

**PROFS, INC.
ANNUAL REPORT FOR 2008-2009**

I. CHARGE

PROFS, Inc. (Public Representation Organization of the Faculty Senate–UW-Madison) is a non-profit organization established by the Faculty Senate in 1976. The function of PROFS is to represent the UW-Madison faculty's interests—with particular emphasis on compensation, fringe benefits, the university budget, and important regulatory issues—before the state legislature, the governor, other state and federal governmental agencies, the U.S. Congress, and the public.

II. MEMBERSHIP

Membership in PROFS is voluntary. PROFS is funded by dues with permission for payroll deduction from UW-Madison faculty members. Dues are calculated at one-tenth of one percent of the nine-month salary and deducted monthly, September through May. For example, for a \$70,000 nine-month salary, dues are \$7.77 per month.

III. ORGANIZATION

Leadership

The elected members of the University Committee constitute the board of directors of PROFS. For the 2008-2009 academic year, the following faculty served on the board of directors:

- Judith Burstyn (Chemistry)
- Gail Geiger (Art History)
- Linda Graham (Botany), Secretary/Treasurer
- Ann Hoyt (Human Ecology), Chair
- Dennis Maki (Medicine)
- William Tracy (Agronomy)

The 2008-2009 members of the PROFS Steering Committee consisted of:

- Louise Robbins (Library and Information Studies), President
- Dan Anderson (Business), Semester 1
- Patricia Brennan (Industrial and Systems Engineering, Nursing)
- Philip Brown (Geology and Geophysics)
- Richard Burgess (Oncology)
- Murray Clayton (Plant Pathology, Statistics)
- Greg Downey (Journalism and Mass Communication)
- Ella Mae Matsamura (Business), Semester 2
- Brent McCown (Horticulture), former University Committee member
- Brian Ohm (Urban and Regional Planning)
- Joseph Salmons (German), member of the Faculty Senate
- Ronald Schultz (Pathobiological Sciences), former University Committee member
- David Schwartz (Law School)

Plus University Committee members:

- Gail Geiger
- Dennis Maki
- William Tracy

PROFS Bylaws

The bylaws of PROFS are on file in the PROFS office, 258 Bascom Hall. They specify that the University Committee acts as the PROFS board of directors. The steering committee consists of at least three current members of the University Committee; at least three members with prior experience on the University Committee or the PROFS, Inc. Steering Committee; one or more at-large members selected from the UW-Madison faculty; at least one member from the Faculty Senate; and one member of the Commission on Faculty Compensation and Economic Benefits. The bylaws were amended on June 29, 2009 to specify three-year renewable terms of service for members who are not University Committee members. Current University Committee members serve terms to match their UC terms.

Legislative Representative and Lobbyist

Jack O'Meara continued to serve as PROFS' legislative representative. Mr. O'Meara meets regularly with the board of directors and the steering committee to update them on legislative proposals affecting the faculty, establish PROFS' positions on legislation, and determine action. Mr. O'Meara meets with individual legislators and other officials at appropriate times to discuss PROFS issues and urge support of the faculty's position. PROFS also arranges for members of the steering committee and other faculty members to meet with legislators, state officials, regents, the media, and the general public, and to testify for or against key legislation.

Administration

Marian Ekwegwu left as half-time administrative secretary and newsletter editor in July 2008 and was replaced by Michelle Felber in September 2008. Laura Laurenzi, an outside financial assistant, continued to maintain the financial records and accounts payable of PROFS. Check-signing is by either the treasurer or by other members of the board of directors, as designated. The board of directors contracts with Wegner LLP to audit and approve PROFS' financial records. Audits are completed every three years, with the last audit of FY 2005-2007 completed in 2008.

As an organization engaged in lobbying, PROFS is required to register with the State of Wisconsin Government Accountability Board (GAB) and report any lobbying contact with state officials. PROFS also reports its interest in any legislative bill, proposal, or budget item and, if it takes a position, its position. PROFS' interests and activities are posted on the GAB website at www.ethics.state.wi.us. As required, PROFS reports its lobbying activities and the salaries and expenses spent on lobbying every six months to the accountability board.

