



MANAGEMENT FACULTY HANDBOOK

**Management Department
Wharton School
University of Pennsylvania
2000 Steinberg-Dietrich Hall
Philadelphia, PA 19104-6370**

Phone: 215.898.7722

Fax: 215.898.0401

Website: www.management.wharton.upenn.edu

Introduction and Contents

This handbook has been designed to assist the faculty in the Management Department in getting things done. It will help faculty determine what services the staff provides and what items the Department furnishes, how and from whom to get them. This handbook also outlines specific procedures that affect faculty on a continuing basis broadly in the areas of finance, course administration, faculty affairs, and IT. The handbook's function is to provide a quick reference to most of the commonly asked questions; however, if you don't find the answer to your question here, **Just Ask!** There are exceptions to every rule. The most important contribution of this handbook is to give faculty a basic understanding of our procedures and who to talk to about it. Procedures that are effective are procedures that change. Therefore, over time some of these procedures will be updated. Feedback is vital. Consult first with the Department's Manager, Linda Pierson, with comments and concerns. Please keep this handbook within reach, this handbook is also available online under the Department Information tab.

The handbook is set up in the following manner:

- A listing of Department staff and contact information:
 - Contact Information
 - Staff Organization Chart
 - Staff Directory
 - Index of Staff Services

- A listing of Department procedures according to the following areas:
 - General Operations
 - New Grant Submission Process
 - Course Scheduling & Teaching Policies / Guidelines
 - Higher Level Approval
 - DARTS: General Guidelines
 - DARTS: Purchases and Non-Travel Reimbursement Policies
 - Reimbursements: Request for Payment Policy
 - Travel & Entertainment Reimbursement Policy
 - Wharton Student-Faculty Meals Program
 - Hiring Students, TA's, RA's, Graders
 - Space Policy
 - Visiting Doctoral Students

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Contact Information

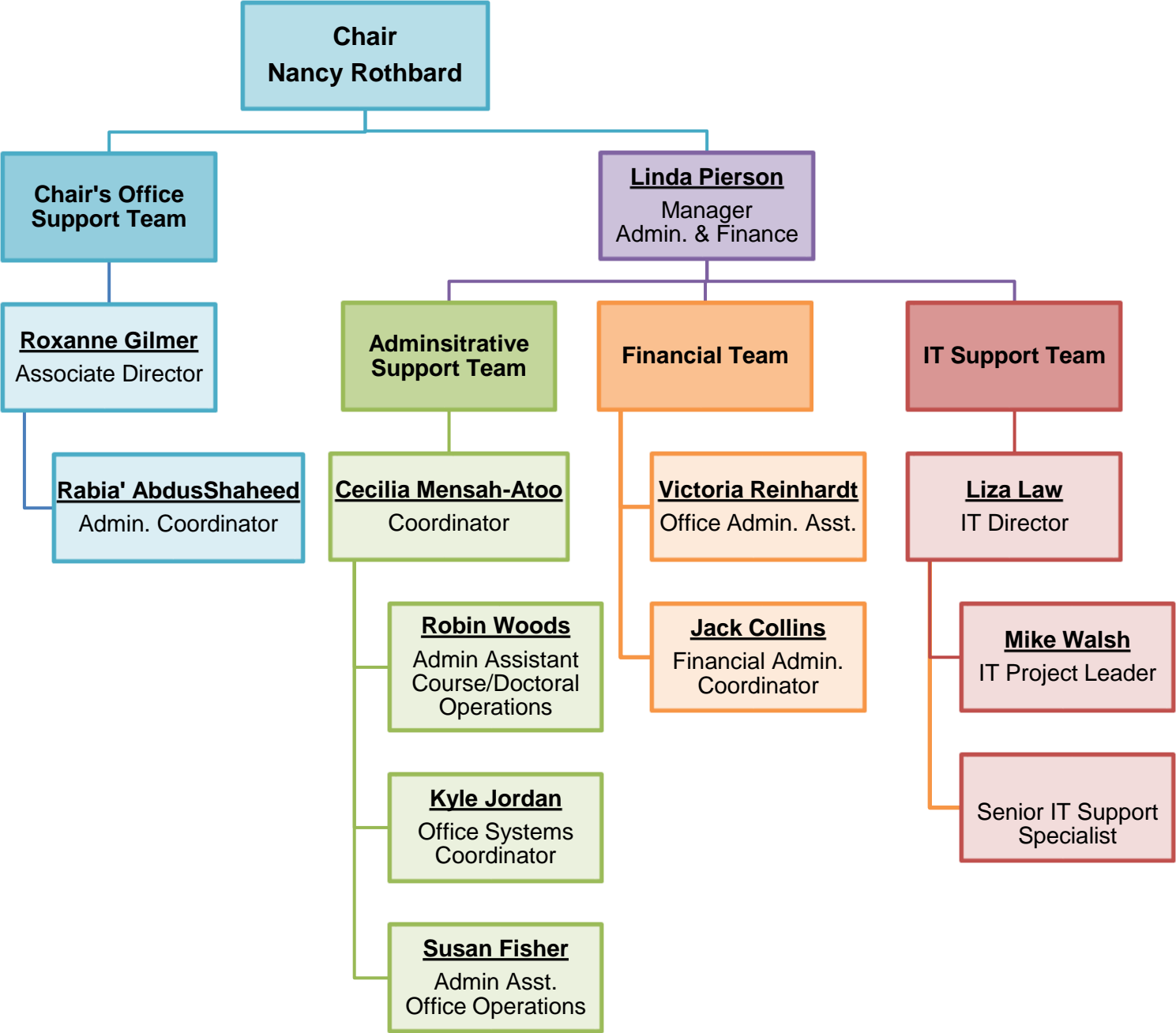
Emails

Administrative Helpdesk	MGMT-Support@wharton.upenn.edu
Course Requests	MGMT-course-helpdesk@wharton.upenn.edu MGMT-courseinfo@wharton.upenn.edu
Front Desk	MGMT-frontdesk@wharton.upenn.edu
Management Conference Room	MGMT-ConferenceRooms@wharton.upenn.edu
IT Help Desk	MGMT-helpdesk@wharton.upenn.edu
Grader Requests	MGMT-grades@wharton.upenn.edu
Payroll Requests / Student Time Approvals	MGMT-payroll@wharton.upenn.edu
Management Travel	MGMT-travel@wharton.upenn.edu

