
PROFS Annual Report for 2021-2022

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, Regents, 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 2021-2022 academic year, the following individuals served on the Board of Directors:

- Eric Sandgren*, chair (Pathobiological Sciences)
- Erica Halverson (Curriculum & Instruction)
- Kristyn Masters* (Biomedical Engineering), first semester
- Sue Babcock* (Materials Science & Engineering), second semester
- Lauren Papp (School of Human Ecology)
- Fernando Tejedo-Herrero (Spanish & Portuguese)
- Susan Thibeault* (Surgery)
- University Committee members noted with an asterisk (*) above

Much of the day-to-day work of PROFS occurs under the supervision of the president and steering committee. Michael Bernard-Donals was named president in June 2020 and continued to serve as President of the PROFS. Steering Committee:

- Michael Bernard-Donals, President (English and Jewish Studies), former University Committee member
- Jerry Braatz (Extension)
- Erika Bullock (Curriculum & Instruction)
- Bradley Christian (Medical Physics)
- Christy Clark-Pujara (Afro-American Studies)
- Mark Copelovitch (Political Science and La Follette School of Public Affairs)
- Julie Dawson (Horticulture)
- Dorothy Farrar Edwards (Kinesiology), former University Committee member
- Nicholas Hillman (Educational Leadership & Policy Analysis)
- Ruth Litovsky (Communications Sciences & Disorders), Budget Committee member
- Lori Lopez (Communication Arts)
- Christa Olson (English)

- Steph Tai (Law), Faculty Senator
- Anja Wanner (English), former University Committee member
- Terry Warfield (Accounting & Information Systems), former University Committee member
- Kirsten Wolf (German, Nordic & Slavic), former University Committee member

PROFS Bylaws

The bylaws of PROFS (last updated in June 2021 and 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 Budget Committee. 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 continues 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 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 page, and Twitter feed and manages the banking and accounts payable. SVA Certified Public Accountants prepare annual taxes and the PROFS president or secretary/treasurer signs checks. The bylaws require a financial review at least every three years, most recently in completed in 2021. The review is available in the PROFS office for examination.

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 Wisconsin Ethics Commission website, ethics.wi.gov.

IV COMMUNICATION

PROFS communicates regularly with all faculty through email updates and posts to the PROFS website (profs.wisc.edu), Facebook page (facebook.com/PROFSUWMadison) and Twitter feed (@PROFSUWMadison). Communication through social media continues to grow. PROFS has more than 700 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:

- Helping to secure \$86 million in state-supported bonding for UW-Madison Chemistry Building project
- Pay increases in each of the last two budget cycles
- Leading the campaign for pre-tax retirement contributions, saving faculty about \$1,800 per year
- Securing the implementation of first-day health insurance coverage

PROFS also emphasizes its platform for the future:

- Improving state funding for the UW budget, including competitive compensation for all faculty
- Acquiring greater management flexibility for UW-Madison, including for tuition setting and managing building projects
- Increasing funding for graduate education and research
- Ensuring principles of shared governance are in practice with regard to executive searches and curricular, budget and research issues

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 the PROFS web site, profs.wisc.edu.

VI 2021-2022 LOBBYING, LEGISLATION AND GOVERNANCE: PROFS' ACTIONS AND POSITIONS

PROFS was active during the 2021-2022 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 four Regents, including Regent President Karen Walsh; UW System President Tommy Thompson and incoming President Jay Rothman; State Senator Kelda Roys (D-Madison); and State Representatives Shelia Stubbs (D-Madison) and Dave Murphy (R-Greenville), chair of the Assembly Colleges & Universities Committee.

2021-2023 State Budget/Pay Plan: Governor Evers signed the state budget (AB 68) into law on July 8. The end of the in-state undergraduate tuition freeze was a major success for PROFS. Unfortunately, the budget contained much less funding for UW System than what was originally proposed by Governor Evers. The capital portion of the budget did include funding for a new College of Letters and Science Building.

In December, the Joint Committee on Employment Relations (JCOER) approved 2% per-year pay increases for faculty and staff. PROFS issued a statement encouraging the committee to meet and take this action.

