

To: Provost Ira Katznelson

CC: Dean Alonso, Dean Andraos, Dean Kachani, Dean Boyce, Dean Janow, Dean Coll, Dean Begg, Dean Maglaras, Dean Fried, Dean Garcia

Summary of Demands

1. Extend Research and Teaching Appointments for Upper-Year Students
2. Extend August 11th Letter Aid to All PhD Programs
3. Extend Healthcare Coverage
4. Extend University Housing Eligibility and Eliminate Cancellation Fees
5. Extend and Expand Childcare Coverage
6. Cancel M&F Fees
7. Revise Post-M.Phil. Leave of Absence Policy
8. Improve Communication Between the Administration and the Columbia Community

Introduction

On September 9th, we graduate workers sent to university administrators one of [many letters of concern](#) about the university's inadequate response to our worsening research and teaching conditions. At that point, cross-departmental faculty and graduate student letters addressed to university administrators since the end of the spring semester had remained unanswered. We acknowledge that some of our concerns were addressed in [Dean Alonso's letter on August 11th](#) announcing policies to support PhD students in select departments. However, many pressing issues remain unresolved, leaving many academic workers across all schools and departments in precarious positions. We demand a unified response from the university administration to alleviate this precarity. By February 25, 2021, we urge the administration to notify upper year student workers about their funding status for the following academic year. This is the most time sensitive issue: our members will need to make decisions about jobs and post-doc positions around this time in the semester. We are committed to organizing academic workers throughout the University around these issues and toward a strike.

Extensions of Research and Teaching Appointments for Upper Year Students

The letter from [Dean Alonso on August 11th](#) guaranteed teaching appointments for sixth and seventh years for AY 2020-2021 as well as funding for sixth-year students for the next five academic years in GSAS. However, no similar funding appointments were guaranteed to seventh-year students. This means that current sixth-year students have no guarantees of university appointments or funding starting as early as next year and current 7th years have no guaranteed funding. Furthermore, this policy disadvantages students who were, are, or will be on external fellowships during their sixth year.

All student workers have been negatively impacted by this crisis, from the lack of access to critical research materials, to the need to take on caregiving roles due to social distancing regulations, not to mention the emotional toll of this prolonged period of uncertainty. The onus should not be on them to show how their research has been affected. As such, every student worker should be guaranteed an additional year of teaching/research appointments, on top of what has already been guaranteed by some schools, with full compensation, even if they have received external funding. Moreover, we ask that students currently in years seven and above be

eligible to apply for research and teaching positions such as the Core Curriculum and the Teaching Scholars' Program. Should the deadlines for applying to these positions pass before an agreement is reached, deadlines should be extended to accommodate current 7th-year students.

Furthermore, upper year students whose research and writing years were interrupted, or who are unable to conduct their research and writing in the coming year, should receive additional non-service dissertation completion fellowships so that they can complete their research in a timely fashion. Columbia should look to the example of [Harvard University](#), who has created extending funding opportunities without service requirements. The disparity between Columbia's response and those of peer institutions puts us at a disadvantage in comparison to our peers.

Extension of August 11th letter aid to all PhD programs

As Dean Alonso's announcement on August 11th makes clear, the Covid-related support extended by the Graduate School of Arts & Sciences excludes PhD students outside the Humanities, Social Sciences, Mathematics, and Statistics. Among those currently ineligible for the recent aid are a considerable number of graduate students in GSAS-administered programs, including Biological Sciences, Chemistry, E3B, Physics, and Psychology. With the exception of GSAPP, no meaningful Covid-related relief has been offered to PhD students in Columbia's other graduate schools, such as CUMC, the Mailman School of Public Health, the Graduate School of Journalism, and the School of Social Work. The uneven rollout of GSAS-sponsored support clearly reveals the lack of parity among graduate programs at Columbia. Even among programs that have received support, no follow-up announcements have been made detailing what this support is specifically, including eligibility, terms of employment, and exact financial compensation, which continues to cause immense confusion among departments and across programs. We ask that the announced Covid-related support be extended to all PhD students at Columbia, regardless of department or school affiliation.

