Additional Information regarding:
“Creating an Organization to Publicly Represent the UW-Milwaukee Faculty Senate”

**Economic Issues**

The proposal as the UC envisions it, is definitely to create an independent non-profit [501 (c) (6)] **organization** that would represent the UW-Milwaukee Faculty Senate, **not** for UW-Milwaukee faculty members to join the Public Representation Organization of the Faculty Senate, PROFS (Madison).

However, we have considered some basic and important economic issues. Based on conversations with the PROFS President (Prof. Joe Salmons), they have an annual income of about $80,000 coming from the voluntary contributions of about 1000 faculty. With a 50% participation rate similar to Madison’s faculty, we used an average salary of $70,000 for UW-Milwaukee faculty (from the recent AAUP report) to come up with an estimated annual income of about $30,000, which is clearly not enough to support even a part-time staff.

The UC has considered two possible responses to this: 1) the contribution rate for UW-Milwaukee faculty could be higher (0.2 or 0.3% of salary) which could double or triple the amount collected; and 2) while independent, the new organization could seek to collaborate in some ways with a similar organization created by UW-Milwaukee Academic Staff. This is why the second and third questions are included in the survey. The UC also considered the possibility that the new organization would choose to collaborate with PROFS (Madison) in some way, but we thought that we first needed to determine if there was sufficient interest among the faculty to create the organization first. So hence our plan to conduct the survey, and use the results from it to guide the final form of the proposal the UC brings to the Faculty Senate at the May 12th meeting.

**Support for Faculty Governance**

Faculty interests and issues extend well beyond strictly economic matters. A PROFS-like organization will publicly amplify the voice of faculty governance. The Faculty Senate speaks for all UW-Milwaukee faculty in areas related to our primary responsibilities under the Chapter 36 shared governance system, such as: 1) setting and maintaining scholastic standards for over 30,000 UW-Milwaukee students; 2) narrating the very crucial policy statements that ensure fair access to the campus for everyone capable of benefiting from a college education; 3) framing policies that faculty live by while conducting their teaching, research, and service; and 4) reviewing and reinforcing support for academic programs of study that integrate research and instruction for the good of Milwaukee, southeastern Wisconsin, and the entire State. Clearly, a PROFS-like organization can enhance the voice of the faculty in order to inform and educate the legislature and members of the public as needed on these important governance issues.
Relationship with and potential collaboration with TAUWP

The Association of Wisconsin University Professionals (TAUWP) equivalent for the UW-Madison campus is United Faculty and Academic Staff (UFAS). The President of PROFS (Prof. Joe Salmons) has informed us that many UW-Madison faculty are members of both UFAS and PROFS, and indeed UFAS cosponsors events with PROFS. Further, PROFS is in regular contact with UFAS, as well as the Madison TA union (TAA).

So, on the Madison campus there is NO conflict between these two organizations, essentially because they serve different functions, and represent faculty interests in different but complementary ways. UFAS is really focused heavily on direct faculty and academic staff issues. PROFS is also working for things that have impact on the campus work environment more broadly, like improving graduate student funding. Of course the Teaching Assistant Association, TAA (Madison equivalent to the Milwaukee Graduate Assistant Association, MGAA) negotiates its own contract, but Madison’s tuition remission structure has changed and PROFS worked TOGETHER WITH the TAA to address that. PROFS specifically worked to get some items inserted into the budget that would have eased tuition remission pressures. Those haven't been made law yet, but PROFS keeps working for them, so they may come to pass someday. We see no reason why a PROFS-like organization created by the UW-Milwaukee Faculty Senate could not have a similar collegial relationship with TAUWP.

Functions and Advantages of a PROFS-like Organization

Based on the PROFS experience with UFAS in Madison, here as some examples of how a PROFS-like organization at UW-Milwaukee could provide action and advocacy for faculty in different but complementary ways to those provided by TAUWP.

1. It's good to have UFAS/TAUWP address the legislature, like Joint Finance and Higher Ed., but it's powerful to have a group come in and say “We’re here speaking on behalf of the Faculty Senate, and the faculty ...”.

2. PROFS worked to save sabbatical programs, etc., and some time ago PROFS played a key role in getting paid health insurance immediately upon hiring rather than after six months of waiting. Again, UFAS/TAUWP surely also worked for that, but apparently the voice of the Senate being taken directly to lawmakers was important.

3. In some cases, it’s the amount of firepower brought that matters: On domestic partner benefits, PROFS had lots and lots of people working the Capitol and contacting legislators.

4. Where there IS common interest, the two groups can and do work together to see who’ll take the lead. PROFS has organized recent forums to inform the UW-Madison community about budget developments. UFAS could have done that, but PROFS stepped up and did it, and they cosponsored. In some of the budget protests, UFAS organized things and PROFS got word out to faculty about them.
5. Where there ISN’T real common interest, PROFS can work on its own. PROFS has worked for competitive compensation for Madison faculty, and there was fear those funds could be raided. UFAS is less interested in that issue by nature.

6. But the REAL KEY seems to be that PROFS can say that it brings messages from the Faculty Senate, and so speak for the faculty as a whole. PROFS often acts directly from Senate motions and resolutions. For example, the Senate established a set of seven principles that they wanted to see in collective bargaining legislation and PROFS worked for that and played a real role in getting some needed changes.