

University of Idaho

Office of the President

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TO: University of Idaho Faculty and Staff

FROM: Chuck Staben, President

DATE: September 20, 2017

SUBJECT: Thank You for Participating in Program Prioritization Process

Thank you for participating in the Program Prioritization process and for attending the open forums regarding Program Prioritization last week. As I listened to each concern and comment, I was grateful for the open environment we have at UI and the transparent nature of the process - led by more than 50 staff and faculty members and engaging hundreds. Although our process was not perfect, it has provided useful information. We will use the rankings to identify reallocations we must make for progress.

One difficulty with rankings is that such a process can leave people feeling undervalued. Although the ranking process caused us to order programs in some fashion, each

member of the Vandal family is valued and appreciated. Program prioritization, particularly in the absence of new net revenue, is necessary to position ourselves to meet the lofty goals of our strategic plan - a plan developed by all of us to serve all of us. We are investing in UI to make it an even better place to work for our faculty and staff while we continue to serve Idaho as its higher education leader.

Rankings are never easy. With the rankings done, we quantified reallocations and we are now moving together to fund our two highest budget priorities: market-based compensation and teaching assistantships. All of you deserve to be paid equitably for the hard work you do every day for our university. The executive leadership team and I are committed to making this a reality.

I have asked each vice president to submit a reallocation plan for my consideration by December 1, 2017. This will allow sufficient time to finalize the plans by January 1, 2018. The reallocations will inform the budget setting process and fiscal year 2018-19 baseline budgets.

I encourage you to continue engaging in the process and to feel ownership in it as we strive to make the University of Idaho the best institution possible.

Go Vandals!