Healthcare

We ask that you allow students beyond their 7th year and recent graduates to stay on their current health insurance plan or to renegotiate and/or subsidize these plans so that those who have no other alternative and scant chance of employment can afford health insurance. We also ask that the university expand dependent coverage to all students, including those beyond their 7th year. Students in these later stages of the program are more likely to have dependents and are no better equipped to pay for their healthcare than students earlier in their programs. Such coverage is especially essential in the context of a pandemic. Brown, Harvard, UPenn, Stanford and Yale have already committed to provide research and teaching positions for recent graduates, and many have resolved healthcare issues as a part of these commitments.

Housing

Many Columbia students who have stayed in the city during the pandemic have faced continued uncertainty with regard to their housing. The existing plans for relief are welcome- for instance, the suspension of the cancellation fees for move-out dates between April and May 2021- but they do not go far enough. In support of the Columbia University Tenant's Association, we demand that UAH eliminate cancellation fees *for the duration of the pandemic*, making it possible for residents to break their lease at any time without being forced to pay the exorbitant \$1000

cancellation fee. We further demand that proration apply to student's rent no matter the date that they move out, and not just for move-out dates in April 2021, as is currently the case. Finally, we demand that eligibility for UAH be automatically extended to students for the duration of their enrollment at Columbia (currently students beyond their 7th year cannot request a housing extension, no matter the circumstances). In order to take advantage of the additional year of funding we call on Columbia to provide, many graduate workers will need extended housing eligibility as well.

Childcare

While we commend the additional childcare stipend that has been granted to GSAS graduate workers, this measure only benefits students up to their seventh year. The COVID-19 pandemic has only exacerbated the already precarious situation of parents, who have been deprived of access to childcare and/or access to a private workspace. Many parents who are now in their eighth year or beyond had been counting on finishing their dissertations this past academic year, and diminished resources for childcare this academic year may prevent them from completing their dissertations yet again.

We ask Columbia to recognize the particular burden facing parents and request that the same childcare stipend policy be applied to all of the University's graduate worker parents—not only the ones in GSAS or below 7th year—as they all face similar challenges.

We also ask that Columbia honor the demands in [the fall CPW petition](#) which asks the University to extend the emergency childcare benefit. Because the circumstances surrounding child care difficulties have not changed in any appreciable way, these demands are common sense.

M&F Fees

We request that the University eliminate Matriculation & Facilities fees for all students beyond their fifth year of funding. M&F fees should be waived beyond what has been guaranteed by 6th year teaching appointments and for students in schools or departments who do not cover M&F fees for advanced students. These fees are an unreasonable burden, especially seeing as most students are off campus and unlikely to use the university's facilities. Furthermore, in a climate in which many students beyond their funded years are struggling to locate fellowships or other sources of income in an increasingly competitive job and fellowship market, these fees force many students to choose between rent or registration, and between full-time work or dissertation progress. Ultimately these fees represent a major obstacle to timely degree completion.

Post-M.Phil. leave of absence

Doctoral students are usually prohibited from taking leaves of absence after securing the M.Phil en route to completing the Ph.D. However, some departments have allowed students to do precisely this in the Fall semester due to the Covid-19 pandemic. Unfortunately, crises that require a student to withdraw for a semester or two are just as likely to strike after the M.Phil as before. Therefore, we advocate that this become a permanent change. We also request that the University explicitly announce to all schools and departments the possibility of taking a post-M.Phil leave of absence.

Improved communications

We ask for both more transparency in the decision-making process as well as more streamlined, university-wide communications. Columbia should communicate policies as they are being developed, not just when they are implemented, and should send announcements to all students across all schools instead of leaving this to individual schools and department directors. Further, the University should solicit input from students who will be affected and answer letters from student groups. We also request more frequent town halls with all departments to discuss issues faced by graduate students collectively.

Conclusion

We reiterate our request for a unified response from the university administration to alleviate the precarity felt by many workers in our unit. We urge the administration to notify upper year student workers about their funding status for the following academic year by February 25, 2021.

Last March, our colleagues voted 1833 to 77 (96%) to authorize a strike to win a contract. We are committed to organizing academic workers throughout the University around these issues and toward a strike. Many peer institutions have already made more considerable efforts to alleviate the COVID-related concerns of their academic workers. Many of these concerns existed before the pandemic but have been sharply exacerbated by it. It is distressing that Columbia has not felt the same sense of urgency.

