people who do not receive any for their institutions. Even a few hundred dollars would help here.

My department could not cover the full \$650 of my expenses, but then I received a mini-grant from my dean's office for \$500 to attend the workshop, so my expenses were covered in full.

A lot of us are in between positions, which makes funding tricky. I'm not really sure anything can be done about this...

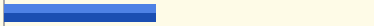

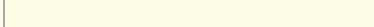

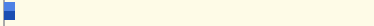

My university didn't make any special arrangements to help cover expenses for this trip. I am allotted \$500 for travel per academic year and since that was spent attending a different conference in the Fall, they were reluctant to give more. I think it would be helpful if chairs of departments or deans were notified that they had faculty accepted to this important program and that it is much more than a conference like other conference and as such deserves special support.

The costs were worth it, but none of them were covered (I had a post-doc this year that doesn't cover any workshops). I was able to drive to the conference.

I had used up my research funds for the year, but the cost was still very reasonable.

Statistic	Value
Total Responses	13

5. 3. Where did you stay during the workshop

#	Answer	Bar	Response	%
1	Campus Center Hotel		14	41%
2	Dormitory Suite		19	56%
3	Off-campus hotel		0	0%
4	Friends/relatives in the area		0	0%
5	Home		1	3%
6	Other		0	0%
	Total		34	

Statistic	Value
Min Value	1
Max Value	5
Mean	1.68
Variance	0.59
Standard Deviation	0.77
Total Responses	34

6. 4. Accommodations

#	Question	Strongly Agree	Agree	No opinion	Disagree	Strongly Disagree	N/A	Total Responses	Mean
1	Accommodations in the Campus Center Hotel were acceptable	13	3	1	0	0	13	30	3.33
2	Accommodations in teh North Residential Dormitory were acceptable	0	10	3	4	3	12	32	4.13

Statistic	Accommodations in the Campus Center Hotel were acceptable	Accommodations in teh North Residential Dormitory were acceptable
Min Value	1	2
Max Value	6	6
Mean	3.33	4.13
Variance	5.82	3.02
Standard Deviation	2.41	1.74
Total Responses	30	32

7. Comments?

Text Response	
<p>The dorm didn't send follow up emails to anyone about location, room assignments, or check in process. The sheets provided did not fit on the bed. The blanket provided was dirty (covered in someone else's hair). The same was true of the blankets provided for my suite-mates (one had a particularly smelly stain). The bathroom was dirty upon arrival. There wasn't even a bar of soap in the bathroom. I also wish I had known that the workshop events would be held in the same building as the hotel. I would definitely have chosen to stay in the hotel if I had known more.</p>	
blankets very stained, ac impossible to control	
very uncomfortable bed!!	
<p>There really was nothing in the dorms except the linens that we ordered -- no utensils, bowls, or cups in the kitchen; no soap dispensers in the bathrooms; no trash cans, etc. It would be helpful to remind those who opt for the dorms that they will need to bring their own hand soap, trash bags, and cups/water bottles with them.</p>	
<p>We should have been informed that the conference was taking place in the hotel and that the dorms were far away. In addition, the sheets provided in the dorm rooms were unacceptable. In addition to being too short for the bed, there was no bottom sheet, meaning we mostly slept directly on the mattress (ick!).</p>	
Only two towels, no face cloth, uncomfortable beds	
NO! The world would have been such a better place if I had stayed in the hotel...	
<p>My only regret was not staying at the hotel. I wish it was made clear to us that all the meetings will be held at the hotel center, that the dormitory was some walk away (which wasn't fun when it was raining), and that the breakfast was not in the residence. The dormitory stay promised the benefit of greater opportunity of socializing with other mentees. That was not the case at all. The schedule was so full that I didn't even get the chance to meet all of my roommates.</p>	
<p>I really wish I'd paid the extra \$\$ to stay in the hotel. I would have been much better rested. The dorm beds were extremely uncomfortable (hard, plastic). The beds were extra-long, but the sheets were not, so they didn't fit on the beds. My blanket was covered in hair and crumbs. The shower was mouldy.</p>	
<p>I would recommend to future attendees to spring for the campus hotel if possible. The dorm was clean, and it was fine, but paying extra for the hotel might be worth it to avoid the small inconveniences of dorm life (no trash cans in the bathrooms or bedrooms; no soap or hand towels for the bathrooms; no washcloths or hand towels in the linen pack; no clocks or wake-up call service, which was tricky after my cell phone died). The dorm wasn't bad, it just didn't offer the amenities one gets accustomed to after college.</p>	
Many of us weren't fully prepared for dorm accommodations (e.g., no soap or hand towels!) so a bit more warning on that front could help.	
I didn't realize that there wouldn't be any amenities, e.g. drinking glasses in the kitchen or hand soap in the bath. It would've been good to know that.	
Statistic	Value
Total Responses	12

8. 5. Meals

#	Question	Strongly Agree	Agree	No opinion	Disagree	Strongly Disagree	N/A	Total Responses	Mean
1	The dinner on opening night was of high quality	18	14	0	2	0	0	34	1.59
2	The reception in the UPub on Monday afternoon was enjoyable	14	14	1	1	0	4	34	2.15
3	I would have preferred a catered dinner with the whole group on Monday night	6	5	10	12	1	0	34	2.91
4	The breakfasts were acceptable	10	17	2	3	0	2	34	2.18
5	The lunches were acceptable	9	18	1	5	1	0	34	2.15
6	My particular dietary requirements were well-accommodated	8	10	2	6	0	8	34	3.12

