Personnel Activity Reports (PARs)

Keri Tweed, CPA Sponsored Program Accounting

THE PAR

PAR10105-1 11/05/2 DEPT ACCT NO: 1074500 DEPT NAME: HISTORY	007 11:04 00				ISIANA STATE U SONNEL ACTIVIT		c	AR PD 5 ERTIFICATION F ROM 07/01/2007	PAGE OR PERIOD THRU 09/30/2007	397
NAME/ID	NO	ACT(1) TYPE	LEDGER	LEO	SALARY	WORKLOAD(2) 2DISTRIBUTION	CORRECTED WORKLOAD(3) %DISTRIBUTION	COST SHARING ACCT NBR		
LAST NAME, FIRST	1 2 3 6	RRD	107-45-0000 107-45-6003 DEPT ADMIN			95.39 4.61				
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DEPARTMENTAL ADMINISTRATION CHECK LIST

___ SUPRV OR MANAG ACTIVITIES

___ ADMIN PERSNL POLICIES (INCLUDES PAR REVIEW)

___ FAC WORKLOAD ASSIGN (PREPARATION OR REVIEW)

___ PREP OR REVIEW OF BUDGET

___ PURCH & CHECK REQ (PREP OR REVIEW) __ OTHERS (SPECIFY)

___ SPACE MANAGEMENT

___ PROPERTY CONTROL

___ ADMIN DEPT BUDGETS

___ PREP CONT & GRANTS PROPOSALS

___ PREP OR REVIEW OF PAYR/PERS DOC

(1) ACTIVITY TYPES: R/REGULAR ACCOUNT #, D/DEPT ADMIN, C/COST SHARING.

(2) DERIVED FROM CURRENT PERSONNEL FORM.

(3) COMPLETE THIS COLUMN IF THERE WAS A CHANGE TO WORKLOAD DISTRIBUTION DURING THIS REPORTING PERIOD.

I OR MY SUPERVISOR HAVING FIRST-HAND KNOWLEDGE OF THE ABOVE EMPLOYEE'S/EMPLOYEES' WORK CONFIRM THAT THIS DISTRIBUTION REPRESENTS A REASONABLE APPORTIONMENT OF THE WORK PERFORMED BY THE EMPLOYEE(S) DURING THIS REPORTING PERIOD.

EMPLOYEE DATE

SUPERVISOR Supervisor DATE 11 10 2007

PLEASE RETURN COMPLETED FORM TO : PAR DESK / ACCOUNTING SERVICES 204 THOMAS BOYD HALL

COMMITTEE

A. GENL POLICY OR EXECUTIVE B. SEARCH OR PROF RANK HIRING C. CURRICULUM

- ___ D. FACULTY SENATE
- ___ E. OTHER (SPECIFY)

Importance of PARs

- Required federal regulations mandated by the Office of Management and Budget's (OMB) Circular A-21
 - Circular A-21 establishes principles for determining costs applicable to Federal grants, contracts, and other agreements with educational institutions. Accounting practices of individual colleges and universities must 1) support the accumulation of costs as required by the Circular and 2) provide adequate documentation of charges to sponsored agreements.

Importance of PARs

Confirm after the fact that employee's workload distribution and earnings that should have been paid (based on personnel forms in effect at the time the PAR is generated) reasonably represents employee's actual workload distribution

- Salary is the largest expenditure at LSU
- Document salary cost sharing

Importance of PARs

Financial Accounting and Reporting (FAR) uses PAR information when preparing the F&A rate proposal

 Budget and Planning also relies on PAR information when preparing the HERD (Higher Education Research & Development) Survey (formerly called the NSF Survey)

Who Receives a PAR?

 Graduate assistants, fiscal employees, and academic salary employees working in academic units and centers

Employees working on sponsored agreements

Classified employees do NOT receive a PAR unless working on a sponsored agreement

Who Receives a PAR?

