Research Workday Town Hall Agenda

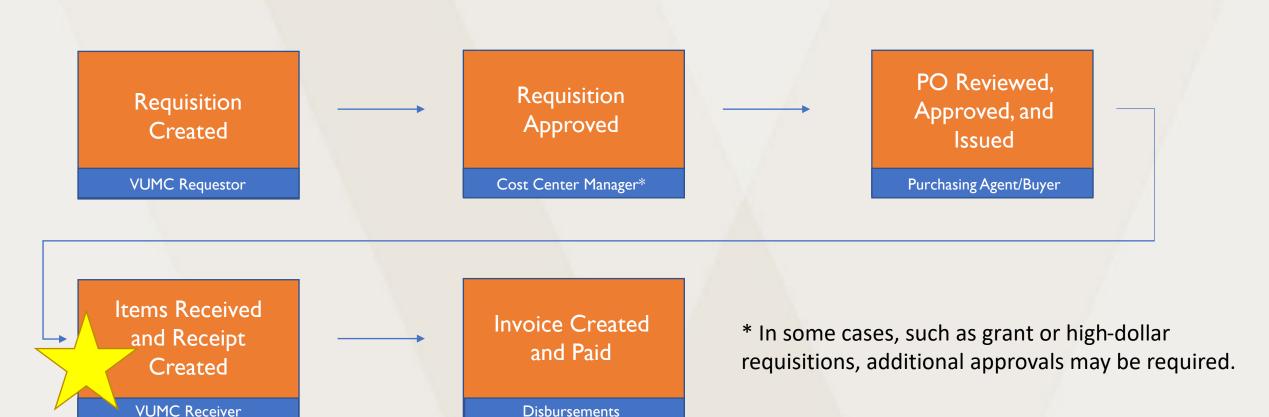
September 12th, 2024



- Welcome
- Purchase Order Process
- Effort Certification
- PCA & PAA Best Practices
- Cost Transfer Documentation
- Q&A

Purchase Order Process

Purchasing Process





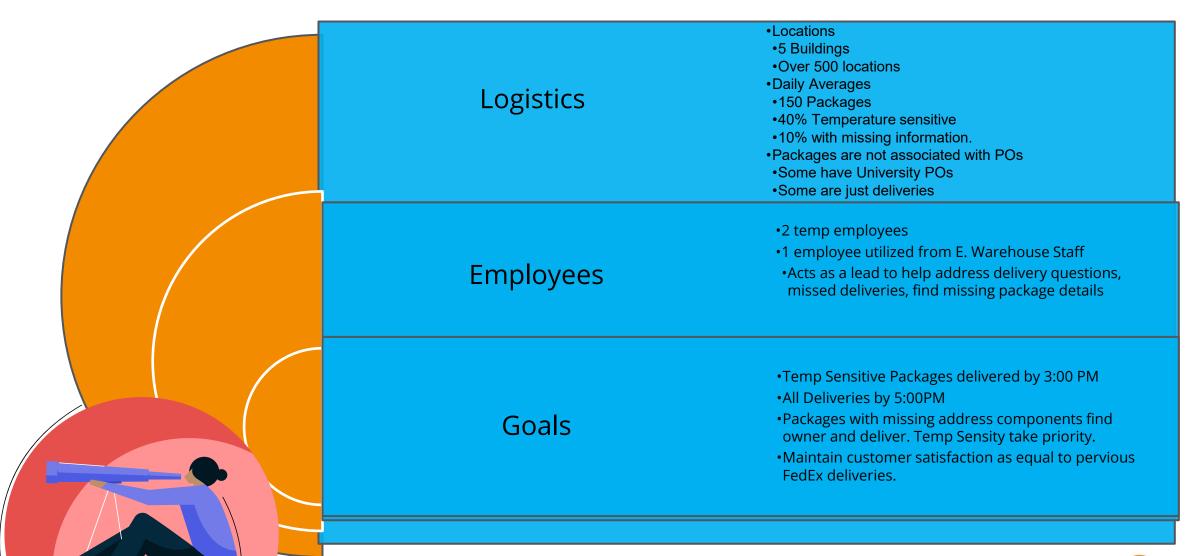
Requisition and Purchase Order Closure

	_												
Purchase Order Date	Due Date	PO Amount	Currency for Order	Requisition Type	Supplier Contract	Memo	Business Document Internal Memo	Obligation Amount	Obligation Amount Liquidated	Obligation Amount Remaining	Obligation Quantity	Obligation Quantity Liquidated	Obligation Quantity Remaining
08/28/2023		30.00	USD	Purchased Services			Downgrading from a Lynx CX400 to a Noset	30.00	0.00	30.00	1	0	1
09/11/2024		328.43	USD	Purchased Services			Office Building Supplies	18.00	0.00	18.00	2	0	2
09/11/2024		328.43	USD	Purchased Services			Office Building Supplies	18.00	0.00	18.00	2	0	2
09/11/2024		328.43	USD	Purchased Services			Office Building Supplies	16.35	0.00	16.35	1	0	1
09/11/2024		328.43	USD	Purchased Services			Office Building Supplies	138.72	0.00	138.72	4	0	4
09/11/2024		328.43	USD	Purchased Services			Office Building Supplies	80.24	0.00	80.24	2	0	2
09/11/2024		328.43	USD	Purchased Services			Office Building Supplies	57.12	0.00	57.12	1	0	1
05/16/2023		3,744.00	USD	Blanket Order				3,744.00	2,574.00	1,170.00	0	0	0

