Extension Policy Committee
Annual Report, 1987-88

The Extension Policy Committee met six times during 1987-88 and dealt with five principal items of business.

1. "White Paper" on Extension Activities. As a result of input we received in response to an early 1987 communication with faculty and administrators, we prepared a white paper, "Extension Activities, an Operational Definition at the University of Wisconsin-Milwaukee." Our original communications in January 1987 revealed that there was a considerable lack of knowledge about extension activities and the 1985 faculty action integrating the extension function as part of the UWM academic mission. Our judgment is that this situation is a result of the 20-year void that began in 1965 when a separate stand-alone UW-Extension unit was created. We prepared the white paper to help fill that void and to invite departments to rethink their roles vis a vis extension activities. The white paper was sent to all UWM departments in January 1988 and, simultaneously, to members of the Academic Deans Council.

2. Letters of Offer to Faculty. We learned that the standard letter of offer to new faculty members was completely silent concerning extension activities, even for those faculty with extension assignments. We wrote to the Vice Chancellor suggesting appropriate language for future letters of offer. We made two recommendations, one for faculty appointments which include extension activities as part of the appointee's duties, the other for faculty fully committed to extension activities (which include, for example, a revenue-generating requirement).

3. Testimony on Integration. The committee chair testified on behalf of the faculty at a Regent hearing held to assess the progress on integration of the extension function (a 1982 policy action of the Board of Regents). Five points were made: (1) Although concrete progress has been slow, because much of the campus leadership was hired during the 1965-85 planning void cited earlier, there is a heightened awareness of extension opportunities and responsibilities among UWM faculty and staff; (2) changes have been made in criteria for appointment and promotion in a few departments; (3) all four divisional committees have been asked to review their criteria for promotion; (4) the process of preparing the annual Interinstitutional Agreement is much more participatory than ever before; and (5) the Extension Policy Committee is not preoccupied with the proposition that integration of all UW-Extension faculty be at the departmental level (there are other valid models).
4. **1988-89 Funding.** We heard a report from Dean Daniel Shannon concerning the 1988-89 Interinstitutional Agreement. The total request, funded from a combination of program revenue and general purpose (tax) revenue, totalled $9.013 million and 67.71 FTE. A wide array of UWM program areas for both credit outreach and noncredit activities were represented in this request. (We subsequently learned that the Interinstitutional Agreement was substantially approved as submitted.)

5. **Faculty/Staff Salary Adjustment Guidelines.** We found that the February 1988 UWM salary increase guidelines for faculty and academic staff were completely silent on the matter of extension activities. The committee feels that this is inconsistent with the thrust of Faculty Document No. 1436 (dated April 18, 1985) which outlines the plan for integrating the extension function and former UW-Extension faculty with UWM. We have made our concern known to the Vice Chancellor and the University Committee.

**1987-88 Extension Policy Committee**

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Edward Beimborn
Phyllis Lensky
Daniel Shannon (ex officio)
John Snedeker
Donald Vogel
William L. Walters, Chair
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