

PROFS, INC. ANNUAL REPORT JULY 1, 2013 TO JUNE 30, 2014

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 2013-14 academic year, the following served on the Board of Directors:

- Michael Bernard-Donals (English), chair
- Mark Cook (Animal Science)
- Grant Petty (Atmospheric & Oceanic Sciences), secretary/treasurer
- Jo Ellen Fair (Journalism & Mass Communication)
- Dorothy Farrar-Edwards (Kinesiology)
- Mary Elizabeth Meyerand (Biomedical Engineering and Medical Physics)

Much of the day-to-day work of PROFS occurs under the supervision of the president, William Tracy, and steering committee. The 2013-14 members of the PROFS Steering Committee consisted of:

- William Tracy (Agronomy), president, former University Committee member, member of the Faculty Senate
- Sue Babcock (Materials Science & Engineering), former University Committee member, member of the Faculty Senate
- Tom Broman (History of Science), member of the Faculty Senate, member Faculty Compensation Committee
- Judith Burstyn, former University Committee member, member of the Faculty Senate
- Bradley Christian (Medical Physics), member of the Faculty Senate
- Murray K. Clayton (Plant Pathology/Statistics), former University Committee member
- Irwin Goldman (Horticulture), member of the Faculty Senate
- Donald Moynihan (La Follette School of Public Affairs)
- Eric Raimy (English), member Faculty Compensation Committee, member of the Faculty Senate
- Joseph C. Salmons (German)
- Ronald D. Schultz (Comparative Biosciences), former University Committee member
- Terry Warfield (Business)

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- Plus University Committee members:
Michael Bernard-Donals
Mark Cook
Jo Ellen Fair
Grant Petty

PROFS Bylaws

The by-laws 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 may serve renewable one-year 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

Michelle Felber is the half-time administrator. She regularly communicates with faculty with email and through posts to the PROFS website, Facebook, and Twitter. Laura Laurenzi, an outside financial assistant, continued to maintain the financial records and accounts payable of PROFS. The treasurer or president is responsible for check signing. The by-laws 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>, Facebook (facebook.com/PROFSUWMadison) and Twitter (@PROFSUWMadison). The website features approximately 2-3 posts per week and encourages participation from faculty through the comments section of the site.

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V MEMBERSHIP CAMPAIGN

PROFS reaches out to new faculty every fall and continues outreach efforts to veteran faculty members. Membership held steady with nearly 800 members. Twenty-two new members joined in 2013-14. 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

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 almost 40 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 2013-14 LOBBYING & LEGISLATION: PROFS' ACTIONS AND POSITIONS

PROFS was active during the 2013-14 legislative session, taking positions on several bills and meeting with legislators and staff. PROFS hosted Congressman Mark Pocan at a campus forum on November 26 and State Representative Chris Taylor at a PROFS steering committee meeting on November 21.

PROFS met with Regent Vice President Regina Millner on November 4, UW System Senior Vice President David Miller on February 26, and State Senator Sheila Harsdorf (R-River Falls), chair of the Committee on Universities and Technical Colleges on May 6. 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.

PROFS was present at the bill signing of Act 289, legislation that allows the University of Wisconsin System to conduct classified research on campus.

2013-14 Legislative Session

PROFS monitored and lobbied on several bills during the 2013-14 legislative session, including the following:

- *Assembly Bill 185/Senate Bill 163*, bills that would shift the work of legislative redistricting from the Legislature to the non-partisan Legislative Reference Bureau. PROFS registered in favor of these bills, which remained in committee.
- *Assembly Bill 224*, a bill that would make the use of fetal tissue in scientific research illegal. PROFS registered against this bill, which remained in committee.

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- *Assembly Bill 729/Senate Bill 578*, bills that would allow classified research on University of Wisconsin System campuses. PROFS registered in favor of these bills, which were signed into law.
- *Senate Bill 157*, a bill that would require the governor to choose student regents who have received the recommendation of their student-elected government. PROFS registered in favor of this bill, which received a public hearing but remained in committee.

HR Design

The legislature's Joint Committee on Employment Relations approved new personnel plans for UW-Madison and UW System. The legislature directed the university to develop plans to be implemented by July 1, 2015 as part of the 2011-13 biennial budget, but never approved them.

UW System Reserves

Fallout from the 2013 disclosure of UW System's more than \$1 billion in financial reserves continued into 2014. Governor Scott Walker announced he supported an additional two-year tuition freeze after UW System said financial reserves remained at almost \$1 billion.

The legislature approved a plan on how UW System campuses manage their financial reserves. The plan requires individual campuses that hold more than 12 percent of their total fiscal year expenditures in reserve to provide justification to the regents and submit a spending plan for tuition, auxiliary operations, general operations, and unrestricted program revenue. Campuses are not required to hold a minimum fund balance, but campuses with a deficit must report a savings plan to the regents.

VII FEDERAL RELATIONS PROGRAM

PROFS continued to monitor developments at the federal level, including the congressional shutdown in October. PROFS sent a letter about the shutdown to the Wisconsin Congressional delegation, noting the shutdown had a negative effect on campus, which would become more serious if the impasse continued. More than half the delegation, both Democrats and Republicans, replied.

PROFS also hosted Congressman Mark Pocan at a campus brown bag event on November 26. Pocan serves on the House Budget and Education & Workforce Committees and spoke to faculty, staff, and students about the federal budget and how it affects UW-Madison. As a result of the meeting, Pocan created an advisory panel that includes PROFS President William Tracy.

VII CAMPUS OUTREACH

In addition to hosting the Pocan event, PROFS participated in other campus events:

- *WISCAPE Biennial Budget Forum* Jack O'Meara, PROFS legislative representative, participated in a campus forum on the impact of the state budget on UW System and UW-Madison on July 16. The forum was sponsored by WISCAPE and was open to the public.
- *Alumni for Wisconsin Annual Meeting* O'Meara and PROFS administrator Michelle Felber both attended the Wisconsin Alumni Association event on November 9.