- Ensures Commitments and Obligations are Accurate
- <u>Report</u>: CR Find Purchase Orders by Organization with Balance
- Report Includes Requisition and Purchase Order Number
- Identify Open Requisitions and Purchase Orders No Longer Required
 - Reviewing Aging of Purchase Order
 - Review Remaining Obligations
 - Goods Line = Quantity
 - Service Line = Amount
 - Send Closure Request to: vumcencumbranceremoval@vumc.org
- Include the Requisition and Purchase Order Number with Request



Fedex Deliveries





DELIVERY TIMELINE

10:00AM-11:30AM

Sorting, Recording, and Staging packages. Temp Sensitive packages priority

12:00PM-3:00PM

Deliver all temp sensitive packages.

3:00PM-5:00PM

Packages with incomplete addresses attempt to find owner

Delivery Envelops, Non-Sensitive packages

FedEx arrival to dock sorts packages for Research or Clinical

Research Packages average 150 packages a day 2 mins per package

Transporting to subbasement. Review address, Record Tracking information, and staging.

2 mins per package

Delivery to each building. Finding the designated location, signature obtained.

Time given based on location, Travel time, complications receiving a signature.

5 mins per package

Continue to deliver non-temp packages.

Return to Sub
BasementConsolidate
undeliverable
package information
and attempt to find
owner.

10 Mins per package.

Deliver incomplete packages to locations

Receive FedEx
Ground packages
that were
undeliverable and
delivery to correct
person.

10 mins per package





Package Label Missing Information



Package Label: All Data Complete





Effort Certification Updates

Effort Certification Status Update

Effort Certification Reviewers – Thank you for your persistence!

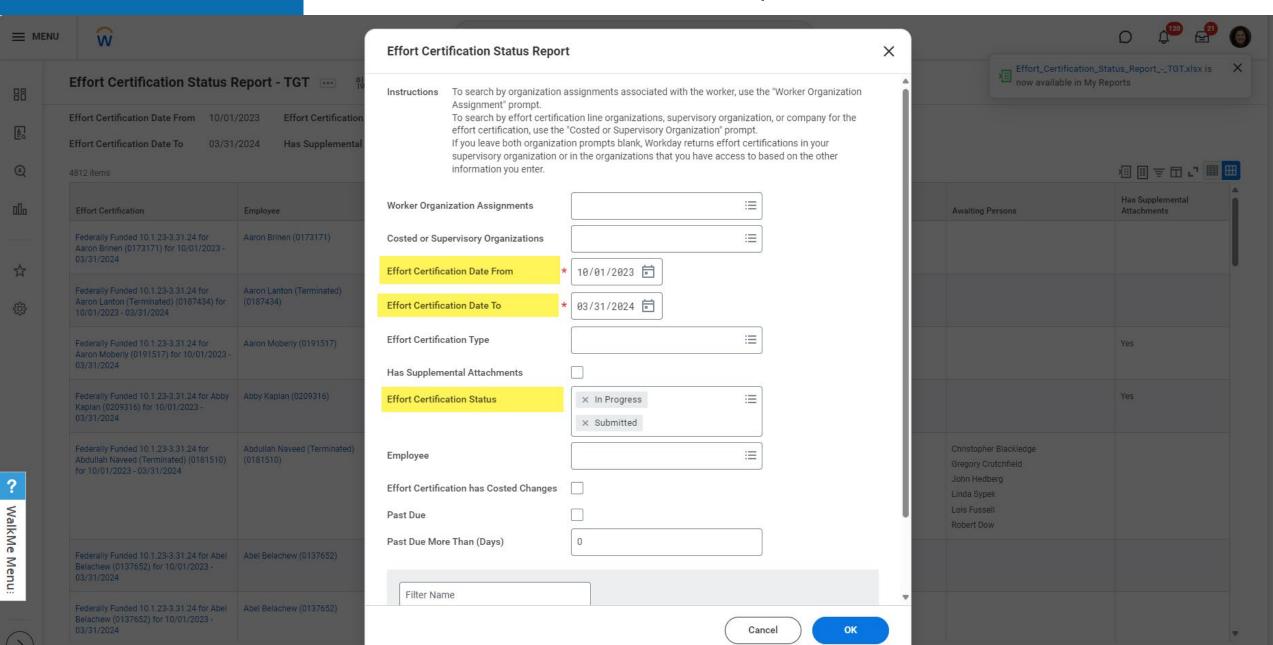
Effort Cert Status as of 9-12-24	% of Cert
CERTIFIED	94%
CURRENTLY IN WORKFLOW	4%
CANCELLED, NOT ISSUED FOR PAA	2%
Grand Total	100%

- Deadline for completion of effort certification for this period was July 31, 2024
- Please let us know how we can help you wrap this up because it is time to issue

the next Effort Certification for the period April 1 to June 30, 2024



Effort Certification Status Report – Create Filters!