Important Telephone Numbers

University Public Safety	511 (on-campus telephone)
University Public Safety	(215) 573-3333 (Police)
Division of Public Safety Main Number	(215) 898-7297
SH-DH Security	(215) 573-0627
Wharton Security	(215) 898-2300
School Closings / Weather Emergencies	(215) 898-MELT (6358)
Penn Shuttle	(215) 898-RIDE (7433)
Penn Escort Service	(215) 898-WALK (9255)
Division of Public Safety Special Services	(215) 898-4481

Management Department Staff Organizational Chart



Staff Directory

RABI'A ABDUSSHAHEED

*Administrative Coordinator to
the Chair*

abdusshr@wharton.upenn.edu

(215) 898-7724
3210 SH-DH

JACK COLLINS

*Financial Administrative
Coordinator*

johnfc@wharton.upenn.edu

(215) 573-5545
2102 SH-DH

SUSAN FISHER

*Administrative Assistant
Office Operations*

susanf3@wharton.upenn.edu

(215) 898-7722
2000 SH-DH

ROXANNE GILMER

Associate Director

gilmer@wharton.upenn.edu

(215) 898-9355
3212 SH-DH

KYLE JORDAN

Office Systems Coordinator

kylej@wharton.upenn.edu

(215) 746-6669
2043 SH-DH

LIZA LAW

IT Project Leader

lizal@wharton.upenn.edu

(215) 573-0241
2009 SH-DH

CECILIA MENSAH-ATOO

*Coordinator
Office Operations*

atoo@wharton.upenn.edu

(215) 898-5449
2047 SH-DH

LINDA PIERSON

*Manager, Administration, &
Finance*

pierson@wharton.upenn.edu

(215) 898-1071
2104 SH-DH

VICTORIA REINHARDT

*Office Administrative
Assistant*

reinharv@wharton.upenn.edu

(215) 746-8635
2101 SH-DH

MIKE WALSH

Senior Systems Administrator

mikew@wharton.upenn.edu

(215) 573-4124
2011 SH-DH

ROBIN WOODS

*Administrative Assistant
Course/Doctoral Operations*

woods@wharton.upenn.edu

(215) 898-7971
2045 SH-DH

Index of Staff Services

MANAGER

Linda Pierson

- Administrative Policy Issues
- Payroll Approvals
- Accounts Payable Transactions
- Budgetary / Financial Policy Issues
- Grants Administration (Initiation/Preparation)
- Staffing / Administrative Issues
- Facilities Operations

ADMINISTRATIVE

Administrative HelpDesk / Kyle Jordan

- Copying
- Faxing
- Filing / Office Organization
- Scanning
- Course Materials
- Campus pickups/deliveries
- Administrative Helpdesk

Susan Fisher

- Contact Information
- Facilities Issues
- Housekeeping Issue
- Mail Delivery / Labels
- Keys
- Room Scheduling (Conference Rooms)
- Security Issues
- Supplies (Inventory)
Note: See Victoria Reinhardt for Ordering
- Telephone Issues

Cecilia Mensah-Ato

- Administrative HelpDesk / Operations Policy Issues
- Websites
- Letters of Recommendation
- Mail Merges
- Proofreading/editing documents

Robin Woods

- Course Operations
- Doctoral Program Operations
- Graders
- Grades / Change of Grade
- Room Scheduling (Classrooms)
- Syllabi

CHAIR'S OFFICE

Roxanne Gilmer

- Appointments / Reappointments
- J1, H1B and Permanent Residence Filings
- Leaves of Absence/FMLA
- Office Space
- Promotions
- Reductions in Duty
- Resignations
- Retirements/FIAPs
- Tenure Clock Extensions

Rabia'AbusShaheed

- Recruitment (Faculty)
- Seminars
- Receptions/Social Events

FINANCIAL

Victoria Reinhardt

- Business Cards (Department Covers Initial Supply)
- Department NotePad (Department Covers Initial Supply Only) & Stationery
- DARTS
- Memberships & Subscriptions
- Purchasing
- Reimbursements
- Supplies (Ordering)
- Travel Reimbursements

Jack Collins

- Payroll
- Grants Administration (Post Set-Up Maintenance)
- Work Study Program

IT

IT Help Desk

- Computing Issues
- E-mail Issues

General Operations

Emergency Closing (University)

In the event of the University closing due to inclement weather, please call (215) 898-MELT (6358) for information.

Facilities/Housekeeping Requests

Susan Fisher handles all requests to Facilities and/or Housekeeping (concerning replacement of lights, cleaning, etc.).

Faculty Schedules

Faculty should inform Susan Fisher of their office hours each semester, and also when they are going to be out of town stating, how long they will be out, the date of their return, and whether they want their mail to be put in their office while they are away.

Penn I.D. Cards

Your I.D. card must be in your possession when on campus, especially important if on campus when university is closed. Robin Woods provides information on obtaining temporary University I.D. cards for approved visiting scholars.

Keys

All keys for the Department are maintained by Susan Fisher. Each key is tagged, and a computerized log of corresponding door entries is maintained. Faculty are given one key to their individual door, along with one suite key. There is a \$10.00 fee for lost keys. Keys are cut on Tuesdays and Thursdays only. Students requesting a key to a faculty member's office must have a written note from the faculty member. A \$10.00 deposit must be collected; it is refunded upon return of the key. No RAs or work-study students will be given suite keys due to security issues and the high incidence among these students losing keys.

Mail Delivery

Mail deliveries and distributions are 9:45 am and 1:30 pm daily. Any mail after these deliveries will go out the next morning. Faculty should not take mail to the mailroom as a preprinted Management authorization form must accompany all mail to be processed. Susan Fisher signs for all packages (including UPS and FedEx) and other deliveries received for faculty.

Photocopying

The photocopiers can be accessed by entering your personal authorization code at the copier. Please logout after each session so that your account is not charged by those using the copier after you.

Photocopying Requests

Photocopying requests should be submitted to Course Helpdesk email: mgmt.-course-helpdesk@wharton.upenn.edu or in the "Copying Requests" bin at the Administrative Helpdesk area; faculty should complete the Photocopying Request form. It is important to complete this form in its entirety, especially noting all dates and deadlines. Note that it is illegal to copy books in their entirety. See Victoria Reinhardt for purchasing books.