Legislation:

- *Assembly Bill 195/Senate Bill 323* PROFS registered against these bills that would prohibit transgender women from participating in UW System and Wisconsin Technical College System intercollegiate, intramural, and club sports. AB 195 passed the Assembly but failed passage 2-3 in a Senate committee.
- *Assembly Bill 413/Senate Bill 409* PROFS registered against these bills that would essentially ban instruction on systemic racism at UW System and the Wisconsin Technical College System. PROFS was also registered against similar bills targeting K-12 public schools and training for state and local government employees.
- *Assembly Bill 568/Senate Bill 557* PROFS registered in favor of these bills that would expand the type of revenue the university is allowed to invest to generate additional returns. The Senate bill was signed into law by Governor Evers, becoming Act 165.
- *Assembly Bill 639/Senate Bill 602* PROFS registered in favor of this legislation, which would provide \$180,000 in funding for two years for UW-Madison's Missing-in-Action Recovery Project. SB 602 passed in committee but has not been scheduled for a floor vote.
- *Assembly Bill 775/Senate Bill 728* PROFS registered in favor of this bipartisan legislation that provides \$1 million to plan and design a new engineering building at UW-Madison. The Senate bill was signed into law by Governor Evers, becoming Act 206.
- *Senate Bill 605* PROFS registered in favor of this legislation that added "graduate health science classes" to the list of other professional school classes that have the flexibility to determine their own fall semester start date. Governor Evers signed the bill into law, now Act 159.

VII FEDERAL RELATIONS PROGRAM

PROFS continued to monitor federal issues and stayed in contact with Wisconsin congressional delegation offices regarding items of importance to the faculty. In particular, PROFS urged members of the delegation to promote greater diversity, especially for Black faculty, in the awarding of NIH research contracts.

VIII CAMPUS OUTREACH AND EVENTS

Campus speech survey: PROFS was deeply concerned about a proposed survey of students and their perceptions of free speech on campus. The survey, to be led by UW-Stout Philosophy Professor Tim Shiell, was announced on April 5 but postponed until the 2022-2023 academic year by Interim UW System President Michael Falbo less than a week later. PROFS released a strong statement in opposition to the survey, urging UW System to cancel the survey entirely, rather than just postponing it.

Legislative outlook forum: In April, PROFS and ASPRO co-hosted an in-person panel discussion on the 2021-2022 Legislative Session. The panel discussed implications of the session for the university and looked forward to what might happen after the 2022 elections. Panelists included State Senators Kelda Roys (D-Madison) and Joan Ballweg (R-Markesan), Regent Amy Blumenfeld Bogost and Professor Ananth Seshadri (Economics). Cap Times Capitol Bureau Chief Jessie Opioen moderated the discussion, which was attended by more than 50 people.

PROFS Legislative Tracker, 2021-2022 Legislative Session (Updated 5/6/22)