Details

Effort Certification Status Report

of 50 items										½ <u>:</u> :
Effort Certification	Employee	Туре	Start Date	End Date	Status	↑ T	Due Date	Days Past Due	Has Costed	Is Effort Certification Change Multi-Company
Federally Funded for Sandra Simmons (0070944) for 03/26/2023 06/30/2023	Sandra Simmons (0070944)	Federally Funded	03/26/2023	06/30/2023	In Progress	Jamie McAdams			No	No
Federally Funded for Daniel Barry 0077343) for 03/26/2023 - 06/30/2023	Daniel Barry (0077343)	Federally Funded	03/26/2023	06/30/2023	In Progress	Jamie McAdams Myra Harris			No	No
Federally Funded for Frank Revetta 0061525) for 03/26/2023 - 06/30/2023	Frank Revetta (0061525)	Federally Funded	03/26/2023	06/30/2023	Certified	KS CostCenterManager Sara Jo Tomasek Theresa Sberna			Yes	No
Federally Funded for Tia Hughes 0089242) for 03/26/2023 - 16/30/2023	Tia Hughes (0089242)	Federally Funded	03/26/2023	06/30/2023	Submitted	KS GrantManager Sara Jo Tomasek Theresa Sberna			Yes	No
Federally Funded for Laura Reinert 0010636) for 03/26/2023 - 06/30/2023	Laura Reinert (0010636)	Federally Funded	03/26/2023	06/30/2023	In Progress	Lauren Milam			No	No
Federally Funded for Natasha Halasa 0039990) for 03/26/2023 - 06/30/2023	Natasha Halasa (0039990)	Federally Funded	03/26/2023	06/30/2023	In Progress	Natasha Halasa			No	No
Federally Funded for Shinieka Wilson Terminated) (0069511) for 13/26/2023 - 06/30/2023	Shinieka Wilson (Terminated) (0069511)	Federally Funded	03/26/2023	06/30/2023	Certified	Rachael Pompura			Yes	No
Federally Funded for Laura Dugan 0119562) for 03/26/2023 - 06/30/2023	Laura Dugan (0119562)	Federally Funded	03/26/2023	06/30/2023	Certified	Shanti Venkatraman			Yes	No

Compliance – Federal Regulations and Institutional Practices

Effort Reporting and Certification in Workday

Although it feels like everything has changed, compliance remains the same...

In accepting a federally-sponsored grant or contract, VUMC agrees to abide by certain federal rules and regulations regarding the use of the funds.

VUMC Effort Reporting and Certification Policy excerpt:

VUMC maintains systems and procedures documenting the distribution of activity to individual sponsored agreements in compliance with federal regulations as defined by 2 CFR Part 200. Any individual who performed work on a federally funded project or the project's principal investigator must certify their effort, unless in their absence, this task is reassigned to a designee who must have suitable means of verification of the distribution of effort.

Acceptance of federal funding by VUMC requires the institution to adhere to the effort reporting requirements prescribed by UG Standards for Documentation of Personnel Expenses in 2 CFR Part 200.430 (i).



Institutional practice and expectation:

Regular effort conversations on a monthly, no less than quarterly, basis for all individuals with federal funding sources.

Effort Certification Reviewer Expectations

CONGRATULATIONS and THANK YOU!

- Workday role assigned to the person in the effort certification process tasked with performing the administrative review of those employees required to certify their effort
- Responsible for <u>reviewing</u> and <u>entering changes</u>, if needed, directly to the employee's effort for the certification period prior to the certifier's review
- Must be comfortable and familiar with the regular monthly effort conversations that occur as part of our effort compliance institutional practices
- Person in the workflow that a certifier will "send back" their certification to if <u>changes</u> are necessary
- Required training will be provided for anyone in this role
- Guide on Training Hub <u>Effort Certification Reviewer Effort Admin Review QRG.pdf</u>



Effort Certification Process Next Steps

PREPARE **NOW** FOR THE NEXT EFFORT CERTIFICATION

- Review effort <u>now</u> for pay periods April 1 to June 30, 2024
- Corrections should be entered <u>now</u> as PAAs
- Do not wait until the Effort Certification is issued to review these periods
- At this time, we will continue to use the streamlined process
- Daily Office Hours will continue

