

**PROFS, INC.
ANNUAL REPORT FOR 2011-2012**

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 deducted monthly, September through May. For example, dues for a \$70,000 nine-month salary 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 2011-2012 academic year, the following served on the board of directors:

- Bradford L. Barham (Agricultural and Applied Economics), chair
- Susan E. Babcock (Materials Science and Engineering), secretary/treasurer
- Michael Bernard-Donals (English)
- Mark Cook (Animal Sciences)
- Peter Lipton (Neuroscience)
- Ann Palmenberg (Biochemistry)/Linda Graham (Botany)

Much of the day-to-day work of PROFS occurs under the supervision of the president and steering committee. Bill Tracy succeeded Joe Salmons as president. The 2011-2012 members of the PROFS steering committee consisted of:

- Bill Tracy (Agronomy), president, former University Committee member, member of the Faculty Senate
- Tom Broman (History of Science), member of the Faculty Senate
- Judith Burstyn, former University Committee member, member of the Faculty Senate
- Allison Christians (Law)
- Murray K. Clayton (Plant Pathology/Statistics), former University Committee member
- Irwin Goldman (Horticulture)
- Sara Goldrick-Rab (Educational Policy Studies), member of the Faculty Senate
- 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)
- Jeff Russell (Civil and Environmental Engineering)
- Joseph C. Salmons (German), member of the Faculty Senate
- Ronald D. Schultz (Comparative Biosciences), former University Committee member
- Terry Warfield (Business)
- plus University Committee members: Sue Babcock, Brad Barham, Mark Cook, Peter Lipton

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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 regularly communicates with faculty through posts to the website and e-mails. Laura Laurenzi, an outside financial assistant, continued to maintain the financial records and accounts payable of PROFS. Checks are signed by the treasurer or president. The bylaws were amended in 2011 to require a financial review at least every three years. A financial review was completed in 2012 and is available in the PROFS office for review.

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 its lobbying activities, as well as the salaries and expenses spent on lobbying, every six months to the accountability board.

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 approximately two to three posts per week from PROFS staff and leadership and encourages participation from faculty through the comments section of the site.

V. MEMBERSHIP CAMPAIGN

PROFS continued to mount an aggressive membership campaign to replace retiring faculty members. Despite a large number of retirements, membership held steady with nearly 800 members. Twenty-three new members joined in 2011-2012. In cultivating membership, PROFS emphasizes its past achievements, including:

- Led campaign for pre-tax retirement contributions, saving faculty at least \$200 per year.
- Enactment of domestic partner benefits for faculty and staff
- Payment of the first six months of health insurance for new faculty
- A continuing focus on competitive compensation, which has led to increased pay plans and catch-up pay plans

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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

PROFS launched an emeritus membership group in 2011. The group is chaired by emeriti faculty Brent McCown and Louise Robbins. Annual membership in the group is \$50.

For more than 30 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. 2011-2012 LOBBYING AND LEGISLATION: PROFS' ACTIONS AND POSITIONS

PROFS was active during the 2011-2012 legislative session, taking positions on several bills and meeting regularly with legislators and staff. PROFS met formally with Governor Walker's legal counsel and five legislators or their staff. PROFS also met with two members of the board of regents and director of the Office of State Employment Relations, Greg Gracz. 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.

Special Task Force on UW Restructuring and Operational Flexibilities A legislative task force was created as part of the 2011-2013 biennial budget. The committee's charge was to discuss newly proposed management flexibilities that were awarded to UW System and offer additional recommendations. The committee was comprised of legislators, representatives from UW System campuses, and community and business leaders. UW-Madison was represented by Vice Chancellor Darrell Bazzell.

PROFS monitored the monthly meetings from December 2011 to June 2012 and met individually with several key members of the committee. PROFS also prepared policy papers on compensation and management flexibilities at UW-Madison for the committee.