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| AB 10 Senator Kooyenga | Allow some credits for CPAs to be earned at non-degree granting institutions. | Monitor | Passed Legislature and signed into law as 2021 Wisconsin Act 10 . |
| AB 68/SB 111 Joint Finance Committee at request of Governor Evers | 2021-23 Wisconsin State Budget | Support Governor's budget and advocate for best possible result in Legislature | Budget passed by Legislature and signed into law by Governor Evers did not include an in-state tuition freeze (PROFS lobbied against freeze); funding for 2% per-year pay increases; Letters and Sciences Building (Humanities) and maintenance funding; \$8.25 million directly to UW System, as opposed to \$191 million in Governor's original budget. |
| AB 76/ SB 79 Rep. Loudenbeck Sen. Marklein | Require Board of Regents to recognize as teaching hours time spent by state specialists providing certain Extension services. | Monitor: Registered neither for nor against | SB 79 passed Legislature and was signed into law as 2021 Wisconsin Act 11 ; Law includes language that PROFS and others advocated for. |
| AB 77/SB 80 Rep. VanderMeer Sen. Marklein | Provide \$1 million per year for state specialists providing certain Extension services teaching graduate students and farmers. | Support | Funding was included in 2021-23 state budget. |
| AB 177/ SB 209 Rep. Steffen Sen. Darling | Limit use of drop boxes for returning absentee ballots. | Oppose | 3/15/22 Bills failed to pass. |
| AB 192/ SB 203 Rep. August Sen. Stroebel | Tighten regulations relating to use of absentee ballots. | Oppose | SB 203 passed both houses of the Legislature but was vetoed by Governor Evers on 8/10/21 . |
| AB 195/ SB 323 Rep. Dittrich Sen. Bernier | Require each UW institution and technical college to designate intercollegiate, intramural, and club teams as male, female, or coed, and prohibits men from participating on teams designated for women. | Oppose | Both bills received negative 2-3 votes in Senate Human Services, Children and Families Committee ; 3/15/22 Bills failed to pass. |
| AB 201/ SB 204 Rep. Gundrum Sen. Stroebel | Place new restrictions on absentee ballots, use of Photo IDs, and electronic voter registration. | Oppose | SB 204 passed Legislature but was vetoed by Governor Evers on 8/10/21 . |
| AB 347/ SB 375 Rep. Magnifici Sen. Stafsholt | Prohibit UW System institutions and technical colleges from requiring testing for, or receiving vaccine against, COVID-19. | Oppose | 3/15/22 Bills failed to pass. |
| AB 360/ SB 362 Rep. Spreitzer Sen. Carpenter | Prohibit discrimination based on an individual's gender identity or gender expression or gender identity in employment, education, housing, and more. | Support | 3/15/22 Bills failed to pass. |
| AB 362/ SB 359 Rep. Hesselbein Sen. Smith | Restore previous shared governance language to state statutes. | Support | 3/15/22 Bills failed to pass. |

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| AB 363/ SB 360 Rep. Hesselbein Sen. Roys | Restore previous tenure language to state statutes. | Support | 3/15/22 Bills failed to pass. |
| AB 370/ SB 260 Rep. Murphy Sen. Jacque | Prohibit employees of UW System and UW Hospitals and Clinics from, while in scope of employment, performing or assisting with performance of abortion. | Oppose | 3/15/22 Bills failed to pass. |
| AB 382/ SB 377 Rep. Murphy Sen. Jacque | Limit in-state undergraduate tuition increases to Consumer Price Index (CPI) | Undisclosed | 3/15/22 Bills failed to pass. |
| AB 411/ SB 411 Rep. Wichgers Sen. Jacque | Prohibit race or sex stereotyping in K-12 instruction and training for K-12 employees; Mandate that school districts place curricula on their web sites and provide printed copies of the curricula if requested. | Oppose | AB 411 passed Legislature but was vetoed by Governor Evers on 2/4/22. |
| AB 413/ SB 409 Rep. Gundrum Sen. Jacque | Prohibit race or sex stereotyping in instruction provided to students in UW System and technical college system; Withhold 10% of funds from violating institutions; Create complaint system for students and employees. | Oppose | SB 409 passed Legislature but was vetoed by Governor Evers on 4/15/22. |
| AB 414/ SB 410 Rep. Magnafici Sen. Jacque | Prohibit sex and race stereotyping in training provided to employees of state and local government; Create procedures for withholding funding from those governments that violate law. | Oppose | AB 414 passed Legislature but was vetoed by Governor Evers on 4/8/22. |
| AB 568/ SB 557 Rep. Macco Sen. Stroebel | Allow UW System to manage investment revenue through a financial manager, a private investment firm, or State of Wisconsin Investment Board (SWIB) rather than investing money in SWIB's State Investment Fund. | Support | SB 557 passed Legislature and was signed into law by Governor Evers as 2021 Wisconsin Act 165. |
| AB 635/ SB 605 Rep. Edming Sen. Kooyenga | Add "graduate health science classes" to list of classes that can start prior to September 1; Allow military members and their families to get in-state tuition when members are stationed in another state. | Support | SB 605 passed Legislature and was signed into law by Governor Evers as 2021 Wisconsin Act 159. |
| AB 639/ SB 602 Rep. Skowronski Sen. Roth | Provide funding for Missing-in-Action Recovery and Identification Project at UW-Madison. | Support | 3/15/22 Bills failed to pass. |
| AB 714/ SB 717 Rep. Zimmerman Sen. Stafsholt | Shift responsibility for negotiating Wisconsin-Minnesota reciprocity agreement from Higher Education Aids Board (HEAB) to UW System, and require that individual universities receive funds in proportion to what they charge for tuition and fees. | Support | 3/15/22 Bills failed to pass. |
| AB 735/ SB 747 Rep. Cabral- Guevara Sen. Testin | Establish "certain standards for free speech and academic freedom" at UW institutions and technical colleges; Create penalties and causes of action. | Oppose | 3/15/22 Bills failed to pass. |
| AB 775/ SB 728 Rep. Born | Require State Building Commission to allocate \$1 million from state building trust fund to conduct planning and design services for new UW-Madison Engineering Building. | Support | AB 775 passed Legislature and was signed into law by Governor Evers as 2021 Wisconsin Act 206. |

