



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 top 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 – have helped bring UW-Madison salaries to the median of our peers, something the university had long hoped for, but previously seemed like an unreachable goal. During the 2023-25 budget process, PROFS successfully [lobbied](#) for the implementation of a 6% pay increase spread over two years
- **Paid family leave:** PROFS worked hard over the past few years for the successful implementation of paid parental leave for UW-Madison and Universities of Wisconsin employees, and we [strongly support](#) paid family leave for all workers in Wisconsin, 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.
- **Tuition authority returned to Board of Regents:** One of the biggest challenges confronting UW-Madison and the Universities of Wisconsin had been a years-long, state-imposed in-state tuition freeze. Heading into the 2021-23 state budget process, most believed that eliminating the freeze was not possible. But PROFS successfully lobbied for an end to the freeze in 2021, while also lobbying for an increase in financial aid for needy students.
- **[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 Prior to 2019, Wisconsin suffered at a serious competitive disadvantage because of outdated laws that restricted the ability of the university to contract with companies and non-profits in which faculty or staff have financial interest.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 a six-month waiting period), 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 fought hard for a new Engineering Building that [was funded](#) earlier this year and 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.