IV. MEMBERSHIP CAMPAIGN

PROFS continued to mount an aggressive membership campaign to replace the faculty members who have retired. Seventeen faculty members joined PROFS during the year. In cultivating membership, PROFS emphasized its past achievements, including:

- Payment of the first six months of health insurance for new faculty
- Defeat of a legislative proposal to have faculty pay 5% of salary toward retirement (which would have been an effective 5% pay cut)
- Enhancement of the sick leave conversion program that allows faculty to use remaining sick leave to pay for health insurance in retirement
- A continuing focus on competitive competition, which has led to increased pay plans and catch-up pay plans

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PROFS also emphasized its platform for the future:

- Extension of health insurance and other benefits to domestic partners
- Faculty compensation that is competitive
- Increased funding for graduate education
- Adequate state funding for the UW budget
- Increased federal funding for research and a relaxation in certain rules on funding

PROFS needs additional faculty members to maintain and expand its current level of activities, and to continue to be a strong voice of the UW-Madison faculty. PROFS was created by the Faculty Senate for the benefit of the faculty. Joining is easy. Fill out the dues coupon in the PROFS brochure or print out the dues coupon on PROFS' web site, www.profs.wisc.edu, and send it to 258 Bascom Hall.

V. THE STATE BUDGET: PROFS' POSITIONS AND ACTIONS

The state budget and policy issues in the budget occupied PROFS for much of the year. PROFS was particularly active in the debate over state-imposed furloughs; collective bargaining rights for university faculty, academic staff and research assistants; and funding for graduate education.

Overall Impact of State Budget

Working with the Office of the Chancellor, UW System, the Wisconsin Alumni Association and other university-related groups, PROFS lobbied heavily for the graduate education funding DIN (Decision Item Narrative), faculty compensation, domestic partner benefits, and the UW's costs-to-continue. Meetings with legislators were scheduled throughout the budget process, nearly 30 in total. Despite the state facing a record \$6.6 billion deficit, several items favorable to UW-Madison were included in the budget:

- Domestic partner benefits for all state employees, including UW-Madison
- \$15 million for the recruitment and retention fund that helps UW System retain its high-demand faculty. About half of the funding will be directed to UW-Madison, the result of PROFS' past lobbying.
- \$8.2 million for the Wisconsin Institute for Discovery (WID)
- \$8 million for the Wisconsin Bioenergy Initiative
- \$2 million for the Wisconsin Genomics Initiative, a partnership between UW-Madison, the Medical College of Wisconsin, UW-Milwaukee, and the Marshfield Clinic

The budget also included several provisions that will pose significant challenges to the UW System:

- \$100 million in base budget reductions for 2009-2011. UW-Madison's share of this is \$18.5 million per year.
- A one-percent across-the-board reduction – \$5.7 million per year for UW-Madison
- Furloughs for all state employees of 8 days per year (6 days for academic year appointments) in each of the next two years, the impact of which is a 3.065 percent pay cut for all faculty.
- Previously approved 2-percent pay increases were rescinded.

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State-imposed Furloughs

During Assembly debate over the state budget, Representative Kelda Helen Roys (D-Madison) proposed an amendment that would have required the state to furlough state employees only if doing so would have resulted in net savings to the state (the “Smart Furlough” amendment). PROFS actively lobbied for the proposal, drafting a statement to members of the Assembly Democratic Caucus and talking with Assembly leadership about the plan. Unfortunately, the proposal was not adopted when the governor made it clear he wanted furloughs to apply to all state and university employees, regardless of their source of income.

PROFS also sent a letter to Jennifer Donnelly, director of the Office of State Employment Relations (OSER), raising questions about the proposed furloughs.

