

**PROFS, INC.  
ANNUAL REPORT FOR 2010-2011**

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 2010-11 academic year, the following served on the board of directors:

- Susan E. Babcock (Materials Science and Engineering)
- Bradford L. Barham (Agricultural and Applied Economics)
- Judith Burstyn (Chemistry), chair
- Gail Geiger (Art History), secretary/treasurer
- Peter Lipton (Neuroscience)
- Ann Palmenberg (Biochemistry)

Much of the day-to-day work of PROFS occurs under the supervision of the president and steering committee. Joe Salmons completed his second year as president. The 2010-11 members of the PROFS Steering Committee consisted of:

- Joseph C. Salmons (German), president, member of the Faculty Senate
- Allison Christians (Law)
- Murray K. Clayton (Plant Pathology/Statistics), former University Committee member
- Sara Goldrick-Rab (Educational Policy Studies)
- Kenneth Goldstein (Political Science)
- Nancy E. Mathews (Nelson Institute)
- Brent H. McCown (Horticulture), former University Committee member
- Eric Raimy (English)
- Andrew Reschovsky (LaFollette School of Public Affairs)
- Louise S. Robbins (Library and Information Studies)
- Jeffrey Russell (Civil and Environmental Engineering)
- Ronald D. Schultz (Comparative Biosciences), former University Committee member
- William F. Tracy (Agronomy), former University Committee member
- Terry Warfield (Business)
- Plus University Committee members:
  - Bradford Barham
  - Judith Burstyn
  - Gail Geiger

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### 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 bylaws require an audit every three years, and 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>. The site features posts from PROFS staff and leadership and encourages participation from faculty through the comments section of the site. Activity on the site increased dramatically during the state budget deliberations, with 41 posts in February and March alone. Traffic on the site increased markedly as well, with hundreds of hits per day during that time period.

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## 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. Many of the 55 new members joined during the contentious state budget debates. 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 five percent of their salaries toward retirement, an effective five percent pay cut
- 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 35 years, 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. 2010-2011 LOBBYING: PROFS' ACTIONS AND POSITIONS

During the fall 2010 campaign season, PROFS interacted with many candidates. After the election, PROFS worked actively with the governor's staff and members of the legislature on issues that directly affect faculty. PROFS had two formal meetings with the governor's staff and 11 formal meetings with legislators or their staff. PROFS was also active in more informal discussions, sending emails, making telephone calls, stopping in offices, and talking with people at meetings and in the halls of the Capitol.

PROFS was very active during the state budget deliberations and helped forge important results for UW-Madison:

- Pre-tax contributions – PROFS scored a major victory when the legislature voted to allow state employees, including faculty, to make pension contributions pre-tax, thereby reducing one's income tax obligation. This was not part of the governor's original proposal, and the change will save faculty almost \$200 for every \$10,000 in salary. PROFS was the first group to bring this to the attention of the governor's staff and key members of the Joint Finance Committee.
- UW-Madison's share of UW System budget cut – Historically, UW-Madison bears about 40 percent of a total cut to UW System. Under the plan to split UW-Madison from UW System, that cut rose to 50 percent of a \$250 million cut. PROFS successfully lobbied to return the cut to historic levels, reducing the budget cut to campus by \$30 million over the biennium.
- Increased administrative flexibilities – When it became clear that the plan to separate UW-Madison from UW System would not be approved, PROFS lobbied for administrative flexibilities, separate from the public authority proposal, as directed by the Faculty Senate. Many of those flexibilities were included in the final budget.

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- Throughout the debate over the proposed public authority plan for UW-Madison, PROFS lobbied hard to make sure that faculty and shared governance, as provided in Wisconsin Statute 36.09, was preserved. This effort was successful, as the governor's proposed Chapter 37 (UW-Madison public authority) would have retained these statutory principles had it passed. The current statutes were retained in the state budget that ultimately passed.

PROFS actively opposed several pieces of legislation:

- Assembly Bill 7, Voter Identification – This bill, which passed, requires voters to show photo identification at the polls, moves the date of the fall primary to the second Tuesday in August, eliminates straight-party voting except for military and overseas voters, sharply tightens rules on absentee balloting, and requires voters to be residents for 28 days before an election, rather than the current 10 days.
- Assembly Bill 126, Concealed Carry
- Senate Bill 90, Concealed Carry
- Senate Bill 93, Concealed Carry – An amended version of this bill passed. It allows individuals 21 and older to receive a permit to carry a concealed weapon after completing training and submitting to a background check. Guns will not be allowed in several types of public buildings, but cannot be banned from publicly-owned grounds, including UW-Madison grounds.
- Special Session Senate Bill 11, Budget Repair Bill – The bill, which ultimately passed, sharply limited public employee collective bargaining and required that state employees, including faculty, pay more for health insurance and contribute more to one's pension. PROFS delivered testimony of the legislation to the Joint Finance Committee.

## VII. 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 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, DC.

### 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.

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## VIII. OTHER ACTIVITIES

PROFS presented its 2009-2010 annual report to the Faculty Senate in December. For the third year, PROFS served refreshments prior to the senate meeting.

PROFS hosted two public forums featuring candidates in the 77th Assembly District, the legislative district that includes much of campus. The first forum featured candidates in the Democratic primary and was held in the Health Sciences Learning Center. The second forum featured the general election candidates and was held in the Wisconsin Idea Room in the Education Building. Each forum attracted more than 50 people.

PROFS continued its series on the financing of public higher education with a forum on September 22, featuring Chancellor Biddy Martin, Regent Charles Pruitt and Ms. Kathi Seifert, a retired Kimberly-Clark executive.

On February 10, PROFS hosted a budget roundtable featuring Vice Chancellor Darrell Bazzell, State Representative Mark Pocan, and lawyer/lobbyist Peter Christianson. By coincidence, the forum was held the day that Governor Scott Walker introduced his controversial budget repair bill.

PROFS hosted a standing-room-only forum on the proposed public authority plan for UW-Madison on March 10. Former assistant to the chancellor Harry Peterson, Regent Tom Loftus, Professor Jeremi Suri and Professor Cyrena Pondrom served as panelists.

In support of efforts to encourage participation in the political process, PROFS created the PROFS Faculty Initiative, a conduit for political contributions. The initiative is not a political action committee, but rather a conduit for contributions from individuals who wish to draw attention to a particular interest. Ten faculty members participated, contributing more than \$3,000 in individual contributions through the conduit in the fall of 2010.

PROFS played an active role in the coalition of university employees first known as the New Badger Partnership Working Group. The group, renamed the Public Authority Working Group, and now known as the Badger Working Group, developed principles around flexibilities that were very helpful as PROFS lobbied on the state budget.