

**THE UNIVERSITY OF WISCONSIN-EXTENSION
UNIVERSITY COMMITTEE**

**RESOLUTION ON THE STRATEGIC USE OF TEMPORARY HIRES TO
FILL UW-EXTENSION FACULTY POSITIONS**

WHEREAS the current fiscal situation has resulted in a “freeze” on permanent hires within the Cooperative Extension Division of UW-Extension, creating a scenario where there may be more “temporary employees” hired to fill existing faculty vacancies; and

WHEREAS the hiring of temporary employees should in no way compromise the future of a faculty position in order to meet short-term needs; and

WHEREAS temporary employees may not possess the academic and professional credentials required for UW-Extension faculty, potentially reducing capacity of the institution to fulfill its mission, serving the county and the State; and

WHEREAS while temporary employees may appear to meet the short-term needs of our local county partners and be hired at a lower cost to county partners and UW-Extension; and

WHEREAS there is an on-going need to increase the understanding of the value of faculty within the communities where we work;

THEREFORE BE IT RESOLVED that the University Committee strongly recommends limiting the hiring of temporary employees for faculty vacancies and that temporary employees be used only in situations where filling the position may reduce the risk for losing local support and subsequently the opportunity to retain a faculty position; and

BE IT FURTHER RESOLVED that temporary employees have working position titles reflecting the interim nature of the position (e.g. “interim”, “acting”), a Position Description appropriate for a short-term hire, and a clearly specified term of appointment that clearly distinguishes the temporary position from the faculty position; and

BE IT FURTHER RESOLVED that the initial search for temporary employees refer to the criteria established for the faculty positions; and

FINALLY BE IT FURTHER RESOLVED that the Academic Department be included regarding filling vacant positions where a faculty member was previously employed.

Adopted this 10th day of May, 2011