Office Furniture

Replacement or additional office furniture must be requested through Victoria Reinhardt. Wharton School policy determines what the Department or faculty will fund.

Telephone Concerns/Requests

All telephone questions (e.g., line changes, set problems, etc.) should be addressed to Susan Fisher.

UPS/Federal Express

UPS/FedEx materials may be picked up in the supply closet and forms can be obtained from Susan Fisher, Cecilia Atoo, or Kyle Jordan.

Conference Room Reservations

2039 (Bowman Room), 2034, 2064, 2065

- Please reserve via email only: susanf3@wharton.upenn.edu
or MGMT-conferencerooms@wharton.upenn.edu
- Indicate if you need one of the larger conference rooms or a smaller glass one. In addition to date, please include beginning and end time. Kindly vacate at your specified end time.
- In order to accommodate everyone, please remember to cancel your room reservation immediately if the room is no longer needed or if there is a request for a time change by contacting: MGMT-conferencerooms@wharton.upenn.edu
- Catering orders placed by the Management Department must be canceled at least 24-48 hours in advance so that the caterer may be contacted.
- Reservations that include serving food should indicate a designated person to clean up so that the room is intact for the next occupant. Appropriate trash receptacles are available inside and outside of each conference room.

New Grant Submission Process

The Office of Research Services required that all grant proposals be submitted through a mandatory Penn Electronic Research Administration – PennERA. Consequently, when planning to submit any grant proposals please include Linda Pierson in the process before anything is submitted to the sponsor.

To learn more about the process, reference materials are available on the PennERA web site and can be accessed from the left toolbar on the main PennERA page at www.pennera.upenn.edu.

Approval Process

The approval process set up in PennERA is similar to the paper submission, with a slight accommodation for Department Chairs. The points along the approval process follow:

- The BA will upload your completed a proposal into the PennERA system, and certify its accuracy and completeness. The proposal will automatically be forwarded to you the PI.
- The PI will review and certify that all related significant financial interests have been disclosed, and “Participation Agreements” have been signed by all personnel proposed to work on the project.
- The Department Chair will review and approve the project signifying that he/she attests to the academic purposes of the proposed project; its department compatibility; and appropriateness in terms of budget, space, equipment and availability of personnel. The accommodation is that chairs will not need to approve the request online. The PennERA system will notify chairs that the request is in process. This notification will include a link into the PennERA system. Chairs can access the information that way, or ask that a printed copy be given to them for their review. After they have reviewed the information, they should send an email to the BA noting their approval. That email giving approval should be forwarded to the Controller.
- Upon receipt of the department Chair’s approval, the Controller will review and certify on the proposal and forward to ORS.

All proposals must be received by the office of research and services for review at least seven business days prior to the application deadline.

Course Scheduling & Teaching Policies and Guidelines

The School has mandated that Wharton departments develop a policy to govern the protocol for faculty members' usage of accrued teaching credit overloads. Here is the Management Department's policy as approved by the Dean's office:

- Effective FY 2008 (Fall 2007 - Spring 2008) no faculty member will be financially compensated for a teaching overload. Requests for exceptions due to highly unusual circumstances may be submitted to the Dean's office with the approval of the Department Chair.
- The use of overloads to reduce your teaching schedule must be pre-approved by your area coordinator, academic coordinator, and department Chair by December 1st of the preceding year (e.g. the use of a course overload to reduce teaching load in Fall 2018 or Spring 2019 must be approved by December 1, 2017).

Higher Level Approval

Concor Travel & Entertainment Reimbursements

Wharton's Policy for the new higher level approval on Concor Travel & Entertainment reimbursements thresholds are as follows:

- Faculty: \$500 and above needs higher level approval
- Staff: All T & E reimbursements need higher level approval
- PhD's: All T & E reimbursements need higher level
- Recruiting: \$500 and above needs higher level approval
- Seminar Speakers: \$500 and above needs higher level approval
- Guest Lecturers: \$500 and above needs higher level approval

Faculty Higher Level Approver: Nancy Rothbard

PhD and Staff Higher Level Approver: Linda Pierson

DARTS

General Guidelines

Details

- DARTS (Department Allotment for Research and Teaching Support) is the Chair-approved departmental funding to faculty (without endowed chair research funding) in support of teaching and research related activities. The amount is pending the availability of budget funding. The current allotment is \$17,500, this notes an increase of \$4,000 for FY 18.
- DARTS is funded on the *fiscal year* July 1 through June 30.
- Expenditures must conform to University guidelines and may not be for personal use (including personal software/hardware or audio/visual equipment). University audit sales require that all purchases of this type must be processed through the University; purchases made with personal funds will not be reimbursed.
- All purchases and reimbursements must have a detailed business purpose. Please include course numbers, project/research titles, conference names, etc. when applicable.
- Effective July 1, 2009 (FY 10) DARTS will carry forward up to two times your annual DARTS budget. The starting value of your DARTS account (at the beginning of a fiscal year) cannot be larger than 3 times your annual amount; in this example it could never be larger than \$44,500.
- All purchase requests should be made by mid-April in order to ensure that there is sufficient time for processing (and allowing time for back orders, re-ordering, etc.).
- No portion of DARTS should be directed towards compensation of a faculty member.

Staff Support

- Linda Pierson oversees all budgetary/financial, A/P and DARTS activities for the Department and Centers. Linda approves each transaction.
- Victoria Reinhardt processes all purchases, reimbursements, supply orders, long distance phone/fax charges, voice mail charges, and monthly copy usage charges. These charges are incorporated in your DARTS reports, which are available online or on demand.

Allowable Purchases / Reimbursement from DARTS

- Academic Books Orders (i.e. through Amazon.com)
- Academic Regalia
- Bookstore Purchases
- Business Travel
- Business Meals (with non-Penn faculty)
- Computer Connection Purchases
- Computer Equipment, Software, & Supplies
- Conference Fees
- Graders, Research Assistants (RAs), Teaching Assistants (TAs), and Student Workers
- Inviting speakers to present papers at Penn seminars
- Journal Submissions
- Mail and UPS
- Memberships
- Phone Charges (Department Office and Cell Phone)
- Photocopying
- Subscriptions
- Supplies
- Work Study Students

More information on allowable purchasing can be found in the **Reimbursement** and **Purchasing** sections.