Signed (as of February 4, 2021 at 5:29 AM EST):

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6. Susannah Glickman, PhD, History
7. Crismon Lewis, GSAS
8. Mackenzie Fox, History-East Asia (Ph.D.), East Asian Languages and Cultures
9. Tianyuan Huang, PhD, GSAS, EALAC
10. Ella Coon, PhD, History
11. Roi Ankori-Karlinsky, PhD, E3B
12. Sandra Chiritescu, Yiddish Studies, Germanic
13. Irina Chernyakova, PhD, Architectural History, GSAPP
14. Mairead Hynes, GSAS, History
15. Jason Butters, GSAS, EALAC
16. Joanna Lee, PhD, EALAC
17. David Borgonjon, Modern Chinese Literature and Culture, EALAC
18. Benjamin Kodres-O'Brien, Communications PhD, School of Journalism
19. Nicolle Bertozzi, PhD, EALAC

20. Cameron Foltz, PhD, East Asian Languages and Cultures
21. Zach Berge-Becker, Arts and Sciences, EALAC
22. Alex Jensen, Philosophy PhD Program, Philosophy
23. Hekang Yang, PhD in EALAC
24. Anayvelyse Allen-Mossman, PhD, LAIC
25. Gavin Healy, GSAS - PhD, East Asian Languages and Cultures
26. Iris Kim, PhD, EALAC
27. Yifan Zhang, PhD Program, East Asian Languages and Cultures
28. Sharon Green, PhD, Sociomedical Sciences
29. Peter Moody , PhD, East Asian Languages and Cultures
30. Nolan Ezekiel Bensen, History PhD, East Asian Languages & Cultures
31. Erela Portugaly, GSAS, Sociology
32. Hana Lethen, GSAS, PhD, EALAC
33. Yingchuan Yang, PhD, East Asian Languages and Cultures
34. Siwei Wang, GSAS, East Asian Languages and Cultures
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36. Xuexin Cai, History East-Asia PhD, EALAC
37. Julian Jürgenmeyer, PhD, Sociology
38. Tiffany Huang, PhD, Sociology
39. Mia Florin-Sefton, PhD, English and Comparative Literature Department
40. Berenike Schott, PhD, Sociology
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42. Yasemin Akcaguner, PhD, History
43. Bonnie Siegler, PhD, Sociology
44. Nicholas Pang, Sociology
45. Analia Lavin, PhD, LAIC
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50. Javiera Irribarren-Ortiz, PhD LAIC, LAIC
51. Kinnari Shah, PhD, Earth and Environmental Engineering
52. Christopher Hoffman, GSAS, Germanic
53. Tristan du Puy, Sustainable Development PhD, Sustainable Development
54. Xiran Lu, PhD in Germanic Languages
55. Anna Thieser, PhD, Sociology
56. Jesse Reid McDevitt-Irwin, PhD Sustainable Development
57. Hyae Ryung Kim, PhD, Sustainable Development
58. Claudia Sbuttoni, PhD, Italian
59. Marguerite Obolensky, Sustainable development PhD, SIPA

60. Eugene Tan, Sustainable Development
61. Thomas Braun, PhD, SIPA
62. Vered Engelhard, PhD, Latin American and Iberian Cultures
63. Adam Atia, Earth & Environmental Engineering,
64. Adam Massmann, SEAS, EEE
65. Haonan Huang, PhD, Earth and Environmental Engineering
66. Elizabeth Dach, SEAS
67. Carolyn Hayek, Sustainable Development, SIPA
68. Margaret Scarborough, GSAS, Italian
69. Angelo Wong, GSAS
70. Amelia Spooner, PhD, History
71. Daniel Tadmon, Sociology PhD
72. Claire Palandri, PhD in Sustainable Development, SIPA, Sustainable Development
73. Francisco Lara, PhD, Sociology
74. Kate Khanna, Ph.D., Sociology
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78. Yash Amonkar, PhD, Earth and Environmental Engineering
79. Dominic Walker, PhD, Sociology
80. Sophia Mo, GSAS, French and Romance Philology
81. Jilian Pizzi, Doctorate, Italian
82. Katryn Williams Evinson, PhD, LAIC
83. Estela Diaz, GSAS, Sociology
84. Barrie Blatchford, Graduate School of Arts and Sciences, History
85. Vered Engelhard, PhD, Latin American and Iberian Cultures
86. Joss Greene, PhD, Sociology
87. Nicole Basile, PhD, LAIC
88. Komei Sakai, GSAS, EALAC
89. Umberto Mazzei, GSAS, Italian
90. Elliott Sturtevant, Architecture, GSAPP
91. Tulio Bucchioni, GSAS, LAIC
92. Manuela Luengas, LAIC, GSAS
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95. Rohini Shukla, GSAS, PhD, Religion
96. Eduardo Vergara, PhD in Latin American and Iberian Cultures, Latin American and Iberian Cultures
97. Anna Papp, Sustainable Development,