Manual PARs must be created for classified employees who are cost sharing to a sponsored agreement

Students and contingent/transient employees do NOT receive PARs because their timesheets are an auditable method of documenting time and effort

PAR Types/Periods

Fiscal PARs

- Four fiscal PAR periods which reflect three months of salary
- > Identified as PAR periods 5, 6, 7, and 8
- > Distributed quarterly

Academic PARs

- Three academic PAR periods that each correspond with an academic semester
- Identified as PAR periods 1, 2, and 3
- Distributed after the end of each semester

PAR Types/Periods

Wage PARs

- Twelve wage PAR periods; each represents four weeks of pay, with the exception of two PAR periods that represent six weeks of pay
- Identified as PAR periods A L
- > Distributed six times a year, two at a time

PAR Due Dates FY 2012-2013

PAR Period PAR Dates	Initiation Date	Due Date
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		WAGE				
Α	01W	07/01/12 - 07/13/12	10/29/12	11/26/12		
В	02W	07/14/12 - 08/24/12	10/29/12	11/26/12		
С	03W	08/25/12 - 09/21/12	11/12/12	12/03/12		
D	04W	09/22/12 - 10/19/12	11/12/12	12/03/12		
E	05W	10/20/12 - 11/16/12	01/07/13	01/28/13		
F	06W	11/17/12 - 12/14/12	01/07/13	01/28/13		
	-					
G	07W	12/15/12 - 01/11/13	03/04/13	03/25/13		
н	W80	01/12/13 - 02/08/13	03/04/13	03/25/13		
1	09W	02/09/13 - 03/22/13	05/13/13	06/03/13		
J	10W	03/23/13 - 04/19/13	05/13/13	06/03/13		
к	11W	04/20/13 - 05/17/13	07/08/13	07/29/13		
L	12W	05/18/13 - 06/30/13	07/08/13	07/29/13		

		FISCAL		
5	01F 02F 03F	07/01 - 09/30/12	10/29/12	11/26/12
6	04F 05F 06F	10/01 - 12/31/12	01/28/13	02/25/13
7	07F 08F 09F	01/01 - 03/31/13	04/29/13	05/27/13
8	10F 11F 12F	04/01 - 06/30/13	07/29/13	08/26/13

	ACADEMIC											
1	03A- 06A	08/13 - 12/14/12	02/04/13	03/04/13								
2	07A- 11A	01/08 - 05/17/13	07/15/13	08/12/13								
3	01A- 02A	05/18 - 08/XX/13	09/30/13	10/28/13								

- Department must ensure that each person employed during the PAR period has received a PAR
- If a PAR is missing, contact the PAR Analyst at 8-1430
- Sign <u>AND</u> date in blue or black ink; should be signed by either the employee or someone with firsthand knowledge of all the employee's activities; <u>EXCEPTION</u>: GA PARs must be signed by the supervisor of <u>each</u> account shown

Document cost sharing on the PAR if employee has committed cost sharing to a project

- Department administration percentage must be documented on the Dept Admin line of the PAR
- Supervisors of separated employees must certify the PAR

- If workload distribution does not represent a reasonable apportionment (within 5% deviation) of employee's activities, a corrected personnel form must be completed; attach copy to PAR
- Once a PAR is certified, retroactive personnel forms should <u>NOT</u> be processed. On the <u>RARE</u> occasion that there is a retro form, the PAR must be recertified.

All PAR contacts should have view access to the PAR system on mainframe as well as access to the reporting tools mentioned in this presentation. Access can be requested via the "Security Access Request" link, which is under "Financial Services" on myLSU.

- Fund End Date (under the Professional Specific Data section of the HRS Header page)
 - If there is a fund end date on HRS, and that date is earlier than the last day of the PAR period, then a PAR will either not be generated or will generate with the incorrect total.
 - Salary encumbrance on ledger will be incorrect
 - Cost transfers for salaries will not be created

- A change in source of funds is required to extend or change the employee's funding once the fund end date is reached.
- There is a reporting tool available to monitor the fund end date and identify which employees require a change in source of funds. The report title is "Control Date Report" and it is under the "Personnel Reports" section of Reporting Tools.