Faculty Payroll Concerns/Requests

Faculty payroll concerns are managed by Linda Pierson. Please inform Linda of additional funding expected (e.g., summer research). Address changes affecting W-4 forms should be made online at U@Penn (www.upenn.edu/u@penn). All payments for services rendered must be made through payroll unless the individual or company is a licensed contractor.

Invoices (Direct Payment is the University Preferred Way of Purchase)

Some items and/or activities can be paid by invoice. Invoices should be forwarded, along with all memos, letters, and other related materials to Victoria Reinhardt. Payment will be made within ten days. Examples of expenses that may be paid in this manner include:

- Books
- Expenditures authorized in advance by the Comptroller
- Allowable Profession Memberships
- Minor repairs to equipment (less than \$100)
- Official entertainment
- Registration fees
- Reprints
- Subscriptions to publications
- Miscellaneous emergency supplies (less than \$50)

In compliance with University policy membership fees will not be reimbursed if paid with personal funds. Please do not make any purchases/payments without-thorough knowledge of University reimbursement policy.

Research Funding Awarded By Another Department or Center

Funds may be awarded as expenses or salary. Funds may be managed by the awarding department/center or transferred to the Management Department. If a transfer is in order, the funding amount and source must be documented in writing and a copy must be forwarded to the financial staff in the department who will coordinate the transfer. If awarded as salary, please note that full-time employees will incur employee benefit deduction. Linda is happy to discuss this with you.

Summer Funding

According to terms of offer letter, faculty may receive summer funding for research support.

Tax Exempt Status

The University of Pennsylvania is a (sales) tax exempt institution. It does not pay sales tax on any purchases other than alcohol and meals. When necessary (rarely), a tax exempt certificate will be supplied by the Purchasing Department. To obtain one, a call must be placed one or two days in advance, and the name of the vendor, item ordered, and Department order form must be provided.

Special note: Nancy Rothbard approves compensation “additional pay” outside the Department.

DARTS:

Purchases and Non-Travel Reimbursements

All purchases and reimbursements will be deducted from your DARTS account, unless you specifically ask for the amount to be taken out of another funding source.

Purchase request should be made through Victoria Reinhardt. Individual purchases will be reimbursed, but original receipts and business purposes must be provided - **you will not be reimbursed for tax.**

Any equipment (i.e. computers, printers, cell phones, calculators, etc.) purchased through the University regardless of funding source is University property.

Academic Book Purchases

To order a book, you can submit the website address (and/or order form) to Victoria Reinhardt. Please include a detailed business purpose in the email.

Business Cards, Department Letterhead, Personalized Notepads

Any item bearing the Wharton logo and used for official purposes must be approved. Standards of appearance are strictly followed.

Victoria Reinhardt places all orders for business cards and personalized note pads. Samples may be viewed before ordering, and proofs must be signed off before final printing. The department will supply the first order of business cards and personalized notepads to new standing faculty (associated or temporary faculty are not authorized for business cards). More supplies can be purchased using DARTS. Individualized letterhead is funded by your DARTS.

Computer Equipment, Software, and Supplies

New faculty receive their initial system and software from the department. All other purchases are charged to your DARTS. The University must be the purchasing agent. Personal funds will not be reimbursed. Any equipment purchased (i.e. computers, printers, cell phones, calculators, etc.) through the University, regardless of funding source, is University property. This property cannot be retained by you if you leave the University.

Mail and UPS

Mail and UPS expenses will be charged to your account. DARTS accounts are not charged for any first class mail, including bulk mailings. University postal services cannot be used for personal mailings.

Memberships, Conference Fees, Subscriptions, Journal Submissions

These expenses are paid directly by the department and charged to your DARTS – simply provide enrollment/subscription forms to Victoria Reinhardt.

Private, personal club memberships (including the Penn Club) will not be reimbursed through the University.

Photocopying

All photocopying charges, whether done by outside vendors or on the departmental copiers, will be charged to your DARTS. The Department charges a per-copy fee. The actual amount for any work done by outside vendors will be charged.

Note: It is illegal to copy books in their entirety. Consequently, neither department staff nor outside vendors will copy entire books. Please purchase all books.

Requisition Forms

Bookstore and Computer Connection purchases should be made on requisition forms for tax purposes. Please email Victoria Reinhardt to request a requisition; detail the business purchase and the requisition will be issued. Purchases made with requisitions receive a 10% discount. To use the form you will need to present a valid Penn ID at the time of purchase. Return the gold copy to Victoria Reinhardt within 1 day of receiving the requisition form. Requisitions may not be used for personal purchases.

Special or Custom Office Equipment or Furniture

The department supplies a desk, ga desk chair, two visitor chairs, one small conference table, up to 6 two-drawer file cabinets, and 20 book shelves and one desk lamp. All other equipment or furniture requested will be charged to your DARTS. The purchase of furniture for a home office is not an allowable expense.

Supplies

To order supplies that are not provided in the supply closet contact Victoria Reinhardt.

Telephone Bills

Charges deducted from DARTS.

Policy on IT & Telecommunications Reimbursements for Faculty

Computing Equipment: Laptops, Desktops, iPads, Printers

As with any reimbursement request, for each new device, please state the business purpose. Most of this equipment is expected to have at least a 2-year useful life. If you need to purchase a 2nd laptop within a 2-year window, you need to provide the University with a detailed explanation indicating how the product provides valuable functionality for teaching or research beyond what your existing products/technologies provide.

Please note, all of these devices are considered to be property owned by the University.

Cellular Devices: Cell Phones, iPhone, Blackberries

You are allowed to be reimbursed for one device. The University's preferred method is that you purchase your cellular devices through the University (in our case through Victoria). As above, these devices are expected to have at least a 2-year useful life. If you need to purchase a new device within a 2-year window, you need to provide the University with a detailed explanation indicating how the desired product provides valuable functionality for teaching or research beyond what your existing products/technologies provide.

Please note that all equipment/devices purchased through the University or reimbursed by the University are considered University property and must be either returned to the University or bought out upon departure from University employment.

