

SPAC QUARTERLY MEETING 12/10/2025 VIRTUAL



- 1. FAIR Model Overview**
- 2. Interest Income Overview**
- 3. QHCM Project Updates**
- 4. Reminders**
- 5. Test Your SPAC Knowledge!**

July 11th JAG Released Recommendations to Congress & Executive Branch

- Establish an efficient, transparent and auditable payment structure that fully demonstrates accountability to the American taxpayer;
- Fund the true costs of research including government-mandated research compliance requirements;
- Accommodate all types of non-government organizations that receive federal funding for research;
- Align project costs with the type of work being performed; and
- Ensure predictable and actual reimbursement for essential institutional costs incurred in the conduct of federally sponsored research.
- Require changes to the Uniform Guidance and policies regarding salary and project budget caps

FAIR Introduces 3 Cost Categories

- **Component 1: Research Performance Costs (RPC):**
- Formerly known as “direct costs,” RPC represents costs that reflect project-specific research activities.



FAIR Introduces 3 Cost Categories

Component 2: Essential Research Performance Support (ERPS):

- Formerly within the “indirect costs” category, ERPS represents costs that are necessary for carrying out research and that can be linked explicitly to a given project. They consist of four elements:
 - ***Regulatory Compliance (RC)***
 - Project-specific costs associated with compliance with human and animal subject protections, biosafety, radiation safety, clinical trial monitoring, system security plans and project-specific research security policies, and other related regulations.
 - **Award Monitoring, Oversight and Reporting (AMOR)**
 - Project-specific costs related to administrative, financial, and performance management of federal awards.
 - **Research Information Services (RIS)**
 - Project-specific costs related to journal subscriptions, database access, institutional repositories, and related resources.
 - **Essential Research Performance Facilities (ERPF)**
 - Project-specific costs for research space, including utilities, maintenance, operations, building depreciation, leases, and other facility expenses directly supporting research activity.

FAIR Introduces 3 Cost Categories

Component 3: General Research Operations (GRO):

Formerly within the “indirect costs” category, GRO represents institution-wide infrastructure and services that are necessary to conduct research and support every sponsored research project but are impractical to allocate to a given project.

This includes, but is not limited to:

Human Resources

- Onboarding
- Payroll
- Benefits

Procurement

General Services

GRO is the residual of “indirect costs” that remain after the items shown above have been moved to the ERPS category.

The New Model Dropped FAIR MODEL 1 AND EXPANDED FAIR MODEL 2

Base Option

Similar to the original FAIR MODEL 2

- Fixed 10% of a total project budget will cover RIS and ERPF
- Fixed 15% for GRO
- Direct charge regulatory compliance and AMOR costs to the project

Research Performance Costs (RPC)	
Senior Key Personnel (e.g., PIs)	\$\$
Other Personnel (e.g., grad students)	\$\$
Supplies	\$\$
Publication costs	\$\$
Etc...	\$\$
Essential Research Performance Support (ERPS)	
Regulatory Costs (RC)	\$\$
Award Monitoring, Oversight, and Reporting (AMOR)	\$\$
General Research Operations (GRO) (% of budget)	15%

} 10% of total Budget

Attractive to those without administrative resources for expanded model

The New Model Dropped FAIR MODEL 1 AND EXPANDED FAIR MODEL 2

Expanded Option

Institutions may directly charge all four elements of ERPS costs to individual research project budgets, as shown below.

Expanded Option – Example Project Budget

Research Performance Costs (RPC)	
Senior Key Personnel (e.g., PIs)	\$\$
Other Personnel (e.g., grad students)	\$\$
Supplies	\$\$
Publication costs	\$\$
Etc...	\$\$
Essential Research Performance Support (ERPS)	
Regulatory Compliance (RC)	\$\$
Award Monitoring, Oversight, and Reporting (AMOR)	\$\$
Essential Research Performance Facilities (ERPF) (% of budget)	%
Research Information Services (RIS)	\$\$
General Research Operations (GRO) (% of budget)	15%

1
Formerly referred to as “Direct Costs”
– the project-specific costs to actually
perform the research

2
Items moved from the former
“Indirect Cost” category – project-
specific costs needed to support the
research

3
Remaining items in former “Indirect
Costs” category – cannot easily be
assigned to a given project

Higher Administrative Resource Burden

Why this FAIR Model

- FAIR allows institutions to classify and recover costs for each specific project based on the actual type of research being conducted.
- By using long-established tools such as recharge centers and the space survey already employed in current rate negotiations, research institutions can map specific research requirements to the facilities and services each project requires.
- This flexibility empowers each institution to define its own categories and cost structures using internal data, while ensuring auditability and public accountability.

