



PUBLIC REPRESENTATION ORGANIZATION OF THE FACULTY SENATE  
UNIVERSITY OF WISCONSIN-MADISON

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[www.PROFS.wisc.edu](http://www.PROFS.wisc.edu)

PROFS is working with other university interests to ensure that any cuts to the base budget that come with a repair bill are minimal.

PROFS is also committed to keeping the issue of faculty salaries on the minds of decision-makers. O'Meara and the faculty leaders are reminding state officials that many of the keys to our state's future economic growth – highlighted by the recent decision by Microsoft to open a lab in Madison – are linked directly to the brain power that exists on our campus.

They are also telling officials about the innovative and creative educational programs being implemented across all disciplines on campus, and the importance of graduate education to a top-flight university like UW-Madison.

## PROFS Continues to Lobby for Supplemental Pay Plan

PROFS' Legislative Representative Jack O'Meara and PROFS leaders are continuing to lobby the Doyle administration and legislative leaders on the need for a supplemental pay plan. They're telling the state officials that the current 2%/2%/1% pay plan for the 2007-2009 biennium is simply not enough.

The campaign to obtain a supplemental pay plan has been slowed considerably by the state's \$650 million budget deficit, and state policymakers' attempts to iron out a budget repair bill.

And they're telling people that other universities are keenly aware of the great talent pool that exists at UW-Madison and our continuing earnings gap. Those institutions will continue to try to cherry-pick our faculty and out-compete us for new faculty.

As PROFS' President Louise Robbins, Professor and Director of the School of Library and Information Studies, said in her testimony to the Joint Committee on Employment Relations:

"We can't expect faculty and staff to continue to produce top-of-the line results while being paid bargain-basement salaries. The academic marketplace is starting to catch up with us. In recent years, UW-Madison has become less and less competitive in the market for excellent faculty members. . . Competitiveness in attracting and retaining outstanding faculty should be viewed not as part of the budget problem, but as a solution to the future economic success of the state."

Recently, the 2007-2008 Commission on Faculty Compensation and Economic Benefits, co-chaired by English Professor David Zimmerman and Medicine Professor Craig Atwood, issued its report to the Faculty Senate. It stated that the faculty retention crisis has "worsened, with real evidence indicating that the situation will continue to deteriorate unless proactive action is taken at the university in cooperation with the Legislature."

PROFS has invited Professors Zimmerman and Atwood to take part in a meeting with key state officials to discuss the report and its recommendations. The meeting will take place soon.

## Consider Serving on a Legislative Council Special Committee!

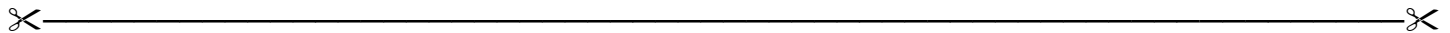
Every two years, the Wisconsin Legislative Council establishes study committees to examine major issues and problems identified by the Legislature. The committees include legislators, citizens interested in the subject matter, and experts, including faculty members. They produce recommendations that lead to legislation.

As PROFS has done for many years, we are working with the chancellor's office and others to identify faculty to serve on the study committees. The 11 committees created this year are focusing on the following topics:

- 1) Building Wisconsin's Workforce
- 2) Differences in Laws Applicable to Cities and Villages
- 3) Domestic Biofuels

- 4) Emergency Management and Continuity of Government
- 5) Enhancing Recreational Trails for Non-Motorized Use
- 6) High-Risk Juvenile Offenders
- 7) Justice Reinvestment Initiative Oversight
- 8) Performance-Based Disease Management Programs for Large Populations
- 9) Regional Transportation Authority
- 10) School Safety
- 11) Strengthening Wisconsin Families

If you would like more information on any of these committees, or you would like to be nominated to serve on one of the committees, please contact the PROFS office.



### PLEASE JOIN PROFS TODAY!

**PROFS is the voice of the UW-Madison faculty in working with the Legislature, state officials, federal officials, and the general public. Our work is never-ending. We thank the 1,000+ members of PROFS who support our efforts. We need the support of the entire faculty to have greater impact. All faculty not currently affiliated with PROFS are invited to join the organization by filling out the dues coupon below and sending it to 258 Bascom Hall.**

### PROFS, Inc. PAYROLL DEDUCTION

**NAME OF EMPLOYEE** \_\_\_\_\_ **Department** \_\_\_\_\_

**In order to activate your deduction, the payroll department requires the following:**

- 1) **The last four digits of your Social Security Number** \_\_\_\_\_ **AND**
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I hereby authorize the University of Wisconsin to deduct from my salary each month of the academic year (September through May payrolls) a voluntary contribution to PROFS, Inc. of 1/10 of one percent of my gross salary for that month. This authorization will remain in effect each year until a notice of cancellation is received by the UW-Madison Payroll Office.

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