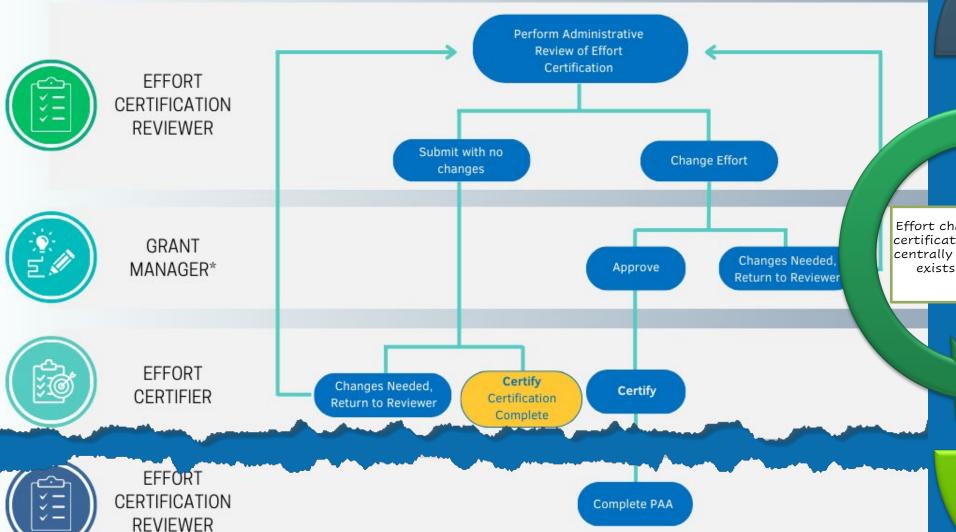


- Effort certification with changes does not auto-generate a PAA
- If you are an Effort Certification Reviewer, check the Teams Channel daily for updates!





EFFORT CERTIFICATION ROLES* AND RESPONSIBILITIES



With Streamlined Process, we recommend all PAAs be processed for the period prior to the certification being issued

Effort changes made in the certification will be entered centrally <u>IF</u> the information exists to support the changes

If sufficient documentation and adequate comments are not included, the Effort Certification Reviewer will be notified to enter the PAA in a timely manner

*These are Workday Roles, not job titles/descriptions.

__1

☐ Is effort correct for each period? → Look at the Aggregate Tab → Run the Effort Trend or Salary Effort Trend Report ☐ Is the employee's Payroll Cost Allocation (PCA) current and correct? → Please stop and look at the PCA → Run RPT144 and review the current payroll costing allocation, check the end dates. If you can't see all the GR end dates, use the Current PCA file saved in Drive. ☐ Is the person over the Salary Cap? → Run the Effort Trend - Is the effort reflected correctly with the cap for each period? → Check the worktags. Salary over the Cap should have at least two different lines – the dollars that can be charged to the award and separately the dollars that are over the cap that should include the GR, the funding source, and the salary cap worktag. ☐ If cost share (e.g. k- award), confirm correct cost share worktag and Fund 005. ☐ If Faculty, confirm not 100% on Sponsored Projects in total unless they have an exception to the 98% sponsored funding cap. ☐ If PI/Key Personnel, ensure that any "significant change" is appropriate and allowable. Submit a Request for Effort Change at https://peer.app.vumc.org/grants/forms/effort-chg for more than 25% reduction approval. ☐ Did you add effort back to an expired grant worktag? → You must include comment as to why you are adding effort back to the expired grant worktag (what makes it appropriate, are you working with OSP to extend, etc.) ☐ Terminated employees? → Will route to all PIs for person's effort. Add Comment that mentions which PI is certifying for specific awards/GRs to expedite the review process. ☐ Did you enter a comment? \rightarrow If no change – Include comment that specifies that you have reviewed and no change is necessary. Help your certifiers understand what they are receiving. → If change – You must include attachment(s) that clearly reflects what has changed and for what periods AND a comment that mentions the attachment and a brief

description of the changes with details. This information is critical for documentation

associated with the resulting Payroll Accounting Adjustment (PAA).

Administrative Review Checklist for Effort Certification

Effort Cert Reviewer

- **-Effort Certification Status Report** to find certifications in workflow.
- -Follow the Administrative Review Checklist
- -Prepare your Certifiers for what they are receiving. Share the Effort Certification for Certifiers Quick Guide and enter comments as recommended:
- ---If **no change** comment that you have reviewed and no change is needed. Help your certifiers understand what they are receiving.
- ---If **change** Include attachment that clearly reflects what has changed and for what periods and a comment that mentions the attachment with a brief description of the changes. This attachment continues on in workflow attached to the PAA.

Grant Manager

-Any required changes should have already been communicated to the Effort Certification Reviewer during the Administrative Review step.

-Look for **comments** and attachments that will guide you in understanding what changes have been made in the certification record.

