

*Presented to the UVM Board of Trustees on October 22, 2016*

My name is Meaghan Emery. I am a member of the Executive Committee of United Academics and am here to speak on behalf of the faculty represented by that body about consequences of IBB, its impacts on faculty and academic programs.

IBB was to bring increased transparency and decentralized control over how money is spent. But it has increased competition among units, and across the university faculty have reported that conversations about course offerings, class size, and even curricular requirements are being shaped by the imperative to maximize enrollment, not to improve curriculum but to raise more money. Pressure due to budget cuts is now compounded by this impetus to increase revenues.

IBB is said to assign greater control over resource decisions to the deans; however, greater control is not complete control. Further, since we've experienced budget cuts over nearly two decades, IBB could only be more effective by increasing revenue, and ultimately it can only be effective if it ensures the University fulfills its key educational goals and mission.

The job of increasing revenue – the implicit goal of IBB – is being passed on to the academic units. Therefore, if the units, or responsibility centers, are raising revenue, what justifies central administration taking so much of it for its Strategic Reserve Fund? Up to between \$4-8 million annually. Compared to other universities that use IBB, these are large amounts, which promise to inflict substantial, continuing austerity on the colleges. The administration promises to return needed dollars to the colleges each year. However, they also suggested they will reduce this “subvention” by 1-4% each year.

Faculty are rarely included in the deans' budgetary deliberations. Changes in course delivery and class size are being dictated in some departments and programs. Part-time faculty are being calculated into the algorithm as more costly than their full-time colleagues since units are being charged for benefits per faculty member – though part-time faculty are not entitled to the same benefits. This artificial inflation undermines our valued academic diversity with faculty who've worked in industry in environmental studies, health sciences, business, and others. Full-time faculty have seen hiring freezes and larger class sizes, in spite of foreseen personnel cuts through attrition. The current administration has as yet offered no cogent justification for still further cuts to core academic programs.

We anticipate that IBB will only continue to erode the academic quality and excellence and interdisciplinary, cross-college learning at our University.

We urge that UVM's implementation of IBB be restructured or replaced to allow the University to continue to fulfill its mission and attract quality students.