September 16, 2013

To: Faculty and Staff of the University of Vermont

From: David V. Rosowsky, Provost and Senior Vice President

Subject: Incentive-based Budget Model: Steering Committee Membership, Call for Subcommittee Self-Nominations, and the IBB Website

President Sullivan has asked me to lead the effort to develop a new incentive-based budget (IBB) model for the University of Vermont. The cornerstone of this model is the creation of clear incentives to ensure academic quality and financial sustainability. This effort will be overseen by a broad-based Steering Committee (SC) that will be responsible for the final recommendations on the design and methodology of an overall incentive-based budget model for the University of Vermont.

The assembled Steering Committee reflects the enormous talent, expertise and dedication that are the hallmarks of our community. They will approach this work openly, with a vested interest only in that which is best for our University as a whole. They will also serve as vital communication links across campus and will help ensure a transparent, consultative and ultimately successful process.

**IBB Steering Committee Membership**

*David Rosowsky*, Committee Chair; Provost and Senior Vice President

*Lisa Aultman-Hall*, Professor, School of Engineering and Transportation Research Center

*Joshua Barry*, Undergraduate Student, College of Engineering and Mathematical Sciences; Treasurer, Student Government Association

*Shari Bergquist*, Assistant Dean for Business Operations, College of Nursing and Health Sciences

*Breck Bowden*, Patrick Professor of Watershed Science and Planning; Director, Water Resources and Lake Studies Center

*Johanna Brabham*, Manager, Residential Life and Davis Center Custodial Services Department

*Richard Cate*, Vice President for Finance and Treasurer

*Rex Forehand*, Heinz and Rowena Ansbacher Endowed University Distinguished Professor

*Jennifer Gagnon*, Interim Associate Vice President for Research Administration

*Jane Kolodinsky*, Professor and Chair, Department of Community Development and Applied Economics

*Fayneese Miller*, Dean, College of Education and Social Services

*Rick Morin*, Dean, College of Medicine

*Owen Myers*, Graduate Student, Materials Science; Treasurer, Graduate Student Senate
Call for Subcommittee Self-Nominations

The IBB Steering Committee will be supported by subcommittees that will explore a particular component of the IBB model, ultimately recommending a course of action for the Steering Committee’s consideration. Membership on a subcommittee will require a substantial time commitment throughout this academic year. The initial list of subcommittees includes:

- **Cost Pool Methodology** – **Chaired by Professor Polly Parsons**
- **Facilities and Space Costs** – **Chaired by Professor Don Ross**
- **Fee Generating Units** – **Chaired by Professor Breck Bowden**
- **Graduate Tuition Revenue and Aid** – **Chaired by Professor Rae Nishi**
- **Non-Degree and Online Tuition and Aid** – **Chaired by Professor Jane Kolodinsky**
- **Research and Indirect Cost Recovery** – **Chaired by Professor Jim Vigoreaux**
- **Undergraduate Tuition Revenue and Aid** – **Chaired by Professor Lisa Aultman-Hall**

I invite faculty and staff members to self-nominate for service on a subcommittee. Your self-nomination should include (1) the name of the subcommittee(s) on which you’d like to serve if you have a particular preference, (2) your title and a one-paragraph summary of your University experience, and (3) the perspective and/or expertise you would bring to the subcommittee. Please e-mail your self-nomination to **Provost.Office@uvm.edu** by noon on Thursday, September 19, 2013. If you have any questions about subcommittee membership, please contact Kerry Castano at 61299 or **Kerry.Castano@uvm.edu**. Note: if you were nominated for the Steering Committee you are already on the list of potential subcommittee members.

**IBB Website**

We are committed to transparency and open communications throughout this process. To that end, we have developed an IBB website at **http://www.uvm.edu/provost/IBB**/ which will provide current information about the project, its timeline, communications to campus, presentations, reports and informational resources. It will also provide mechanisms for members of the campus community to provide feedback and respond to surveys or interim reports that are posted as our work progresses. Please bookmark this site and visit it often.
We also welcome opportunities to meet with smaller groups to provide information and answer questions. *We will meet with anyone, anytime, anywhere to discuss IBB.* If you’d like to set up an IBB meeting, contact University Budget Director Alberto Citarella at [alberto.citarella@uvm.edu](mailto:alberto.citarella@uvm.edu).

This exercise is certain to be exciting and enlightening. It will challenge many long-held practices and beliefs and will fundamentally transform our culture. As our work unfolds, I ask you to believe in the best in each other and to help determine what’s best for our University. Together we have a remarkable opportunity to position UVM for success in a future that is also certain to be exciting, enlightening and challenging.

Thank you.