The task force heard from Professor Brad Barham, chair of the University Committee, at its May meeting. Barham emphasized the faculty's commitment to the Wisconsin Idea by testifying that UW-Madison faculty are committed to serving the flagship of a strong University of Wisconsin System; dedicated to increasing the performance and reputation of the university as a world-class research and teaching university; and engaged in scholarship and outreach that will ensure that the Wisconsin Idea remains a centerpiece of UW-Madison's mission. The task force ultimately recommended increased flexibilities for UW System and UW-Madison, including a separate pay plan for faculty and staff at UW-Madison.

Highlights of the 2011-12 legislative session:

- ***Rehired Annuitants*** Assembly Bill 318 would have required rehired annuitants who worked at least half-time to forgo their annuity payments. Rehired annuitants would also have been ineligible to accrue retirement benefits while working but could have received group insurance benefits. Assembly Bill 352 would have required a 180-day waiting period for rehiring annuitants and would have disallowed annuity payments to retired workers who worked half-time or more. AB 352 died in committee. AB 318 passed the assembly but died in the senate.

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- **Optional Retirement Plan** Assembly Bill 539 would have given the University of Wisconsin System the authority to create an optional retirement plan for employees hired after the effective date of the legislation. The bill died in committee.
- **Taxpayer Bill of Rights (TABOR)** Senate Joint Resolution 48 was a proposed constitutional amendment that would have limited state and local growth to the Consumer Price Index and population growth rate. The proposal would not have taken into consideration the deep cuts the university has endured over the past several years and would have restricted increased funding for the university when the state's economy returns to a normal rate of growth. PROFS opposed this legislation, which died in committee.
- **Stem Cell Research** (Assembly Bill 214 and Senate Bill 172) These bills would have made it illegal to provide or use for experimentation fetal body parts. PROFS opposed the bills, which died in committee.
- **WiscNet** (Assembly Bill 473 and Senate Bill 375) These bills, which had bipartisan support and were supported by a range of educational and community groups, would have delayed the restrictions on participation by the University of Wisconsin System in selling or providing telecommunications services by one year (from July 1, 2013 to July 1, 2014). PROFS supported these bills, which died in committee.
- **UW Restructuring Task Force** (Senate Bill 184) This bill, as amended, changed the reporting date for the Special Task Force on UW Restructuring and Operational Flexibilities from January 1, 2012 to July 31, 2012, and gave the task force the ability to postpone the report until August 31, 2012. The amended bill, which PROFS supported, passed.

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.

PROFS president Bill Tracy and legislative representative Jack O'Meara met with Senator Herb Kohl and Representative Tammy Baldwin along with representatives from the state's entire congressional delegation over two days in February. They urged the delegation to continue supporting federal funding for research and education, noting that:

- UW-Madison is one of the **top 20 universities in the world**, according to the Academic Ranking of World Universities.
- UW-Madison consistently ranks among the top three U.S. universities in securing research money, \$879 million in federal funds in 2011.
- UW-Madison regularly places in the top ten of U.S. universities for doctorates conferred.
- UW-Madison alumni are productive leaders and citizens across the state.
- Students consistently give their UW-Madison professors very high marks.
- UW-Madison's annual economic impact is **\$12.4 billion** (Northstar Economics, Inc.). Hundreds of private companies employing thousands of knowledge-based workers have spun off from research conducted at the university.
- UW-Madison faculty secure, on average, nearly \$500,000 in outside research funding annually.
- The Wisconsin Idea, the historic partnership between the university and the state, is alive and well today as faculty work with people throughout the state to address challenges and issues.

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VIII. CAMPUS OUTREACH

PROFS continued its series of forums on the financing of public higher education as co-sponsor of two panel discussions, one featuring AAUP President Cary Nelson in October and another with Interim Chancellor David Ward in February.

PROFS also sponsored a well-attended forum on the future of the Wisconsin Retirement System in March. The panel included Professor Emerita Karen Holden; attorney Keith Johnson, former legal counsel to the State of Wisconsin Investment Board; and David Stella, former secretary of the Department of Employee Trust Funds. More than 100 people attended the forum, which was recorded by WisconsinEye.