

Minutes of October 1, 2021 Faculty Meeting

Members attending: Armstrong, Carriero, Crager, Cumming, Elliott, M. Greenberg, Herman, Hieronymi, Julius, Kaplan, Normore, Rescorla, Roush, Smith

Actions taken at the meeting:

Motion: To approve the minutes of 24 September 2021 Meeting.

Approved: 13 yes, 0 no, 0 abstain

Motion: To move ahead with search as recommended* by the chair in the agenda.

*The chair's recommendation is:

Chair's recommendation: We negotiate with EDI about the following paragraph of the search plan *after* approving the search plan** as written, so that we can advertise immediately.

During this period, any committee member may call upon a member of the Philosophy faculty who is not on the committee to review a (blinded) writing sample in their area(s) of expertise, and write a brief evaluation. Non-committee members do not view candidate files until after the shortlist is approved. After the search committee reviews all of the applicants' files, the committee will discuss the cases. They will choose a long short list of 8-10 candidates and conduct zoom interviews with them, and then create a short list. The committee will make a report of their short-list with a ranking and full evaluation of each candidate on the short list, not just the top-ranking one, and the supporting evidence, and forward the ranked list and report to the department for review by the whole faculty, and scheduling of campus interviews.
(p.3)

Two points – whether the whole faculty can access files from the beginning, and whether the whole faculty can have a limited role in the choosing of the shortlist – are negotiable, and they are as negotiable after we agree to the search plan as written as they are before, up until November 12th, when the candidate pool is formed.

Approving the plan as written (modulo rank of search and teaching needs, which are still to be determined) means that we are accepting that there will be an external member and that the whole faculty will not be choosing the short list. It also means that we are accepting the paragraph above as a *starting point* of negotiation.

**For plan see Appendix: Faculty Search Plan 2021-22 at the end of this document.

Approved: 14 yes, 0 no, 0 abstain

Motion: To conduct the search at the rank of associate or full professor and to include the following language in the advertisement for the position: “This appointment will be made at level of (tenured) associate or full professor. The Department encourages applications from candidates at an appropriate career stage to be considered for tenure.”

Approved: 13 yes, 0 no, 1 abstain

Motion: To strike “philosophy of biology” from the job description in the plan** and to replace with “philosophy of special sciences.”

Approved: 14 yes, 0 no, 0 abstain

Motion: To support making KPPE funds available to the Pacific Partnership in Critical Thinking.

Approved: 14 yes, 0 no, 0 abstain

Announcements from chair:

New Announcement [Read at meeting]

A. Mixed news in regard to UCLA budget: 1) Threatened state cuts restored, 2) 3% budget increase for UC, 3) State expects UCLA to reduce non-resident undergraduates to 18% (from 25%), 4) Structural deficit at UCLA means in years ahead faculty searches will be scarce, even with retirements. → Make the most of this one.

Announcements remaining from last week [Not read at the meeting]

A. As per UCLA’s parliamentary framework, non-binding votes in meetings (AKA straw votes) are never permitted.

B. New KPPE Board members: John Carriero, Mark Greenberg,* Barbara Herman, Pamela Hieronymi,* David Kaplan. (* = new)

C. Some KPPE funds are available for activities – make proposals, including for 2022-23. Try to do so before December 1st if it involves more than \$10,000.

D. In 2021-22 we will do a department self-study as part of the 8th year review, and in preparation for the visiting committee visit next year. The study will be led by John Carriero and the Chair. If there is an issue you think should be investigated, or a constituency consulted, let one or both of them know (or ask David Blank to let them know). Part of the

preparation for the review should be a review of our bylaws (which will be reviewed by the Committee on Rules and Jurisdictions as part of the 8th year review). Those interested in serving on a committee to discuss the bylaws should let the Chair know.

Recruitment dates (IRD)

Open: October 6, 2021

Initial Review Date: November 12, 2021

Additional Review Date: may specify later

Final: June 30, 2022

Advertisement

UNIVERSITY OF CALIFORNIA, LOS ANGELES, Los Angeles, CA.

Job Category: Associate or Full Professor

AOS: Open. The department has a strong interest in philosophers working on questions of gender and of race.

AOC: Open. The department has teaching needs in Metaphysics, Epistemology, Philosophy of Science (including philosophy of special sciences), Logic, History of Philosophy. The successful candidate should have a track record of advancing diversity, equity, and inclusion in at least one area of faculty efforts of scholarship, teaching, and service.

Workload: Full time - Responsibilities: Four (quarter-length) courses per year, at both the undergraduate and graduate level; graduate supervision; usual departmental duties.

Vacancies: 1

Organization's Reference Number

Location: Los Angeles, California

Start Date: July 1, 2022 (or by negotiation)

Job Description: The Department of Philosophy is pleased to invite applications for a tenured appointment at the level of Associate or Full Professor. Those at a career stage appropriate to be considered for tenure are encouraged to apply. The person appointed will teach at the undergraduate and graduate levels. A Ph.D. in philosophy is required, and the candidate should have a record of excellent teaching and publication. UCLA and the Philosophy Department have a strong institutional commitment to the achievement of diversity and inclusion among faculty, students and staff. All candidates will be assessed on their ability to make a positive contribution to that mission through their research, teaching, or service. Women and candidates from underrepresented groups are especially encouraged to apply.

