Incentive-based Budgeting (IBB)

Invited Annual Presentation to the Faculty Senate
David V. Rosowsky, Provost and Senior Vice President
December 19, 2016
SOME KEY POINTS (by way of background)

- UVM Budget Self-Study completed in Dec. 2012 (FPPC Committee, plus)
- IBB process initiated Sept. 2013
  - Steering Committee included 3 Senators (including FPPC chair)
  - Subcommittees included 8 Senators (including Senate President and VP)
- First phase (12 months): IBB Development (2013-14)
- Second phase (12 months): IBB Implementation (2014-15)
- Transition completed with launch of new budget model July 2015
- Presentations to Senate Executive Committee Sept. 2013, April 2014
- Plus more than 280 meetings with academic units, governance groups, and leadership teams during this period
BY THE NUMBERS...

1. Big Idea (totally transform the budget process/model at the University)
2. New website dedicated to the transition
3. Steering Committee
4. Years to complete the transition
5. Guiding Principles
6. Subcommittees
7. Campus-wide open forums
11. Faculty on Steering Committee (of 22)
13. Faculty on the 2013 Budget Advisory Committee (BAC)
14. Campus-wide updates distributed and posted online
18. Recommendations from BAC found in IBB
43. Faculty members on IBB subcommittees
200+. People engaged as members of committees/subcommittees
280+. Meetings, presentations, briefings, campus engagements in 2 years
By the Website

Final Report

Communications to Campus

About Subvention

Presentations

Steering Committee

Reports

Subcommittees

Guiding Principles

Project Timeline

Informational Resources

Implementation

Related Topics

Suggestions/Questions/Concerns

FAB IBB Reports and Data

Across the Green
“It has been my privilege to work with the 240 members of our campus community involved in the development and implementation of IBB, and to witness such a collaborative, inclusive, and authentic process. This bodes very well for the future of the University of Vermont.”

-D. Rosowsky, Provost
Some observations—

IBB is incenting and enabling strategic decision-making at the college/school level
Some observations—

Rapid increase in interdisciplinary (intra-college and cross-college) activities
What are some of the ongoing concerns? How are they being monitored and, where necessary, addressed? Who has oversight responsibility? How can we learn more?

✓ e.g., course creep, reduction in part-time faculty, larger classes, reduced interdisciplinary activity

✓ Educational Stewardship Committee (ESC), a joint Office of the Provost/Faculty Senate standing committee

✓ IBB Steering Committee (chaired by the Provost)

✓ Regularly updated websites – information portals, contact information, feedback (IBB, ESC)
“The IBB headcount ‘tax’ is causing deans to hire fewer part-time faculty”

What the facts reveal:

<table>
<thead>
<tr>
<th>Fiscal Year</th>
<th>FT Faculty</th>
<th>% of Total</th>
<th>PT Faculty</th>
<th>% of Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>FY 2013</td>
<td>1248</td>
<td>81%</td>
<td>287</td>
<td>19%</td>
</tr>
<tr>
<td>FY 2014</td>
<td>1241</td>
<td>80%</td>
<td>303</td>
<td>20%</td>
</tr>
<tr>
<td>FY 2015</td>
<td>1244</td>
<td>79%</td>
<td>321</td>
<td>21%</td>
</tr>
<tr>
<td>FY 2016</td>
<td>1241</td>
<td>77%</td>
<td>366</td>
<td>23%</td>
</tr>
</tbody>
</table>
“IBB is causing the deans to schedule more large classes and fewer smaller classes.”

What the facts reveal:
IBB 2.0

November 2017  Request input from the campus

December 2017  Synthesize input, develop list of priority topics (potential changes) to be considered

Spring 2018 - Fall 2018  Work by the Steering Committee (and subcommittees as appropriate)

January 2019  Report presented to President Sullivan

Spring 2019  IBB 2.0 Implementation preparations (6 mos.)

July 2019  Launch IBB 2.0 (FY20)

e.g.,

Headcount  Energy savings  Student success
Q&A and Discussion