PROFS, Inc. Annual Report, July 1, 2017 to June 30, 2018

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:

- Anja Wanner (English), Chair
- Ruth Litovsky* (Communication Sciences & Disorders)
- Richard Amasino* (Biochemistry)
- Barbara Bowers (Nursing)
- Steven Ventura (Environmental Studies and Soil Science)
- Terry Warfield* (Business)

Much of the day-to-day work of PROFS occurs under the supervision of the president and steering committee. Dorothy Farrar Edwards took over as president in August. The 2017-18 members of the PROFS Steering Committee consisted of:

- Dorothy Farrar Edwards (Kinesiology), former University Committee member, President
- Michael Bernard-Donals (English and Jewish Studies) former University Committee member
- Thomas Broman (History, Emeritus), former University Committee member
- Judith Burstyn (Chemistry), former president, former University Committee member, member of the Faculty Senate
- Bradley Christian (Medical Physics)
- Robert Hamers (Chemistry)
- Nicholas Hillman (Educational Leadership & Policy Analysis)
- 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)
- Eric Sandgren (Pathobiological Sciences), member of the Faculty Senate
- Ronald D. Schultz (Comparative Biosciences, Emeritus), former University Committee member
- William Tracy (Agronomy), former president, former University Committee member, member of the Faculty Senate
- David Vanness (Population Health Sciences)
- Timothy Yu (English and Asian American Studies)
- Plus University Committee members, noted with an * above

PROFS Bylaws
The bylaws of PROFS (on file in the PROFS office) 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. 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, maintained the financial records and accounts payable of PROFS through 2017. In January, payroll was transferred to Paychex and accounts payable brought in-house. 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 by SVA in 2017 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 Ethics Commission, 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 Ethics Commission website, lobbying.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 almost 600 Twitter followers and Facebook posts were 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    2017-18 LOBBYING & LEGISLATION: PROFS’ ACTIONS AND POSITIONS

PROFS was active during the 2017-18 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.

2017-19 State Budget The Wisconsin state budget officially begins on July 1 in odd-numbered years, but funding continues at existing levels until a new budget is passed and signed into law. The 2017-19 budget was by Governor Walker on September 21, 2017.

Performance Based Funding (PBF) PROFS took proactive approach to promoting faculty expertise on PBF to key policymakers. As the budget was being developed, PROFS brought faculty experts (steering committee members Nick Hillman and Don Moynihan) to meet with UW System President Ray Cross and his team. PROFS then met with Governor Walker’s staff and key legislators, and continued to share expertise throughout the process. While PROFS was not entirely happy with the final PBF package, we had an impact on the outcome.

The budget also included several last-minute provisions related to the university:

Faculty Workload Reporting The Joint Finance Committee restored language originally proposed by Governor Walker. Each UW institution is required to create a policy that monitors faculty and instructional academic staff teaching loads. Each institution must also develop a policy for rewarding faculty and instructional staff who exceed standard workloads. Aggregate data must be published on UW System’s online accountability dashboard and included in legislatively mandated accountability reports. PROFS asked for this language to be removed, but it was not removed and remained in the final budget.
Qualifications of UW System President, Chancellor, Provost and Vice Chancellor positions
Individual campuses may not adopt a policy that requires the Board of Regents to only consider candidates who hold tenure or a terminal degree in their field. UW-Madison Faculty Policies and Procedures (FP&P) currently requires the Chancellor and Provost to hold a tenured faculty position. Earlier in the budget process, PROFS asked the co-chairs of the finance committee to remove the proposed language. It was not removed and was included in the final budget.

Pay Plan The budget included a pay plan for all state employees, including UW faculty and staff. State employees will receive 2 percent increases on July 1, 2018 and January 1, 2019. The Joint Committee on Employment Relations approved the plan in February 2018.

