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September 30, 2015

To: APA Board of Officers
From: Rick Grush
RE: Report on the 2015 UCSD Summer Program for Women in Philosophy

The 2015 UCSD Summer Program for Women in Philosophy was held this last summer from July 26 to August 8. We brought out 16 undergraduate women from US and Canadian institutions. This Program was partially supported by an APA Diversity Grant, and this is a report to the APA Board of Officers on that grant.

First concerning evaluation of the program: In the application we pointed out that there were two ways we would be assessing the Program. The first was interviews with, and surveys from, Program participants. The second was following (in various ways) the career progress of the Participants. The second way is not available yet, for the simple reason that the participants have not yet even applied to grad schools, and so the facts that we hope to track (success in applying to grad schools, completion of PhD, etc.) by collecting that data have not yet transpired.

This leaves the first. We sent out a survey to Participants following the program, and received 15 filled surveys out of 16 Participants, which is a pretty good response rate. One question we asked was

Did your participation in the program have an impact on your future plans? Did it have an effect on your desire to go to graduate school in general, or to grad school in philosophy in particular? Even if it didn't change your plans, did it have any impact on your view of academia, philosophy, or your ability to succeed in academia or philosophy if you were to pursue either?

Ten of the fifteen reported that their participation in the program increased their desire or resolve to go to graduate school in philosophy. The remaining five reported either that they had already decided that they would be applying to grad programs beforehand, or reported

that they found the information and experience helpful but didn't specify a positive or negative effect (perhaps because the wording of the question didn't specifically ask for that.) A few quotes from these free response questions will provide a flavor of the experience:

Yes, I definitely am more interested in grad school now

The program was immensely encouraging to me. I will definitely apply to various graduate philosophy programs. And I am definitely better equipped to do so after attending SPWP

Yes, before the program i was unsure about whether or not I wanted to pursue graduate work in philosophy and was leaning tentatively toward law school. After the program I am set on graduate school and I feel very excited to begin working on he application process (and my philosophy courses in general) my senior year.

This program definitely made me more confident in wanting to study philosophy. It was so great to be able to be around people who have all made a commitment to studying philosophy — it made the choice seem more reasonable and doable. Everyone was so supportive and nice during the program, and it made the discipline seem much less intimidating! I think I really can't say enough good things about this program. I will definitely recommend it to other female students studying philosophy.

It not only assured me the graduate school in philosophy was a good fit for me, but also helped me realize that I would be a good fit in graduate school. It provided me with the tools and information I needed regarding application, and gave me a glimpse as to what courses in graduate school would be composed of.

This program definitely gave me the needed extra push into my decision to go to graduate school.

The program definitely built my self-confidence. Since attending, I see myself as a thinker with worthwhile thoughts and opinions, rather than a bit of an outlier (as I did previously). I feel more confident voicing my thoughts in class, and more comfortable talking with professors and other authority figures. I feel that I have a good idea of what will be expected of me in graduate school, and thanks to the program, I know that I can meet those expectations.

These responses are consistent with the feedback we received following the 2014 Program as well.

I can also speak to the specific issue concerning diversity along dimensions other than gender. Our selection process is such as to guarantee that *at least* four of the participants are URMs. Both years in fact more than four have been one or another URM.

And while socio-economic background is not typically considered a URM for such purposes, low-socio-economic background individuals are in fact under-represented in academia. And our selection process tries to identify and give weight to applicants from under-privileged

backgrounds, in addition to the more traditional URM categories that were the topic of the previous paragraph.

The \$10,000 APA grant made up about one fifth of our budget for running SPWP 2015. The grant was spent as followed:

\$9,600: Stipends. This money was devoted to paying a \$600 stipend to each of the 16 participants. As part of the SPWP's program design, all students receive a stipend in an effort to help students facing financial difficulties offset the cost of attending the program. While there is no fee for attending SPWP and students are reimbursed up to \$500 for their travel costs, we recognize that students who work during the summer to fund their education are placed at a significant disadvantage and are unlikely to be able to afford to take two weeks away from their work. This summer, over half of the participants indicated that they would have been unable to attend the program without the aid of the stipend. In answering the survey, one student pointedly captured the reason why SPWP, with the help of the APA, makes the stipend a priority: "I want to thank SPWP for the \$600 stipend. The amount is comparable to a paycheck, which is something I had to give up in order to attend. The amount is also close to a tuition payment, which is something that I cannot dismiss when I give up a paycheck. Considering the length of the program, the stipend is exactly what is needed. Thank you again!"

We want to emphasize the crucial importance of an expense that some might consider an extravagance. The goal of this program is to help more talented women stay in philosophy. A great many of the women who do not continue are those from less privileged backgrounds, who are typically unable to take advantage of opportunities such as this, and who have other setbacks that make it less likely that they will be able to get into good graduate programs compared to their more privileged counterparts. If there is such a thing as low-hanging fruit in the endeavor to improve the gender balance philosophy, it is those women who are talented, who want to go to good graduate programs, but who don't make it because their financial conditions put them at enough of a disadvantage that they aren't accepted into suitable graduate programs despite the fact that they could succeed if they were able to get in.

\$100: Reception for Panel of Professional Women In Philosophy. As part of the program, we offered a panel comprised of Drs. Julie Walsh, Anne Eaton, Lori Watson, and Gila Sher. These women shared about their experiences in philosophy, from their time in graduate school to their current place in the field, focusing on what it's like to be a woman doing professional philosophy. The participants had an opportunity to ask the panelists a range of questions. Then, we hosted a reception where the participants could talk with the panelists and share their own experiences.

\$275: Transportation costs and tickets to the San Diego Museum of Art. Dr. Anne Eaton guided the participants through the museum, focusing on depictions of the female form and making connections with the topics discussed in her course on the Philosophy of Art.

\$125: Meals for Dr. Julie Walsh. This cost covered part of the grocery costs for hosting Julie Walsh for the two weeks.

I hope that this report is sufficient. If there is any other information that the committee would like to have, please don't hesitate to contact me.

Sincerely,

A handwritten signature in dark ink, appearing to read 'Rick Grush', with a long horizontal flourish extending to the right.

Rick Grush
Professor
Director of Graduate Studies
Department of Philosophy, UCSD