Focused on activity generation, IRM is primarily a resource allocation model. Incentive-based models require that campus units be categorized into two main groups based on their impact on revenue generation and level of financial self-sustainability. Individual units have autonomy, transparency and clear financial data for decision-making.

Revenue Units

- Cover direct costs with generated revenue
- Fully allocated administrative (central) costs
- Accountable for performance, retaining surpluses and losses
- Pay the Strategic Investment Fund Participation Fee

Support Units

- Provide services and/or support to Academic Revenue Units and Auxiliary Units
- Accountable for support service levels relative to investment (efficiency)
- Use benchmarking as funding rationale

Support Units net expenditures are paid for by the Revenue Units. Administrative Support Units net expenditures are allocated to Academic Revenue Units and Auxiliary Revenue Units. Academic Support Units net expenditures are allocated to Academic Revenue Units. Campus units identified as support units are organized into the following two categories:

ACADEMIC REVENUE UNITS
- Carlos Alvarez College of Business
- College of Education & Human Development
- College of Engineering, Architecture, Construction & Planning
- College for Health, Community and Policy
- College of Liberal and Fine Arts
- College of Sciences
- University College

AUXILIARY REVENUE UNITS
- Athletics
- Campus Recreation
- Campus Services – Bookstore, Vending, Food Services, UTSAcard, Parking & Transportation
- Child Development Center
- Housing Services
- Student Health Services
- Student Union

ACADEMIC SUPPORT UNITS
- Academic Affairs
  - Academic Success
  - Student Success
  - Student Affairs
  - Strategic Enrollment
  - Academic Innovations
  - Global Initiatives
  - Graduate & Post-Doctoral Studies
  - All others (including Senior Vice President office)
- Honors College
- Library
- Research
  - Research Support
  - Research Integrity
  - Sponsored Projects Administration
  - Commercialization & Innovation

BUSINESS AFFAIRS
- Financial Affairs
- Budget & Financial Planning
- Purchasing
- Risk & Emergency Management

DEVELOPMENT
- Alumni Relations
- Donor Relations

FACILITIES
- Facilities divided into three cost pools; Auxiliaries allocated $1.1M

People Excellence
- Talent Cultivation
- Employee Services
- Strategic Project Management

Public Safety
- Campus Police
- Security Services
- Behavioral Intervention

University Relations
- Government Relations
- Communications

University Technology Solutions
- Help Desk
- Enterprise Services
- Information Technology