Payment of Monthly Usage Charges

The following are charges that can get reimbursed, if they are accrued for business related purposes:

- One internet connection at home.
- Data plans for iPads.
- Mobile internet access fees for laptops
- The monthly usage charges for one cellular phone (both data plans and call charges). The University's preferred way is that you purchase your cellular device through the university (in our case through Victoria). That way the monthly usage charges will be directly billed to your account, and you do not need to file reimbursement requests every month. Alternatively, you can submit your cellular device bill every month. When you do so, please note the percentage of usage that was conducted for business related purposes. For instance, you might indicate that 75% (or 50% or 100%) was for business related purposes. Please note, if you have a bill that contains more than one number, it is your responsibility to highlight the charges on your bill that are connected to the phone that you have designated as your "business phone."

Please note, all of these usage charges will come from your DARTS account.

Reimbursements

Individual Service Provider Classification

During fiscal year 2017, the University is implementing policy changes and a new process to properly classify and pay individual service providers. These changes were necessary to ensure the University's compliance with U.S. Department of Labor, Internal Revenue Service, and other regulatory requirements related to the treatment of workers. The changes affect:

- Employment Classification Process
- Payment to Individuals for Human Subject Fees
- Payment for Honoraria
- Limited Engagement
- Procurement, Payment and Reporting of Independent Contractors

As of July 1, 2017, all potential individual service providers must go through the new classification process, if they have not already done so.

[Check for scheduled trainings on Knowledge Link](#)

Anyone responsible for hiring employees or temporary workers, paying honoraria, or procuring the services of and paying independent contractors should attend a training. [See the latest training presentation here](#)

Documents and Forms: Due to ongoing refinement of the Individual Service Provider classification documentation, please use the forms posted in the Download section at the right rather than any forms you may have previously saved to your computer.

Additional documents for reference include:

- [Procedural Guide for Independent Contractors and Limited Engagement](#)

Travel & Entertainment Reimbursement

Travel to academic conferences and meetings, both domestic and foreign, will be charged to your DARTS – unless specifically requested to be reimbursed from another fund. Please refer to www.travel.upenn.edu for extensive information regarding travel, including personal/business meal expenses while traveling, entertainment expenses and other important details.

Note: First Class travel is prohibited unless traveling abroad for flights seven hours or longer.

Travel Planning Process

- Where possible, utilize one of Penn’s preferred agencies to purchase tickets. You will find them listed on the Travel Portal: www.travel.upenn.edu
- Send approval to MGMT-travel@wharton.upenn.edu. Received by Department financial team. Please don’t send to individual email.

While Traveling

- Maintain original detailed/itemized receipts for all expenses incurred in excess of \$25.
- Be mindful of University policies related to expense limits, e.g. business meals should not exceed \$30.00 per person for breakfast, \$35 per person for lunch or \$80 per person for dinner. Exceeding these limits requires F & A approval.

When Submitting a T&E Reimbursement form for Processing

Timely Submission of Reimbursement forms. Submit reimbursement requests within 10 days of the trip end date to ensure compliance with IRS accountable plan requirements and avoid unfavorable tax consequences. Reimbursements submitted after 6 months will not be reimbursed.

Business Purpose. Document the business purpose of each trip. Business meals should be stated on the front of the Travel form and listed on the C-1A form. Explanations such as “University Business” or “Business Meal” are not sufficient. Provide enough detail on the supporting pages to ensure that an external reader would understand the business purpose of the expense. Include project/research titles when applicable.

Necessary supporting documentation. Include meeting agendas, conference registration documents, etc. to support the business purpose of trips. Include all original receipts for items of \$25 or more to support the expenses for which reimbursement is requested. Original receipts must show the nature of the expense, date of purchase, name of merchant, amount of charge, transaction details, form of payment and that payment has been made. Meal receipts must be itemized.

Private information. Be mindful of private information. Use a black marker to conceal credit card numbers, social security numbers, and other private information.

Entertainment and Business Meals. Include on C-1A forms the names and business affiliation of individuals entertained or participating in business meals. Remember, meals with Penn colleagues are generally unallowable. Certain exceptions apply – refer to policy #2361. Circumstances meriting exception to this rule must be clearly documented in memo.

Spousal Travel. In general, spousal travel is not a reimbursable expense. Specific IRS guidelines apply. IRS regulations require that the presence of these individuals serve a bona fide business purpose (he or she has a significant role in the proceedings or makes an important contribution to the success of an event) and is sufficiently documented (e.g. invitation requesting that the spouse attend or an explanation outlining the bona fide business purpose).

Foreign currency conversions. Provide support for foreign currency conversion calculations. Acceptable support includes credit card statements (be sure to black out personal information and card number) or print-outs of conversions calculated on Oanda.com.
<http://www.oanda.com/converter/classic>

Mileage Reimbursement. Documentation of personal vehicle travel (mileage reimbursement) must include the reason for travel and the number of miles driven. Suggested websites to document mileage: www.google.com/maps and www.mapquest.com. Miles to and from the airport are acceptable. Current mileage reimbursement rates: <http://cms.business-services.upenn.edu/pennttravel/about/faqs-and-helpful-information/51-expense-faqs.html#ExpRpt-9>

Signature. Your signature on the form certifies that the expenditures listed on the form were incurred while on official university business, comply with all applicable policies, are accurate and that you are not requesting reimbursement from any other source.

Direct Deposit. Best Practice is to sign up for direct deposit through Payroll. With direct deposit, travel reimbursements will be processed directly into your bank account and information can be obtained by clicking on “My Reimbursements” from the U@Penn website.

