Faculty Senate Authorizes the UC to Create a Non-Profit called Milwaukee Organization Representing the Faculty Senate (MORFS)

Initiated by: University Committee

I. MOTION:

(for consideration at the UW-Milwaukee Faculty Senate Meeting on May 12, 2011):

1. The Faculty Senate authorizes the University Committee to take the necessary steps to create a non-profit [501 (c)(6)] corporation that will be called the Milwaukee Organization Representing the Faculty Senate (MORFS, Inc.), **not to be activated until** at least 50% of the UW-Milwaukee Faculty have voluntarily agreed to contribute at least 0.1% of their nine-month salary in support of MORFS, Inc. **No funds are to be collected before the organization is created and activated.**

2. The initial Bylaws of MORFS, Inc. shall be those included in this document.

3. Prior to the creation of MORFS, Inc., the Faculty Senate further authorizes the University Committee to develop an implementation plan for the organization which may include recommendations on additional voluntary contribution levels, staffing, and operational matters.

4. The Faculty Senate further authorizes the University Committee to conduct information sessions and take whatever additional steps deemed appropriate to encourage faculty to become voluntary contributors to MORFS, Inc.

5. After MORFS, Inc. is created and activated, should the percentage of UW-Milwaukee Faculty voluntarily contributing to the organization ever fall below 25%, the organization will become inactive and stop collecting contributions until such time as the percentage again reaches at least 50%.

Committee Members:
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Creating an Organization
to
Publicly Represent the UW-Milwaukee Faculty Senate

Introduction
Support for University Faculty needs in the State of Wisconsin has continued to deteriorate in recent years. The trend dramatically accelerated during the first months of 2011, and shows no signs of reversing. In response to this situation, the UW-Milwaukee University Committee (UC) contends that the time has arrived for the UW-Milwaukee Faculty Senate to create an organization empowered to publicly voice the concerns of the UW-Milwaukee faculty. The model for this new organization will be the existing UW-Madison Public Representation Organization of the Faculty Senate (PROFS).

Background

What is PROFS?
PROFS is a voluntary, non-profit [501 (c)(6)] organization funded entirely by faculty contributions. PROFS is registered with the State of Wisconsin as a non-stock, non-profit corporation, and is required to file an annual report with the state each year (filing fee is $10 per year). It was created in 1977 by the Faculty Senate to give a voice to UW–Madison faculty, allowing them to communicate their concerns and reactions to matters, including legislation, which directly affect the university and its faculty. The University Committee, the executive committee of the Faculty Senate, serves as the PROFS Board of Directors. The PROFS Steering Committee includes past presidents of PROFS, members of the Faculty Senate, the University Committee, and the Commission on Faculty Compensation and Economic Benefits.

How PROFS Works
The UW-Madison faculty’s support of PROFS allows the organization to hire a half-time legislative representative, Jack O’Meara. Jack monitors legislation and communicates with legislators, the governor, members of Congress, and the Board of Regents. PROFS is also staffed by a half-time administrative assistant, Michelle Felber. PROFS communicates regularly with all faculty through e-mail messages and newsletters, which are posted on the PROFS website, www.profs.wisc.edu. PROFS’ contributions support the organization. Contributions are voluntary and are 0.1% of a nine–month salary, deducted monthly. So, contributions for a faculty member with a $60,000 salary amount to $60 annually. Nearly 1,000 UW-Madison faculty are members.

Successes and Accomplishments
PROFS has worked vigorously over the past three decades and has accomplished a great deal for UW–Madison faculty, including the following: PROFS successfully lobbied for a state-funded competitive compensation fund for faculty salaries in the last three state budgets. PROFS continues to advocate for levels of compensation that allow UW–Madison to retain and recruit the best faculty. After many years of hard work, UW–Madison faculty are now eligible for domestic partner benefits. Countless faculty contacted their state legislators over the years in
support of this much-needed legislation. During the 2007–2009 state budget debate, PROFS helped defeat a proposal that would have required faculty to pay 5% of their salaries to the Wisconsin Retirement System contribution (an effective 5% pay cut). PROFS also fought off proposals that would have gutted the current sabbatical program, reduced sick leave, and required faculty to pay a minimum of 10% of total health care. Faculty now enjoy employer-paid health insurance when they are hired, thanks in large part to PROFS. Previously, faculty had to wait six months for employer-paid coverage.

