



The University of Vermont

Office of the Provost
and Senior Vice President

TO: Faculty and Staff of the University of Vermont

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

DATE: November 29, 2017

SUBJECT: Incentive-based Budget Model – Campus Update #6

The Incentive-based Budgeting (IBB) Steering Committee will soon be initiating IBB Model 2.0 discussions. I am writing to update you on the Model 2.0 process.

IBB Model 1.0 Review

This summer the IBB Steering Committee conducted a [review of IBB Model 1.0](#). The results of the review are available on the [IBB website](#). They were largely positive, and feedback on aspects of the model that could benefit from refinement came as no surprise. The evaluation of Model 1.0 provides a useful foundation for the discussion of Model 2.0. I encourage you to review this information.

IBB Steering Committee Membership – Call for Nominations

Before the IBB Steering Committee begins Model 2.0 deliberations, we will reconstitute the group. The [current Steering Committee membership](#) is posted on the IBB website. As a result of turnover in the last 18-months, the original membership of 22 now stands at 15. I anticipate that we'll add six to eight members to return the group to its original size. As with the original Steering Committee, we will seek to balance multiple dimensions of diversity, and ensure the expertise, background, and perspective essential to both a successful process and successful Model 2.0.

Each Dean, Vice President, and Other Senior Leader has been asked to nominate up to three individuals for membership on the IBB Steering Committee. If you would like to be considered, please make this known to the leadership of your unit as soon as possible. Nominees should understand that this is a multi-year commitment (it will not conclude when IBB 2.0 goes live). Steering Committee members serve as advocates and ambassadors for the model, and they must approach the committee's work as university citizens, not individual unit representatives. Nominations are due from unit leadership by noon on **December 15, 2017**.

IBB Model 2.0 – Call for Input

The [timeline](#) for the development of Model 2.0 is available on the IBB website. The IBB Steering Committee's work will begin with a call for input as follows: (1) each governance group is asked to recommend up to three areas of the model for refinement; the governance groups will each determine and initiate an internal consultative process and their submissions will reflect the sentiments of the governance group; (2) each dean,

vice president, and other senior leader is asked to recommend up to three areas of the model for refinement; these leaders will each determine and initiate an internal consultative process and their submissions will reflect the sentiments of each administrative unit or college/school; (3) the Council of Deans is asked to recommend up to three areas of the model for refinement; the Council will determine and initiate its process and its submission will reflect the sentiments of the Council; (4) individuals will be able to submit structured feedback via an online [survey](#) that will remain open until **January 19, 2018**. The link to the survey is also available on the [IBB webpage](#).

Again, it may be helpful to review the [evaluation of Model 1.0](#) before considering refinements to Model 2.0.

I remain grateful for the engagement and important contributions so many members of our community brought to Model 1.0. Thank you in advance for your valuable contributions to Model 2.0. I wish you all a great end of the semester and a peaceful holiday season.

cc: Tom Sullivan, President
Alberto Citarella, Budget Director
Incentive-based Budgeting Steering Committee