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Mail	Blood Drive: D	onate to Help Chico Garcia!			
LOG OUT	LSU Student H	Health Center			
	Moodle Traini	ng			
Expand All Collapse All					
Personal Preferences	ACADEMIC				
Directory Information	09/08/2011	Final date for submitting to Graduate School			
Campus Community		requests for final exams (comprehensive exam, thesis/dissertation defense) for			
Computing Services		degrees to be awarded at fall	>> View More		
 Financial Services Billing Statement 		commencement	MESSAGE FROM ITS		
····· Direct Deposit	09/08/2011	Final date for submitting to Graduate School	IT ADVOCATE		
HRS		general examination results for the doctorate	LSU PS-107 Use of Computer		
LSU Foundation BENGALS		to be awarded at spring commencement	Resources		
···· Reporting Tools	10/03/2011	Fall mid-semester exams			
Kesearch Support	10/04/2011	Fall mid-semester exams			
Registration Services	10/05/2011	Fall mid-semester exams			
Student Services	10/06/2011	Fall mid-semester exams			
Test Applications	10/07/2011	Fall mid-semester exams	FEATURED SERVICES		
Site Map	10/08/2011	Fall mid-semester exams	American Opportunity Credit		
Help News	10/11/2011	Mid-semester grades due	VERIZON DISCOUNT FOR		
Feedback	10/13/2011	Fall Holiday	STUDENTS		
LSU Home	10/14/2011	Fall Holiday	GEAUX BOX		
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	Sponsored Agreements Expenditure Report	Sponsored Agreements Expenditure		
	Gifts and Private Sponsor Agreements	Gifts and Private Sponsor Agreeme		
Foundation Ledgers	LSU Foundation Summary Ledgers	Summary ledgers by account for L		
	LSU Foundation Cumulative Subsidiary Detail	Detail ledger transactions by accou		
Accounts Receivable	Exemption/Cash Award Activity Report	Exemption/Cash Award Activity for		
	Accounts Receivable Transaction Activity Report	Accounts Receivable transaction a		
Personnel Reports	Supervisory Report	Supervisory hierarchy for selected		
	Payroll Distributions by LSUID	Payroll Expenditures by LSUID.		
	Payroll Distributions by Account	Payroll Expenditures by account/or		
	Payroll Check Dump	Detail payroll voucher information.		
	Payroll Account History	Payroll account history for selected		
	Missing Requirements Report	Missing Requirements Report.		
	HRS Personnel Search	HRS Personnel Search by Account		
	Employee Verification by LSU ID or PAWS ID	Employee Search by LSU ID or PA		
	ETA Dump	Detail of overtime for wage employ		
	Control Date Report	Control Date Report.		
	Add Comp for Selected Department by FY	Add Comp for Selected Departme		
Administrative Reports	Security Function Search by Supervisee(s), Department, or College	List of user function access for req		

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EMPLOYEES WITH CONTROL DATES WITHIN SELECTED RANGE

PERSONNEL ACTION FORMS REQUIRED BEFORE SELECTED DATE

EMPL NAME	LSU ID	EMPL TYPE	DEPT	PAY BASIS	DATE TYPE	DATE
	000000000	<u> </u>	00050	75		00 Mar 40
	89XXXXXXX	Т	96358	75	FUND	29-Mar-13
	89XXXXXXX	P	36020	21	FUND	31-Mar-13
	89XXXXXXX	F	94022	22	FUND	31-Mar-13
	89XXXXXXX	L	12710	21	FUND	31-Mar-13
	89XXXXXXX	G	12710	91	FUND	2-Mar-13
	89XXXXXXX	F	11580	11	FUND	31-Mar-13
	89XXXXXXX	L	94014	21	FUND	31-Mar-13
	89XXXXXXX	F	31000	21	FUND	31-Mar-13
	89XXXXXXX	Т	96366	75	FUND	31-Mar-13
	89XXXXXXX	L	94014	21	FUND	3-Mar-13
	89XXXXXX	С	11520	31	FUND	31-Mar-13
	89XXXXXXX	Р	17010	25	FUND	31-Mar-13
	89XXXXXXX	S	95011	70	FUND	31-Mar-13
	89XXXXXXX	F	25510	18	FUND	14-Mar-13
	89XXXXXXX	Т	96366	75	FUND	31-Mar-13
	89XXXXXXX	Р	16501	21	FUND	31-Mar-13
	89XXXXXXX	Т	16705	75	FUND	1-Mar-13
	89XXXXXXX	G	12710	91	FUND	1-Mar-13
	89XXXXXX	L	94038	21	FUND	31-Mar-13
	89XXXXXXX	F	12410	21	FUND	31-Mar-13
	89XXXXXXX	Р	19274	21	FUND	4-Mar-13
	89XXXXXXX	L	90102	29	FUND	2-Mar-13