Additional information and discussion is available at:
http://www4.uwm.edu/uc/FS_RepOrg.html
Action Plan at UW-Milwaukee

Step One: Results from the Faculty survey
The Faculty Senate (at the April 21, 2011 meeting) authorized the UC to conduct an advisory online survey of the faculty. A total of 305 faculty (roughly 35%) responded to the survey between April 22\textsuperscript{nd} and May 6\textsuperscript{th}. The results from the three individual questions are shown below:

1) Do you support the Faculty Senate creating an organization to provide a public voice for faculty concerns?
   YES (218, or 71%); NO (87, or 29%)
   The “YES” responses (218) are 25% of the total number of UW-Milwaukee Faculty (874).

The following questions were optional:

2) What is the maximum (as a percentage of salary) you would be willing to voluntarily contribute to this organization?
   Of those answering YES to Question #1:
   0.1% (127, or 58%); 0.2% (52, or 24%); 0.3% (39, or 18%)

3) If the Academic Staff create a similar organization, should the Faculty organization seek to collaborate with it?
   YES (205, or 67%); NO (56, or 18%); NO ANSWER (44, or 15%)
Step Two: Faculty Senate Authorization

Motion

(for consideration at the UW-Milwaukee Faculty Senate Meeting on May 12, 2011):

6. The Faculty Senate authorizes the University Committee to take the necessary steps to create a non-profit [501 (c)(6)] corporation that will be called the Milwaukee Organization Representing the Faculty Senate (MORFS, Inc.), not to be activated until at least 50% of the UW-Milwaukee Faculty have voluntarily agreed to contribute at least 0.1% of their nine-month salary in support of MORFS, Inc. No funds are to be collected before the organization is created and activated.

7. The initial Bylaws of MORFS, Inc. shall be those included in this document.

8. Prior to the creation of MORFS, Inc., the Faculty Senate further authorizes the University Committee to develop an implementation plan for the organization which may include recommendations on additional voluntary contribution levels, staffing, and operational matters.

9. The Faculty Senate further authorizes the University Committee to conduct information sessions and take whatever additional steps deemed appropriate to encourage faculty to become voluntary contributors to MORFS, Inc.

10. After MORFS, Inc. is created and activated, should the percentage of UW-Milwaukee Faculty voluntarily contributing to the organization ever fall below 25%, the organization will become inactive and stop collecting contributions until such time as the percentage again reaches at least 50%.
BYLAWS
of the
Milwaukee Organization Representing the Faculty Senate (MORFS), Inc.  
(Approved xx/xx/201x)

ARTICLE 1: NAME AND LOCATION

Section 1.1 Name. The name of the corporation is Milwaukee Organization Representing the Faculty Senate (MORFS), Inc.

Section 1.2 Principal Office. The principal office of the corporation is located at Lubar Hall, University of Wisconsin-Milwaukee, Milwaukee, and Milwaukee County, Wisconsin.

Section 1.3 Registered Agent. The corporation shall maintain a registered agent in the State of Wisconsin whose address may be, but need not be, identical with the principal office of the corporation. The identity and address of the registered agent of the corporation may be changed from time to time by resolution of the Board of Directors and notification pursuant to the relevant provisions of the Wisconsin Statutes.

ARTICLE 2: PURPOSES AND FUNCTIONS

Section 2.1 Purposes. The purposes of the corporation shall be as specified in the Articles of Incorporation.

