

***How the Physical Sciences  
Divisional Committee  
Operates***

***and***

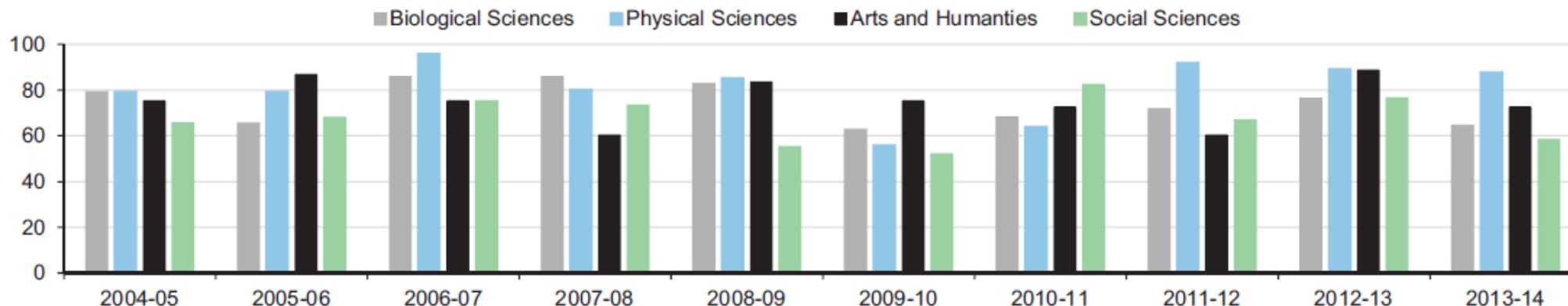
***What the Division Looks  
for in Successful Tenure  
Cases***

# *PSDC Role- Key concepts for untenured faculty*

- Advise appropriate Dean on tenure.
- There is a tenured position reserved for every assistant professor at UW-Madison
  - Tenure decisions are yes/no, not comparative with other candidates
  - No quota on number of tenured faculty
- Department *must* make a positive recommendation for the case to reach the PSDC.
- Historically, about 80% of asst. professors receive tenure.
  - Most of the 20% never reach the PSDC
  - Without question, the most important hurdle in the tenure process is meeting the requirements of your department!

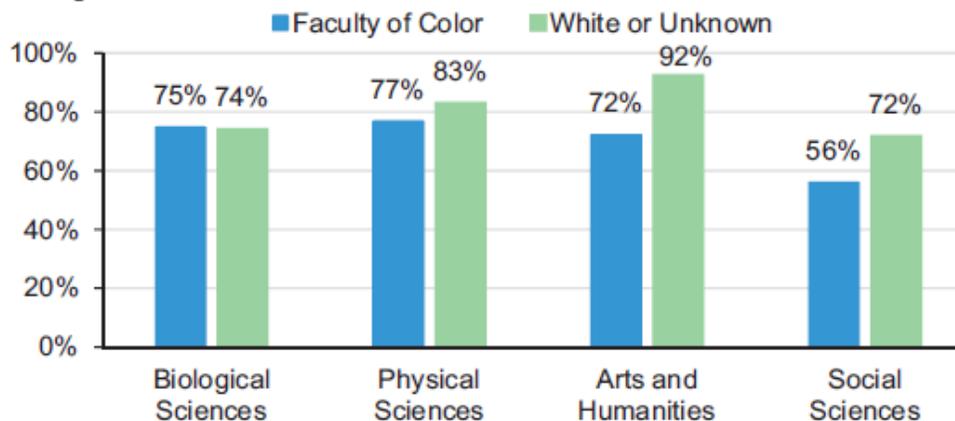
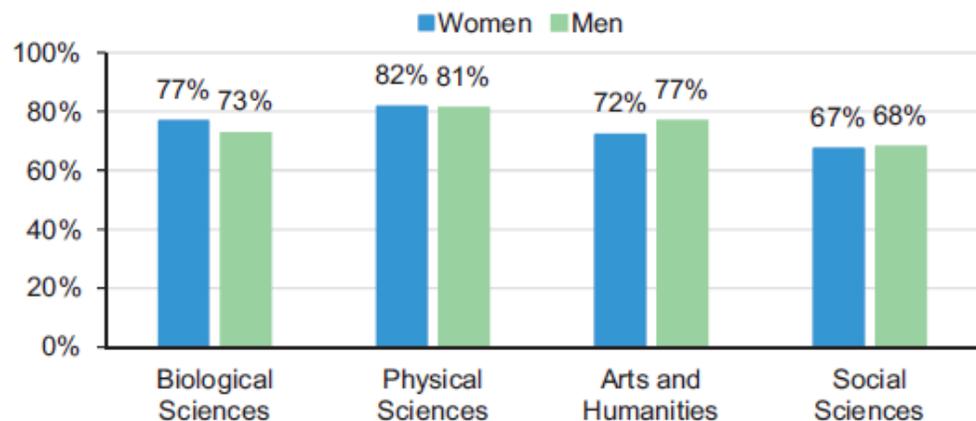
## Faculty Tenure Promotions by Divisional Committee Affiliation, *continued*

Percent Promoted to Tenure Within 7 Years, by Year of Hire



Total Percent Promoted to Tenure Within 7 Years, by Division

Hires from 2004-05 through 2013-14



# *Tenure Dossiers*

- Dossier prepared by department, with candidate input.
  - ~15 pgs of instructions—sorry!
    - Not everything is required, better to leave something blank than to report minor activities
  - Cover letter: department makes the case
  - Documentation of teaching
    - Courses taught, philosophy, student & peer evaluation
  - Research
    - Non-specialist description, publications, presentations, mentoring, funding,...
    - More is generally better than less, but no cutoffs, minima, etc.
    - Quality is key!
    - "Holistic"—h-number, # of pubs, amt of funding is highly variable in successful cases.
  - Outreach
    - Highly variable content, generally not a requirement
  - Service
  - Letters of Evaluation
    - Letter writers are chosen by the department, not the candidate
    - Arm's length- letters from collaborators and former advisors are discounted

# *PSDC Process*

- Chair assigns subcommittee to meet with dept. representatives
  - Clarify expectations, understand research & teaching culture
- Subcommittee presents case to full PDSC
- Discussion & Vote

# *Observations*

- If you are unclear what your department's expectations are, now is the time to clarify them. A strong endorsement by the dept, supported by strong external letters, is absolutely necessary.
- The PSDC recognizes that student evaluation of teaching can be fickle, and so highly values evidence of creativity, mentoring, and peer evaluation when judging excellence in teaching.
- The standards for attaining tenure are the same regardless of time spent as probationary faculty (the "tenure clock"). This applies for both "early" cases and cases with clock extensions.
- UW policy is a single tenure evaluation. Unsuccessful cases will not be reconsidered.

# *COVID-19*

- PSDC is aware that asst. professors face a wide range of challenges due to the pandemic
- A statement of COVID-19 impacts in the dossier is welcome but not required.
- PSDC is committed to holistic evaluation, not relying on quantitative measures of research/teaching activity
- Letter writers are asked to do same
- Tenure is a life-long commitment; as far as possible the decision made should not be affected by unusual circumstances