
PROFS, Inc. Annual Report, July 1, 2016 to June 30, 2017**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 2016-17 academic year, the following individuals served on the Board of Directors:

- Amy Wendt (Electrical and Computer Engineering), Chair
- Thomas Broman* (History of Science)
- Ruth Litovsky* (Communication Sciences and Disorders)
- Anja Wanner (English)
- Richard Amasino* (Biochemistry)
- Barbara Bowers (Nursing)

Much of the day-to-day work of PROFS occurs under the supervision of the president and steering committee. The 2016-17 members of the PROFS Steering Committee consisted of:

- Judith Burstyn (Chemistry), president, former University Committee member, member of the Faculty Senate
- Michael Bernard-Donals (English and Jewish Studies) former University Committee member
- 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
- Dorothy Farrar Edwards (Kinesiology), former University Committee member, member of the Faculty Senate
- Irwin Goldman (Horticulture), member of the Faculty Senate
- Robert Hamers (Chemistry)
- Kristyn Masters (Biomedical Engineering)
- Beth Meyerand (Biomedical Engineering), former University Committee member
- Donald Moynihan (La Follette School of Public Affairs)
- Grant Petty (Atmospheric & Oceanic Sciences), former president, former University Committee member
- Eric Raimy (English)
- Ronald D. Schultz (Comparative Biosciences), former University Committee member
- William Tracy (Agronomy), former president, former University Committee member, member of the Faculty Senate
- David Vanness (Population Health Sciences)

(continued)

- Terry Warfield (Business), member of the Faculty Senate
- Timothy Yu (English and Asian American Studies)

Plus University Committee members, noted with an * above

PROFS Bylaws

The by-laws of PROFS are on file in the PROFS office, 258 Bascom Hall. They specify 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. He 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. O'Meara also 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, gab.wi.gov.

IV. COMMUNICATION

PROFS communicates regularly with all faculty through e-mail updates and posts to the PROFS website (profs.wisc.edu), Facebook (facebook.com/PROFSUWMadison) and Twitter (@PROFSUWMadison). Communication through social media continues to grow. PROFS has more than 500 Twitter followers and Facebook posts are regularly read by hundreds 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 700 members. In cultivating membership, PROFS emphasizes its past achievements, including:

- Help securing \$86 million in state-supported bonding for UW-Madison Chemistry Building project
- Led campaign for pre-tax retirement contributions, saving faculty about \$1,800 per year
- 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:

- Improved state funding for the UW budget, including competitive compensation for all faculty
- Improved communication between faculty and members of the Legislature
- Increased funding for graduate education and research

For more than 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, profs.wisc.edu.

VI. 2016-17 LOBBYING & LEGISLATION: PROFS' ACTIONS AND POSITIONS

PROFS was active during the 2016-17 legislative session, meeting with key legislative and university leaders. 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.

Legislative Makeup: Following the November elections, Republicans held historic margins in both houses of the Legislature. In addition to monitoring legislative and budget activity, PROFS engaged in the proactive lobbying activities described below.

Relationship with the Assembly Majority Leader: PROFS continued its positive working relationship with Assembly Majority Leader Jim Steineke (R-Kaukauna). Steineke visited campus in March – his second visit in a year – to take part in a PROFS budget forum. Steineke made statewide news at the forum by saying Governor Scott Walker's self-insurance proposal was going nowhere in the Legislature. In June 2016, Steineke met with faculty leaders in the Chemistry Building, took a tour of the existing facilities, learned about the new building, and expressed support for the project.

Faculty Workgroups: In order to effectively organize faculty expertise to have an impact on policy, PROFS created workgroups on specific issues. They included:

- **Entrepreneurial University:** This group is comprised of faculty who have started businesses and is charged with looking at ways to help the university do more to encourage entrepreneurial activity. The group was led in 2016-17 by PROFS Steering Committee member Mark Cook and included fellow Steering Committee member Robert Hamers and emeritus professor Rock Mackie.

The group identified the need to change 946.13 of the Wisconsin Statutes. This law regulates how the university contracts with companies in which faculty or other university employees have a financial interest. The law is currently too slow and cumbersome and ultimately leads to lost contracts. PROFS wrote a statement calling for legislation, then drafted statutory language and worked with UW-Madison attorneys on edits. PROFS brought the proposal to Senator Sheila Harsdorf (R-River Falls), chair of the Senate Committee on Universities and Technical Colleges and a member of the Joint Finance Committee, who agreed to have the bill drafted. PROFS met with UW System President Ray Cross and leaders of the Board of Regents, who agreed to support the bill. PROFS also secured the support of Chancellor Blank.