Section 2.2 Functions. The principal functions of the corporation shall be:
   a. to inform the public and state government about the purpose, mission, and operation of the university;
   b. to communicate to state government and the general public the views of the Milwaukee faculty on matters of concern to UW-Milwaukee;
c. to aid state government by facilitating its access to the expertise available within the UW-Milwaukee faculty;
d. to recommend to the University Committee and the UW-Milwaukee administration procedures for improving faculty communication with state government;
e. to work toward establishing a more effective public information effort for UW-Milwaukee faculty;
f. to keep the University Committee and the Faculty Senate fully informed on matters under consideration by the legislature and other agencies of state and federal government;
g. to inform and, when appropriate, seek assistance from the alumni association, professional groups, and other organizations concerned with issues crucial to the university; and
h. to maintain contact and coordinate activities (where appropriate) with other organizations, and other campuses, on issues on which there are common interests.
i. to identify and utilize resources existing throughout the faculty, including calling upon interested faculty members to participate in communicating with government and the public.

ARTICLE 3: MEMBERSHIP

Section 3.1 Membership. The corporation has no members. It is fully controlled by the Faculty Senate of the University of Wisconsin-Milwaukee to ensure that it expresses the views of the faculty for whose benefit the corporation is organized.

ARTICLE 4: BOARD OF DIRECTORS

Section 4.1 Members of Board. The Board of Directors shall be the seven members of the University Committee, the executive committee of the Faculty Senate of the University of Wisconsin-Milwaukee.

Section 4.2 Term of Office. The term of office of the Board of Directors shall coincide with their terms of office on the University Committee.

Section 4.3 Meetings. The Board of Directors shall meet at least twice a year. The time and place of the meeting shall be set by the Chair of the Board. Members shall be notified by campus mail, electronic mail, or telephone at least forty-eight (48) hours prior to the meeting. A notice shall be deemed to have been given within the required time if it is deposited in campus mail five (5) days prior to the meeting.
Section 4.4 Waiver of Notice. Whenever any notice whatever is required to be given to any director under these bylaws or any provision of law, a waiver thereof in writing, signed at any time, whether before or after the time of the meeting, is sufficient.

Section 4.5 Quorum. A quorum consists of four (4) members of the Board of Directors. Unless otherwise stated in these bylaws, decisions of the Board shall be by majority vote of those members present at a meeting for which a quorum has been satisfied.

Section 4.6 Action Without Meeting. Actions of the Board of Directors may be taken without meeting if a consent in writing setting forth the action so taken, is signed by all of the directors then in office.

Section 4.7 Duties of the Board. It shall be the duty of the Board of Directors to carry out the purposes and functions of the corporation. To this end, the duties of the Board of Directors shall include, but not be limited to:

a. Arranging for the services of necessary personnel, which may include a legislative representative to work under the supervision of the Steering Committee (see Article 6), to represent the corporation in State legislative affairs and to facilitate communication between MORFS, Inc. and other agencies and organizations, as appropriate. The legislative representative shall be chosen by the Board in consultation with the Steering Committee and be confirmed by the Faculty Senate.

b. Meeting with the Steering Committee, regular reporting to the Faculty Senate of the University of Wisconsin-Milwaukee and periodic consultation with other faculty to ensure that the activities of the Steering Committee and the Board of Directors represent the wishes of the faculty of UW-Milwaukee.

ARTICLE 5: OFFICERS

Section 5.1 Number. The principal officers of the corporation shall be a president, a vice-president, a secretary, and a treasurer. The Board of Directors may provide for other officers as may be deemed necessary. Any two or more offices may occasionally be held by the same person, except that the office of president may not be combined with any of the other offices.

Section 5.2 Election. The chair of the Board of Directors shall either be the chair of The University Committee or his/her University Committee delegate. The other officers shall be elected annually by the Board of Directors at the first meeting following the election of University Committee members for the coming year. Newly elected officers and the incoming president shall
take office effective July 1. If the election of officers is not held at such meeting, such election shall be held as soon thereafter as convenient.