Statistic	The dinner on opening night was of high quality	The reception in the UPub on Monday afternoon was enjoyable	I would have preferred a catered dinner with the whole group on Monday night	The breakfasts were acceptable	The lunches were acceptable	My particular dietary requirements were well-accommodated
Min Value	1	1	1	1	1	1
Max Value	4	6	5	6	5	6
Mean	1.59	2.15	2.91	2.18	2.15	3.12
Variance	0.61	2.49	1.36	1.66	1.16	3.62
Standard Deviation	0.78	1.58	1.16	1.29	1.08	1.90
Total Responses	34	34	34	34	34	34

9. Comments?

Text Response
Salads and/or fruit along with the sandwiches at lunch would have been nice. Also, either some snacks throughout the day or time to go buy a snack, or warning in advance to bring snacks along would be helpful in the future.
I do not consider the lunches to be very significant (overall, I just loved everything about the workshop!) but making the lunches more vegetarian could be good, perhaps with more than just sandwiches. I wished we could have had the leftovers from the cheese and dips and vegetables of the reception before dinner on the first night, they were delicious!
Upub was a bit hard to move around in.
The opening dinner had excellent vegetarian and vegan accommodations.
A Lunches: the vegetarian sandwiches for lunch seemed to be the most demanded, and perhaps it would have been great to have more of them.
It was nice to get out of the building on Monday night, but my group had trouble finding a restaurant, and we got lost walking both on the way there and back. So we at least could have benefitted from a list of restaurants and a map, though I wouldn't have minded a catered dinner either.
I appreciated the good food and accommodations. Since many meat eaters ate the veggie food, I would have liked more veggie options so that they didn't run out so quickly (and the meat did not go to waste). I was not able to get a breakfast voucher for one of the days. Also, I would appreciate provisions for all meals we are likely to be there (some came a day early and some left a day late, so it evens out).
The lunch, both days, caused me some serious trouble. The veggie food was bad and had no protein, lots of oil and sugar, and was fairly taste-specific. The chips and soda and cookies aren't good for anyone, and those of us with sugar issues can't eat any of those things. Since there wasn't any access to other food, and since we had to pay for food (some of us) couldn't eat, it made me ornery (I get ornery when I'm hungry).
For the ones who were staying in the dorms, where there was no hot stuff to drink in the morning, it was challenging to wait till 8am for breakfast. And \$5 voucher didn't mean much in that dining area. I had to pitch in a few more bucks myself each morning.
I was very pleased with the food options. The opening dinner was really wonderful.
As you know, the veg sandwiches ran short. Some fruit and salad choices would have been nice.
It would have been nice to have another dinner together, but I see your reasons for having the second night free.
The food wasn't very good -- if it's possible to use other caterers, I suspect most anyone would be better. But it was very nice to have the ability to all eat together, the first day and meet more people. And it was nice not to have to spend time leaving campus to eat.
More vegetarian options please!!
Though the food was good overall, I think the sandwiches for lunch were less than great. Having them two days in a row was a bit disappointing. I would have rather paid a bit more money and had better food, particularly vegetable and salad options.
The \$80 requirement for meals turned out to be a good deal.
It would have been nice to have a salad option at lunch time.

Statistic	Value
Total Responses	17

10. 6. Conference Site

#	Question	Strongly Agree	Agree	No Opinion	Disagree	Strongly Disagree	N/A	Total Responses	Mean
1	Arranging travel to U Mass Amherst was reasonably convenient	15	12	1	4	0	2	34	2.06
2	Logistical arrangement during the conference were acceptable	17	11	1	3	0	2	34	1.94
3	Overall, U Mass Amherst is a good site for the mentoring workshop	14	16	2	1	0	0	33	1.70

Statistic	Arranging travel to U Mass Amherst was reasonably convenient	Logistical arrangement during the conference were acceptable	Overall, U Mass Amherst is a good site for the mentoring workshop
Min Value	1	1	1
Max Value	6	6	4
Mean	2.06	1.94	1.70
Variance	1.94	1.88	0.53
Standard Deviation	1.39	1.37	0.73
Total Responses	34	34	33

11. Please detail any problems with conference site

Text Response	
<p>Louise's work to coordinate rides everywhere was really incredible. I've never felt so taken care of in a professional conference transportation context! It meant that we could really relax and enjoy the whole time.</p>	
<p>I flew into Boston because it was cheaper and because I thought arrangements would be made for a van from Boston and Bradley. But after seeing how much easier it was for people going to and from Bradley, I would have chosen to fly there. It was difficult to arrange a rental car on our own with enough people in it to keep costs down.</p>	
<p>Planning logistics earlier would have prevented confusion and calmed nerves.</p>	
<p>Did not get check in information at all. Arrived and had to wait two hours to find out where I was supposed to go.</p>	
<p>It would have been helpful ahead of time to have a little more information about where exactly events would be held (at the hotel), how far away the dorm was from the conference events, check-in, and meal ticket logistics before arriving.</p>	
<p>I think it could be a great site, and I did enjoy it, but the travel back and forth from the airport was a nightmare, and the lack of food on campus made the catering an issue.</p>	
<p>It wasn't good idea to put two different groups in the same room for the group sessions. It was very distracting.</p>	
<p>I drove to the workshop.</p>	
<p>A more urban location might be better for transportation.</p>	
<p>Thank you, Louise, for setting up the Google Doc to coordinate travel to and from UMass! That made it easy to get rides to and from the Boston airport.</p>	
<p>I think I may have missed one of the early emails about logistics, but I felt very confused by the travel and lodging options in the weeks before the workshop.</p>	
<p>I loved the UMass Amherst setting. It was ideal with the hotel right on site. I didn't have the option (family responsibilities) of staying in the dorms, but the hotel location and option was fantastic! Definitely keep the workshop there if you are able.</p>	
<p>Two small issues: I couldn't figure out where the workshop was going to be held--I had assumed it would be in the philosophy department. Also, the conference center was convenient, but I felt like I was a bit cooped up indoors for three days, and I was even staying in the dorms.</p>	
Statistic	Value
Total Responses	13

