

GUIDELINES AND SPENDING REGULATIONS

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INTRODUCTION

The following guidelines are intended to assist the CHBS faculty as they plan budgets associated with Collaboration Grants, Teaching and Research Grants, Mini-Grants and Faculty Development Awards. These guidelines address regulations regarding hiring, expenditures allowed, policies and forms, and deadlines for purchases.

All expenditures from award funds must adhere to the University finance and procurement compliance guidelines. According to compliance guidelines, expenditures from award funds must be necessary, reasonable, and directly related to the goals and mission of the College and University.

All award funds must be spent during a determined timeframe or fiscal year. We are not allowed to roll funds over from one fiscal year to another, thus the deadlines by which all award funds must be spent. Spending deadlines will be provided in the recipient's award letter as well as being addressed in these guidelines.

Unless otherwise agreed upon, all awarded funds will be expended through the CHBS Dean's Office budget.

[CHBS Mission, Vision and Values](#)

HIRING, WAGES AND SALARIES, PAYMENTS

- **THE AFFORDABLE CARE ACT** - Includes a requirement that employers offer Health Insurance coverage for employees who work an average of 30 hours or more per week during the “measurement period.” For the Commonwealth of Virginia, the measurement period is May 1 through April 30. Cumulative hours worked during the measurement period will be evaluated (May-June) to determine if the 30 hour per week average has been exceeded. According to the recently implemented Manpower Control Act, by law, all Commonwealth of Virginia state agencies are required to stay below the 30 hour per week average limit due to funding limitations. These work hours may include any combination of hours associated with the following job classifications: Part-time non-teaching (PNT), Part-time wage (1500 hour positions), Student wage (Federal Work Study is exempt), Graduate Assistants/Teaching Assistants and Adjunct Instruction. *Note: tracking part-time work hours for a full-time employee working in a part-time role will be necessary for administrative and eligibility purposes. Should the FT employee choose to leave their FT position and retain any part-time roles they might already have, the ability to measure health insurance eligibility remains in place. This tracking requirement will be reviewed once the ePAR has been fully implemented.* A separate, but related, legislative action by the VA General Assembly requires that certain part-time non-teaching (PNT) roles scheduled for 20 or more hours per week may be eligible for Virginia Retirement System benefits.

- **FACULTY AND STAFF ADDITIONAL PAY** – If the award funds are used to pay you or other faculty members, an ePAR must be processed. Award funds must also be used to pay FICA (7.65%) with the faculty pay. All faculty payrolls for this award must be completed no later than *May 1, 2019*.
 - *Full-Time Faculty 10 month* - may receive additional pay for awards or research as long as they are within the university guidelines of additional pay not to exceed 33.3% of their salary within a calendar year (Jan-Dec).
 - *Full-Time Faculty 12 month or A/P* - may receive additional pay as long as the duties of the assignment are considered an overload and performed outside of the normal working hours (overload does not have to be teaching). The supervisor of the 12-month employee must approve the additional assignment and pay.
 - *Full-Time Classified Employee* – may receive additional pay only in the form of overtime. The duties of the assignment must be performed outside of the normal working hours (8:00 am – 5:00 pm). The supervisor of the classified employee must approve the additional assignment and pay. Please discuss this type of payment with Julie Love as you put together your proposal. Julie can help with calculating the overtime payment and explain the rules and regulations.

- **HIRING UNDERGRADUATE STUDENTS** – If the award funds involve hiring undergraduate students, please discuss with Julie Love to determine the best way to pay them (hourly or lump sum). Be aware that, depending on the timing of the students’ work, FICA (7.65%) may need to be calculated with the students’ pay. Your award funds would be responsible for covering this. *Note: As of 2015, all students being paid with JMU funds must have indicated a payment preference through their MyMadison accounts. If the student has not made a payment preference, this may cause their payment to not be deposited into their account and the funds will be returned to the Dean’s Office.* All student payrolls for this award must be completed no later than *May 1, 2019*.

- **HIRING GRADUATE LEVEL STUDENTS** - Graduate level students may be hired during the academic year only after approval through the Graduate School (contact Laura Ryman). If the graduate student holds a GA or TA position that pays a stipend and tuition, the Graduate School needs to review the student’s financial aid package to make

sure the additional pay does not harm the student's financials. The graduate student must fill out the "Approval of Additional Employment Form" located on the Graduate School website and obtain all signatures before submitting to Laura Ryman. Once hiring is approved by the Graduate School, the hiring ePAR can be processed. All student payrolls for this award must be completed no later than *May 1, 2019*.