Collective Bargaining for Faculty, Academic Staff, and Research Assistants

PROFS lobbied aggressively for adoption of the seven Faculty Senate-approved principles for legislation granting collective bargaining rights to UW faculty. As a result of PROFS’ lobbying, changes were made to the legislation that brought the proposal into compliance with all seven principles. When the budget passed the legislature, PROFS rushed a letter to Governor Doyle encouraging him not to use his partial veto authority to change this language. When he signed the budget into law, he did not make any changes.

Also in the letter to Governor Doyle was a request that he veto language that would have denied some academic staff the choice of whether to elect collective bargaining. The language would have given the Wisconsin Employment Relations Commission (WERC) express authority to assign some staff to unions without a vote by those employees. PROFS told the governor that it believes academic staff should be given a choice as to whether they should become unionized. The governor made this change when he signed the budget into law.

PROFS also lobbied against a proposal, initially approved by the Joint Finance Committee, that would have forced research assistants into the Teaching Assistants Association (TAA) without a vote. PROFS worked with the Office of the Chancellor and Senator Fred Risser on changes to this language, and the governor made additional changes when he signed the budget into law. The end result, while not perfect, at least provides RAs the ability to choose whether to bargain collectively and which union they want to represent them if they make this choice.

Graduate Education DIN

The funding of graduate project and research assistants continued to be a major concern to the faculty. Much of the current debate traces back to the recommendation of the Report of the UW-Madison Tuition Remission Task Force. The task force recommended that department budgets contribute toward the cost of tuition remission by providing \$8,000 per graduate assistant per year. Previously, the charge was 25% of the assistant’s stipend.

Graduate students and faculty leaders worked hard to improve funding for graduate education costs through the Coalition for Affordable Public Education (CAPE), a group of university stakeholders that is working to improve the funding of graduate education.

Through their collaboration with CAPE, faculty leaders developed a budget proposal—known as a “Decision Item Narrative” or DIN—that would have provided \$5.25 million in state funding toward graduate education costs. The request was designed to increase the university’s ability to secure National Institutes for Health (NIH), Foreign Language Area Studies (FLAS), and other external fellowships and traineeships.

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While the regents included the DIN in their budget request to the governor, the DIN was not included in the governor's initial budget proposal and was not added during budget deliberations.

In meetings with legislators and the media, PROFS lobbied that the DIN be put back into the budget. But as budget projections worsened during the budget debate and funding was being cut further, this request was not feasible.

VI. FEDERAL RELATIONS PROGRAM

PROFS continued to monitor developments at the federal level, paying particularly close attention to federal funding of research. PROFS has developed and maintained relationships with members of the Wisconsin delegation and their staffs. In these discussions, PROFS emphasizes the university's interest in federal funding for research. PROFS pays particularly close attention to appropriations for the National Institutes of Health (NIH), the National Science Foundation (NSF), and other agencies that provide funding to the campus.

Graduate Education

The ability of the university to pay for graduate education is also limited by federal rules. The federal government limits how much of its funding can be used to pay for student support packages (stipend, health insurance and tuition) for federally funded traineeships and fellowships. It also restricts the use of other federal funding to cover the shortfall. This causes problems for the university.

The Office of the Chancellor and PROFS have asked the Wisconsin congressional delegation to support a relaxation of the funding-restriction policies by inserting language to this effect in appropriations bills for key agencies. PROFS is continuing to work with the Office of the Chancellor on this issue.

VII. OTHER ACTIVITIES

Each year PROFS presents its annual report to the Faculty Senate. The 2007-2008 Annual Report was presented at the December meeting, and for the first time, PROFS hosted refreshments prior to the meeting.

In March, PROFS hosted a campus budget forum featuring Jack O'Meara, political science Professor Kathy Cramer Walsh, and Vice Chancellor Darrell Bazzell. About 25 faculty and staff members participated in the lively conversation.

PROFS communicates with its members throughout the year. Newsletters were sent electronically to all faculty members in November, March and May. An e-mail budget update was also sent to all faculty in May. PROFS also distributes its testimony and formal statements to reporters. These documents are available upon request and on the PROFS website: www.profs.wisc.edu

PROFS' leaders remain active in campaigns, supporting legislators and member of Congress who are supportive of the university.