UMB Impact and Next Steps

- UMB Impact
 - UMB would need to redesign accounting to address components
 - Unable to measure how much administrative resource burden
 - However, all models introduced have a positive impact to UMB
- Next Steps
 - Awaiting Federal Government to update the Uniform Guidance – ANY DAY NOW
 - Awaiting the Federal Government decision on what model will be used/



A magnifying glass with a black handle and frame is positioned over the word "QUESTIONS", which is written in a large, teal, hand-drawn font. The word is centered within the lens of the magnifying glass. Surrounding the word "QUESTIONS" are several question words and symbols in a smaller, black, hand-drawn font. These include "why", "when", "where", "what", "who", "how", and question marks "?". The words are scattered around the central word, some appearing multiple times. The background is white, and the entire image is set against a dark purple background with a pattern of small white dots.

why
when
where
what
who
how
?
QUESTIONS
why
who
where
how
what
when
where

Interest Income Overview

Program Income Methods for Federal Grants



- Program income includes fees, service charges, royalties, and sales of goods.



- Federal regulations: 2 CFR 200.307



- Methods determine how income affects the total project budget and federal share.

Additive vs. Deductive Methods

Additive Method:

- Program income increases the ability to spend over total project budget.
- Allows expanded project activities expense for the total amount of misc revenue above the Contract Limit

Example: Budget 100K income \$5K you can spend 105K

3000902 Bill & Melinda Gates

- Budget obligated by sponsor **\$194,465**
- The requirement is “additive Income”

Object Level B	Cost Structure	Object Level C	Period Activity Amount	Budget	LTD Costs
B100~Direct Costs	MTDC	C100~Salaries	\$0.00	\$0.00	\$19,602.95
		C200~Fringe Benefits	\$0.00	\$0.00	\$6,333.46
		C300~Operating Expenses	\$0.00	\$0.00	\$137,352.07
	MTDC Total		\$0.00	\$0.00	\$163,288.48
	Non-MTDC	C300~Operating Expenses	\$0.00	\$175,018.50	\$15,510.16
	Non-MTDC Total		\$0.00	\$175,018.50	\$15,510.16
B100~Direct Costs Total			\$0.00	\$175,018.50	\$178,798.64
B600~Indirect Costs	F&A	C600~Indirect Costs	\$0.00	\$19,446.50	\$16,329.16
	F&A Total		\$0.00	\$19,446.50	\$16,329.16
B600~Indirect Costs Total			\$0.00	\$19,446.50	\$16,329.16
Total Costs			\$0.00	\$194,465.00	\$195,127.80

LTD Accrued Revenue:	(\$194,465.00)
LTD Miscellaneous Revenue:	(\$662.80)
LTD Costs:	\$195,127.80
Revenue - Expense Variance:	(\$0.00)

$$194,465 + 662.80 = 195,127.80$$

Quantum Allows You to Bill Above the Budgeted Amount – Up to the Accrued + Misc Revenue

Invoice Number	Transaction Type	Accounting Date	Original Due Amount	Receipt Amount	Other Applied Amount	Remaining Due Amount
16923	PA Invoice	6/29/2020	\$194,465.00	\$194,465.00	\$0.00	\$0.00
73888	PA Invoice	2/3/2023	\$23,730.00	\$0.00	\$23,730.00	\$0.00
90398	PA Credit Memo	10/26/2023	-\$23,730.00	\$0.00	-\$23,730.00	\$0.00
Grand Total			194465.00	\$194,465.00	\$0.00	\$0.00

Additive vs. Deductive Methods

Deductive Method:

- Program income reduces the federal share.

- University pays less.