Travelers WILL Be Reimbursed for the Following Miscellaneous Expenses Incurred While On University Business

- business office expenses (faxes, copying, services)
- business phone calls
- conference fees
- currency conversion fees
- gasoline (only if using a rental car or a Penn-owned vehicle)
- ground transportation (taxi, bus, airport vans, etc.)
- immunization costs if associated with an upcoming Penn authorized international business trip
- internet access fees
- laundry/dry cleaning/suit pressing on trips exceeding five days
- local mileage to and from the airport
- parking and tolls
- reasonable number of personal telephone calls home
- reasonable tips
- reasonable fees related to the issuance of visas and passports for Penn authorized international business trips

Travelers **WILL NOT** Be Reimbursed for the Following Miscellaneous Expenses

- airline club membership dues
- air phone usage
- alcoholic beverages if purchased in a non-business capacity
- annual fees for personal credit cards
- auto repairs
- baby-sitting/day care
- barbers and hair salons
- personal cell phone monthly fees
- clothing or toiletry items
- corporate card delinquency fees or finance charges
- club memberships for business, pleasure or recreation expenses related to vacation or personal days taken before, during, or after a business trip unless they resulted in the reduction of the total cost of the trip.
- golf fees/ski lift tickets, etc.
- health club or exercise room fees
- items confiscated by airport security
- frequent flyer upgrades
- spa charges
- laundry charges (unless trip is 5 days or longer)
- limousine/sedan services (see Policy 2360 for exceptions)
- loss or theft of airline tickets
- loss or theft of personal funds or property
- medical expenses while traveling
- mini-bar alcoholic refreshments
- movies (in-flight or in-room movies)
- "no show" charges for hotel or car services (see Policy 2358 for exceptions)
- optional travel or baggage insurance
- parking tickets or traffic violations
- personal entertainment i.e. sporting events, theatre, etc.
- personal telephone calls in excess of reasonable calls home
- personal reading materials i.e. magazines, newspapers
- pet care fees
- rental car options such as LDW, PAI and liability
- rental car upgrades to premium or luxury class
- repairs to personal vehicles
- saunas, massages
- shoe shines
- souvenirs or personal gifts
- tuxedo/evening gown rentals

Faculty Dependent Care Travel Program

Wharton is committed to promoting academic excellence and supporting family needs for faculty in recognition of the demands of intensive research and scholarship. This grant program recognizes that additional dependent care may be necessary when eligible faculty are traveling to advance their career.

Assistant and associate professors in the standing faculty category who incur expenses beyond their regular dependent care are eligible for a grant of **up to a maximum of \$1,300 per fiscal year**. Grant funds are available when travel is required related to professional development. These grants may be used to meet expenses incurred at the location of travel or at home when, as a consequence of the travel, those costs exceed the normal costs for dependent care at home.

Questions/concerns about dependent eligibility should be addressed to the Director of Faculty Administration, Ann Perch.

Wharton Student-Faculty Meals Program Overview/Reimbursement

The Wharton School encourages faculty to invite their students to a meal where they can share ideas and perspectives outside of the classroom. This program is available to all standing and non-standing faculty as well as adjunct/visiting/lecturers as long as they are the instructors of the students attending the meal. **This program is not available during summer sessions.**

Eligible Students

- Eligible students are Undergraduate or MBA students enrolled in your class.
- Meals with teaching assistants or guest speakers are not reimbursable under this program.

Requirements & Program Details

- A minimum of 3 students and a maximum of 7 students are allowed at each meal. Any variance from this range requires an email authorization from the Deputy Dean's Office staff.
- Meals that include guest speakers, teaching assistants, consultants, former students, and visitors are not eligible for Faculty Student Meal Program.
- Meals should not be charged on a P-card (Purchasing Card). Bank of America or personal credit card is the best method.
- Students from outside Wharton (SAS, Engineering, etc.) are allowed to participate so long as they are currently enrolled in the Wharton class.
- Make sure to submit an itemized meal receipt. Summary credit card slips are not acceptable. If a detailed receipt is not provided, a Missing Receipt Affidavit is required. Some restaurants are able to fax or email detailed meal receipts upon request.
- Alcohol is allowable for MBA/doctoral students only and must stay within the FSM Program per person cost limits of \$25 for lunch and \$50 for dinner inclusive of tax and gratuity. No alcohol can be reimbursed at meals where undergrads are present. Alcohol is not reimbursable under this program unless it is consumed with a dinner meal. Lunch meals with alcohol and happy hours with no food are not eligible for this program.

- If the faculty member goes over the meal limits (\$25 lunch, \$50 dinner), the difference will be charged to your DARTS account. If the meal goes over the University spending limits (\$35 breakfast or lunch, \$80 dinner), the overage is non-reimbursable.
- Reimbursements that total >\$500 must have a Supplemental Approver. The department Chair serves as the Supplemental Approver for faculty.

How to Get Reimbursed

- Submit original itemized receipts to Victoria Reinhardt as you do with other travel and entertainment expenses.
- Please note whether the student is an Undergraduate or MBA. Reimbursements will be returned if this information is not provided.

Additional Notes

- This program may be modified at any time based on budget, demand, or unanticipated issues

If you have questions, please email Victoria Reinhardt at reinharv@wharton.upenn.edu.

Mentoring Meals Program Overview and Guidelines

In recognition of the importance of mentoring junior faculty, and in order to facilitate mentoring in informal settings, the Dean's Office, at the recommendation of the Committee on Faculty Attraction and Retention, has set up a fund so that mentors and mentees can share a meal together.

Every mentor/mentee combination will be allotted a total of \$160 per academic year for meals (i.e., one dinner where the entire budget might be spent, or a few lunches or dinners over the course of the year). While the preference is for one on one mentoring, if more than one mentee is part of a mentoring meal, the maximum per academic year increases by \$80 per additional mentee.

Please note, per University reimbursement rules, *faculty cannot be reimbursed for alcohol consumed during a meal between a mentor and mentee*, so any alcohol purchased will have to be paid for from personal funds (not DARTS).

1. Concur Expense Type for Mentoring Meals should always be "Entertainment – Other." For type of travel, select "Non-Travel Expense Meals should not be charged on a P-card (Purchasing Card). Bank of America or personal credit card is the best method.
2. Make sure the meal receipt is broken down by line item. Summary credit card slips are not acceptable. If a detailed receipt is not provided, an Affidavit of Missing Receipt is required. Some restaurants are able to fax detailed meal receipts upon request.
3. Alcohol is non-reimbursable for this program. Any alcohol purchased must be paid from personal funds.
4. The cost of each meal should not exceed the University policy of \$35 for breakfast or lunch and \$80 for dinner (including taxes and gratuity). Any expense over the University limit should be charged as non-reimbursable.

If you have questions, please email Victoria Reinhardt at reinharv@wharton.upenn.edu.

ADP Aline Visa[®] Debit Card

All pay and reimbursements are made via Direct Deposit or the ADP Aline Visa[®] Debit Card. Please read on for some important reminders about the new process.