- HIRING PART-TIME WAGE/HOURLY – If the award funds are used to pay someone that is not a JMU employee, please discuss with Julie Love to determine the best way to pay them (hourly or lump sum). You are responsible for using award funds to cover FICA (7.65%) with the part-time pay. Please allow enough time for recruitment if necessary. If you wish to pay a current hourly wage employee to perform a task, you must make sure the task is not part of the individual's regular duties. For instance, if you need graphic work done and the employee already does graphic work as part of their part-time duties, most likely they would not be able to receive additional pay. If the work caused overtime for the individual, that might be acceptable. All of this would need to be discussed with the supervisor. All part-time payroll for this award must be completed no later than *May 1, 2019*.
- PAYMENTS TO CONSULTANTS OR SPEAKERS – If the award funds are used to hire a consultant or speaker, we need to develop a contract of services document before a commitment is made. Signatures must be obtained and Procurement may possibly need to review the contract, depending on the terms. Please discuss with Julie Love to determine the contract and the best way to make the payment to the individual.
- INCENTIVE PAYMENTS – If the award funds involve incentives to individuals for participating in a survey, focus group or a competition, please discuss with Julie Love. Some incentive payments need to be pre-approved by Financial Accounting. If approved, all incentive payments must be paid no later than *May 16, 2019*.
- PAYMENTS TO HUMAN SUBJECTS – If the award includes using human subjects for research, please make sure you review IRB Policy # 1104 before you begin working with your subjects. There are three options for paying subjects. Option #1: Payment by check. This involves collecting a W-9 tax form and processing an Accounting Voucher. Option #2: Pay by giving a pre-paid card. This works like a Visa card and can be used at any place that accepts Visa. Option #3: Cash to the faculty member. Some studies might require a cash payment at the time that the subject is participating in the study. Please contact Julie Love to explain your research so we can discuss which option is best for the faculty research or project. All payments to subjects must be completed no later than *May 16, 2019*.
- EXCLUSIONS FOR PAYING INDIVIDUALS
 - We may not purchase gift cards from any vendor (Wal-Mart, Target, etc.) as a way to pay subjects or give incentives. We may purchase the Western Union Pre-paid cards (Visa card) through the JMU Business Office in increments that are needed for the subject study.
 - We may not donate any food, personal items, equipment or supplies to participants once the research is completed. This is considered a gift. Items may be provided to the participants during the study if required as part of the study; however, unused supplies and all equipment must be returned to the researcher upon completion of the study. *See Equipment Loan Agreement page 5.*
 - [Policy 1301](#): Nepotism and Employment of Family Members. We are prohibited from involving subjects, students and faculty members who are related to the researcher(s) for research or competitions.

- **FORMS AND POLICIES**

- [Affordable Care Act Guidance](#)

- [IRB Policy #1104](#)

- [Participant Payment Procedures](#)

- [Participant Worksheet](#) (scroll through form index)

- [W-9 Tax form](#) (scroll through form index)

EQUIPMENT AND SOFTWARE

- **PURCHASING EQUIPMENT** - The University requires that we use eVA or a departmental small purchase card to purchase equipment or software. Any equipment or software that is over \$5,000 must be considered for bid. We should choose registered eVA vendors when at all possible. If the award funds will involve bids, please allow time for the bidding process (30 days) and the order to be placed. All items must be received and paid for before *May 16, 2019*.

ANNOUNCEMENT FROM PROCUREMENT - February 2017 Amazon.com is not a registered vendor with eVA. Any purchases from Amazon will cause the university to be out of compliance. Any item that is originally priced on Amazon should be researched to find a registered eVA vendor. Please contact Procurement staff when needing to find items from other vendors instead of Amazon. Using Amazon prices in a research budget proposal may cause purchasing problems and may cause the award funds to go over budget.

