

PAAC Meeting Notes- June 15, 2016

Announcements:

1. Training Opportunities:

Navigate: Fundamentals Course- application deadline is **July 18th, 2016**.

Requirement: Be new to research administration (zero to about 2 years of working experience in research admin). More details and application are available here:

<http://orsp.umich.edu/navigate-fundamentals-course>

Mentoring Program (RAMP↑): [Mentor and mentee applications](#) for the 3rd cohort are available and are due by **July 22, 2016**.

There will also be pilots of two new courses this fall:

Navigate: Advanced Budgeting

Navigate: Uniform Guidance

More information about these pilot courses, including how to register, will be sent out via RAPid in July

2. Medical School Tier 2 User Group Meeting:

A Tier 2 meeting was held in May. FAQ's and sample policies and procedures will be on the Web at some point this summer.

-If you are willing to share your unit procedures and guidelines for research procurement, please send them to Emily Hamilton knaggs@umich.edu

3. VMI Finance Update:

The newly created Post-Award Lead position has been posted:

http://umjobs.org/job_detail/127212/associate_director_-_post_award_res_admin

The most recent updates from the VMI team can be found here:

<http://pmo.med.umich.edu/value-margin-improvement/current-projects/finance/project-updates>

4. Benefit Recharge rate for FY2017:

After careful review, the university's executive vice presidents have approved a benefits recharge rate of 2.10 percent of payroll for Fiscal Year 2017. The rate will remain unchanged from the current fiscal year rate. The rate is analyzed and adjusted annually to ensure that we adequately meet expense obligations for the programs funded by the benefits recharge pool, such as retiree benefit programs including medical, prescription drugs, life insurance, dental and Medicare Part B premium reimbursements.

For more information about the benefits recharge distribution and the general ledger accounts subject to benefits recharge, please visit www.finops.umich.edu/reporting/brd

5. DUO to Replace MTokens:

It is likely that you will receive more unit-specific communication over the summer:

<http://its.umich.edu/two-factor-authentication>

6. New Fair Labor Standards Act (FLSA) regulations:

The U.S. Department of Labor released updated regulations that employers must follow in order to comply with the Fair Labor Standards Act (FLSA). These changes increase the number of employees eligible for overtime pay at U-M and across the country.

Eligibility for overtime pay is determined by certain tests of job duties and pay. Under the new rules, most employees must be classified as non-exempt and will be eligible for overtime pay if their annual salary is below \$47,476, up from the previous salary threshold of \$23,660 a year. The change takes effect on Dec. 1, 2016.

The impact on U-M:

Approximately 2,500 U-M employees in more than 200 job titles that are currently exempt from overtime are directly affected because they have salaries that fall below the new threshold. Additionally, employees with salaries above the threshold who are in one of the affected job classifications could be impacted if the classification is moved from exempt to nonexempt. In anticipation of the new rules, University Human Resources has been working closely with unit partners and HR leaders from all campuses to understand the effect and plan for implementation. A group of unit representatives from areas with the greatest impact is working with UHR to consider implications, data and reporting requirements, and training and communications for staff.

Extensive research is ongoing in order to make coordinated university-wide recommendations for each affected job title. Please do not make FLSA-related salary adjustments, including planned changes for post-doctoral fellows or research track faculty, until after the recommendations are approved by university executives and announced in August.

Now through July

University Human Resources is working with unit HR leaders to review the more than 200 job titles that will be affected by this change. This work will continue through July to produce a coordinated set of recommendations that ensure our compliance.

August

A set of recommendations will be made to university executive leadership for approval in August. HR representatives will then meet throughout August to discuss implementation in all units with affected staff.

September through November

Communications with affected employees will occur in early September to provide ample notice, training and support before the December 1 effective date.

For more information and Q&A, please visit <http://hr.umich.edu/2016-flsa-changes>