- Control Date report should be run using a 1/1/12
 3/31/13 date range to "catch up" on any employees needing a change in source of funds
- After initial "catch up," run report monthly
- Check for breaks in service. There should be no break between the current fund end date and subsequent effective date.

Tools Available for Certifying PARs with Cost Sharing

- <u>Record of Grant Establishment (RGE)</u>: cost sharing commitments are recorded on the RGE
- Cost sharing letter: A cost sharing letter is distributed to the departmental contact with the RGE and Cost Sharing Detail by Account. These documents should be reviewed by appropriate departmental personnel and the PI. The PAR Analyst should be notified if any errors are noted.

Tools Available for Certifying PARs with Cost Sharing

Cost Sharing Detail Reports on Reporting Tools:

- Salary cost sharing commitments entered on CSC screen in mainframe; CSC feeds commitments to the Cost Sharing Detail Reports on Reporting Tools
- > Two types of Detail Reports: 1.) by account number and 2.) by LSU ID
- Detail Reports show commitments as well as documented cost sharing (pulled from PAR system)

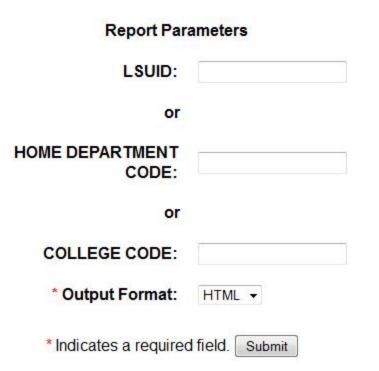
Convert - Select	REPORTING TOOLS	
REPORT CATEGORY	REPORT	DESCRIPT
Research Accounting	SPA Combined Ledger	SPA Combined Ledger.
	Outstanding PAR Report	Outstanding PAR's by Dept or College.
	Grant/Contract Account Information	Grant/Contract Account Information
	Cost Sharing Detail by LSU ID	Cost Sharing Detail by LSU ID.
	Cost Sharing Detail by Account	Cost Sharing Detail by Account.
	Cost Sharing Detail Expiration Report	Cost Sharing Detail Expiration Report.
	Accounts Receivable History for Sponsored Agreement	Accounts Receivable History for Sponsored
Research Reporting	Sponsored Programs Submitted Activity	Sponsored Programs Submitted Activity.
	Sponsored Agreements Expenditure Report	Sponsored Agreements Expenditure Report
	Gifts and Private Sponsor Agreements	Gifts and Private Sponsor Agreements.
Personnel Reports	Supervisory Report	Supervisory hierarchy for selected LSUID.
	Payroll Distributions by LSUID	Payroll Expenditures by LSUID.
	Payroll Distributions by Account	Payroll Expenditures by account/object.
	Payroll Check Dump	Detail payroll voucher information.
	Payroll Account History	Payroll account history for selected SSN/LS

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Cost Sharing Detail by LSUID