12. 7. Timing Issues

#	Question	Strongly Agree	Agree	No Opinion	Disagree	Strongly Disagree	N/A	Total Responses	Mean
1	The workshop dates were good for me	24	8	0	2	0	0	34	1.41
2	The schedule for the working (Monday & Tuesday) was well-designed	23	9	1	1	0	0	34	1.41
3	I liked having the keynote and opening dinner on a day with no other sessions	15	11	7	1	0	0	34	1.82
4	I prefer the tight schedule we followed of one + two half-days, to a more relaxed schedule spread over more days	20	4	4	4	2	0	34	1.94

Statistic	The workshop dates were good for me	The schedule for the working (Monday & Tuesday) was well-designed	I liked having the keynote and opening dinner on a day with no other sessions	I prefer the tight schedule we followed of one + two half-days, to a more relaxed schedule spread over more days
Min Value	1	1	1	1
Max Value	4	4	4	5
Mean	1.41	1.41	1.82	1.94
Variance	0.61	0.49	0.76	1.75
Standard Deviation	0.78	0.70	0.87	1.32
Total Responses	34	34	34	34

13. Comments?

Text Response	
It felt a little rushed. Having 3 paper sessions in one day was tough.	
I thought the tight schedule was very good, although I would have preferred to begin at 9:30 or 10:00.	
Fantastically timed and paced.	
The schedule worked great for me, except that the last day felt rushed, like it ended too soon. We had finally developed a rapport with one another and then had to immediately leave. It would have been nice to have lunch (or dinner) on Tuesday as the final event, rather than a session, to have some sort of formal closing before everyone ran off to flights, etc.	
I had a great time, so a longer schedule would have been fine with me. Scheduling: life sucks on the quarter system. Given that those of us on quarter system are a clear minority (and I don't really expect to be catered to), it would help IMMENSELY to schedule the workshop beginning on Friday night so that we can miss less class time and still have a nice-length conference.	
Obviously there are trade-offs of time and hotel costs, but I would have preferred a more spread out workshop. The conference was packed with so much amazing content and people that I thought my head would explode. After the sessions, I felt like I had more questions than I did when I went in (just because I hadn't know what to ask before). A little more time would have given us time to digest the info and follow up with our mentors, etc.	
On the full day, it might have been nice to have an afternoon break of a couple of hours.	
The scheduling was really ideal. The only thing I would add is that it would be great to have more of the same type of intense workshopping and group sessions. I would not want more down time though; I would only want more time if it was similarly scheduled, productive time. The way it was planned was excellent and made networking so much easier and more comfortable!	
It was short and intense, but I'm not sure I could've been away longer. I could've perhaps done a couple sessions on the first day.	
Statistic	Value
Total Responses	9

14. 8. Mentors

#	Question	Strongly Agree	Agree	No Opinion	Disagree	Strongly Disagree	N/A	Total Responses	Mean
1	There was a good fit between my and my mentor's research areas	12	15	2	5	0	0	34	2.00
2	My mentor's comments on my workshop paper were helpful	22	9	3	0	0	0	34	1.44
3	My mentor did a good job leading the workshop discussions	25	8	0	1	0	0	34	1.32
4	I benefited from contact with my mentor outside the workshop sessions	19	11	3	1	0	0	34	1.59
5	I will be in contact with my mentor in the future	18	15	1	0	0	0	34	1.50
6	I had adequate opportunities to meet with other mentors whom I wanted to meet	5	14	2	11	2	0	34	2.74

Statistic	There was a good fit between my and my mentor's research areas	My mentor's comments on my workshop paper were helpful	My mentor did a good job leading the workshop discussions	I benefited from contact with my mentor outside the workshop sessions	I will be in contact with my mentor in the future	I had adequate opportunities to meet with other mentors whom I wanted to meet
Min Value	1	1	1	1	1	1
Max Value	4	3	4	4	3	5
Mean	2.00	1.44	1.32	1.59	1.50	2.74
Variance	1.03	0.44	0.41	0.61	0.32	1.53
Standard Deviation	1.02	0.66	0.64	0.78	0.56	1.24
Total Responses	34	34	34	34	34	34

