

**PROFS, INC.  
ANNUAL REPORT FOR 2012-2013**

**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. PARTICIPATION**

PROFS is a voluntary dues-supported organization, funded through payroll deduction by faculty. 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 2012-2013 academic year, the following served on the board of directors:

- Michael Bernard-Donals (English)
- Mark Cook (Animal Sciences), chair
- Jo Ellen Fair (Journalism and Mass Communication)
- Peter Lipton (Neuroscience)
- Grant Petty (Atmospheric and Oceanic Sciences), secretary/treasurer
- Dietram Scheufele (Life Sciences Communication)

Much of the day-to-day work of PROFS occurs under the supervision of the president, Bill Tracy, and steering committee. The 2012-2013 members of the PROFS Steering Committee consisted of:

- Sue Babcock (Materials Science and Engineering), former University Committee member
- Thomas Broman (History of Science), member of the Faculty Senate
- Judith Burstyn, former University Committee member, member of the Faculty Senate
- Bradley Christian (Medical Physics)
- Murray K. Clayton (Plant Pathology/Statistics), former University Committee member
- Irwin Goldman (Horticulture)
- Sara Goldrick-Rab (Educational Policy Studies), member of the Faculty Senate
- Eric Raimy (English), member of the Commission on Faculty Compensation and Economic Benefits
- Andrew Reschovsky (La Follette School of Public Affairs)
- Louise S. Robbins (Library and Information Studies)
- Jeffrey Russell (Civil and Environmental Engineering)
- Joseph C. Salmons (German), member of the Faculty Senate
- Ronald D. Schultz (Comparative Biosciences), former University Committee member
- Bill Tracy (Agronomy), president, former University Committee member, member of the Faculty Senate
- Terry Warfield (Business)
- Plus University Committee members:
  - Michael Bernard-Donals
  - Mark Cook
  - Peter Lipton
  - Grant Petty

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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; 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, to establish PROFS' positions on legislation, and to 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 posts to the website and through e-mails. Laura Laurenzi, an outside financial assistant, continued to maintain the financial records and accounts payable of PROFS. The treasurer or president does check signing. 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 and 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. PROFS also utilizes Facebook ([facebook.com/PROFSUWMadison](https://www.facebook.com/PROFSUWMadison)) and Twitter (@PROFSUWMadison) to engage faculty and others on campus.

## **V. MEMBERSHIP CAMPAIGN**

PROFS continued to reach out to faculty to replace retiring faculty members. Despite a large number of retirements, membership held steady with nearly 800 members. Thirty-three new members joined in 2012-2013. In cultivating membership, PROFS emphasizes its past achievements, including:

- Led campaign for pre-tax retirement contributions, saving faculty about \$1,800 per year
- Enactment of domestic partner benefits for faculty and staff
- Implementation of first-day health insurance coverage
- 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

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 website, <http://profs.wisc.edu>.

## VI. 2012-2013 LOBBYING AND LEGISLATION: PROFS' ACTIONS AND POSITIONS

PROFS was active during the 2012-2013 legislative session, taking positions on several bills and meeting regularly with legislators and staff. PROFS met formally with Governor Walker's director of external relations and education policy assistant in December to discuss the governor's proposed budget.

Between February and June, PROFS met with 14 legislators and the Assembly co-chair of the Joint Finance Committee. PROFS also met with four legislative staff members, including aides to the Assembly speaker and Senate co-chair of the Joint Finance Committee.

PROFS also participates 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.

### **2013-2015 State Budget/Pay Plan**

The university faced the removal of the Center for Investigative Journalism from campus after a proposal to force the center off campus was anonymously inserted into the budget. PROFS lobbied vigorously to keep the center on campus, and Governor Scott Walker ultimately vetoed the provision.

PROFS continued to make the case for better compensation. PROFS President Bill Tracy offered written testimony to the Joint Committee on Employment Relations in support of the governor's pay plan, which passed. UW-Madison also retains management flexibilities that allow for additional compensation plans.

The mandatory break-in-service for rehiring members of the Wisconsin Retirement System (WRS) was increased from 30 days to 75 days. Rehired annuitants who work two-thirds fulltime must also forego their annuity payment and resume making WRS contributions, accruing additional creditable service. This provision was more favorable than AB 170, a bill that would have forced rehired annuitants working fulltime to relinquish annuity payments. That bill remains in committee. PROFS worked hard to get the best legislation for UW faculty, staff, and students.

### **UW System Reserves**

Leaders of the University of Wisconsin System faced a firestorm of criticism after the Legislative Fiscal Bureau reported in April that UW System held more than \$1 billion in financial reserves. The report found that UW System had a cash balance of \$1.35 billion on June 30, 2012, with nearly \$650 million in unrestricted monies. A two-year tuition freeze was quickly suggested and inserted into the budget.

At the same time, the Joint Committee on Employment Relations decided to delay indefinitely the implementation of new personnel systems for UW System and UW-Madison. The personnel plans had been in development for more than a year.

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## VII. FEDERAL RELATIONS PROGRAM

PROFS continued to monitor developments at the federal level, paying particularly close attention to the effects of possible sequestration. PROFS reached out to the Wisconsin delegation, emphasizing the university's interest in federal funding for research and the problems of sequestration. Earlier in October, the leaders of PROFS organized a fundraiser for Congressional candidate Mark Pocan (D-Madison), who was elected to Congress in November.

## VIII. CAMPUS OUTREACH

PROFS continues to host forums and speakers on and off campus:

### **Assembly Candidate Forums, July 2012**

80th Assembly District Democratic primary forum, Verona

47th Assembly District Democratic primary forum, Fitchburg

These events were held off campus and attracted faculty, staff, and others not affiliated with the university. The Verona forum was also broadcast on local cable access.

### **Second Congressional District Democratic Primary Forum, August 2012**

PROFS cosponsored this televised event with UW-Madison and WISC-TV3. UW-Madison Professor Ken Mayer moderated the forum.

### **Universities as Engines of Economic Growth and Educational Success, September 2012**

This forum, cosponsored with WISCAPE, featured SUNY Chancellor Nancy Zimpher.

### **State Budget Forum, April 2013**

Every two years, PROFS hosts a campus forum to discuss the state budget process. UW-Madison Vice Chancellor for Administration Darrell Bazzell, Professor Andrew Reschovsky, and former state budget director David Schmiedicke were panelists.