Who Receives an ADP Aline Card?

Faculty, staff and students receive ADP Aline Cards if they:

- didn't enroll in Direct Deposit
- don't have an approved Direct Deposit account on record, or
- change or cancel their Direct Deposit.

The card, along with detailed instructions, will be sent to the individual's home address.

New Hires and Re-Hires

It's important for new hires and re-hires to understand that they won't be receiving paper checks. Please be sure to explain the pay and reimbursement process to any new hires or re-hires in your area. The sample offer letters on the [Human Resources website](#) have been updated to include information about the ADP Aline Cards. Please discard any old versions you have and begin using the new versions immediately.

Choosing Direct Deposit

Faculty, staff and students can choose Direct Deposit at any time. Please direct them to the [U@Penn portal](#) (see the Payroll and Tax section) to enroll. Note: They must have an email address in the University of Pennsylvania online directory prior to enrolling in direct deposit. Email addresses can be updated in the [online directory](#) by clicking on "Update directory listings".

Changing or Cancelling Direct Deposit

If faculty, staff or students change or cancel their Direct Deposit, they'll receive ADP Aline Cards. When they change their Direct Deposit banking information, they'll be paid via ADP Aline Card until their new Direct Deposit accounts become active.

Questions?

For more information on these payroll options, visit Payroll's website at www.finance.upenn.edu/comptroller/payroll/receiving_your_pay.shtml. If you have any questions or concerns, please contact Payroll at payroll@exchange.upenn.edu or 215-898-6301.

Hiring at Penn – Internal Hires

Graders, RAs, TAs, Work-Study Students, Student Workers

Prior to work start date all employees must meet with Jack Collins, the Department Payroll Coordinator.

Graders, Research/Teaching Assistants

Graders [[Robin Woods](#), Administrator]:

- Graders are funded by the department and paid during the semester to **graduate students**
- Grader eligibility is based on the Grader Eligibility Table below
- Twice a semester based on the following schedule, Robin will inform faculty of their grader eligibility (i.e., after the first week of classes of full and quarter courses)
- Once a hire has been selected, please e-mail the new hire's information: **Official first and last name, local address, and email** to MGMT-Grades@wharton.upenn.edu

Please note: The University prefers that we hire graduate students as graders or those with a post graduate degree. However, if you choose to hire undergraduate students, please be aware of the following:

- Undergraduates can only perform clerical/administrative duties
- Undergraduates cannot grade essays
- Undergraduates are paid an **hourly rate only**
- Undergraduates must complete a weekly time sheet, signed by Faculty.

Jack Collins, the payroll coordinator will assist you in preparing the hiring paperwork.

Grader Eligibility Table:

Full Semester Course	30 students or more	\$30 per student
Mini Course	30 students or more	\$20 per student

Note: If enrollment falls below the Grader Eligibility Table above the following applies:

Faculty are required to get Chair's office authorization prior to hiring a Grader. This authorization will not be provided for courses that do not have a reasonable expectation (with prior enrollments anchoring such expectations) of drawing 30 or more students. If enrollment in excess of 30 students was anticipated but the actual enrollment falls short of this threshold, the instructor will contribute to the Grader support from their DARTS, the difference, between 30 and the actual number of students enrolled in the course. For example, if you hire a Grader and only have 25 students, you will pay $\$30 \times 5 = \150 from your DARTs account and the department will pay \$750.

As a result of this policy, Graders are guaranteed a minimum of \$900 for a semester course and \$600 for a quarter course, with support increasing on a per student basis above the 30 student threshold.

Research/Teaching Assistants (Graduate Students) [Jack Collins, Payroll Coordinator]:

- Funded by faculty DARTS and other accounts
- Supports research and teaching activities
- Monthly pay by written request
- Under faculty supervision

Penn/Federal Work-Study Program

Work Study Students:

- Funded by the Federal Work Study Program and a percentage from your DARTS
- No limit to the number of students a faculty member can hire
- **Not permitted to work more than 5 consecutive hours** without taking a mandatory half-hour break as highlighted in the Student Employment Handbook
- When classes are in session, students (full-time and part-time) are not permitted to work more than a **total of 20 hours per week**
- When classes are officially not in session, students (full-time and part-time) are not permitted to work more than a **total of 40 hours per week**
- Under faculty supervision
- Must complete a [weekly time sheet](#), signed by the student and faculty member

Given that the work study program is federally funded, this funding covers a significant level of support.

To create a work study position, use the [Student Employment Office website](#). In the lower right-hand corner click Login to SEMS. On the next screen “click here to create an account.” Then click Penn-Affiliated Employer. This will take you to the Account Registration screen where you will complete your profile. Once the profile is complete, you will automatically enter the homepage of your SEMS account. To create a job, click Jobs in the menu. On the next screen select the Period (academic year or summer), and then click Create New Job.

Student Workers [Jack Collins, Payroll Coordinator]:

- Funded by faculty DARTS and other accounts
- Under faculty supervision
- No limit to the number of students a faculty member can hire
- Must complete a weekly time sheet, signed by student and faculty
- Paid weekly from hours submitted by student on time sheets available at the Front Desk or [here](#)
- **Not permitted to work more than 5 consecutive hours** without taking a mandatory half-hour break as highlighted in the [Student Employment Handbook](#)

- Not permitted to work on [Holidays](#). A student cannot be paid for lunch, holidays, sick time, and other time off, or for receiving instruction in the classroom, laboratory, or other academic setting
- **Please reinforce with your student(s) that they cannot work for you on holidays**

Note: Student workers are paid for hours worked and therefore this type of position does not guarantee that the individual will receive the full grader allotment.

