

# Human Capital Management (HCM): Job Aid

## Cross-Campus Funding

Cross-campus funding occurs when a position is located at one campus, but the position is funded by one or more SpeedTypes associated with a different campus. The Human Capital Management (HCM) system allows cross-campus funding, but steps may need to be taken to ensure funding for deductions and taxes are correct. If cross-campus funding is entered, special care should be taken to understand the impact on encumbrances and fringe allocations.

This document addresses the following topics:

- What is the impact of cross campus funding?
- Entering cross-campus funding

For additional information about position funding:

- Refer to [Managing Funding and Suspense Job Aid](#) for background and in-depth funding detail.
- For information about creating a funding entry, refer to [Creating a Funding Entry Step-by-Step Guide](#).

## Impact of Cross-Campus Funding

The impact of using SpeedTypes from a different campus than the position department varies depending on the system and process.

## HCM Funding Distributions

Position funding follows the rules of the campus on the position, not the SpeedType.

- UCD/AMC/SYS positions funded by UCB/UCCS SpeedTypes will not automatically distribute deductions/taxes to the fringe pools. These positions follow the UCD/AMC/SYS rules where taxes and deductions will distribute to the SpeedTypes that fund earnings.
- UCB/UCCS positions funded by a UCD/AMC/SYS SpeedTypes follow UCB/UCCS rules. Deductions and taxes will distribute to the UCB/UCCS fringe pools.
- If some or all of the deductions/taxes should distribute to the earnings SpeedTypes, a controller funding entry with distribution override is required.

## HCM Encumbrance Calculations

Fringe encumbrances are only calculated for UCB/UCCS positions and will calculate regardless of the funding SpeedType on the deduction/tax distribution.

UCB/UCCS position with funding on UCD/AMC/SYS SpeedTypes will have fringe encumbrances on the UCD/AMC/SYS SpeedType but no fringe allocations will post.

## FIN Fringe Allocations

UCB and UCCS fringe allocations are calculated against UCB/UCCS SpeedTypes only.

## Examples

- **UCD/AMC/SYS position fully funded by UCCS/UCB:**
  - Deduction/Tax Funding distribution will default to earnings SpeedType, a funding entry with override must be entered to direct funding to fringe pools.
  - No fringe encumbrance will calculate.
  - Fringe allocations will post to earnings SpeedType.
- **UCD/AMC/SYS position partially funded by UCCS/UCB:**
  - Deduction/Tax Funding distribution will default to earnings SpeedType, a funding entry with override must be entered to direct any funding to fringe pools.
  - No fringe encumbrance will calculate.
  - Fringe allocations will post to UCB/UCCS SpeedTypes only.
- **UCCS/UCB position fully funded by UCD/AMC/SYS:**
  - Deduction/Tax Funding distribution will default to fringe pools, a funding entry with override must be entered to direct funding to earnings SpeedType.
  - Fringe encumbrance will calculate.
  - Fringe allocations will not post.
- **UCCS/UCB position partially funded by UCD/AMC/SYS:**
  - Deduction/Tax Funding distribution will default to fringe pools, a funding entry with override must be entered to direct any funding to earnings SpeedType.
  - Fringe encumbrance will calculate.
  - Fringe allocations will post to UCB/UCCS SpeedTypes only.
  - If position has UCD/AMC/SYS earnings but all deductions/taxes distribute to the fringe pool, allocations are only calculated against the UCB/UCCS earnings.

## How to Enter Cross Campus Funding

Create a funding entry as described in the [Creating a Funding Entry Step-by-Step Guide](#). To identify cross campus funding, compare the department on the Job Data Snapshot to the SpeedTypes in New Distribution Date. The campus can be identified using the first digit of the department and SpeedType.

- 1=UCB
- 2, 3, 6=UCD/AMC
- 4=UCCS
- 5=SYS

In the funding entry example below, the department starts with 1, so the position is located at UCB. The funding SpeedType starts with 6, so the SpeedType is associated with UCD/AMC.

CU Funding Earnings | CU Funding Entry Deductions | CU Funding Entry Taxes

HRGL Request #: Funding Entry Status: Searched/Draft Originator: Initiator:  
 Created Datetime: 11/12/2020 12:56PM Submitted Date Time: Completed Date/Time: Last Update Timestamp:

**Funding Entry**

Position Number: Research Assistant  
 Effective Date: 11/01/2020  
 Effective Sequence: 0

**Job Data Snapshot**

Name	Empl ID	Empl Rcd	Job Eff Date	Job Eff Sec	Department	Position	Job Code	Job Description
1			08/15/2020	0	10592		1505	Research Assistant

**New Distribution Data**

SpeedType	SpeedType Description	Department	Project	Funding End Date	Project End Date	Budget Amount	Percent of Distribution
63403033	SSPPS 2019 TIRP Ahn	20517		12/31/2020			100.000

Add Comment

Once the earnings distribution is complete, view funding for employer paid benefits on the CU Funding Entry Deductions tab and employer paid taxes on the CU Funding Entry Taxes tab.

Boulder | Colorado Springs | Denver | Anschutz Medical Campus

CU Funding Earnings | CU Funding Entry Deductions | CU Funding Entry Taxes

The system populates this funding based on each campus' funding rules. In the example, the department is located at UCB so deductions will follow UCB rules and distribute to the UCB fringe pool, despite the UCD/AMC SpeedType used for earnings.

Plan Type	SpeedType	SpeedType Description	Department	Project	Funding End Date	Project End Date	Chartfield Descr	Budget Amount	Percent of Distribution
1	12855832	Benefit Pool Student Faculty	10583				Chartfield Descr		100.000

After viewing the funding for employer paid benefits, determine what the correct distribution should be. Only Campus Controller's offices have permission to override this data, so document the correct deduction and tax distribution to provide this information to the Controller.

Contact your campus Controller's Office and request a funding entry with a deduction/tax override to enter the correct distribution for deductions and taxes.