Example Budget 100K Project Income \$5K .
Sponsor is only required to remit \$95K



SPAC ASSIST

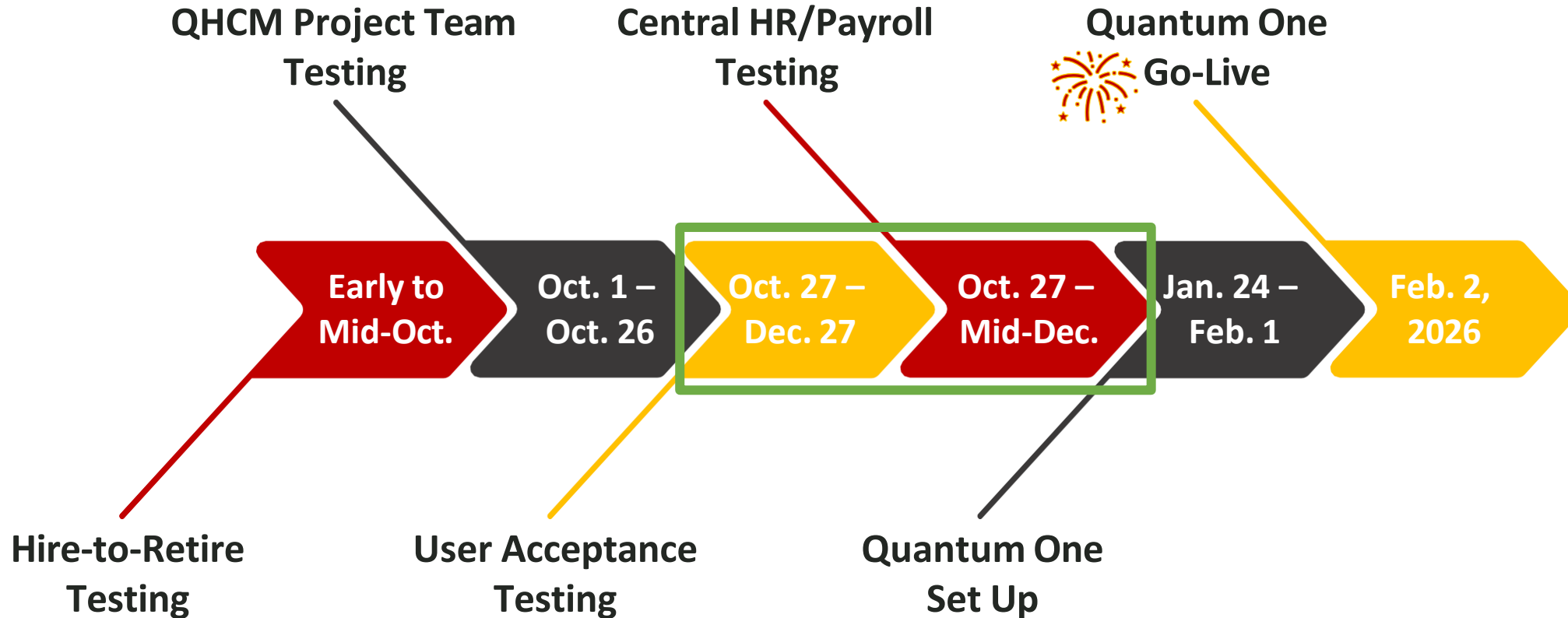
- Since this concept is somewhat hard to grasp, SPAC will be sending out reports to those departments who have Program Income on active grants
- This will be done quarterly
- If you have any questions, please contact the billing team in charge of your award.

