
**Annual Report of PROFS, Inc.
July 1, 2019 to June 30, 2020**

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:

- Terry Warfield*, chair (Accounting)
- Steven Ventura (Environmental Studies and Soil Science)
- Paul Campangola (Biomedical Engineering)
- Kirsten Wolf* (German, Nordic & Slavic)
- Erica Halverson (Curriculum & Instruction)
- Eric Sandgren* (Pathobiological Sciences)

Much of the day-to-day work of PROFS occurs under the supervision of the president and steering committee. Dorothy Farrar Edwards served as president from August 2017 through May 2020. Michael Bernard-Donals was named president in June 2020. The 2019-20 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
- Barbara Bowers (Nursing), former University Committee member
- Thomas Broman (History, Emeritus), former University Committee member
- Barry Burden (Political Science)
- Judith Burstyn (Chemistry), former president, former University Committee member, member of the Faculty Senate
- Bradley Christian (Medical Physics)
- Julie Dawson (Horticulture)
- Nicholas Hillman (Educational Leadership & Policy Analysis)
- Ruth Litovsky (Communications Sciences & Disorders)
- Kristyn Masters (Biomedical Engineering)
- Beth Meyerand (Biomedical Engineering), former University Committee member
- Eric Raimy (English)

- Steph Tai (Law)
- Anja Wanner (English), former University Committee member
- 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 and manages the banking and accounts payable. SVA prepares annual taxes and the PROFS president or secretary/treasurer signs checks. 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](https://twitter.com/PROFSUWMadison)). Communication through social media continues to grow. PROFS has more than 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. Revenue from membership held steady. 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

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 2019-20 LOBBYING & LEGISLATION: PROFS' ACTIONS AND POSITIONS

PROFS was active during the 2019-20 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. Over the course of the academic year, PROFS met with UW System Interim President Tommy Thompson, Regent Tracey Klein, Senate Majority Leader Scott Fitzgerald, and Governor Tony Evers.

Legislation

Assembly Bill 38 “Mark Cook Bill” After several years of work, this bipartisan legislation passed and was signed into law (2019 Wisconsin Act 36) in November. This was legislation that PROFS had drafted. PROFS reached out to legislators from both sides of the political aisle to serve as authors and co-sponsors. PROFS then built a coalition of university and pro-research groups to advocate for the legislation and worked with legislators on minor changes to get it through the Legislature. The law expedites and strengthens the process for Board of Regent approval of projects that involve companies or non-profit organizations in which faculty or staff have a financial interest. Members of PROFS, along with Mark Cook's family members, were present at the bill signing with Governor Tony Evers.

Campus Speech Bills (AB 444/SB 403) This legislation required the Board of Regents to adopt a policy on campus speech, including outlining specific disciplinary actions for those who violate the policy. PROFS registered against these bills and offered a strong statement in opposition at a public hearing in January.

Extension Funding and Hours (AB 627/SB 563 and AB 556/SB 497) The first bills provided UW-Madison with \$1 million for applied agricultural research conducted by Extension faculty and staff. The second legislation required the development of policies to monitor extension and outreach efforts by state agricultural specialists at four campuses including UW-Madison. PROFS worked with CALS faculty and

legislators to improve this legislation and registered in favor of the first pair of bills. PROFS Board member Steve Ventura testified in support of SB 563 in January.

Assembly Bill 449 and Senate Bill 397, bipartisan legislation that would return strong shared governance to state statutes. PROFS worked with the bills' authors on this legislation and is registered in support of the bills, which would restore provisions related to shared governance at UW System institutions to the form they existed prior to the passage of the 2015-17 state budget.

Assembly Bill 463 and Senate Bill 417, which would restore strong tenure language to state statutes PROFS worked with the bills' authors and registered in favor of the bills.

Pay Plan In December, PROFS sent a letter to the co-chairs of the Joint Committee on Employment Relations (JCOER) requesting them to schedule a meeting to approve the two 2-percent raises for state employees, including UW-Madison faculty, passed by the Joint Committee on Finance earlier in the year. A meeting to approve the raises was scheduled soon after the letter was sent and the first of the two raises went into effect on January 5.

UW System

UW System President Ray Cross announced his retirement in October and the Board of Regents moved swiftly to begin the search process. PROFS was deeply concerned that the search committee named by Regent President Andrew Petersen did not include any faculty or staff. PROFS strongly encouraged Petersen to add faculty and staff to the committee, but Petersen declined. Ultimately, the search failed and former Governor Tommy Thompson was named interim president in June. Thompson reached out to PROFS even before he took over as interim president, and he met with the PROFS Steering Committee in late June. PROFS offered a statement in support of the selection of Thompson.

Outreach to Legislative Candidates

In May, the PROFS Steering Committee met with Kelda Roys, a candidate for the State Senate seat, representing UW-Madison and much of Madison, being vacated by long-time Senator Fred Risser. Roys is a former state representative who worked closely with PROFS on some issues during her tenure in the State Assembly. Roys ultimately won the Democratic primary and general election, and has been sworn in as the senator for the 26th Senate District.

Also during 2019-20, PROFS began planning for outreach to other legislative candidates.

VII FEDERAL RELATIONS PROGRAM

Due to the pandemic, Jack's planned trip to Washington, DC was cancelled.

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

Why Does College Cost So Much? Forum PROFS hosted a forum on the cost of higher education on Thursday, October 24. The forum featured David Feldman, a professor of economics at William & Mary,

UW System Regent Tracey Klein, and Laurent Heller, UW-Madison Vice Chancellor for Finance and Administration. The event was cosponsored by the university's Tommy G. Thompson Center on Public Leadership.