98. Kit Hermanson, PhD, Religion
99. Joseph Fisher, PhD, Religion
100. Katy Habr, PhD GSAS, Sociology
101. Verena Meyer, PhD, Religion
102. Isobel Plowright, PhD, History
103. Jamil Sbitan, PhD, History
104. Matthew Swagler, PhD, History
105. Victoria Greene, PhD Student (GSAS), History
106. Elizabeth Albes, PhD, French and Romance Philology
107. Kellen Heniford, GSAS, History
108. Ava Tomasula y Garcia, GSAS - PhD, Anthropology
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122. Sarah Hedgecock, GSAS, Religion
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124. Thomas Preston, PhD, German
125. Gaurika Mehta, GSAS PhD, Religion
126. Sahar Mor Bostock, PhD, History
127. Josh Schwartz, PhD, History
128. Samuel Stella, GSAS, Religion
129. Lotte Houwink ten Cate, PhD, History
130. Uma Payne, GSAS PhD, Slavic Languages
131. Jorge Rodriguez Solorzano, Anthropology, PhD, Anthropology
132. Nancy Ko, PhD, History
133. Jay Pan, GSAS, History
134. Emma Styles-Swaim, PhD in English and Comparative Literature, English and Comparative Literature
135. Jonathan Reeve, PhD, English and Comparative Literature
136. Martin Larson-Xu, PhD, English and Comparative Literature

137. Alex Valin, Ph.D, English and Comparative Literature
138. Catherine Suffern, PhD, Theatre & Performance, English & Comp Lit
139. Patrick Anson , PhD, English and Comparative Literature
140. Yea Jung Park, PhD, English and Comparative Literature,
141. François Olivier, English and Comparative Literature,
142. Katherine Bergevin, PhD, English and Comparative Literature
143. Ilana Gilovich, English GSAS, English (Theatre and Performance)
144. Sohini Chattopadhyay, PhD, History
145. Daniella Cadiz Bedini, English and Comparative Literature
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148. Conor MacVarish, GSAS PhD, English & Comp Lit
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157. Tiana Reid, GSAS PhD, English and Comparative Literature
158. Noelle Turtur, PhD, History
159. Lindsey Cienfuegos, PhD, English & Comp Lit
160. Eva Schreiner, PhD, Architecture
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172. Basak Akdogan, PhD, Psychology
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174. Kevin Windhauser , PHD, English and Comp Lit
175. Toru Momii, Ph.D., Music Theory, Music

176. Isobel Mifsud, Ecology, Evolution and Conservation Biology, E3B
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207. Aviroop Sengupta, GSAS, MESAAS
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211. Diana Mellon, PhD candidate, Art History & Archaeology
212. Howard Taylor, Anthropology PHD
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226. Kuan-lin Chiu, PhD, CS
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239. Jenna Davis, GSAPP, Urban Planning
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246. Chris Hoogstraten, GSAS
247. Jana Berankova, Architecture , GSAPP
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249. Diana Newby, GSAS, English & Comparative Literature
250. Annie Leal, GSAS
251. Ahmed Mitiche, GSAS/PhD, Anthropology
252. Annabelle Tseng, PhD