15. Comments?

Text Response	
My mentor didn't seem to have much of a plan for how things would proceed, and for how we should move forward together after the workshop.	
As many mentees could have fit several of the groups, an idea might be to have mentees choose a secondary group and have some networking and meeting sessions beyond the primary group	
My mentor didn't work in my area but she was totally awesome so it didn't matter to me in the least!	
I thought my mentor was terrific. Although she did not work directly in the sub-subspecies of the mentees, she understood our papers well. Her insightful comments, based on her experience as a referee and journal editor, were invaluable.	
I realize pairing everyone with mentors is hard, so I just want to stress that despite what on paper did not look like that great a fit, the mentor's particular feedback on my work and her general contributions to the workshop were extremely useful for me!	
I would have liked to have more contact with people from other groups	
Incredible!	
I would have liked a formal meeting with my group (maybe over a meal) BEFORE our first working session to get to know each other a bit more before diving into our work.	
I was in a group that fit, though there were others with whom I might have had a better fit. My mentor was fantastic, but her area wasn't particularly close to my paper's area. There were a couple of others in my group that were better matched, and the comments were a bit off the mark - some were essentially suggesting that I move in the direction of making my paper more in line with their research.	
I wish that we could have had a general introduction where everybody introduced themselves. I realize that this would have taken a lot of time, but I feel as though I didn't get a chance to talk to any of the other mentors.	
The only reason I didn't "have adequate opportunities to meet with other mentors" was the lack of time, not any structuring problem of the conference. One suggestion I had for structuring the workshop sessions: I think it might have been valuable to start each comments period with the first commentator summarizing the paper. That way the author knows how easy other people find it to follow and just what they're getting out of it.	
My mentor put me in contact with a senior philosopher who works on some of the same topics that I do. My mentor suggested that I exchange work with him, ask him for feedback, and consider asking him to be an external referee when I go up for tenure. This was an unexpected benefit of the workshop that I am most appreciative of. Just last month, my department chair said that I should start thinking of people to ask for tenure letters. I would not have thought of this person, but he is a great fit, and it was wonderful to have my mentor make the introduction so that I didn't have to email him cold.	
My mentor was fantastic, words cannot describe how wonderful it was to have this opportunity to work with her. As far as meeting other mentors go, it would have been nice to add an extra session at which the mentors switch groups just for some more contact in a more intimate setting. It could be helpful to have the mentors rotate and add small group sessions to answer questions regarding professionalism, work-life balance after the big group meeting on that topic. That way you don't run out of question time and people can benefit from smaller group discussions on these important issues while also getting more intimate contact with other mentors.	
Amy Allen was great. Professional, honest, and encouraging. I'll definitely be in touch with her.	
My group (including my mentor) did not seem to come together during the open events. I noticed that other groups seemed to be doing so--perhaps this was not a problem but I would have enjoyed the chance to talk with my mentor a bit more...	
It was never clear to me whether the mentoring relationship is supposed to last beyond the workshop and if so, to what extent. My mentor was great, but I'm still not sure how much I can go to her for professional advice, etc. I met a bunch of other mentors, but would've liked more chance to talk to them about their work. (Admittedly, I'm not the most outgoing person!)	
Statistic	Value
Total Responses	17

16. 9. Working Sessions

#	Question	Strongly agree	Agree	No Opinion	Disagree	Strongly Disagree	N/A	Total Responses	Mean
1	The working sessions were well-designed	26	8	0	0	0	0	34	1.24
2	I benefited from the comments provided by my first & second reader	19	15	0	0	0	0	34	1.44
3	I benefited from the discussion of my paper overall	23	9	0	1	0	0	33	1.36
4	I benefited from serving as a first/second reader on others' papers	16	16	1	1	0	0	34	1.62
5	I benefited from the discussion of others' papers overall	18	15	1	0	0	0	34	1.50
6	My experience will help me publish the paper we discussed (or some descendant of it)	21	9	3	0	0	1	34	1.59

Statistic	The working sessions were well-designed	I benefited from the comments provided by my first & second reader	I benefited from the discussion of my paper overall	I benefited from serving as a first/second reader on others' papers	I benefited from the discussion of others' papers overall	My experience will help me publish the paper we discussed (or some descendant of it)
Min Value	1	1	1	1	1	1
Max Value	2	2	4	4	3	6
Mean	1.24	1.44	1.36	1.62	1.50	1.59
Variance	0.19	0.25	0.43	0.49	0.32	1.04
Standard Deviation	0.43	0.50	0.65	0.70	0.56	1.02
Total Responses	34	34	33	34	34	34

