

An Incentive-Based Budget Model for the University of Vermont
Charge to the Subcommittee on Interdisciplinary Scholarship and Teaching
October 8, 2013

Introduction:

In academic year 2012-13, the University community engaged in a discussion about the characteristics and operation of its existing budget model. Those discussions included governance leaders, Trustees, academic and administrative business managers, members of the Faculty Senate, and other constituents. There was uniform agreement over the model's problems: lack of transparency, too much complexity, little flexibility, and few incentives.

President Sullivan has asked Provost David Rosowsky, in his role as UVM's Chief Budget Officer, to lead the effort to develop a new incentive-based budget (IBB) model for the University. The Provost will chair the IBB Steering Committee that will be responsible for the final recommendations that will be made to the President on the design and methodology of an overall incentive-based budget model for the University of Vermont.

Members of the IBB Steering Committee will chair and/or serve on IBB subcommittees that will explore particular components of the IBB model, providing possible courses of action for the Steering Committee's consideration.

Guiding Principles:

The development, implementation and continuing assessment of the new Incentive-based Budget Model will be guided by the following principles:

- *Creates incentives that promote academic quality and excellence*
- *Creates incentives at all levels of the University that promote financial sustainability*
- *Encourages innovation and entrepreneurship throughout the University*
- *Provides transparency, clarity, and predictability*
- *Can be easily understood, is easy to implement and operate, and is flexible*
- *Can operate in all cycles of the economy, whether robust or downturn*

Interdisciplinary Scholarship and Teaching Subcommittee Membership:

William Mierse, Department of Art and Art History (Chair)

David Barrington, Professor, Department of Plant Biology

Christopher Berger, Associate Professor, Department of Molecular Physiology and Biophysics

Rosemary Dale, Clinical Professor and Chair, Department of Nursing

Maggie Eppstein, Associate Professor and Chair, Department of Computer Science

Stephanie Kaza, Professor, Rubenstein School of Environment and Natural Resources

Tammy Kolbe, Assistant Professor, Department of Leadership and Developmental Sciences

Charlotte Mehrrens, Professor, Department of Geology

Wolfgang Mieder, Professor, Department of German and Russian

David Novak, Associate Professor, School of Business Administration

Julie Roberts, Professor, Department of Romance Languages and Linguistics

Charge:

By January 24, 2014, submit for the IBB Steering Committee's consideration a report that identifies the potential impact of an IBB budget model on interdisciplinary scholarship and teaching, as well as suggestions for how a new budget model might foster interdisciplinarity. The report should include:

Identification and definition of the different types of interdisciplinary scholarly and teaching activity on campus

Identification of the different types of interdisciplinary organizational units on campus, including research centers

A determination of which of these activities/organizational units have budget model implications; identification of those implications

Suggestions related to the design of the budget model that will foster interdisciplinarity

Identification of metrics that will allow for the measurement of interdisciplinary activity on campus

Resources and Support:

Each IBB subcommittee will be provided with a budget of \$500 to assist with photocopying, supplies, room reservation charges, meals and other related expenses.

A Sharepoint site has been established to facilitate the work of the subcommittees. The site address is: <https://sharepoint.uvm.edu/sites/ibb>

The following individuals are available to provide the subcommittees with data and other information, to help answer questions, and to attend subcommittee meetings if that will be helpful to the groups. The subcommittees may also draw on relevant expertise from other campus resources.

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