QHCM Project Updates

SPA SPAC Quarterly Meeting
12/10/2025

Project & Cutover Timeline

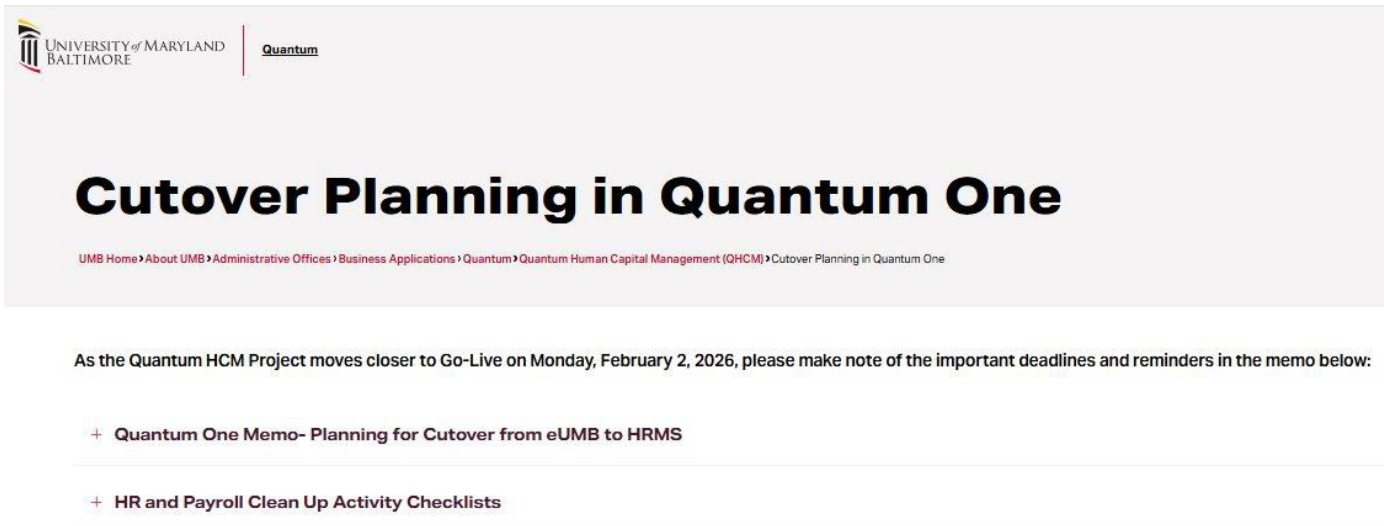
Key Dates – QHCM Project Extension



Cutover from eUMB HRMS to Quantum One

As the **QHCM Project** moves closer to **Go-Live on Feb. 2, 2026**, important deadlines and reminders will continue to be posted on the QHCM Project Website as well as sent out to applicable audiences.

Access details here → [Cutover Planning in Quantum One](#)

A screenshot of a web page titled "Cutover Planning in Quantum One". The page header includes the University of Maryland Baltimore logo and the word "Quantum". Below the title is a breadcrumb trail: "UMB Home > About UMB > Administrative Offices > Business Applications > Quantum > Quantum Human Capital Management (QHCM) > Cutover Planning in Quantum One". The main content area contains a paragraph stating: "As the Quantum HCM Project moves closer to Go-Live on Monday, February 2, 2026, please make note of the important deadlines and reminders in the memo below:". Below this paragraph are two expandable sections, each with a plus icon and a title: "+ Quantum One Memo- Planning for Cutover from eUMB to HRMS" and "+ HR and Payroll Clean Up Activity Checklists".

UNIVERSITY of MARYLAND
BALTIMORE

Quantum

Cutover Planning in Quantum One

UMB Home > About UMB > Administrative Offices > Business Applications > Quantum > Quantum Human Capital Management (QHCM) > Cutover Planning in Quantum One

As the Quantum HCM Project moves closer to Go-Live on Monday, February 2, 2026, please make note of the important deadlines and reminders in the memo below:

- + Quantum One Memo- Planning for Cutover from eUMB to HRMS
- + HR and Payroll Clean Up Activity Checklists

Quantum One Go-Live Training



QUANTUM ONE UMB HCM AND FINANCE SYSTEM

DON'T DELAY - GET **QUANTUM ONE** TRAINED TODAY!



Training Available in Percipio

All Quantum One training materials, such as self-paced content and instructor-led courses, are available now in Percipio's "My Learning" section.



Jan. 15, 2026 Deadline

Completing required, assigned training by Jan. 15, 2026 will guarantee your user access to Quantum One on Feb. 2, 2026 – Go-Live Day!