17. Other (please specify)

Text Response	
Hard because my research was a bit outside the general expertise of my group	
The feedback of the mentees in my group informed me of my readers' needs. They also gave good feedback on how I should structure my project (s).	
My paper was already under review at a journal, but the comments I received from my group will make their way into the final version (I received a "accept, with revisions" from the journal).	
I loved the model the sessions followed and the helpful comments.	
I'm not REALLY complaining, but I was not put in the best group for my paper. If there is an ethics/epist and continent/analytic divide, my work was on the opposite end from my fellow workshoppers on both counts. I am grateful for the workshop, but it made me feel a bit like an outsider in my group, and I really was hoping to NOT feel like an outsider for once. Since there were others in attendance with whom my work would have easily fit (we all had the same thought), it would have been good to have ended up with them.	
For me the best part of the workshop was the opportunity to get focused comments on my work from three people.	
The working sessions were productive. The structure was great, and the hour allotted per session seemed to be just right.	
The structure of the working sessions was fantastic - I got a lot of fantastic feedback and feel much better about the state of my paper.	
I was incredibly pleased (excited, inspired) by the discussion of my paper and I am currently in the process of revising it according to our group discussion. I hope to send it out for publication before the end of the summer. My group included someone whose primary area of research was different from everyone else's and though it was very interesting to hear about her work and to hear her responses to our work, she did approach things in a very distinct way that wasn't directly relevant to the professional development of the research. It was great to discuss topics with her, but less helpful in terms of publication and less helpful in terms of discussing her paper. I wouldn't necessarily change this, but I do think having fairly close research overlap is really desirable in this setting, so I guess I'd recommend working toward closer fits for the group work and then maybe incorporating "crossing traditions" workshop group sessions where we can discuss philosophy across traditions and specializations in order to get insight and feedback from people outside our typical cohorts.	
These sessions were the best part of the conference.	
I felt I benefited more from reading and thinking about others' papers, than from discussion of my own. The comments on my paper were fine, but I got the sense others had not read the papers as carefully as I did. (I spend a good deal of time reading and re-reading the papers...). I think a couple of people in my group skimmed through people's papers, which I thought was not in the spirit of the workshop.	
Workshopping the paper was great. I have never used the first/second reader model, but I thought it was really terrific.	
Statistic	Value
Total Responses	12

18. 10. Panels/Presentations: Please rate each session overall, and provide additional comments in comment box

#	Question	Extremely helpful	Somewhat Helpful	Not Helpful	Total Responses	Mean
1	Publish, Don't Perish	29	4	0	33	1.12
2	Effective Teaching Strategies	22	9	1	32	1.34
3	Getting Tenure	26	7	0	33	1.21
4	Professional Visibility	26	7	0	33	1.21
5	Work/Life Balance	18	10	3	31	1.52

Statistic	Publish, Don't Perish	Effective Teaching Strategies	Getting Tenure	Professional Visibility	Work/Life Balance
Min Value	1	1	1	1	1
Max Value	2	3	2	2	3
Mean	1.12	1.34	1.21	1.21	1.52
Variance	0.11	0.30	0.17	0.17	0.46
Standard Deviation	0.33	0.55	0.42	0.42	0.68
Total Responses	33	32	33	33	31

19. Comments?

Text Response

I did not attend "effective teaching strategies" because I needed the time to work on papers in my cohort. I had to miss "Work/Life Balance" because I had an appointment in the late afternoon on Tuesday. The sessions that I did attend were excellent.

This might sound odd, but I think that having the mentors - these successful philosophers who are women - talk to us about what they do and how they do it is helpful for reasons that go beyond "useful content" and might be rather described as having an important performative aspect. Much of the content was familiar, but the "personal testimony" seemed to have a strong effect on me: it matters more and I feel committed to some of the advice and strategies in a different way now because I respect the women who shared them so much! For me, having people say again and again "make a commitment to your writing" was perhaps one of the most useful events of the whole workshop. I think about it every day.

The tenor of the work/life balance session seemed to be that it's not good to work all the time, but only because you don't want to burn out. It might be helpful to address those in the group for whom career is not the top priority, but who still desire to make the most out of the 40 hours/week that they've allotted to career. I was struck by the panel's answer to Susanna's question: "Is it possible to be an excellent professional philosopher working only 40 hours/week?" I believe every panel member -- even Amy Allen, with 4 kids! -- said, "No." But I know of male colleagues who are respected in the profession, have tenure at R1 institutions, and yet still only work an average of 40 hours/week. It "must" be possible, though perhaps it's not possible for women? Anyhow, something to think about...

Loved all the panels!

The topics and presentations were fantastic. I think it would have been better if more mentors had more lead time on knowing what and when they would present for the panels. In addition, I found some of the advice counter-intuitive.

Because so many people still had questions at the end of the session, it would have been nice to have some forum to have those addresses. Perhaps topical tables at meals to continue asking questions and discussing the topics? I would also be interested in some "themed" discussion at a meal or two to bring together mentees and mentors across groups around common interests -- teaching at small liberal arts colleges, working in small departments, etc., and/or research area groups to get to know other people at the conference with similar interests NOT in our group. I didn't meet as many of the women at the Workshop as I would have liked. I would have liked some more formal ways to make contact.

A session on women in the classroom/meetings would have been great, and a session on women and family in academia would have been nice too. Finally, I hope some day to be at an awesome research institution. Currently, I am not. Attending this workshop really kicked home the fact that if I don't do something fast I will be stuck at a substandard school with a research-limiting teaching load and research-challenged colleagues. This would seriously suck. However, the mentors, as awesome as they were, appeared to have no clue what the majority of us are dealing with in sub-standard academia world. Those who are already at great schools surely need support to stay there, but the rest of us are potentially in greater need of info on how to move up, what to avoid, what's important if we want to be note-worthy in the profession, etc.

Very focused on family matters, but the emphasis was disheartening: women doing everything, rather than examining how to obtain support from spouses and institutions. Sounds like the partners aren't sufficiently supportive and the ways to advance women's careers isn't by getting women to do everything more efficiently but by getting committed support from partners and a just division of labor in the household. Also, more generally, there was promotion of what sounded like an unhealthy workaholism. This is not necessary for success, but it increases the chances of mental illness.

I wonder if there could be a future panel about negotiating contracts. I know that in this area, women generally do NOT do as well for themselves as males. I also realize that by the time of the workshop, for many, it will already be too late, but it is something to consider.

