

**PROFS, INC.  
ANNUAL REPORT FOR 2007-2008**

I. CHARGE

PROFS, Inc. (The Public Representation Organization of the Faculty Senate – UW-Madison) 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, fringe benefits, the university budget, and important regulatory issues – before the state legislature, the governor, other state and federal governmental agencies, the U.S. Congress, and the public.

II. MEMBERSHIP

Membership in PROFS is voluntary. PROFS is funded by dues with permission for payroll deduction from UW-Madison faculty members. Dues are calculated at one-tenth of one percent of the nine-month salary and deducted monthly, September through May. For example, for a \$70,000 nine-month salary, dues are \$7.77 per month.

III. ORGANIZATION

Leadership

The elected members of the University Committee constitute the board of directors of PROFS. For the 2007-08 academic year, the following served on the board of directors:

- Linda K. Graham (Botany) secretary/treasurer
- Ann A. Hoyt (Consumer Science)
- Jane C. Hutchison (Art History), vice president
- Dennis G. Maki (Medicine)
- Robert D. Mathieu (Astronomy), chair
- William F. Tracy (Agronomy)

The 2007-08 members of the PROFS Steering Committee consisted of:

- Dan R. Anderson (Business)
- Phil E. Brown (Geology and Geophysics)
- Richard R. Burgess (Oncology)
- Murray K. Clayton (Plant Pathology/Statistics)
- Brent H. McCown (Horticulture), former University Committee member
- Brian W. Ohm (Urban and Regional Planning)
- Louise S. Robbins (Library and Information Studies), president
- Joseph C. Salmons (German)
- Ronald D. Schultz (Comparative Biosciences), former University Committee member
- David S. Schwartz (Law School)
- Plus University Committee members:
  - Linda K. Graham
  - Dennis G. Maki
  - William F. Tracy

PROFS Bylaws

The by-laws of PROFS are on file in the PROFS office, 258 Bascom Hall. They specify that the University Committee acts 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

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Committee or the PROFS, Inc. Steering 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.

#### Legislative Representative and Lobbyist

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, to establish PROFS' positions on legislation, and to 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 also 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

After many years of dedicated service to PROFS, Priscilla Thain retired in December as the administrative secretary and newsletter editor. She was replaced by Marian Ekweogwu in the half-time position. Laura Laurenzi, an outside financial assistant, continued to maintain the financial records of PROFS and to pay the salaries and bills for newsletter and office supplies. Check-signing is done by either the treasurer or by other members of the board of directors so designated. The board of directors contracts with an accounting firm to audit and approve the PROFS' financial records. Wegner LLP completed an audit of PROFS' financial records for July 1, 2005 to June 30, 2007 and issued a statement of approval on April 15, 2008. Audits are completed every three years.

PROFS registers with the State of Wisconsin Government Accountability Board (GAB) as an organization engaged in lobbying and, in accordance with board rules, reports any lobbying contact with state officials. PROFS also reports its interest in any legislative bill, proposal, or budget item and, if it is taking a position, its positions. PROFS' interests and activities are posted on the GAB website at [ethics.state.wi.us](http://ethics.state.wi.us). As required, PROFS reports its lobbying activities and the salaries and expenses spent on lobbying every six months to the accountability board.

#### IV. MEMBERSHIP CAMPAIGN

PROFS continued to mount an aggressive membership campaign to replace the faculty members who are retiring. Forty-six faculty members joined PROFS during the year. In cultivating membership, PROFS emphasizes its past achievements, including:

- Payment of the first six months of health insurance for new faculty;
- Defeat of a legislative proposal to have faculty pay 5% of salary toward retirement (an effective 5% pay cut);
- Enhancement of the sick leave conversion program that allows faculty to use remaining sick leave to pay for health insurance in retirement;
- A continuing focus on competitive compensation, which has led to increased pay plans and catch-up pay plans.

PROFS also emphasizes its platform for the future:

- Extension of health insurance and other benefits to domestic partners;
- Faculty compensation that is competitive;
- Increased funding for graduate education;
- Adequate state funding for the UW budget;
- Increased federal funding for research and a relaxation in certain rules on funding.

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PROFS needs additional faculty members to maintain, and hopefully expand, its current level of activities, and to continue to be a strong voice of the UW-Madison faculty. PROFS was created by the Faculty Senate for the benefit of the faculty. Joining is easy. Fill out the dues coupon in the PROFS brochure or print out the dues coupon on PROFS web site [www.profs.wisc.edu](http://www.profs.wisc.edu) and send it to 258 Bascom Hall.

#### V. THE STATE BUDGET: PROFS' POSITIONS AND ACTIONS

The state budget and policy issues in the budget occupied PROFS for the beginning of the year. Working with the Chancellor's Office, UW System, the Wisconsin Alumni Association and other university-related groups, PROFS lobbied heavily for faculty compensation, domestic partner benefits, and the UW's costs-to-continue. More than 35 faculty members contacted the legislature on behalf of PROFS during the budget deliberations. Ultimately, the budget included a number of favorable items:

- \$159 million in new funding for the UW System for costs-to-continue, previously approved pay plans and utilities
- \$10 million over the biennium for the faculty competitive compensation fund, a majority of which will go to UW-Madison
- \$200 million from various sources for building projects on the Madison campus, including renovation projects at Sterling Hall and the Human Ecology building, Union South and Memorial Union, but not the lakeshore residence hall projects
- \$21.4 million for UW System's Growth Agenda, which includes a small amount for nursing and education programs at UW-Madison
- \$2.5 million in one-time funding for cancer research at UW-Madison and \$200,000 for islet transplantation research at the medical school
- Full funding of the Wisconsin Higher Education Grant (WHEG) program
- \$400,000 for the rural physician loan program
- \$400,000 for the Veterinary Diagnostic Lab
- \$11.6 million for the veteran's loan program
- A requirement that information on how segregated fees are distribution be included on tuition bills