-If you identify that the Effort is incorrect, please communicate the needed changes to the Effort Certification Reviewer. You will be required to "**Send Back**" to the Effort Certification Reviewer.

Administrative Review Checklist for Effort Certification

■ Is effort correct for each period? → Look at the Aggregate Tab → Run the Effort Trend or Salary Effort Trend Report ☐ Is the employee's Payroll Cost Allocation (PCA) current and correct? → Please stop and look at the PCA → Run RPT144 and review the current payroll costing allocation, check the end dates. If you can't see all the GR end dates, use the Current PCA file saved in Drive. ☐ Is the person over the Salary Cap? → Run the Effort Trend - Is the effort reflected correctly with the cap for each period? → Check the worktags. Salary over the Cap should have at least two different lines – the dollars that can be charged to the award and separately the dollars that are over the cap that should include the GR, the funding source, and the salary cap worktag. ☐ If cost share (e.g. k- award), confirm correct cost share worktag and Fund 005. ☐ If Faculty, confirm not 100% on Sponsored Projects in total unless they have an exception to the 98% sponsored funding cap.

	If PI/Key Personnel, ensure that any "significant change" is appropriate and allowable. Submit a Request for Effort Change at https://peer.app.vumc.org/grants/forms/effort-chg for more than 25% reduction approval.
	Did you add effort back to an expired grant worktag? → You must include comment as to why you are adding effort back to the expired grant worktag (what makes it appropriate, are you working with OSP to extend, etc.)
	Terminated employees? → Will route to all PIs for person's effort. Add Comment that mentions which PI is certifying for specific awards/GRs to expedite the review process.
	Did you enter a comment? If no change – Include comment that specifies that you have reviewed and no change is necessary. Help your certifiers understand what they are receiving.
\rightarrow	If change – You must include attachment(s) that clearly reflects what has changed and for what periods <u>AND</u> a comment that mentions the attachment and a brief description of the changes with details. This information is critical for documentation

associated with the resulting Payroll Accounting Adjustment (PAA).

-Look for **comments** and attachments for understanding how your effort appears in Workday.

-Effort Certification for Certifiers Quick Guide

-If your effort is not correct, reach out to your department administrator to discuss.

-You have the ability to "Send Back" your certification to your Effort Certification Reviewer in Workday for corrections.

Cert Reviewer Effort

Streamlined Effort Process

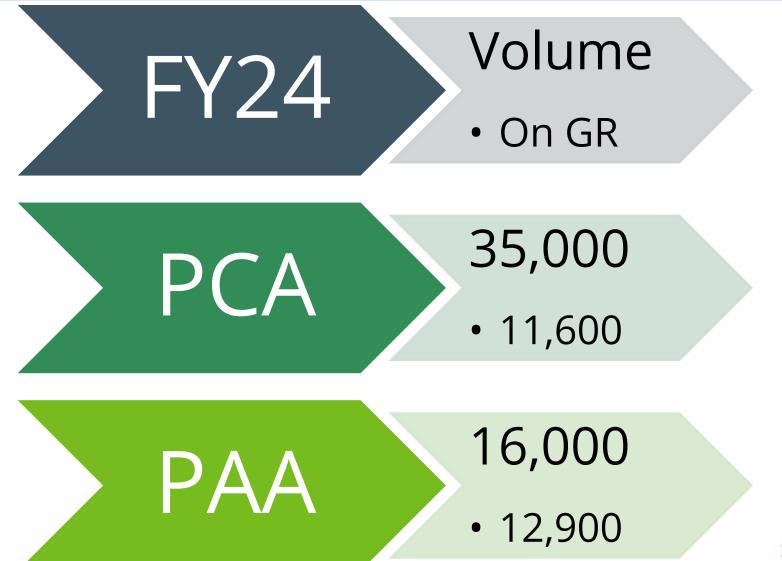
 does not create systemgenerated PAA for changes in effort certifications

If changes are entered in the effort certification, a PAA will be created centrally.

It is critically important that you have **appropriate documentation** in the effort certification record in order to complete these.

PCA & PAA Fun Facts and Best Practices

PCA & PAA Fun Facts (Interesting Unscientific View)



Institutional practice and expectation:

Regular effort conversations on a monthly, no less than quarterly, basis for all individuals with federal funding sources.

Payroll Costing Allocations and Payroll Accounting Adjustments

Responsibilities and Best Practices

If you are responsible for entering the PCA or PAA,

- you are responsible for verifying that 100% of the costing allocation is correct—no expired grants, no mismatched worktag combinations, no errors—AND
- you are responsible for including a comment of what you are doing and for attaching documentation that agrees with and supports the PCA.



Important: If you select an expired worktag, that % will charge to the employees default org assignment when payroll is processed and have to be corrected with a Payroll Accounting Adjustment.