- **PROPERTY** - Any equipment purchased with these award funds remain the property of CHBS. We are prohibited from donating any equipment or software to an outside entity not associated with JMU.
- **EQUIPMENT LOAN AGREEMENTS – Effective June 1, 2015** all departments engaged in loaning equipment must adhere to the new guidelines in [Financial Policy 4115.230](#). Use the appropriate Equipment Loan Agreement template(s) when loaning university materials and/or equipment to community members, employees or students. If loaned items are not returned as agreed, use the standard JMU Invoice to bill the named borrower for the replacement costs per the completed Equipment Loan Agreement.
 - [Equipment Loan Agreement Form](#) (scroll through form index)
 - [JMU Invoice Template](#) (scroll through form index)
- **REPLACING DAMAGED OR BROKEN EQUIPMENT** - Funds are not available for equipment repair or replacement after the initial purchase.
- **FIXED ASSETS AND EQUIPMENT INVENTORY** – All equipment must be on the university inventory list and decaled. Once your equipment is ordered and delivered to your department, please notify your Administrative Assistant who handles the departmental Fixed Assets inventory that there is a new piece of equipment and where it is located. Your Fixed Assets Coordinator will notify Peggy Armentrout in PC Services that a piece of equipment needs to be decaled.
- **EQUIPMENT RENTALS OR MAINTENANCE** - Award funds cannot be used for renting equipment or future maintenance on equipment purchased. If the award involves buying equipment and the equipment requires future maintenance, please discuss the cost plan with your Academic Unit Head.

- SOFTWARE - Funds for software can only be for a one-time cost. If the purchase involves renewal fees or maintenance, it will be the responsibility of the faculty member and the department to cover those costs. Software must be received and paid for before *May 16, 2019*.
- INTELLECTUAL PROPERTY - Please be familiar with University [Policy 1107](#) regarding Intellectual Property and be sure to complete appropriate forms if applicable and/or consult with the IP Committee regarding questions or advice.

TRAVEL

- CHROME RIVER – Effective July 1, 2017 Chrome River is the university’s electronic travel and expense reimbursement system. All travel expenses must be submitted through this system.
 - Any travel that is over \$500 must have a Pre-Approval Request processed through Chrome River prior to making any travel arrangements.
 - The traveler may not use their personal funds to purchase transportation (i.e., airline, train, etc.) and conference registrations. All transportation and conference registrations must be purchased using the Dean’s Office small purchase credit card. Using personal funds to make these purchases may cause the traveler to not receive reimbursement in a timely manner or may not be reimbursed if trips are cancelled.
 - If the traveler is a JMU employee, they will need to make Julie Love a delegate in Chrome River in order to get a reimbursement processed.

All travel MUST BE COMPLETE AND REIMBURSED NO LATER THAN MAY 16, 2019. Please see Julie Love before you travel to get the rules and regulations of travel.

- STATE PER DIEMS AND POLICIES
 - [Travel Per Diem Rates Chart](#)
 - [Travel Reimbursement Policy](#)

MATERIALS AND SUPPLIES

- PURCHASING MATERIALS AND SUPPLIES - The University requires that we use eVA or a departmental small purchase card to purchase materials and supplies. **Effective March 1, 2015**, JMU has contracted with The Supply Room only for purchasing office supplies and materials. We are prohibited to buy office supply type items from any other vendor. Please give your order and vendor information to Julie Love. You may send that in the form of quotes or website links. All materials and supplies must be received and paid for before *May 16, 2019*.
- REIMBURSING FACULTY FOR PURCHASES - The preferred method of any purchase is using eVA or the departmental small purchase card. Employees should not make purchases with their personal funds and request reimbursement. Please contact Julie Love to request your purchase items.
- FOOD OR CATERING ITEMS – When planning an event involving food on campus, we must use our state contract vendor, Aramark. To ensure that the food purchase is allowed, please check with Julie Love when planning your event.

- CHEMICAL SUPPLIES – If chemicals are purchased with these funds, please be sure to follow the [CHBS Laboratory/Facility Safety Guidelines](#). Some chemicals may need a barcode for tracking. All chemicals and supplies must be received and paid for before *May 16, 2019*.

- DONATING AWARD FUNDS - We are not allowed to donate state funds to another organization or individual outside of JMU. We are also prohibited from transferring state funds to internal grant accounts for the purpose of donating to a grant. It is possible to match state funds with grant funds to make a legitimate purchase. Please see Julie Love for further information about matching funds.

- UNUSED FUNDS - If you find that your award funds cannot be used as your original proposed budget indicated, please notify the Dean's Office, through Julie Love, **before May 1, 2019**. Any unused funds will stay within the Dean's budget. It is not possible to roll over these funds from one fiscal year to the next.