- **Fetal Tissue:** PROFS President Judith Burstyn, Steering Committee member Kristyn Masters and professor Gail Robertson served on the fetal tissue workgroup. This group met with UW-Madison lobbyists, reviewed legislation, and suggested faculty to testify before the Legislature. While none of the bills limiting and/or regulating fetal tissue research was introduced in 2016-17,

proposals were circulated among legislators and discussed. PROFS monitored the activity closely.

- **Redistricting:** Recognizing the university has significant expertise regarding the redrawing of district boundaries and faculty members are playing a major role in the historic case before the U.S. Supreme Court, PROFS began the process of creating a redistricting workgroup. The goal is to be ready to step in with assistance if the court requires the state to redraw boundaries and also to be ready for the next redistricting process following the 2020 Census. PROFS Board member and University Committee member Steve Ventura is familiar with past redistricting work done by the university and has advised PROFS on how to proceed.

PROFS monitored and lobbied on several key issues over the session:

- **Campus Free Speech:** PROFS registered against AB 299, legislation that would require the Regents to adopt a policy on free expression on all two and four-year campuses. This new policy would supersede any previous Regent rules or individual campus policies. Prior to committee action on the bill, PROFS issued a statement opposing the bill and raising questions about a proposed amendment. The statement drew extensive interest and discussion among committee members from both sides of the political aisle in the executive session. The bill passed the Assembly in late June.
- **Self-Insurance:** The Wisconsin Group Insurance Board approved a plan to implement self-insurance for state employees, but the Legislature's Joint Finance Committee rejected it.

Board of Regents: The Board of Regents required each UW System institution, including UW-Madison, to develop post-tenure review policies. The Faculty Senate approved UW-Madison's policy in March, which was then approved by the Regents in April.

2017-19 State Budget: Work on the state budget began in August as state agencies, including UW System, prepared their budget requests. While Governor Walker asked agencies to plan for a zero increase, UW System put forward a \$42.5 million increase, with more than half the funding directed toward addressing the state's workforce needs and increasing the student pipeline.

Governor Walker's budget, introduced in February, included several items of concern to PROFS:

- Faculty workload reporting
- Performance-based funding
- Freedom of expression on campus
- A student opt-out of allocable segregated fees

The Joint Finance Committee passed an omnibus motion on UW System in late May. PROFS publicly asked the co-chairs to remove two non-fiscal items in the motion – one related to the hiring of top UW administrators, including chancellors, and another related to the governance of the proposed UW-Madison Thompson Center on Public Leadership.

Pay Plan: The governor's budget proposal included funding for two 2 percent pay raises – the first effective July 1, 2018 and the second effective January 1, 2019. While the Joint Finance Committee approved the proposal, the Joint Committee on Employment Relations (JCOER), must still approve the plan. Funding for pay plans has long been a priority of PROFS.

VII. FEDERAL RELATIONS PROGRAM

In her role as a member of Congressman Mark Pocan's higher education advisory committee, President Judith Burstyn continued to meet regularly with Congressman Pocan and his staff to discuss higher

education issues. Pocan is a member of the House Appropriations Committee and serves on the Labor, Health and Human Services and Education Subcommittee. He previously served on the House Education and Workforce Committee.

In June 2017, Burstyn and PROFS lobbyist Jack O'Meara traveled to Washington, D.C. to lobby the Wisconsin congressional delegation on federal funding for research, research flexibility, and federal support for university shared governance. PROFS prepared handouts and arranged meetings in both the Senate and House. Burstyn and O'Meara later took part in the "Madison in D.C." event organized by the Greater Madison Chamber of Commerce in the courtyard of the Rayburn House Office Building.

As part of another trip to D.C. in July 2016, O'Meara met with others involved with lobbying for UW-Madison at the federal level.

VII. CAMPUS OUTREACH

- **State Budget Forum PROFS:** hosted a campus forum on March 16 to discuss the 2017-19 biennial budget. Assembly Majority Leader Jim Steineke (R-Kaukauna), Ben Miller, Assistant Vice Chancellor for Government Affairs and Strategic Partnerships, and Jack O'Meara served as panelists. About 50 faculty and staff attended the free event, which was also recorded and posted to the PROFS website and Facebook page.
- **Self-Insurance Forum:** PROFS and ASPRO (the Academic Staff Professionals Representation Organization) cosponsored a forum on April 13 to discuss the possibility of the state's possible move to self-insurance and what it might mean for state employees. The panel included UW-Madison School of Business professor Justin Sydnor; Lisa Ellinger, Director of Office of Strategic Health Policy with the Wisconsin Department of Employee Trust Funds; and Peter Farrow, General Manager and CEO of Group Health Cooperative of Eau Claire. The forum, which was also recorded and posted to the PROFS website and Facebook page, attracted about 100 faculty, staff, and retirees.