253. Camille Esquivel, M.Architecture + MS. Urban Planning, GSAPP
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258. Alireza Karbasioun, Architecture, GSAPP
259. Joseph Huennekens, GSAPP phd, Urban planning
260. Laura Diamond, PhD in Architecture, GSAPP
261. Rohan Shah, PhD, History
262. Carolyn Swope, GSAPP, Urban Planning
263. Ultan Byrne, Architecture, GSAPP
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268. Carolyn Quijano, PhD, History
269. Julia Tomasson, History PhD, History
270. Evan Brown, PhD, History
271. David Lerer, GSAS, History
272. Shanelle E. Kim, PhD, English and Comparative Literature
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274. Alexandra Mendez, GSAS, Ph.D.,
275. Elizabeth Branscum, GSAS, History
276. Charis Marantzidou, PhD, History
277. Jorge Cortes, GSAS, Astronomy
278. Lynton Lees, PhD, History
279. Whitney McIntosh, PhD, History
280. Samuel Coggeshall, PhD, History
281. Xavier Flory, PhD, Political Science
282. Robin Hartanto Honggare, Architecture, GSAPP
283. Jacqueline woo, MPA, SIPA
284. Anna Waller, Theatre and Performance Phd,
285. Sau-yi Fong, East Asian History, EALAC
286. David Simpson, Doctoral, Political Science
287. Danielle Drees, Theatre and Performance, English
288. Monica Thieu, PhD, Psychology
289. Jehbreal Jackson, Phd, Gsas
290. Alyssa Basmajian, PhD in Sociomedical Sciences and Anthropology
291. Omar Duran-Garcia , PhD , Latin American and Iberian Cultures
292. Mandi Spishak-Thomas, PhD, Social Policy Analysis & Economics, Social Work

293. Rattanamol Singh Johal, PhD, Art History & Archaeology
294. Elise Myers, PhD, Earth & Environmental Sciences
295. Manasi Jayakumar, PhD in Psychology, Department of Psychology
296. Ivon Padilla-Rodriguez, History
297. Bailey Barnard, PhD, Art History and Archaeology
298. Lorenzo Mecozzi, PhD GSAS, Italian
299. Karolina Partyga, PhD, History
300. Colleen Baublitz, GSAS Ph.D., Earth and Environmental Sciences
301. Allyson Li, GSAS, Chemistry
302. Charles Pletcher, GSAS PhD, Classics
303. Meghan Lucas, Columbia Law School, J.D.
304. Sunny Chen, MA , European History, Politics, and Society
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306. Celine hyejin park, moda
307. Barnaby Raine, PhD, History
308. Evan Parks, GSAS, Germanic Languages
309. Michael Hammett, Religion PhD, Religion
310. Kripanand Komanapalli, Ph.D, Religion
311. Ian Billinge, PhD, Earth and Environmental Engineering
312. Iloe Ariss, Germanic Languages, German
313. Andrew McLaren, GSAS , Religion
314. Miriam Schulz, Yiddish, German
315. Nate Wagner, GSAS, German
316. Michael Watzka, GSAS / Germanic Languages, Germanic Languages
317. Sayori Ghoshal, PhD , MESAAS
318. Erik Carver, PHD, GSAPP
319. David Jamieson, English PhD, English & Comparative Literature
320. Celia Abele, French PhD (alumna)
321. Nicholas Olsen, GSAS, Chemistry
322. Sayantani Mukherjee, PhD, History
323. Cosima Mattner, German
324. Thomas Zuber, PhD, History
325. Nader Atassi, History PhD, History
326. Rebecca Glade, GSAS, History
327. Benedict Clouette, GSAPP/GSAS PhD, Architectural History and Theory
328. Iuri Bauler Pereira, GSAS, LAIC
329. Morgan Thinel, Chemical Physics, Chemistry
330. Bar Oryan, GSAS, DEES
331. Yarran Hominh, GSAS, Philosophy
332. Yuxin Zhou, PhD, Earth and Environmental Sciences