All the panels were AMAZING -- way more helpful than I could have anticipated. I found the panels on Effective Teaching Strategies and Getting Tenure to be especially helpful.

I came hoping to get mentored about publishing, to get feedback on a paper, and to establish a research network for exchanging future papers. In the panels, I learned things that I wouldn't have thought to ask about. I learned about how to make one's work more visible once it is published, which I had never been advised on before. I got some good ideas for making grading more efficient and for more effectively protecting my research time.

These were all great, and very informative.







The work/life balance session focused a lot on children and while I completely understand why this is the case, it really doesn't always apply to everyone. I think other issues that are becoming more and more relevant include negotiating same sex relationships in conservative departments, dealing with social departmental gatherings, the two-body problem (i.e. partner philosophers). I'm sure there are more, but again, this is why it might be nice to have a more general panel, group Q and A and then break out in smaller cross-mentor, cross-specialization groups to continue the questions. Doing so may let people focus on their specific challenges in a way you just can't do with that many folks in the room and it will also give us a chance to meet more people in a formal setting, etc.

I should have spoken up during the panel, but I found the Work/Life balance panel alienating. Although one panelist spoke about "not" having children, the q&a largely became a conversation about when to have children. I found it cis-centric and unhelpful to women who were not considering having children. I got hired in a department where having children is the norm. As a person who won't have children, I wish we'd spoken more about gender and sexuality norms that continue to govern some departments.

Some of the advice was kind of obvious, but still important to hear again. But there were also things that I had never been told and really should've known. I was a bit puzzled by the advice not to do book reviews or referee (much, if at all) but to spend time blogging, but maybe blogging really is professionally beneficial in a way that those other things aren't?

Statistic	Value
Total Responses	15

20. 11. Please tell us how you heard about the Mentoring Workshop

#	Answer	Bar	Response	%
1	APA Flyer		1	3%
2	Colleague		10	29%
3	Friend at another institution		15	44%
4	Listserv		8	24%
5	Blog		5	15%
6	Other (please specify)		3	9%

Other (please specify)
Alumnae of the previous instantiation of the workshop
specifically, Brian Leiter's blog
I can't remember!

Statistic	Value
Min Value	1
Max Value	6
Total Responses	34

21. 12. What were your goals in attending the Mentoring Workshop? (Check all the apply.)

#	Answer	Bar	Response	%
1	Getting feedback on my work		30	88%
2	Developing network with senior women in the field		28	82%
3	Developing network with my peers		30	88%
4	Getting information on professional development		28	82%
5	Forming mentoring relationship with senior women philosopher		29	85%
6	Socializing with other women philosophers		24	71%
7	Philosophizing with other women philosophers		26	76%
8	Other		6	18%

Other
I also wanted to get a sense of institutional norms and expectations at well-functioning institutions.
Evaluating whether or not I "have what it takes" (both intellectually and strategically) to be an excellent professional philosopher
Publishing
Getting nuts-and-bolts guidance on publishing!
Not feeling so alienated
All the above

Statistic	Value
Min Value	1
Max Value	8
Total Responses	34

22. 13. For each of the following goals, please indicate the extent to which it was achieved. (Choose N/A if you are indifferent to a particular goal.)

#	Question	To a great extent	To some extent	Not Achieved	Total Responses	Mean
1	Getting feedback on my work	22	11	1	34	1.38
2	Developing network with senior women in the field	14	17	3	34	1.68
3	Developing network with my peers	21	12	0	33	1.36
4	Getting information on professional development	27	6	0	33	1.18
5	Forming mentoring relationship with senior woman	17	14	2	33	1.55
6	Socializing with other women philosophers	25	6	1	32	1.25
7	Philosophizing with other women	21	10	1	32	1.38

Statistic	Getting feedback on my work	Developing network with senior women in the field	Developing network with my peers	Getting information on professional development	Forming mentoring relationship with senior woman	Socializing with other women philosophers	Philosophizing with other women
Min Value	1	1	1	1	1	1	1
Max Value	3	3	2	2	3	3	3
Mean	1.38	1.68	1.36	1.18	1.55	1.25	1.38
Variance	0.30	0.41	0.24	0.15	0.38	0.26	0.31
Standard Deviation	0.55	0.64	0.49	0.39	0.62	0.51	0.55
Total Responses	34	34	33	33	33	32	32

23. Comments?

Text Response
I very much enjoyed socializing and philosophizing with other women philosophers--much more so than I anticipated. It was so unusual for me to be in a group of women my age with similar interests and similar jobs, and really, really fun and invigorating (both socially and philosophically). I would go to a lot more conferences if the typical attendees were the kind of people I met at the mentoring workshop!
Again, my primary goal with respect to feedback was to see if I was coming across and getting help with how to structure the paper.
I was pleasantly surprised at how useful the philosophical work was, since I did not realize how much time was devoted to this when I applied. I think it is very useful that the philosophical and the professional is mixed together like this -- great idea!
I did not really have time to meet women from the other cohorts and would have liked to. Some structured event that helps us meet the other workshop participants would be really helpful.
I cannot overstate the importance of this conference.
I would have liked a little more targeted advice about publishing.
Regardless of my complaints, it was awesome.
Overall, I thought the atmosphere was great, very inviting.
In general, this was one of the highlights of my career so far. I cannot imagine how it could have been much better. HUGE applause to the organizers!!!
Content-wise, I loved everything about this workshop. The panels were extraordinarily helpful. I got some great feedback on my paper (especially from my mentor). And the ability to just hang out and bond with other female philosophers (discussing student problems, tenure, teaching, having kids, commiserating over two-body issues) was just ... wonderful. I was shocked by how different the environment was to a typical philosophy conference. Relaxed, open, and funny. I wish I could come back next year.
It was a great opportunity to build mentoring and peer relationships .
I'm a pretty shy person, so the socializing outside of the formal workshop is difficult. I think this format really helped me with that though because there was enough structure to help me overcome some of my shyness. The only thing that would make it better would be more sessions! I really did leave wanting more. It was the best professional activity I've ever participated in!