- 5. Change any % allocations. Total must be 100%.
- 6. Double check that you have included all necessary worktags on each line. A grant must have a grant worktag, a program must have a program worktag, etc.
- 7. Include attachments and comments to clearly explain the change and to ensure it is not returned.

Important: If you are unsure about what you are changing, stop to get more information to ensure it is correct. The goal is to successfully submit the PCA the first time so that it moves through the workflow without additional delays and work for you!

8. Click Submit to send for approval workflow.



Payroll Costing Allocations (PCAs)

Best Practices

- Review Payroll Costing Allocations on at least a monthly basis:
 - Is the plan as expected?
 - Are any grants expired or expiring soon?
 - Make updates prior to the payroll deadline with enough time for the PCA to complete workflow.
 - A few days before (and again on the day of) the payroll deadline, run the report CR Fin Workflow Aging Report with the prompts below to find where your PCAs are in the workflow.
 - Reach out to those who have not yet approved and ask that they expedite review in order to meet the payroll deadline.
 - Any that are not approved by the payroll deadline will need to have a PAA to reflect the changes that were not approved in time on the PCA.



CR FIN Workflow Aging Report ENTER YOUR NAME HERE **Initiating Worker** Awaiting Persons (Workers) × Assign Costing Allocation **Business Processes** MI/DE/YY... Start Date MI/DE/YY... End Date



Prepare for the next Effort Certification – Ongoing

Effort Reporting and Certification in Workday

- On an ongoing basis, proactively communicate and update the individual's Payroll Costing Allocation when changes occur:
 - New awards begin
 - Existing awards close
 - Work increases, decreases across various awards

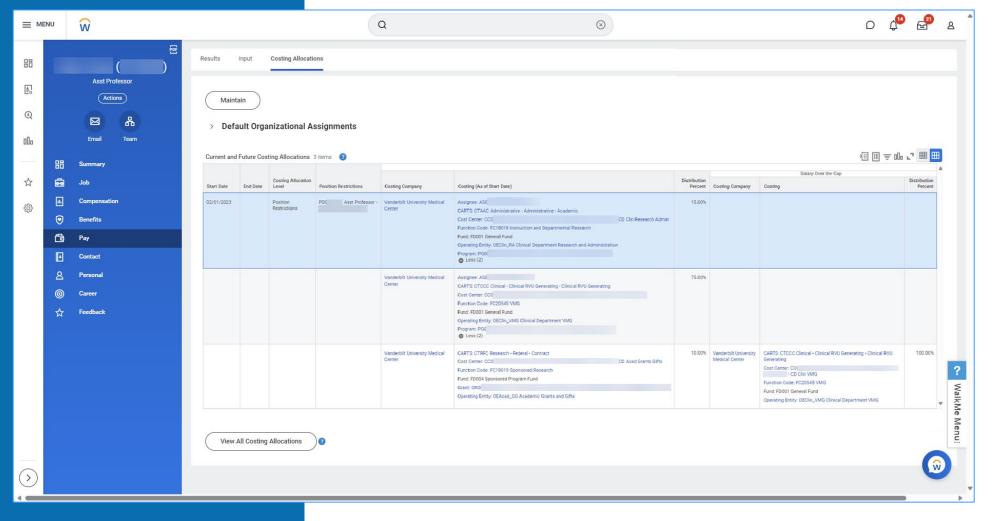
Institutional practice and expectation:

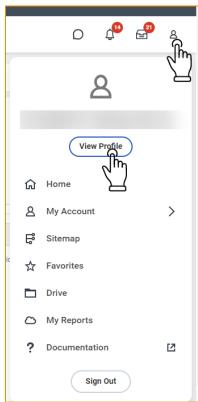
Regular effort conversations on a monthly, no less than quarterly, basis for all individuals with federal funding sources.



Payroll Costing Allocation

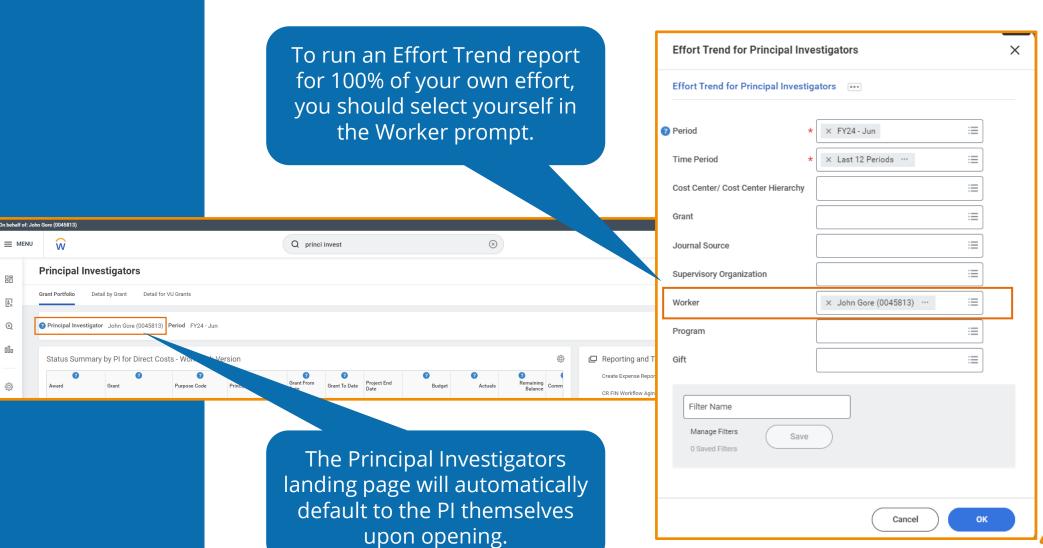
Each employee can view their own costing allocations in Workday by navigating to the **Pay** tab under their personal profile