333. Addison Godel, Ph.D., Architecture
334. Nicholas O'Mara, PhD, Earth and Environmental Sciences
335. Emmaline Bennett, Social Studies Education, Teachers College Social Studies
336. Will Glovinsky, PhD, English and Comparative Literature
337. David Lerer, GSAS, History
338. Daniel R. Esparza, PhD, Religion
339. Yara Saqfalhait, Architecture PhD
340. Eugene Tan, Phd in Sustainable Development, Sustainable Development
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342. Daniel Penner, EALAC,
343. Samuel Hellmann, GSAS, EALAC
344. Tess Weiner, MSW, Social Work
345. Umar Sheikh Tahir , PhD , MESAAS
346. Sujoy Bhattacharyya, PhD in Sustainable Development,
347. Bandar Alsaeed, PhD , Mesaas
348. Alaa El-Shafei, GSAS, MESAAS
349. Karim Malak, GSAS, MESAAS
350. Eliza Bayroff, Barnard Alumna
351. Niyati Shenoy, GSAS PhD
352. Josephine Gantois, PhD in Sustainable Development, SIPA
353. Andrew Wilson, PhD, Sustainable Development, SIPA
354. Louis Moffa, PhD (GSAS), Italian
355. Doha Tazi Hemida , GSAS, MESAAS
356. Solomon Gofere, Sustainable Development, Sustainable Development
357. Vincent Bagilet, PhD program in Sustainable Development, SIPA
358. Beatrice mazzi , GSAS (Italian studies), Italian
359. Sarah Inman, PhD Sustainable Development,
360. Mamadou Diallo, PhD, MESAAS
361. Müge Arseven, PhD, Art History and Archaeology
362. Luca Naponiello, GSAS, Italian
363. Matthew Harrington, PhD Sustainable Development, SIPA
364. Julian van der Made, PhD, Earth and Environmental Engineering
365. Lilian A Coie, PhD, Neurobiology and Behavior
366. Hannah Pullen-Blasnik, PhD, Sociology
367. Adrienne Le, History PhD, History
368. Ali Ugurlu, GSAS, Middle East, South Asian, and African Studies
369. Noa Tsaushu , Yiddish Studies , Germanic Languages
370. Marty Larson-Xu, PhD, English and Comparative Literature
371. Anna Borgarello, Italian, Italian
372. Sadie Bergen, SMS

373. Katryn Evinson, PhD, LAIC
374. Caroline Juang, PhD, Earth & Environmental Sciences
375. Sally Xing, History
376. Caitlin Liss, History PhD, History
377. Veronica Belafi, PhD, English & Comp Lit
378. Alice gorton, PhD history , History
379. Lisa Clark, Philosophy PhD,
380. Miguel Ángel Blanco Martinez, Latin American and Iberian Cultures, PhD, LAIC
381. Anthony Garruzzo, PhD, Philosophy
382. NOAH BETZ-RICHMAN, PhD in Philosophy, Philosophy
383. Benjamin Sinvany, GSAS, EALAC
384. Ellen Burns, PhD, Philosophy
385. Kate Khanna, PhD, Sociology
386. Daniel Ralston, PhD, Art History
387. Isabella Smythe, PhD, Sustainable Development
388. Gavin Healy, Arts and Sciences, East Asian Languages and Cultures
389. Alexis Earl, PhD, E3B
390. Lucy Wang, PhD, AHAR
391. Samantha Tener, Pathobiology
392. Carolyn Quijano, Doctorate, History
393. Mateo Williams, SEAS MS/PhD, Chemical Engineering
394. Michael Lu, PhD, Biological Sciences
395. Barrie Blatchford, GSAS, History
396. Catherine Suffern , PhD, English & Comp Lot
397. Giulia Ricca, PhD, Italian
398. Colleen Larkin, PhD, Political Science
399. Bryn McCarthy, PhD, Political Science
400. Hekang Yang, PhD, EALAC
401. Ki Young Kim, PhD, Political Science
402. Paul, PhD, Political science
403. Jim LaBelle, PhD, Political Science, Political Science
404. Anja Kilibarda, Ph.D., Political Science
405. Gwen A Unger, PhD GSAS, Art History and Archaeology
406. Danping Wang, GSAS, History
407. Randal Grant Kleiser, Arts and Sciences, History
408. Amanda Hardin, PHD, History
409. Sean Colonna, GSAS, Music
410. Charles Battaglini, Ph.D., Political Science
411. Mary-Evelyn Farrior, CLST,
412. Deborah Sokolowski, Classical Studies PhD, Classical Studies

- 413. Mariana Noe, PhD, Classical Studies
- 414. Alexis Marin, PhD, Political Science
- 415. Bo McMillan, Ph.D., English and Comparative Literature
- 416. Lionel Ong, PhD, Political Science
- 417. Chris Hoogstraten, GSAS, English
- 418. Irene Hsu, GSAS; PHD, English & Comp Lit
- 419. Emma Styles-Swaim, PhD, English and Comparative Literature
- 420. Therese Cox, PhD, English and Comparative Literature
- 421. Tenggeer Hao, East Asian Languages and Cultures
- 422. Ali Raj, Communications Studies, Journalism
- 423. Jackie de Vegvar, Integrated program
- 424. Ellen Burns, PhD, Philosophy