

Incentivized Resource Management

UTSA transitioned to a modified Responsibility Center Management budget model with customized incentives in support of President’s Eighmy vision for UTSA becoming an AAU-equivalent university and Hispanic-thriving institution that serves as an exemplar for student success, urban engagement and continuous improvement. This hybrid for UTSA is called an **Incentivized Resource Management (IRM) Budget Model**. The incentivized resource allocation stems from activity drivers that support the strategic goals of enrollment growth and student success.



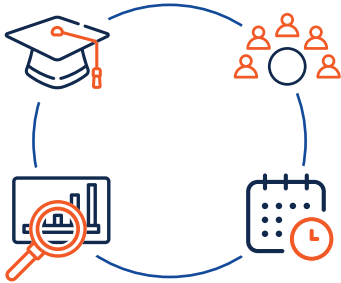
How It Works

IRM aligns institutional goals and KPIs with academic planning and financial management.

This ensures our budget supports the university’s priorities, while encouraging campus units to own and develop their resources.

STRATEGIC PRIORITIES are clearly linked to central investments.

DATA-DRIVEN DECISIONS are based on regular systematic reviews of unit-level performance.



STAKEHOLDERS inform budgetary decisions in a coordinated & transparent way.

LONGER-TERM PLANNING provides an outlook for the future.



Governance Structure



IRM is governed by a collaborative, data-driven process, including regular touchpoints with unit representatives.

Under IRM, we all have shared responsibilities in deciding budget priorities. While ultimate budgetary decisions are made by the president, the Resource Management Team and University Leadership Council provide guidance and key insights to the overall decision-making process. The process also includes two major committees:

STRATEGIC INVESTMENT ADVISORY COMMITTEE Reviews, evaluates & prioritizes investment requests from the Strategic Investment Fund	OPERATIONAL REVIEW COMMITTEE Participates in operational reviews of all support units and auxiliaries
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How Does UTSA Use IRM?

Focused on activity generation, IRM is primarily a resource allocation model.

Based on the impact on revenue generation and level of financial self-sustainability, IRM separates campus units into two main groups: **revenue and support**. Individual units have autonomy, transparency & clear financial data for decision making.