COST SHARING DETAIL

DEPT CODE	NAME	LSU ID	ACCOUNT	CS TYPE	BEGIN	EXPIRE	COST SHARE	COST	COST SHARE	PCNT	COST SHR	OBJ	PAR	FISC
			-		DATE	DATE	COMMITMENT	SHR PCNT	RECORDED	DOCUMENTED	ACCOUNT		PD	YEAR
					-	-	AMOUNT	COMMITTED	-	-	-			-
							-	-						
94026	Doe, John	89XXXXXXX	9402651XX	S	14-Jul-2006	14-Jul-2011	2,598.00	0.00						
		89XXXXXXX		S	14-Jul-2006	14-Jul-2011			316.29	2.00	940260100	1110	5	2007
		89XXXXXXX		S	14-Jul-2006	14-Jul-2011			316.29	2.00	940260100	1110	6	2007
		89XXXXXXX		S	14-Jul-2006	14-Jul-2011			316.29	2.00	940260100	1110	7	2007
		89XXXXXXX		S	14-Jul-2006	14-Jul-2011			318.04	2.00	940260100	1110	8	2007
		89XXXXXXX		S	14-Jul-2006	14-Jul-2011			343.77	2.00	940260100	1110	5	2008
		89XXXXXXX		S	14-Jul-2006	14-Jul-2011			343.77	2.00	940260100	1110	6	2008
		89XXXXXXX		S	14-Jul-2006	14-Jul-2011			343.77	2.00	940260100	1110	7	2008
		89XXXXXXX		S	14-Jul-2006	14-Jul-2011			343.77	2.00	940260100	1110	8	2008
		89XXXXXXX		S	14-Jul-2006	14-Jul-2011			361.25	2.00	940260100	1110	6	2009
							2,598.00		3,003.24					
		89XXXXXXX	9402651XX	S	15-May-2008	14-May-2011	0	18.00						
		89XXXXXXX		S	15-May-2008	14-May-2011			1,546.99	9.00	940260100	1110	8	2008
		89XXXXXXX		S	15-May-2008	14-May-2011			6,502.41	36.00	940260100	1110	6	2009
		89XXXXXXX		S	15-May-2008	14-May-2011			3,251.21	18.00	940260100	1110	7	2009
		89XXXXXXX		S	15-May-2008	14-May-2011			3,251.21	18.00	940260100	1110	8	2009
		89XXXXXXX		S	15-May-2008	14-May-2011			3,525.26	18.00	940260100	1110	5	2010
		89XXXXXXX		S	15-May-2008	14-May-2011			3,525.26	18.00	940260100	1110	6	2010
		89XXXXXXX		S	15-May-2008	14-May-2011			3,525.26	18.00	940260100	1110	7	2010
		89XXXXXXX		S	15-May-2008	14-May-2011			3,525.26	18.00	940260100	1110	8	2010
		89XXXXXXX		S	15-May-2008	14-May-2011			7,050.51	36.00	940260100	1110	6	2011
		89XXXXXXX		S	15-May-2008	14-May-2011			3,525.26	18.00	940260100	1110	7	2011
		89XXXXXXX		S	15-May-2008	14-May-2011			1,762.63	9.00	940260100	1110	8	2011
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Cost Sharing Type Key

Cost Sharing Type Key									
Α	F&A	Ν	Non-Salary						
В	Fringe Benefits	O Other Agreement							
F	Foundation	S	Salaries						
G	GA FB	т	Tuition Remission						
I	In Kind	U	Unrecovered F&A						
К	SUBCONTRACT	Ζ	OTHER						

LSU	REPORTING TOOLS	
REPORT CATEGORY	REPORT	DESCRIP
Research Accounting	SPA Combined Ledger	SPA Combined Ledger.
	Outstanding PAR Report	Outstanding PAR's by Dept or College.
	Grant/Contract Account Information	Grant/Contract Account Information
	Cost Sharing Detail by LSU ID	Cost Sharing Detail by LSU ID.
	Cost Sharing Detail by Account	Cost Sharing Detail by Account.
	Cost Sharing Detail Expiration Report	Cost Sharing Detail Expiration Report.
	Accounts Receivable History for Sponsored Agreement	Accounts Receivable History for Sponsored
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	Payroll Check Dump	Detail payroll voucher information.
	Payroll Account History	Payroll account history for selected SSN/LS

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Cost Sharing Detail by Account