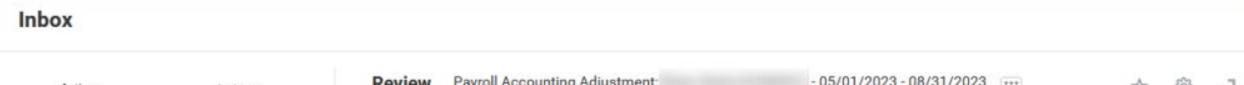
Running Effort Trends for Yourself

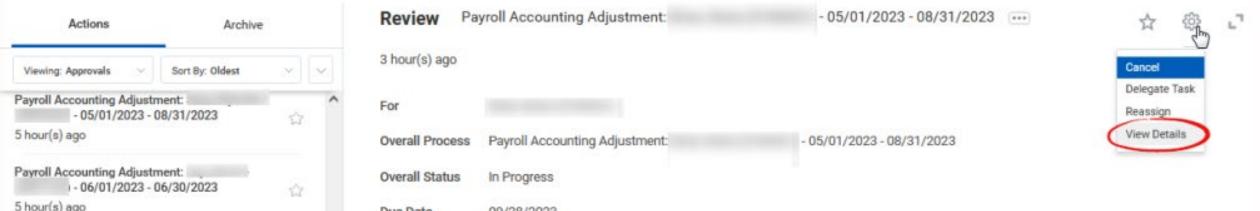


Payroll Accounting Adjustments (PAAs)

Best Practices

- When reviewing PAAs, there is an option to export to Excel
 - Why would I do this?
 - The complexity of working in the dollars-only screen for current and proposed sections without percentages can be challenging if there are more than a few lines to review.
- From the inbox, select the PAA and click on the gear (first screenshot). Select 'View Details.'





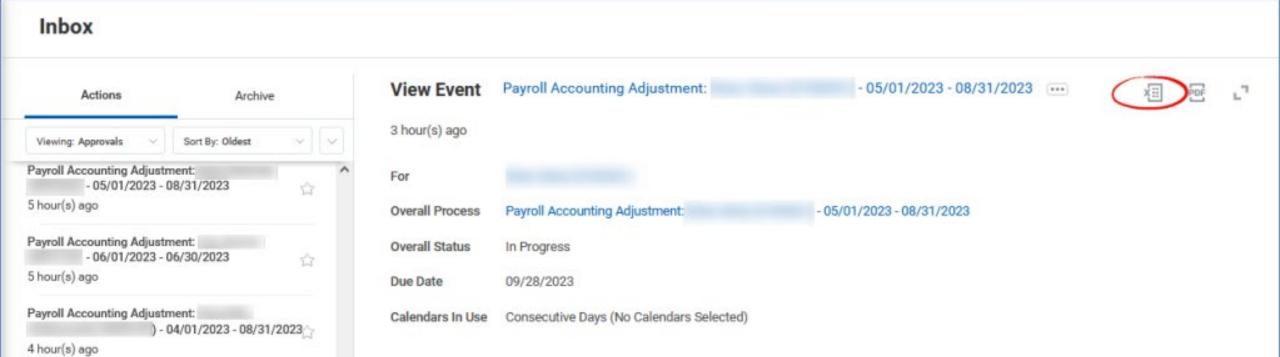
Payroll Accounting Adjustments (PAAs)

Best Practices

- While still in the inbox, the view will change, and there will be export options in the top-right corner of the event.
- Select the Excel 'export' button, and the current and proposed sections will be on the second tab of the downloaded spreadsheet.

Bonus Tip:

This functionality also exists as a 'save for later' option while users prepare a PAA and may be helpful in including calculated percentages alongside dollars in an attachment to the PAA.



