



Representing UW-Madison Faculty.  
Strengthening Wisconsin.

## PROFS Continues Its Advocacy for UW-Madison Faculty

PROFS, the Public Representation Organization of the (UW-Madison) Faculty Senate, has been advocating for faculty since its creation by the Faculty Senate in the 1970s. The political landscapes in the state and country have shifted many times, and they will shift again. Through it all, PROFS keeps making the case to decision-makers about the importance and value of UW-Madison faculty to the people of Wisconsin and the nation. Following are examples of recent successes for PROFS.

- **Competitive compensation for faculty:** Since its inception, PROFS has made competitive compensation for faculty one of its key lobbying priorities. Despite a series of very difficult budgets, PROFS played a key role in ensuring that the Legislature and Governor Evers have provided consistent pay plans, which – along with other centrally-funded initiatives – has brought UW-Madison salaries to the median of our peers, something the university had long hoped for, but previously seemed like an unreachable goal. PROFS [contacted](#) state officials and legislators to encourage them to enact the 4% pay increase, retroactive to July 1 of this year, that was funded in the 23-25 state budget, and an additional 2% increase on July 1, 2024.
- **Paid family leave:** PROFS [continues](#) to lobby for paid family leave for UW-Madison employees and supports paid family leave for all workers, public and private. While Governor Evers [included](#) paid family leave for state employees and most private sector workers in his 23-25 state budget proposal, GOP legislative leaders [removed](#) paid family leave from the budget. PROFS will continue to support separate legislation (both state and federal) providing paid family leave and is working with UW-Madison leaders to provide paid parental leave to employees, using HR authority given to the university by the state.
- **Tuition authority returned to Board of Regents:** One of the biggest challenges confronting UW-Madison and the UW System generally has been the state-imposed tuition freeze in recent years. Heading into the 2021-23 state budget debate, most believed that eliminating the freeze was not possible. But PROFS continued to lobby for an end to the freeze, coupled with more financial aid and diversity promotion. The 2021-23 budget passed by the Legislature and signed into law by Governor Evers eliminated the freeze.
- **[New law](#) with streamlined process for faculty-owned businesses and non-profits to work with UW:** 2019 Wisconsin Act 38 arose out of the work of a PROFS subcommittee of entrepreneurial faculty. Prior to 2019, Wisconsin suffered at a serious competitive disadvantage because of outdated laws that restricted the ability of the university to contract with companies and non-profits in which faculty or staff have financial interest.
- **More funding and support for UW Extension:** In 2021, PROFS [supported](#) legislation, which was added to the state budget, to provide \$1 million per year for UW Extension. And PROFS successfully advocated for changes to legislation to give state agricultural specialists better credit for the work they do. That bill was passed and signed into law.
- **Better benefits for faculty:** PROFS successfully advocated to give faculty and staff health insurance coverage upon hiring (state law had been six months), pension payments pre-tax (which saves the average faculty member \$1800 per year), and domestic partner benefits.
- **Important university building projects:** PROFS lobbies for the university's building needs. We are part of the current effort to fund a new Engineering Building and we helped secure support for the new Letters and Science building in the 21-23 state budget, and the new Chemistry Building in the 2015-17 state budget.