Report Parameters

*Enter one of the following:

ACCOUNT:	
DEPT:	
CAMPUS:	
*COST SHARE TYPE:	S- SALARIES -
* Output Format:	HTML -
* Indicates a requ	uired field. Submit

COST SHARING DETAIL

BY SPONSORED AGREEMENT

	C S	BEGIN	EXPIRE			COST SHARE			PCNT	COST SHR		PAR	FISC
ACCOUNT	ТҮР	DATE	DATE	EMPL NAME	L SU ID	COMMITMENT	COST	COST SHARE	DOCUMENTED	ACCOUNT	OBJ	PD	YEAR
						AMOUNT	SHR PCNT	RECORDED					
							COMMITTED						
1671851XX	S	1-Feb-10	31-Jan-12	Doe, John	89XXXXXXX	9,750.00	0						
	S	1-Feb-10	31-Jan-12					5,187.63	25	167050100	1110	8	2010
	S	1-Feb-10	31-Jan-12					4584.06	13.5	167050100	1110	1	2011
						9,750.00		9,771.69					

Quick Tips for Certifying PARs with Cost Sharing

- Departmental personnel should use the tools available to identify cost sharing commitments
- Must cost share from like functions
 - Example: If the sponsored project is research ("1" in the seventh digit of the account number), then the cost sharing must come from 0100 funds.

New Procedures for Ensuring LSU's Compliance with A-21 & University Policies

- Step 1: PARs are distributed and should be certified and returned to SPA by the due date.
- Step 2: After the PAR due date has passed, the PAR Analyst will initiate an email to all departmental PAR contacts who have outstanding PARs.
 - email will reference the "Outstanding PAR" report on Reporting Tools
 - > email will specify a due date for submitting the PARs
 - > SPA Manager over PARs will be copied

New Procedures for Ensuring LSU's Compliance with A-21 & University Policies

- Step 3: After the due date specified in step 2 has passed, the SPA Manger will initiate a second email to all departmental PAR contacts who still have outstanding PARs.
 - email will reference the "Outstanding PAR" report on Reporting Tools
 - > email will specify a due date for submitting the PARs
 - > SPA Director and Department Head will be copied

New Procedures for Ensuring LSU's Compliance with A-21 & University Policies

- Step 4: After the due date specified in step 3 has passed, the SPA Director will initiate a third email to all departmental PAR contacts who still have outstanding PARs.
 - email will reference the "Outstanding PAR" report on Reporting Tools
 - > email will specify a due date for submitting the PARs
 - Department Head, Dean, and Associate Vice
 Chancellor for Accounting and Financial Services will be copied

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LSU	REPORTING TOOLS				
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LOUISIANA STATE UNIVERSITY SPONSORED PROGRAMS OUTSTANDING PARS FOR 127 FY 2013

DEPT	PAR PERIOD	LSUID	NAME	PAGE NO.	TYPE
12701	1	89XXXXXXX		1493	Р
12701	1	89XXXXXXX		1494	Р
12701	1	89XXXXXXX		1495	Р
12701	5	89XXXXXXX		904	Р
12701	6	89XXXXXXX		845	Р
12701	6	89XXXXXXX		843	Р
12701	6	89XXXXXXX		846	Р
12705	1	89XXXXXXX		1497	Р
12705	1	89XXXXXXX		1496	Р
12705	5	89XXXXXXX		914	Р
12705	5	89XXXXXXX		913	Р
12705	6	89XXXXXXX		849	Р
12705	6	89XXXXXXX		850	Р
12705	6	89XXXXXXX		848	Р
12710	1	89XXXXXXX		1513	Р
12710	1	89XXXXXXX		1511	Р
12710	1	89XXXXXXX		1504	Р
12710	1	89XXXXXXX		1500	Р
12710	1	89XXXXXXX		1506	Р
12710	1	89XXXXXXX		1514	Р
12710	1	89XXXXXXX		1503	Р

Training

Training is available. Go to the "HRM Training Programs" link under "Employee Resources" on myLSU to sign up for Personnel Activity Reports (PAR).