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**PROFS, Inc., Annual Report: July 1, 2014 to June 30, 2015****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 and benefits, the university budget, legislation affecting the university 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 deductions by faculty. Contributions are one-tenth of one percent of one's salary deducted once each month in which salary is earned.

**III. ORGANIZATION****Leadership**

The elected members of the University Committee serve as the board of directors of PROFS. For the 2014-15 academic year, the following individuals served on the Board of Directors:

- Jo Ellen Fair (Journalism & Mass Communication), chair
- Grant Petty (Atmospheric & Oceanic Sciences), secretary/treasurer
- Dorothy Farrar-Edwards (Kinesiology)
- Mary Elizabeth Meyerand (Biomedical Engineering and Medical Physics)
- Thomas Broman (History of Science)
- Amy Wendt (Electrical and Computer Engineering)

Much of the day-to-day work of PROFS occurs under the supervision of the president and steering committee. William Tracy served as president until September 2014 and was succeeded by Grant Petty. The 2014-15 members of the PROFS Steering Committee consisted of:

- William Tracy (Agronomy), president, former University Committee member, member of the Faculty Senate
- Grant Petty (Atmospheric & Oceanic Sciences), president
- Sue Babcock (Materials Science & Engineering), former University Committee member, member of the Faculty Senate
- Michael Bernard-Donals (English and Jewish Studies) former University Committee member
- 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 and Statistics), former University Committee member
- Mark Cook (Animal Science), former University Committee member

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- Irwin Goldman (Horticulture), member of the Faculty Senate
- Donald Moynihan (La Follette School of Public Affairs)
- Eric Raimy (English)
- Joseph C. Salmons (German)
- Ronald D. Schultz (Comparative Biosciences), former University Committee member
- Terry Warfield (Business)
- Plus University Committee members:
  - Tom Broman
  - M. Elizabeth Meyerand
  - 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 serves 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**

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 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 and website/social media editor. She communicates regularly 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 2014 and is available in the PROFS office for review.

### **Lobbying**

As an organization engaged in lobbying, PROFS is required to register with and report to the State of Wisconsin Government Accountability Board (GAB), filing a lobbying report twice each year. PROFS also reports its interest in any legislative bill, proposal, or budget item, and if it is taking a position, its positions. All reporting is available on the GAB website, <http://gab.wi.gov/>.

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#### **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). Communication through social media grew tremendously during the state budget process in 2015. PROFS more than doubled its Twitter followers and certain Facebook posts were read by thousands of Facebook users.

#### **V. MEMBERSHIP**

PROFS reaches out to new faculty every fall and continues outreach efforts to veteran faculty members. Membership held steady at about 750 members. Twenty-seven new members joined in 2014-15. 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 in the past 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 relaxation of certain rules on funding
- Improved communication between faculty and the Legislature

For 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. Faculty are always welcome to support PROFS by completing the form in the PROFS brochure or on PROFS web site, <http://profs.wisc.edu>.

#### **VI. 2014-15 LOBBYING & LEGISLATION: PROFS' ACTIONS AND POSITIONS**

PROFS was active during the 2014-15 legislative session, participating almost two-dozen formal meetings. Prior to the introduction of the 2015-17 state budget in February, PROFS met with Jason Vick, Governor Scott Walker's higher education policy staffer and Michael Heifetz, Wisconsin state budget director. PROFS also met with 18 legislators and/or staff, including Senator Sheila Harsdorf, chair of the Senate Committee on Universities and Technical Colleges, Representative David Murphy, chair of the Assembly Committee on Colleges and Universities, Assembly Speaker Robin Vos, and Senator Alberta Darling, co-chair of the Joint Finance Committee.

PROFS 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.

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### **2015-17 Biennial Budget Process**

The state budget process began in February when Governor Scott Walker announced an historic \$300 million cut to the University of Wisconsin System coupled with public authority status for the system. Ultimately, the legislature passed a budget that included a \$250 million cut coupled with a handful of management flexibilities rather than full public authority status.

The governor's budget proposal also included a proposal to remove tenure protections from state statute and leave them to the discretion of the Board of Regents. In a surprise move, the Joint Finance Committee went further and redefined shared governance and tenure as part of an omnibus motion in the final days of the budget process. PROFS spoke out swiftly and strongly against these provisions, but they were included in the final budget.

The budget process included one bright spot – \$86 million in state-supported bonding for the Chemistry Building project. PROFS worked hard to ensure this important building project was not delayed.

### **VII. FEDERAL RELATIONS PROGRAM**

**Next Generation Research Act** PROFS Legislative Representative Jack O'Meara met with Congressman Mark Pocan and staff for Senator Tammy Baldwin in September to discuss Pocan's and Baldwin's Next Generation Research Act (HR 5451 in 2013-14, HR 3466/S 2014 in 2014-15). This proposal would create an office within the National Institutes for Health to determine how to best invest in the next generation of scientific research. The initiative would improve grant opportunities for young researchers. O'Meara met with several other congressional offices while on that trip.

### **VIII. CAMPUS OUTREACH**

- **78<sup>th</sup> Assembly District Candidate Forum** PROFS hosted a forum featuring candidates in the Democratic primary for the 78<sup>th</sup> Assembly District (west Madison) on July 21. Political science professor Kathy Cramer moderated.
- **WAA Fall Forum** PROFS legislative representative Jack O'Meara and administrator Michelle Felber attended the annual Wisconsin Alumni Association fall legislative advocacy forum on November 15.
- **State Budget Forum** PROFS sponsored a campus forum to discuss the state budget on March 25. State Representative and Joint Committee on Finance member Chris Taylor, former Department of Administration Secretary George Lightbourn, and Associate Vice Chancellor for Government and Corporate Affairs Charles Hoslet were panelists.