

## Action Plan Update

**Timing:** 2 Years After the Action Plan was Agreed e.g., during AY 2023-2024 for action plans agreed during AY 2021-2022. *Add additional rows, if necessary.*

Program: Philosophy  
 Academic Year of Program Review: 2021-2022  
 Academic Year of Action Plan: 2022  
 Dean: Mahon  
 Chair: Maybee

| Action                                                                                                                              | Responsible Party or Parties                | Financial Resources Used (if applicable)                                                                     | Mid-Term Status (Achieved/Partially Achieved/Not Achieved/Not Done)                                                   | Next Steps                                                         | Explanation (if applicable)                                                                                                                                                  |
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| 1. New faculty lines.<br><br>Two tenure-track replacement hires in Philosophy (to replace PRF #14-0024 and #17-0001).               | Provost<br>Dean<br>Department of Philosophy | CUNY Lecturer Hiring Initiative                                                                              | One Lecturer hired (CUNY Lecturer Hiring Initiative).<br><br>No tenure-track Assistant Professor lines were approved. | Request tenure-track Assistant Professor line(s) from the College. | Despite two substitute Lecturers being appointed in fall 2022 (PRF #14-0024 and #17-0001), no replacement tenure-track Assistant Professor lines were approved in 2022-2023. |
| 2. Internships for Philosophy majors; internship course could be added to Philosophy major (increase from 27 credits to 30 credits) | Dean<br>Department of Philosophy            | CUNY Inclusive Economy Initiative (CIE) - Liberal Arts Pilot grant for School of A&H paid internship program | One Philosophy major a secured paid internship in fall 2024.                                                          | Department will create an internship course.                       |                                                                                                                                                                              |

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| 3. Certificate programs                                                                                                      | Dean<br>Department of<br>Philosophy | Curriculum development grant from Lehman College (\$15,000). | Prof. Michael Buckley obtained grant and paid for a feasibility study for a Certificate in Business Ethics in spring 2023 by Jason Gaines and Timothy Pamas. After being on leave, in spring 2025 Prof. Buckley met with Ning Chen in the Dept. of Management and Business Innovation in the School of Business. Discussed plan for undergraduate certificate to serve students in the Business School and students in A&H who want more exposure to business. | Prof. Buckley is meeting with Associate Provost Karin Beck to discuss next steps to creating the Business Ethics Certificate. |                                                   |
| 4. Address the risk of junior faculty flight, possibly recruiting faculty from other CUNY colleges and/or recruit philosophy | Dean<br>Department of<br>Philosophy |                                                              | No tenure track lines were approved, hence no possibility to recruit tenure-track faculty from CUNY colleges and/or                                                                                                                                                                                                                                                                                                                                            | Request tenure-track Assistant Professor line(s) from the College.                                                            | No tenure-track lines were approved in 2022-2023. |

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| graduates from the CUNY Graduate School.                                                                                                       |                                            |  | recruit philosophy faculty from the CUNY Graduate School.<br><br>Lecturer hired in 2023 has PhD from CUNY Graduate Center. |                                                                    |                                                                  |
| 5. Focus on combinations of attributes rather than areas of expertise to strengthen the fit with Lehman College in hiring tenure-track faculty | Dean Department of Philosophy              |  | No tenure track lines were approved, hence no possibility to write job descriptions with combinations of attributes.       | Request tenure-track Assistant Professor line(s) from the College. | No tenure-track lines were approved in 2022-2023.                |
| 6. Develop a fast-track tenure-track appointment (e.g., Postdoctoral Fellowship).                                                              | CUNY Central Dean Department of Philosophy |  | No fast-track program approved.                                                                                            |                                                                    | Fast-track program deemed not feasible.                          |
| 7. Joint appointment in the humanities with another school                                                                                     | A&H Department of Philosophy NSS           |  | Although the department has not been given any joint appointments, it has                                                  | PHI 227 has been submitted to CUNY for addition to                 | Joint appointment deemed premature (would have to be part of PSC |

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|                                                                  | HS2N                                |  | continued to build connections with departments in other schools. For instance, the department was asked to create a new course, PHI 227 Ethics of Data Science, for the new BS in Data Science and Artificial Intelligence. PHI 227 was approved by CUNY in Spring 2025. | Pathways (Individual and Society).<br><br>Requesting a tenure-track Assistant Professor line to teach PHI 227 Ethics of Data Science for new BA in Data Science in Computer Science in NSS. | negotiations in new contract). |
| 8. Sublines could be given to adjunct faculty at other colleges. | Dean<br>Department of<br>Philosophy |  | Department appointed CUNY GC graduate student as substitute Lecturer while Department Chair (Maybee) is Interim Associate Dean of Arts and Humanities                                                                                                                     | If a tenure-track line is approved, subline could be awarded to adjunct faculty at another college.                                                                                         |                                |
| 9. Two-track major vs. one-track major.                          | Dean<br>Department of<br>Philosophy |  | Department discussed keeping two-track major vs. changing to one track.                                                                                                                                                                                                   | Department will not change to a one-track major. Both tracks rely on the same groups of classes and maintaining the two                                                                     |                                |

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|  |  |  |  | tracks is not a burden on the department. |  |
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**Additional Information:** Please describe any assessment-related changes and the impacts of those changes that have taken place since the most recent Program Review:

During an assessment, it was found that student achievement on some of the Department's program goals were uneven because some assignments did not require students to do the tasks. As a result, the Department discussed that, to ensure that students are able to achieve some of their program objectives or goals, such as Option A, Goal 1A, and Option B, Goal 1A, which ask students to explain a philosophical position or ethical theory as well as an alternative position or ethical theory, the department needs to be sure that instructors construct assignments that require students to complete these tasks. There was agreement that some assignments in both tracks (cf. Action 9) should require this of students so that can achieve this goal by the end of their degree program (Assessment, Spring 2023 ).

**Note:** All action plans can be found on the [Lehman College website](#).