The budget did not include several items that would have negatively impacted faculty, including:

- A requirement that state employees, including faculty, pay five percent toward the Wisconsin Retirement System – an effective pay cut of five percent
- The mandate that state employees, including faculty, pay a minimum of ten percent of the total cost of health care – another effective pay cut as employees currently pay an average of six percent
- A reduction in sick leave for all new state employees, including faculty, to just six days a year
- Mean-spirited attempts to cut funding for the Law School, the Havens Center, Wisconsin Public Radio and Television, the UW-Extension School for Workers and to eliminate funding for several administrative positions

When the budget process was completed, Jack O'Meara and Louise Robbins attended the governor's bill-signing at the Memorial Union.

#### 2007-09 Pay Plan

In November, PROFS sent a letter to Jennifer Donnelly, director of the Office of State Employment Relations (OSER), urging her to endorse the 5.23 percent per year pay plan for faculty and staff proposed by the Board of Regents. Instead, the Joint Committee on Employment Relations (JCOER) approved a pay plan for UW faculty and staff of 2 percent in year one, 2 percent in year two and 1 percent starting April 12, 2009.

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On November 29, Louise Robbins testified before JCOER that the plan was simply not enough and the true need is at least 8 percent per year. Improvements in salary are needed to allow UW-Madison to remain competitive in attracting and retaining outstanding faculty, she said.

Through the end of 2007 and into 2008, PROFS lobbied state officials for a supplemental pay plan. In May, responding to the downturn in the economy, OSER proposed and JCOER approved a delay in the increases for 2008-2009. The new plan provided 1% in July 2008 and 2% in June 2009.

PROFS issued a statement on the decision to delay the increases. "As the State of Wisconsin deals with the current economic downturn, we should be looking for ways to bolster our economy and invest in our future," the statement began. "Unfortunately, the recent decision by state officials to further limit faculty salaries will have the opposite effect."

#### Graduate Education DIN

The funding of graduate project and research assistants continued to be a major concern to the faculty. Much of the current debate traces back to the recommendation of the Report of the UW-Madison Tuition Remission Task Force. The task force recommended that department budgets provide \$8,000 per graduate assistant per year. Previously, the charge was 25% of the assistant's stipend.

Continuing an effort that began in 2006, graduate students and faculty leaders worked hard to improve funding for graduate education costs. Leaders of PROFS have been instrumental members of the Council for Affordable Public Education (CAPE), a group of university stakeholders that is working to improve the funding of graduate education.

Through their collaboration with CAPE, faculty leaders developed a budget proposal – known as a "Decision Item Narrative" or DIN – that would provide \$5.25 million in state funding for graduate education costs. The request was designed to increase the university's ability to secure National Institutes for Health (NIH), Foreign Language Area Studies (FLAS), and other external fellowships and traineeships.

Several PROFS leaders and Jack O'Meara met with UW System President Kevin Reilly and Regent Brent Smith, chair of the Regents' Business, Finance and Audit Committee, to make the case for the DIN, along with other budget priorities.

#### VI. FEDERAL RELATIONS PROGRAM

PROFS continued to monitor developments at the federal level, paying particularly close attention to federal funding of research. PROFS has developed and maintained relationships with members of the Wisconsin delegation and their staffs. In these discussions, PROFS emphasizes the university's interest in federal funding for research. PROFS pays particularly close attention to appropriations for the National Institutes of Health (NIH), the National Science Foundation (NSF), and other agencies that provide funding to the campus.

In October, Louise Robbins and Jack O'Meara attended an event for Rep. David Obey (D-WI), chairman of the House Appropriations Committee, in Madison. Jack also attended an Obey lecture put on by the La Follette School of Public Affairs.

#### Graduate Education

The ability of the university to pay for graduate education is also limited by federal rules. The federal government limits how much of its funding can be used to pay for student support packages (stipend, health insurance and tuition) for federally funded traineeships and fellowships. It also restricts the use of other federal funding to cover the shortfall. This causes problems for the university.

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The Chancellor's Office and PROFS have asked the Wisconsin congressional delegation to support a relaxation of the funding restriction policies. They have asked that language to this effect be placed in appropriations bills for key agencies. Following up on discussions he had during a May trip to Washington, D.C., Jack O'Meara talked with congressional staff members while in D.C. on another trip in September.

Staffers for both Congressman Obey and Congresswoman Baldwin have expressed support for the initiative but would like to see if other universities and states have similar problems in order to build political support. Casual discussions with other CIC schools indicate that Michigan may also be having problems, and it is believed that issues are developing at other schools as well. PROFS is continuing to work with the Chancellor's Office on this issue.

## VII. OTHER ACTIVITIES

In October, Lt. Governor Barbara Lawton visited the campus at the invitation of PROFS and the Women in Science and Engineering Leadership Institute (WISELI). Lawton toured the new Microbial Sciences building and met with a group of women faculty to discuss the challenges confronting women on campus.

PROFS communicates with its members throughout the year. Newsletters that were sent included a printed version in December and an electronic version in May. PROFS also distributes its testimony and formal statements to reporters. These are available upon request and on the PROFS website: [www.profs.wisc.edu](http://www.profs.wisc.edu)

PROFS' leaders remain active in campaigns, supporting legislators and member of Congress who are supportive of the university.