Important Items to Remember

Please see Jack Collins, Payroll Coordinator, to complete the Hiring Process

All Students and new employees that are not already in the University payroll system (UMIS) must first complete the required payroll forms and be approved for hire before they can begin working for you. They must present original documentation that proves identity and authorization to work in the United States. **They must:**

- Complete [Online I-9](#) (Employment Eligibility Verification)
- Present valid forms of ID (ex. Passport/Driver's License/ID Card and Social Security Card or receipt of application for Social Security card)
- Submit completed [W-4](#) (Employee's Withholding Allowance Certificate) [Employee Information form](#), [Voluntary Self ID](#) and [FNIF](#) for foreign workers

STUDENTS:

- **ARE NOT** permitted to work more than 5 consecutive hours without taking a mandatory half-hour break as highlighted in the [Student Employment Handbook](#)
- **ARE NOT** permitted to work on [University Holidays](#). A student **cannot** be paid for lunch, holidays, sick time, and other time off, or for receiving instruction in the classroom, laboratory, or other academic setting. ***Please reinforce with your student that they cannot work on holidays***
- **ARE NOT** permitted to work more than a **total of 20 hours per week** (full-time and part-time) when classes are in session,
- **ARE NOT** permitted to work more than a **total of 40 hours per week**, (full-time and part-time) when classes are officially not in session
- **ARE NOT** permitted to work for you without completing all hiring documents
- **MUST COMPLETE** a weekly time sheet, signed by the student and faculty member

Hiring at Penn – External Hires Non-University Personnel

During fiscal year 2017, the University is implementing policy changes and a new process to properly classify and pay individual service providers. These changes were necessary to ensure the University's compliance with U.S. Department of Labor, Internal Revenue Service, and other regulatory requirements related to the treatment of workers.

- Employment Classification Process
- Payment to Individuals for Human Subject Fees
- Payment for Honoraria
- Limited Engagement
- Procurement, Payment and Reporting of Independent Contractors

As of July 1, 2017, all potential individual service providers must go through the new classification process, if they have not already done so.

Hiring outside the University or hiring a foreign national is a different process. Linda and Jack are happy to help you in hiring at Penn. We should be your first stop.

[Check for scheduled trainings on Knowledge Link](#)

Anyone responsible for hiring employees or temporary workers, paying honoraria, or procuring the services of and paying independent contractors should attend a training. [See the latest training presentation here](#)

Documents and Forms: Due to ongoing refinement of the Individual Service Provider classification documentation, please use the forms posted in the Download section at the right rather than any forms you may have previously saved to your computer.

Space Policy

Duration

- Faculty must retain their current office (unless they present to the Chair substantial or convincing reasons to move).

Faculty Assignments

- Offices with outside windows are reserved for:
 - Tenured faculty will have priority to these offices.
 - Grandfather Clause: Untenured faculty who had offices with outside windows at the time of the renovations will remain in these offices.
 - Two offices will continually be reserved in anticipation of new tenured faculty appointments (and/or distinguished visitors).
- Every effort will be made to assign newly hired faculty to offices in close proximity to other faculty.
- Faculty will not be allocated offices based on their group affiliation.
- Every effort will be made to reserve six offices for visitors (this includes the two offices with outside windows mentioned above). These offices will be determined periodically, will be revolving and be non-exclusive.

“Permanent” Offices

- Emeritus faculty will have a permanent office in 2035 SH-DH
- The Undergraduate Advisor's office will be located in 2013 SH-DH
- The Chair's office is 3207 SH-DH, with adjoining administrative space in offices 3210 and 3212
- Department administrative and IT staff are located on the second floor.
 - Administrative Staff: In cubicles 2000/front desk, 2043, 2045, 2046, 2047 and offices 2101, 2102, 2104 and 2108
 - IT staff: 2007, 2009 and 2011 near the Help-Desk.

PhD Office Assignments

- A total of 25 cubicles will be available for Ph.D. students on the second and third floors of SH-DH. Every effort will be made to assign each student in years 1-5 an individual cubicle; 6th year students remaining in the program will share a common space (currently 3033 SH-DH).

Filing Cabinets

- Filing cabinets are not permitted in primary access hallways nor areas designated for public use (e.g., reception areas, lounges, conference rooms). Cabinets may be permitted in some areas that are not directly situated in a primary access hallway and are directly adjacent to a faculty member's office, but walking space cannot be less than 60 inches wide to insure fire and safety codes are observed. In order to maintain a professional environment, nothing should ever be placed on top of a filing cabinet.

Office space assignments bound by the policies stated above are conducted prior to the commencement of each academic semester in collaboration with the Management Department Chair's Office and both department and school administrative staff responsible for overseeing the appropriate use of space in the department.

Visiting Doctoral Student Policy

The Management Department hosts up to three visiting doctoral students at any given time. Due to the large volume of requests for these positions, we only consider requests made by the department faculty member who is interested in sponsoring the visitor. Serious consideration will only be given to requests where the sponsor has an active collaboration with the visiting student.

Fees

All fees must be paid by the visitor's home institution, including tuition or part-time dissertation fees as well as health insurance if the visitor cannot provide proof of health insurance. Please note that payment of tuition entitles the visitor to register for classes, while payment of part-time dissertation fees does not. While some faculty may permit students to sit in on classes unofficially, visitors who choose to pay only the part-time dissertation fees should understand that faculty have no obligation to allow visitors in their classes; it is an individual decision on which our faculty approaches vary.

Visitor Penn Card and Computing Accounts

The department administrator directs the visitor for obtaining Penn Card and computing accounts. Together these provide access to libraries and computing resources. However, the department cannot guarantee space or computers to visiting students.

Faculty Sponsor's Responsibility

The faculty sponsor must first seek approval from the Management Department doctoral coordinator along with providing supporting documents as outlined below. He/she is responsible for arranging to greet the visitor and socialize the visitor. This is not the responsibility of the department administrator or the doctoral coordinator. The faculty sponsor is also responsible for directing the visitor's research. Visitors should recognize that other faculty beyond the sponsor choose to provide support only at their own discretion.

Sponsorship Requests

Requests by faculty sponsors must be made four months in advance of the anticipated start date of the visit. They must include:

- A cover letter from the candidate, including a description of the research, the requested visit dates, and the curriculum vitae.
- A cover letter from the sponsor, indicating that he/she is available to supervise the visitor during the requested dates, and a description of the past and expected collaboration with the visitor.
- Verification from candidate certifying the source that will cover his/her fees.
- Proof of health insurance (or verification that a health insurance fee will also be covered by the candidate's funding source).
- Verification from the candidate's home institution of the candidate's standing as a Ph.D. student and the level the student has reached in the Ph.D. program.
- Certification of English Language
- For additional information, please go to the visiting doctoral students' website <http://global.upenn.edu/iss>.

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