Statistic	Value
Total Responses	12

24. 14. Are there panel topics that we did not cover that you would have liked to have covered?

Text Response	
I would really like to see a panel discussion on how to deal with trouble (e.g., harassment), and how to use one's network of support (often outside of one's own department).	
Job market for those trying to move out or up	
No, I thought you covered everything important.	
Perhaps a panel on guerrilla tactics for dealing with some of the more common problems that women encounter in academia.	
Negotiating salary and making a move from a first job to another would have been very helpful. Many younger women philosophers do not know how to negotiate an offer, which can be quite complex.	
No, the selection of topics was very good.	
Imposter Syndrome -- No matter how many accolades we accrue, many of us still feel as though we don't belong. It would be helpful to discuss how to sort out the unhelpful voices ("You don't belong here", "Someone will find out how dumb you are any second", etc.) from the constructively critical ones ("I should probably spend a bit more time looking at that text next time", "I need to work on anticipating objections", etc.).	
Maybe more for the untenure track people	
Throughout the conference I felt, and heard other women mention, that they felt insecure, intimidated, like they didn't belong, not sure how to handle themselves in this group, etc. I would have loved to engage in some explicit discussion of that -- perhaps a panel on imposter syndrome and other psychological hurdles we as women (and just human beings) have to struggle through. The only real mention I heard of this during the workshop was the comment during the writing block session of the publishing panel to figure out whether the problem was a "work" program or a "therapy" problem. I guess I would have liked a little more therapy :-)) I struggled with feelings of inadequacy in my group (self-imposed, of course), because I wasn't from a department with a known high pedigree and I felt a little behind the curve in my publishing, etc. I also wished I had handled networking, etc., at the receptions more effectively... I got gripped with some serious anxiety and wish I hadn't, or had had the topic at least addressed in some way, as I know I was not the only woman in the room to be struggling a bit.	
See above.	
How about specific advice on encouraging female students to consider or stay in the profession - ie "mentoring skills for workshop mentees".	
See above.	
no	
Two-body problems? Many of us mentees were discussing this during our off time.	
I already mentioned some of them above, but to reiterate, I think a bit more sensitivity could be made concerning challenges same sex (especially lesbian) couples face in Philosophy. It's two big strikes against you! I also think taking about partner relationships (same or different sex) would be helpful. Some people don't have partners that fully understand academic life which can pose some issues. Another topic I didn't mention before is it might be helpful to have a "politics" session to discuss University operations, structures, and ways to negotiate different power relationships within that kind of structure. Online teaching might be another thing to discuss more. Perhaps an entire panel on going on the job market after landing the TT job or more broadly speaking "Transitions after TT". Such a panel could incorporate moves through admin (chair positions, options in the deanery, etc.) as well as moving to another institution.	
As per question 10, I would have liked to hear more about the status of women "broadly construed" in philosophy. I think we all would have benefitted from a discussion about who counts as a woman in the field. We also never spoke about sexual harassment.	
Being heard/ Asserting oneself in professional and philosophical contexts.	
Statistic	Value
Total Responses	17

25. Please provide any additional feedback on the Mentoring Workshop that you would like us to have, including, especially, suggestions for future workshops.

Text Response

I would have liked more opportunities for meeting new people. I mostly socialized with people I already knew and peers from my cohort. Dinner and drinks on Monday night would have been great for that purpose.

I feel incredibly fortunate to have been able to participate. I was acutely aware of how helpful such an experience could be for other underrepresented groups in philosophy, and for women philosophy PhD students just before they go on the job market. I think many of us who have secured positions have been able to do so because we have already received some (or a great deal of!) mentoring from senior women in philosophy. There was something incredibly nourishing about being around others with questions specific to already having tenure-stream positions -- where we all have some job security and can be focused on developing our research, etc. Though at the same time it kept occurring to me how much a major point where women could use support, and I think where many excellent women philosophers leave the discipline, is at the advanced PhD student/postdoc/adjuncting stage. So this isn't a suggestion for this workshop (which I think is immensely valuable) but perhaps for the growth of other workshops in the future.

I enjoyed meeting women outside my cohort and would prefer not to have meals in which we were supposed to sit with our cohort. This is a very minor thing, though. On the whole I thought it was extremely well done.

It was all great. The only suggestion I have is that I think it might be better if there weren't the expectation to eat meals with the people in your mentoring group - because that was the main opportunity we had to talk to people in other groups.

I've been mulling over the funding problem for future workshops. Would the AAUW be able to offer support by way of a renewable grant? Another thought: Would it be possible to set up a fund for the mentoring project, perhaps through the APA, for which individuals and departments could make small, tax-deductible contributions? The Friends of the Stanford Encyclopedia might be a model for this.