Section 5.3 Duties of Officers. Officers shall have such powers and perform such duties as may from time to time be prescribed by resolution of the Board of Directors and, failing such resolution, shall have such powers and perform such duties as are normally incident to such offices.

Section 5.4 Vacancies. Whenever a vacancy occurs in any office, it shall be filled by the Board of Directors. The officer so elected shall serve only until the next election.

Section 5.5 Removal of Officers. Any officer elected by the Board of Directors may be removed by two-thirds (2/3) vote of the entire membership of the Board of Directors (5 votes) whenever in its judgment the best interests of the corporation will be served thereby.

ARTICLE 6: STEERING COMMITTEE

Section 6.1 Members. The Board of Directors shall appoint a Steering Committee to perform the work of the corporation. The Steering Committee shall consist of at least three (3) currently sitting members of the University Committee, (usually including its chair); at least three (3) members with prior experience on the University Committee and/or the MORFS, Inc. Steering Committee; one (1) or more At-Large members selected from the faculty of the University of Wisconsin-Milwaukee, at least one (1) of whom shall be a member of the Faculty Senate; and one (1) faculty member of the Economic Benefits Committee.

Section 6.2 Terms of Office. The terms of office of the Steering Committee shall be as follows: For members appointed from sitting membership of the University Committee, terms are for one to three years to coincide with their terms of office on the University Committee; for other members, terms of service shall be for three-year terms, which are renewable.

Section 6.3 President of Steering Committee. The Board of Directors shall elect a president of the Steering Committee annually.
Section 6.4 Meetings. The Steering Committee shall meet at least once a month when the Wisconsin legislature is in session and at least twice a year otherwise. During the budget cycle and other times as dictated by the legislative calendar, the Steering Committee shall meet on a regular, frequent basis. The time and place of the meeting shall be decided by the President of the Steering Committee, and members shall be notified by campus mail, electronic mail, or telephone at least forty-eight (48) hours prior to the meeting. A notice shall be deemed to have been given within the required time if it is deposited in campus mail five (5) days prior to the meeting time.

ARTICLE 7: FISCAL MATTERS

Section 7.1 Fiscal Year. The fiscal year of the corporation shall begin on July 1 of each calendar year.

Section 7.2 Finances. The corporation shall be financed by voluntary payroll deductions authorized by faculty members, by direct payments by faculty members if they prefer, and by any gifts, bequests, or devises which may be accepted by the Board of Directors.

Section 7.3 Nonprofit Basis. The corporation shall operate on a nonprofit basis. In the event a surplus accrues, above a reasonable reserve for contingencies, the Board of Directors shall ask the Faculty Senate to reduce the monetary contributions by the faculty.

Section 7.4 Audit. The corporation shall be audited by a qualified person on a two (2) year basis.

Section 7.5 Depository. All funds of the corporation shall be deposited with such depository or depositories as determined by the Board of Directors except that the treasurer (with the president’s concurrence) may retain funds totaling up to $100.00 as a petty cash account.

Section 7.6 Distribution of Assets on Dissolution. Upon dissolution of the corporation, the Board of Directors, after paying or making provision for the payment of all of the liabilities of the corporation shall give the remaining assets, if any, to the Regents of the University of Wisconsin System to be used for the benefit of the University of Wisconsin-Milwaukee.
ARTICLE 8: MISCELLANEOUS

Section 8.1 Agents. The Board of Directors may authorize any officer or officers or agent or agents to enter into any contract or execute or deliver any instrument in the name of and on behalf of the corporation, and such authorization may be general or confined to specific instances.

Section 8.2 Records Archive. All records of the corporation shall be archived with such depository or depositories or destroyed as determined by the Board of Directors.

ARTICLE 9: AMENDMENT OF BYLAWS

These bylaws may be amended at any meeting of the Board of Directors by a two-thirds vote of the entire membership of the Board (5 votes).

ARTICLE 10: EFFECT

These bylaws shall take effect when adopted by the Board of Directors.