Application

To apply for the position please visit this link: [[<https://recruit.apo.ucla.edu/apply/0000000>]]

To receive full consideration, applications should be submitted by November 12, 2021; however, applications will continue to be reviewed through June 30, 2022.

To facilitate blind review of writing samples et alia, applicants are asked to submit their writing samples, research statements, teaching statements, and diversity statements without references that would reveal their identities, professional titles, or institutions that granted their advanced degrees.

Please submit the following materials:

1. Statement of current and future research plans
2. Writing sample.
3. Teaching Statement (describing teaching approach at both undergraduate and graduate levels).
4. Equity, Diversity, and Inclusion Statement (describing the candidate's efforts and plans to encourage and foster equity, diversity, and inclusion in the classroom and the profession). This statement is required for the application to be complete.
5. Cover letter
6. Curriculum Vitae
7. Names of three philosophers who could act as references. They will be contacted only if you become a finalist, and only with your further explicit permission at that point.

The University of California is an Equal Opportunity/Affirmative Action Employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, age or protected veteran status. For the complete University of California nondiscrimination and affirmative action policy see: UC Nondiscrimination and Affirmative Action Policy.

Diversity

Availability – Philosophy

Advertisements

Planned search and recruitment – Over the past year, the department's Diversity Reading Group read widely and systematically over many demographics and fields, and identified a list of women and people of color, and researchers in philosophy of race and of gender, who are persons of interest as potential faculty members. We plan to invite people on this list to apply for this job. Other lists of women and people of color were generated by other individual faculty, and they will invite those people to apply.

Ad sources - We will advertise in the following: The UCLA jobs website; The Department website; Higher Education Recruitment Consortium (HERC); Jobs for Philosophers (PhilJobs); The Chronicle of Higher Education. In the past we have tried to post to women and minority groups through the American Philosophical Society, but APA directs all job-related ads to PhilJobs which, in their view, helps to

prevent fragmentation and also prevents, to a degree, wealthier departments from being able to use APA resources more widely than departments with smaller budgets for job searches.

We plan to purchase a (“diversity-boost”) posting from The Chronicle of Higher Education:

<https://hire.chronicle.com/careers/products>

We will post the ad on the biggest free philosophy announcements and jobs list in the world: Philos-L (run out of University of Liverpool), and to the list of the Philosophy of Science Association’s Women’s Caucus. We will send the advertisement to the Collegium of Black Women Philosophers.

Basic Qualifications

A Ph.D. degree in Philosophy is required.

Additional Qualifications

A record of excellent teaching and scholarly publication are expected. The successful candidate should have a track record of advancing diversity, equity, and inclusion in at least one area of faculty efforts of scholarship, teaching, and service.

Selection Criteria

Quality of scholarship, research productivity, ability to supervise graduate students and teach undergraduate students, teaching competences within areas of teaching needs in the department, ability to be a conscientious department and community member, ability to make a positive contribution to department climate. The Philosophy Department is committed to diversity of its population and thought.

Selection Plan

Screening process – All committee members will have access to the dossiers. They may begin reading them as they come in, but may not discuss them with each other until after the IRD. The same evaluative questions will be asked about each file. During this period, any committee member may call upon a member of the Philosophy faculty who is not on the committee to review a (blinded) writing sample in their area(s) of expertise, and write a brief evaluation. Non-committee members do not view candidate files until after the shortlist is approved. After the search committee reviews all of the applicants’ files, the committee will discuss the cases. They will choose a long short list of 8-10 candidates and conduct zoom interviews with them, and then create a short list. The committee will make a report of their short-list to the department for review by the whole faculty, and scheduling of campus interviews.

Interview Procedure – Short-listed candidates will be invited to campus to give job talks. The same person will introduce each speaker, in the same format. Each candidate will have a dinner with faculty and graduate students after their talk, and a lunch with graduate students. They will have the opportunity to talk with other faculty members if they wish.

Feedback sheets will be circulated to all faculty to fill out. The graduate student representative will solicit feedback from graduate students and present their report to the department. The search committee will write a report with a ranking and full evaluation of each candidate on the short list and not only the top-ranking one, taking into account faculty feedback sheets.

Voting Procedure – All academic senate members of the Philosophy Department will have the opportunity to discuss and vote about which short-listed candidate(s) should be made job offer(s), and in what order.

Certification of committee members:

Barbara Herman, Department of Philosophy, UCLA – trained 8/26/2019

John Carriero, Department of Philosophy, UCLA – trained 5/25/2021

Mark Greenberg, School of Law and Department of Philosophy, UCLA – trained 10/6/2015, to be re-certified before November 12, 2021

Anthony Appiah – Department of Philosophy, New York University – to be trained before November 12, 2021

Core Committee

Chair: Barbara Herman

Reviewers: Mark Greenberg, John Carriero, Anthony Appiah