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| Sen. Petrowski | | | |
| AB 873/ SB 1010 Rep. Tittl Sen. Carpenter | Provide \$3 million per biennium for spinal cord research and symposia; Require Department of Health Services (DHS) to create Spinal Cord Injury Council with specified list of members, including one representing UW School of Medicine and Public Health. | Monitor | 3/15/22 Bills failed to pass; Assembly Colleges and Universities Committee held public hearing on AB 873 on 4/6/22. |
| AB 884/ SB 792 Rep. Vos Sen. Stroebel | Allow student to meet a university's diversity and equity studies requirement by taking course on U.S. Constitution and Bill of Rights. | Oppose | AB 884 passed Legislature but was vetoed by Governor Evers on 4/8/22. |
| AB 885/ SB 837 Rep. Moses Sen. Roth | Eliminate immunity for public campus administrators from liability for violations of individual expressive rights under the declaration of rights in the Wisconsin Constitution. | Oppose | AB 885 passed Legislature but was vetoed by Governor Evers on 4/8/22. |
| AB 945/ SB 742 Rep. Murphy Sen. Roth | Prohibit admission or employment of Chinese People's Liberation Army members in UW System. | Monitor | 3/15/22 Bills failed to pass. |
| SB 743 Sen. Roth Rep. Murphy | Prohibit UW System from investing System trust funds in certain companies associated with government of China. | Monitor | 3/15/22 Bill failed to pass. |
| AB 946/ SB 745 Rep. Murphy Sen. Roth | Create additional disclosure requirements relating to contracts with and gifts from foreign sources. | Monitor | 3/15/22 Bills failed to pass. |
| AB 947/ SB 744 Rep. Murphy Sen. Roth | Ensure that no foreign mission of China is established at a UW institution and require UW System to report funding received from foreign missions in China. | Monitor | 3/15/22 Bills failed to pass. |
| AB 984/ SB 925 Rep. Wittke Sen. Feyen | Require "objective" admission requirements at UW System institutions. | Oppose | AB 984 passed Legislature but was vetoed by Governor Evers on 4/8/22. |
| AJR 4/SJR 3 Rep. Ramthun Sen. Nass | Terminate COVID-19 public health emergency. | Oppose | SJR 3 passed Legislature, enrolled, and deposited in Secretary of State's office. |
| AJR 32/ SJR 27 Rep. Murphy Sen. Jacque | Declare April as Freedom of Expression Month across Wisconsin. | Other; Neither for nor against; Submitted statement. | AJR 32 passed both houses of Legislature. |
| AJR 112/ SJR 84 Rep. Wittke Sen. Kooyenga | First-consideration constitutional amendment to give Legislature greater say in how state spends federal dollars; Currently, Governor has sole power to accept and spend many federal dollars; Needs to pass in two legislative sessions and then get approved on statewide ballot. | Monitor | UW-Madison successfully lobbied to have proposal amended so it applies only to Governor, not executive branch departments and officers, including UW officials; SJR 84 passed Legislature. |
| AJR 144/ SJR 111 Rep. Stubbs Sen. Roys | Honoring Chancellor Rebecca Blank. | Support | 3/15/22 Failed to adopt. |