

**PROFS, INC.
ANNUAL REPORT FOR 2009-2010**

I. CHARGE

PROFS, the Public Representation Organization of the Faculty Senate, 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

PROFS is a voluntary, dues-supported organization, funded through payroll deduction by its members. Dues are one-tenth of one percent of a 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 serve as the board of directors of PROFS. For the 2009-10 academic year, the following served on the board of directors:

- William F. Tracy (Agronomy), chair
- Gail Geiger (Art History), secretary/treasurer
- Susan E. Babcock (Materials Science and Engineering)
- Bradford L. Barham (Agricultural and Applied Economics)
- Judith Burstyn (Chemistry)
- Dennis G. Maki (Medicine)

The 2009-10 members of the PROFS Steering Committee consisted of:

- Joseph C. Salmons (German), president, member of the Faculty Senate
- Richard R. Burgess (Oncology), former University Committee member
- Murray K. Clayton (Plant Pathology/Statistics), former University Committee member
- Nancy E. Mathews (Nelson Institute)
- Ella Mae Matsamura (Business)
- Brent H. McCown (Horticulture), former University Committee member
- Brian W. Ohm (Urban and Regional Planning)
- Eric Raimy (English)
- Andrew Reschovsky (La Follette School of Public Affairs)
- Louise S. Robbins (Library and Information Studies)
- Ronald D. Schultz (Comparative Biosciences), former University Committee member
- David S. Schwartz (Law School)
- Plus University Committee members:
 - Gail Geiger
 - Dennis G. Maki
 - William F. 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 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. Members who do not serve on the University Committee serve three-year renewable terms. Current University Committee members serve terms to match their UC service.

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

Michelle Felber is the half-time administrator. She communicates regularly with faculty through updates to the website and e-mails. Laura Laurenzi, an outside financial assistant, continued to maintain the financial records and accounts payable of PROFS. Check-signing is done by the treasurer or president. The board of directors contracts with Wegner LLP to audit and approve the PROFS financial records every three years. The last audit of FY 2005-2007 was completed in 2008.

Lobbying

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

IV. COMMUNICATION

PROFS communicates regularly with all faculty through e-mail updates and posts to the PROFS website, <http://profs.wisc.edu>. A renovated website was launched in December. The site features frequent posts from PROFS staff and leadership and encourages participation from faculty through the comments section of the site. Traffic on the site has steadily increased.

V. MEMBERSHIP CAMPAIGN

PROFS continued to mount an aggressive membership campaign to replace the faculty members who are retiring. Despite a large number of retirements, membership held steady with nearly 800 members. In cultivating membership, PROFS emphasizes its past achievements, including:

- Enactment of domestic partner benefits for faculty and staff
- Defeat of a proposal that would have required faculty to pay 5 percent of their salaries toward retirement, an effective 5 percent pay cut

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- Payment of the first six months of health insurance for new faculty
- A continuing focus on competitive competition, which has led to increased pay plans and catch-up pay plans

PROFS also emphasizes its platform for the future:

- Competitive compensation for all faculty
- 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
- Improved communication between faculty and the legislature

For more than a generation, PROFS has played a key role in advocating for UW-Madison and its faculty. PROFS' sole charge is to advocate on behalf of faculty and needs continued support of the faculty to maintain its efforts. Members are always welcome to join by completing the membership form in the PROFS brochure or on PROFS web site, <http://profs.wisc.edu>.

VI. 2009-10 LEGISLATIVE SESSION: PROFS' POSITIONS AND ACTIONS

PROFS worked actively with members of the legislature on issues that directly affect faculty.

Academic Freedom Enumerated in State Statutes

After it came to light that legislation (SB 523) relating to unfair labor practices in collective bargaining had the potential to infringe upon faculty academic freedom, PROFS worked with emerita law professor June Weisberger to craft an amendment to the bill. The amendment inserted language directly into state statutes stating that the new law cannot interfere with a faculty member's right of academic freedom. Senator Spencer Coggs (D-Milwaukee), author of the bill, agreed to offer the amendment, which was adopted. The amended bill passed both houses of the legislature and was signed into law by Governor Doyle.

Funding for Graduate Education

The funding of graduate education continued to be a major priority for PROFS. Through collaboration with the Coalition for Affordable Education (CAPE), a group of university stakeholders working to improve the funding of graduate education, faculty leaders again developed a budget proposal, known as a "Decision Item Narrative" or DIN. The DIN would provide \$5.4 million in state funding for graduate education costs and would leverage up to \$35 million in federal funding, allowing for the hiring of an additional 225 graduate assistants. The DIN was forwarded to the UW System Board of Regents for consideration in the regents' 2011-13 budget proposal.

"Smart Furlough" Legislation

PROFS continued to take a leadership role in advocating for "Smart Furlough" legislation, which would allow the state to furlough state employees only if doing so would result in net savings to the state. The legislation (AB 551), authored by Representative Kelda Helen Roys (D-Madison), was introduced as AB 551, but died after opposition from a public employee union, which did not want some state and university employees treated differently from others.

VII. FEDERAL RELATIONS PROGRAM

In August 2009, PROFS President Joe Salmons and PROFS Legislative Representative Jack O'Meara traveled to Washington, D.C. to meet with key staff members for the Wisconsin congressional delegation.

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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 congressional delegation and their staffs, emphasizing the university's interest in federal funding for research. In particular, PROFS pays 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. PROFS also took part in discussions regarding the university's plans to acquire its own building in Washington, D.C.

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, causing problems for the university.

The chancellor's office and PROFS have asked the state's congressional delegation to support relaxation of the funding-restriction policies through language changes in appropriations legislation for key agencies.

VIII. OTHER ACTIVITIES

PROFS presented its 2008-09 Annual Report to the Faculty Senate in December. For the second year, PROFS served refreshments prior to the senate meeting.

Several members of PROFS visited with Regent Judy Crain in December to talk about graduate education.

In February, PROFS sponsored the first of a series on the funding of higher education, attracting about 40 faculty, staff, and students. PROFS member Andrew Reschovsky, WISCAPE director Noel Radomski, and Regent President Kevin Reilly served as panelists.

Two members of PROFS joined with students and alumni leaders to meet with six legislators and/or their staff as part of the Wisconsin Alumni Association's annual Lobby Day in May.

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