
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 2015-16 academic year, the following individuals served on the Board of Directors:

- Mary Elizabeth Meyerand (Biomedical Engineering and Medical Physics), chair
- Dorothy Farrar-Edwards (Kinesiology)
- Thomas Broman (History of Science)
- Amy Wendt (Electrical and Computer Engineering)
- Ruth Litovsky (Communication Sciences and Disorders)
- Anja Wanner (English)

Much of the day-to-day work of PROFS occurs under the supervision of the president and steering committee. Judith Burstyn succeeded Grant Petty as president in August 2015. The 2015-16 members of the PROFS Steering Committee consisted of:

- William Tracy (Agronomy), president, former University Committee member, member of the Faculty Senate
- Grant Petty (Atmospheric & Oceanic Sciences)
- Michael Bernard-Donals (English and Jewish Studies) former University Committee member
- Judith Burstyn, former University Committee member, member of the Faculty Senate, president
- Bradley Christian (Medical Physics), member of the Faculty Senate
- Murray K. Clayton (Plant Pathology and Statistics), former University Committee member
- Mark Cook (Animal Science), former University Committee member
- Irwin Goldman (Horticulture), member of the Faculty Senate
- Kristyn Masters (Biomedical Engineering)
- Donald Moynihan (La Follette School of Public Affairs)
- Eric Raimy (English)
- Ronald D. Schultz (Comparative Biosciences), former University Committee member
- David Vanness (Population Health Sciences)
- Terry Warfield (Business)
- Timothy Yu (English and Asian American Studies)
- Plus University Committee members:
  - Tom Broman
  - M. Elizabeth Meyerand
  - Ruth Litovsky

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PROFS Bylaws
The by-laws of PROFS are on file in the PROFS office, 258 Bascom Hall. They specify that 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, continued to maintain the financial records and accounts payable of PROFS. 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 in 2014 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 Government Accountability Board (GAB), 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 GAB website, http://gab.wi.gov/.

IV. COMMUNICATION
PROFS communicates regularly with all faculty through e-mail updates and posts to the PROFS website (http://profs.wisc.edu), Facebook (facebook.com/PROFSUWMadison) and Twitter (@PROFSUWMadison). Communication through social media continues to grow. PROFS again more than doubled its 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 750 members. Nineteen new members joined in 2015-16. In cultivating membership, PROFS emphasizes its past achievements, including:

- Led campaign for pre-tax retirement contributions, saving faculty about $1,800 per year
- Enactment of domestic partner benefits for faculty and staff
- 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

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PROFS also emphasizes its platform for the future:

- Improved state funding for the UW budget
- Competitive compensation for all faculty
- Improved communication between faculty and members of the Legislature
- Increased funding for graduate education
- Increased federal funding for research and relaxation of certain rules on funding

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, [http://profs.wisc.edu](http://profs.wisc.edu).

VI. 2015-16 LOBBYING & LEGISLATION: PROFS’ ACTIONS AND POSITIONS

PROFS was active during the 2015-16 legislative session, meeting with key legislative and university leaders: Regent President Regina Millner, Regent John Behling (twice), Congressman Mark Pocan, Representative Dave Murphy (chair, Assembly Colleges & Universities Committee), Assembly Majority Leader Jim Steineke, the Dane County legislative delegation. 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.

PROFS worked with Representatives Dianne Hesselbein (D-Middleton) and Terese Berceau (D-Madison) on the drafting of AB 814, legislation that would restore University of Wisconsin shared governance to state statutes as it existed prior to the 2015-17 state budget bill, Act 55. The bipartisan bill died in committee.

PROFS also supported AB 898, legislation that would restore language on tenure to state statutes as it existed before 2015 Act 55. The bill died in committee.

Other bills PROFS lobbied on included AB 305/SB 260, limits on scientific research and AB 480/SB 363, campus concealed carry. PROFS was opposed to both bills, which died in committee.

PROFS initiated a meeting between faculty leaders and Assembly Majority Leader Jim Steineke (R-Kaukauna). The July 14 meeting was very productive and will allow for greater communication on a number of issues in the 2017-19 legislative session.

PROFS actively followed the work of the UW System Tenure Policy Task Force, meeting twice with Regent John Behling, task force chair, to communicate support for tenure protections that meet full AAUP standards.

VII. FEDERAL RELATIONS PROGRAM

In her role as a member of Congressman Mark Pocan’s higher education advisory committee, PROFS President Judith Burstyn, has the opportunity to discuss federal higher education issues. Pocan, a member of the House Education and Workforce Committee, is working on the Higher Education Reauthorization Act (HEA).

Jack O’Meara traveled to Washington, DC in July and met with staff working for Senators Baldwin and Johnson and Congressman Pocan.
In spring, Jack O’Meara communicated with Congressman Pocan’s legislative director/deputy chief of staff to inquire whether Congressman Pocan would consider adding language to the HEA that would encourage universities to employ strong shared governance principles. Late in June, O’Meara and a large group of faculty met with the congressman in his office to discuss the proposal. Pocan agreed to discuss it further with his staff.

VII CAMPUS OUTREACH

- **Self Insurance Forum** PROFS hosted a forum on February 23 to discuss the possibility of the state’s possible move to self-insurance and what it might mean for state employees. The panel included UW-Madison School of Business professor Justin Sydnor; Lisa Ellinger, Director of Office of Strategic Health Policy with the Wisconsin Department of Employee Trust Funds; and Mike Bare, Research and Program Coordinator for the Community Advocates Public Policy Institute. More than 120 people attended.

- **Committee Connect** In January, the steering committee met with Professor Karen Bogenschneider and Heidi Normandin to discuss Committee Connect, a legislative outreach program in the School of Human Ecology.

- **Student voter ID meeting** In December, PROFS met with student leaders and Professor Barry Burden to discuss a voter ID compliant Wiscard.

- **Alice Dreger** PROFS cosponsored a March 4 public talk on academic freedom by former Northwestern professor Alice Dreger.