Legislation
Assembly Bill 758 and Senate Bill 671 “Mark Cook Bill”, legislation related to faculty contracts. Led by faculty experts, PROFS worked with a bipartisan group of legislators who introduced legislation related to University of Wisconsin research contracts. The faculty group, led by the late Mark Cook (Animal Science), identified the need to change state statutes that regulate how the university contracts with companies in which faculty or other university employees have a financial interest, noting current law is slow and cumbersome and ultimately leads to lost contracts. Three current and emeritus faculty members testified in support of the bill. AB 758 passed an Assembly committee on a unanimous vote, but neither bill was scheduled for a vote in the Senate.

Senates Bill 823 and 824, legislation relating to tenure and shared governance. PROFS registered in support of these bills that would restore tenure and shared governance to state statutes, provisions that had been in state law until 2015. These bills died in committee.

Senate Bill 423 and AB 549, legislation limiting scientific research. PROFS registered and offered written testimony against this bill that would limit the use of fetal tissue in scientific research. Both bills died in committee.

Assembly Bill 206 and Senate Bill 154, legislation limiting OB/GYN training at UW-Madison. In July, UW School of Medicine and Public Health Dean Robert Golden testified this bill would seriously hamper student training in obstetrics and gynecology and could possibly jeopardize the medical school’s accreditation. PROFS registered against the bills, which died in committee.

UW System Board of Regents
Regent President John Behling created a chancellor hiring workgroup in August. The group, which did not include representation from UW-Madison, was tasked with examining hiring processes for chancellor and other high-level positions. Behling said he wanted to streamline the hiring process and encourage search committees to consider non-traditional candidates. Regents approved the task force recommendations at their October meeting. In late June 2017, PROFS asked the co-chairs of the Joint Committee on Finance to remove a budget provision that would prohibit UW System from creating a rule limiting candidates for chancellor and vice chancellor positions to individuals who are faculty members or hold terminal degrees in their field. No such rule currently exists, but UW-Madison’s Faculty Policies and Procedures does state the chancellor and provost must hold a tenured faculty rank.

In October, UW System President Ray Cross announced a plan to restructure UW Colleges and Extension. Regents quickly approved the plan at their November meeting. PROFS issued a public statement November 8 calling on the Board of Regents and UW System to better honor the principles of shared governance.
VII FEDERAL RELATIONS PROGRAM

PROFS President Dorothy Farrar Edwards and Legislative Representative Jack O’Meara participated in the Wisconsin Alumni Association’s Badgers on the Hill event in Washington, D.C. on March 14 and 15. They met with Senator Tammy Baldwin, Congressman Mark Pocan, Congressman Glenn Grothman and representatives from Speaker Paul Ryan’s and Senator Ron Johnson’s office.

Jack O’Meara and Steering Committee member Terry Warfield participated in the Greater Madison Chamber of Commerce DC Meets Madison event June 20. While in Washington, they met with Senator Tammy Baldwin and staff of Speaker Paul Ryan and Congressman Mark Pocan.

Chemistry professor Judith Burstyn continued as a member of Congressman Mark Pocan’s higher education advisory committee. Pocan is a member of the House Appropriations Committee and its Labor, Health and Human Services and Education Subcommittee.

VII CAMPUS OUTREACH

WISCAPE Budget Panel PROFS cosponsored a state budget panel discussion with WISCAPE on July 26. PROFS Legislative Representative Jack O’Meara and Steering Committee member Nicholas Hillman were among the four panelists.

Shared Governance Forum PROFS held a public forum on shared governance on May 3. The forum, featuring Gary Rhoades (professor, University of Arizona), David Maxwell (President Emeritus, Drake University), Regina Millner (President Emeritus, UW System Board of Regents), and Thomas Harnisch, (American Association of State Colleges and Universities Director of State Relations and Policy Analysis) was moderated by Milwaukee Journal Sentinel higher education reporter Karen Herzog. The forum attracted more than 75 faculty, staff and students and received prominent coverage in The Capital Times. The La Follette School of Public Affairs, the Tommy G. Thompson Center on Public Leadership, WISCAPE (Wisconsin Center on the Advancement of Postsecondary Education) and ASPRO (Academic Staff Professionals Representation Organization) were cosponsors.