Cost Transfer Documentation and Explanations for PAAs



NIH GRANTS POLICY STATEMENT

7.5 Cost Transfers, Overruns, and Accelerated and Delayed Expenditures

Cost transfers to NIH grants by recipients, consortium participants, or contractors under grants that represent corrections of clerical or bookkeeping errors should be accomplished within 90 days of when the error was discovered. The transfers must be supported by documentation that fully explains how the error occurred and a certification of the correctness of the new charge by a responsible organizational official of the recipient, consortium participant, or contractor. An explanation merely stating that the transfer was made "to correct error" or "to transfer to correct project" is not sufficient. Transfers of costs from one project to another or from one competitive segment to the next solely to cover cost overruns are not allowable.

Recipients must maintain documentation of cost transfers, pursuant to 2 CFR Part 200.337 and 45 CFR Part 75.364, and must make it available for audit or other review (see Administrative Requirements-Monitoring-Record Retention and Access). The recipient should have systems in place to detect such errors within a reasonable time frame; untimely discovery of errors could be an indication of poor internal controls. Frequent errors in recording costs may indicate the need for accounting system improvements, enhanced internal controls, or both. If such errors occur, recipients are encouraged to evaluate the need for improvements and to make whatever improvements are deemed necessary to prevent reoccurrence. NIH also may require a recipient to take corrective action by imposing additional terms and conditions on an award(s).

The GMO monitors recipient expenditure rates under individual grants within each budget period and within the overall project period. The funding that NIH provides for each budget period is based on an assessment of the effort to be performed during that period and the recipient's associated budget, including the availability of unobligated balances. Although NIH allows recipients certain flexibilities with respect to rebudgeting (see Administrative Requirements-Changes in Project and Budget), NIH expects the rate and types of expenditures to be consistent with the approved project and budget and may question or restrict expenditures that appear inconsistent with these expectations.

The GMO may review recipient cash drawdowns to determine whether they indicate any pattern of accelerated or delayed expenditures. Expenditure patterns are of particular concern because they may indicate a deficiency in the recipient's financial management system or internal controls. Accelerated or delayed expenditures may result in a recipient's inability to complete the approved project within the approved budget and period of performance. In these situations, the GMO may seek additional information from the recipient and may make any necessary and appropriate adjustments.

ât' Back to Top

Cost Transfer Justification and Support



Complete Questionnaire

'I certify that the cost transferred is an appropriate expenditure for the sponsored grant/contract charged and that the expenditure complies with the terms and restrictions governing that sponsored grant or contract.' for Payroll Accounting Adjustment:

- 10/01/2023 - 10/31/2020 - 10/31/2020 - 10/31/2020 - 10/31/2020 - 10/31/2020 - 10/31/2020 - 10/31/20

Cost Transfer Justification Please provide cost transfer justification by providing response to the questions below. When submitting this questionnaire, you are attesting to your certification that the cost transferred is an appropriate expenditure for the sponsored grant/contract charged and that the expenditure complies with the terms and restrictions governing that sponsored grant or contract. Why were these expenses originally charged to the cost center from which they are now being transferred? (Required) Why should the charge(s) be transferred to the proposed receiving project (How does the project benefit? (Required) Why are the charges allowable and allocable based upon the terms and conditions of the receiving project? (Required)

Why should the charge(s) be transferred to the proposed receiving project (How does the project benefit? (Required) Why are the charges allowable and allocable based upon the terms and conditions of the receiving project? (Required) What type of corrective action has been put into place to prevent future need for cost transfers of this type? (Required) Are you complete with all changes for this reporting period? (Required) Yes No	Why were these expenses originally charged	to the cost center from which they are now being transferred? (Required)	
Why are the charges allowable and allocable based upon the terms and conditions of the receiving project? (Required) What type of corrective action has been put into place to prevent future need for cost transfers of this type? (Required) Are you complete with all changes for this reporting period? (Required) Yes			
What type of corrective action has been put into place to prevent future need for cost transfers of this type? (Required) Are you complete with all changes for this reporting period? (Required) Yes	Why should the charge(s) be transferred to the	e proposed receiving project (How does the project benefit? (Required)	
What type of corrective action has been put into place to prevent future need for cost transfers of this type? (Required) Are you complete with all changes for this reporting period? (Required) Yes	Why are the charges allowable and allocable	based upon the terms and conditions of the receiving project? (Required)	
Are you complete with all changes for this reporting period? (Required) Yes		//	
○ Yes	What type of corrective action has been put in	nto place to prevent future need for cost transfers of this type? (Required)	
		oorting period? (Required)	

Submit Save for Later

Cancel

Cost Transfer Justification and Support

Best Practices

- Use good business communication etiquette:
 - State the facts
 - Cross-reference attachments or related documents (establishes that more information exists)
 - Not the time for blame or shame (remember, this is not a performance review or a system evaluation, this is a cost transfer)
 - If attaching an email, review the entire stream for relevance
 - Responses should be complete and not leave the reader asking who, what, when, why, or how
 - Responses should be written so that an ordinary person not familiar with the details of the project could understand the situation

Next Research Town Hall: Oct 17th