I would have liked a little more mixing between cohorts (especially since there was another group that would have been very nice to mingle with a bit). I also think it was great that the focus was on good things, by which I mean that little time was spent on sharing horror-stories, woes or worries. It probably could be useful to have sessions devoted to negotiation, two-body problems, what to do when your colleagues are jerks etc., but at the same time I found the constructive, "empowering" focus very inspiring. When I left the workshop I read about the McGinn-scandal in Miami and I was so happy that I had been in a place where we did not talk about the jerks of philosophy, but instead how we were to be part of philosophy and succeed in the field. So I am basically giving you reasons why you should not focus more on problems (imagining some people will suggest this).

I thought the schedule was great. The sessions were the right amount of time and it was followed accordingly. Having one or two open sessions to process some of what we were doing or to take open questions/discussion from the participants would have helped with assimilation of the material.

For people with interdisciplinary papers/profiles, it would be great to have, if that is possible within the duration of the workshop, a first and a secondary cohort. I missed, for example, discussing my work with other philosophers of mind/cog sci, apart from the people in my cohort (who work on something else).

Selfishly, I would love a conference for alums. I'm only sad that I can't do it again!

See above.

See above.

Keynote would have been better on a topic in feminist philosophy, or a leading philosopher talking about her experiences of being a woman in the profession. Also, more concerted efforts to reach women of color, including inviting women from "less developed" countries overseas. I know women philosophers in these countries who would like to work in the US, but need mentorship to do so..

Something for people with two-body problems might be nice. There were an awful lot of people with them, in varying stages of resolution.

Thank you so much for the opportunity to participate in the Mentoring Workshop! It was the highlight of my year professionally. I was hoping to learn tools for improving my research, and I was glad that research was the focus of this program. I am especially thankful for the mentors who gave us direct and specific advice and for the opportunity to meet women in my field with whom I can exchange work for years to come. The workshop was so well organized and smoothly run. Louise Antony and Ann Cudd and the mentors were so generous with their time and expertise in putting this together. I am grateful that the APA has invested in this program. I am better equipped to publish, and that could make all the difference in my career.

It could last a day or so longer! That would give us more time to meet other mentors and network further with women in different groups.

I've given a lot more feedback here than I typically do on such surveys. I do this because I think this workshop is, by far, one of the very best professional activities I've ever been a part of. It is imperative that this project continue and that it be supported. I learned more at this workshop about professional development and ways to become a better philosopher and better academic than I ever did in school. Women in philosophy are still in dire need of these sorts of activities and I can attest that it really has benefitted me immensely. I would love to be able to have an organized reunion for everyone that attended this workshop. Perhaps that can be a new direction for growth: the mentoring workshop cohort 3 years later. I would do whatever it took to attend.

I know the mentor program is not explicitly feminist, but I wish more awareness of race, gender, sexuality had been present. I'm sure that will change as the diversity of the incoming mentees changes over time.

I would've benefitted from more chances to get to know mentors and mentees outside my cohort. The socializing opportunities were great and certainly helped, but to a certain extent I reconnected more with people I already knew, rather than meeting new people. I thought having 1-2 sessions with a secondary cohort, which might be geographical or based on secondary interests or something else, might be good. There were a lot of people from my area who I'd never met, and some of them I didn't get much chance to talk to.




Statistic	Value
Total Responses	18

26. 16. Please give us an overall assessment of your workshop experience

#	Question	Extremely positive	Positive	Neutral	Negative	Extremely Negative	Total Responses	Mean
1	My overall experience was	26	6	0	0	0	32	1.19

Statistic	My overall experience was
Min Value	1
Max Value	2
Mean	1.19
Variance	0.16
Standard Deviation	0.40
Total Responses	32

27. To help us assess Workshop diversity, please answer the next four questions: 17. Please indicate your race or ethnicity (you may check more than one box).

#	Answer	Bar	Response	%
1	American Indian or Alaska Native		0	0%
2	Hawaiian or other Pacific Islander		0	0%
3	Asian or Asian ancestry		0	0%
4	Black or African ancestry		0	0%
5	Hispanic or Latino		1	3%
6	Non-Hispanic White		30	94%
7	Other (please specify)		1	3%

Other (please specify)
 White








Statistic	Value
Min Value	5
Max Value	7
Total Responses	32

28. 18. Do you have any disabilities? Please specify.

Text Response
none.
I have a knee issue that prevents me from driving, sitting with my legs bent, or walking very far.
N/A
No.
Dysthemia
Bipolar, Asperger's
no
no

Statistic	Value
Total Responses	8





29. 19. Please indicate your citizenry.

#	Answer	Bar	Response	%
1	United States		20	63%
2	Canada		6	19%
3	Mexico		0	0%
4	UK		1	3%
5	France		1	3%
6	Spain		1	3%
7	Australia		1	3%
8	Other (please specify)		3	9%

Other (please specify)
Danish
New Zealand
Norwegian

Statistic	Value
Min Value	1
Max Value	8
Total Responses	32

30. 20. Please indicate your age

#	Answer	Bar	Response	%
1	25 or lower		0	0%
2	26-30		6	18%
3	31-35		18	55%
4	36-40		8	24%
5	41 or higher		1	3%
	Total		33	

Statistic	Value
Min Value	2
Max Value	5
Mean	3.12
Variance	0.55
Standard Deviation	0.74
Total Responses	33