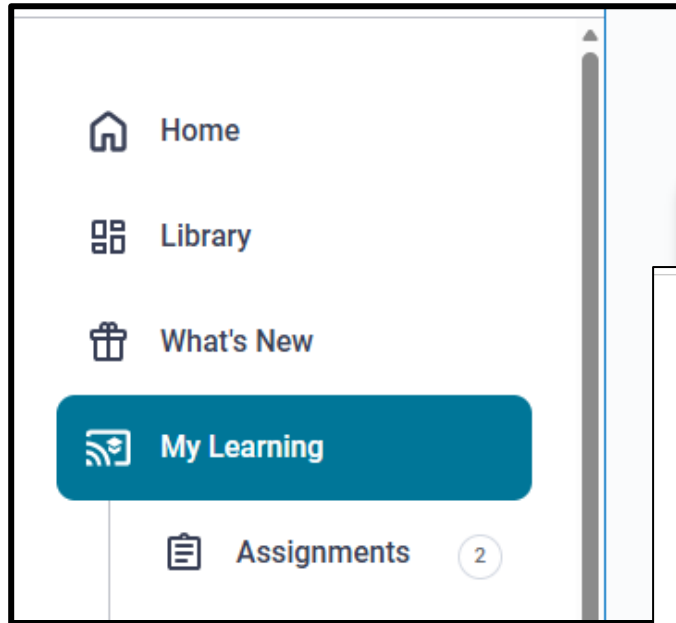


Continued Training Support

Quantum One training will continue after the Jan. 15 deadline and Feb. 2 Go-Live Day. All self-paced materials will remain available in Percipio under "My Learning".

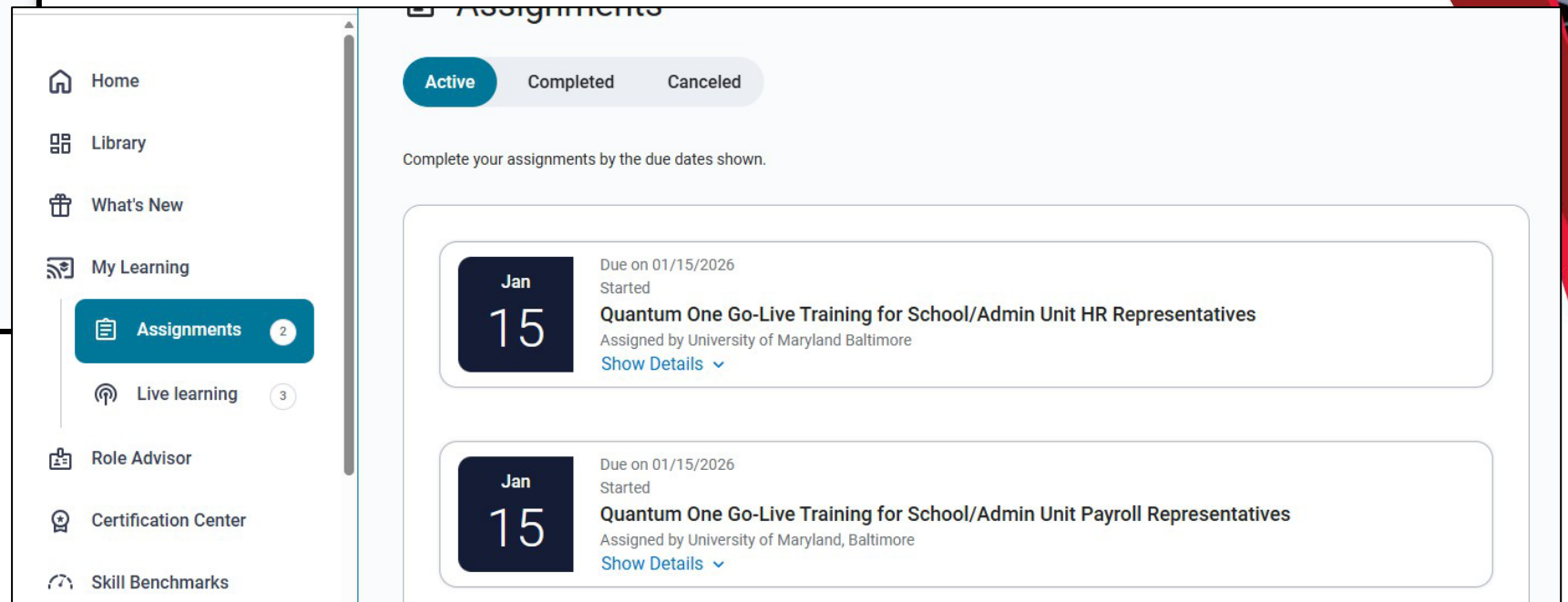
Percipio Learning Library

To access your assigned training, go to www.umaryland.Percipio.com



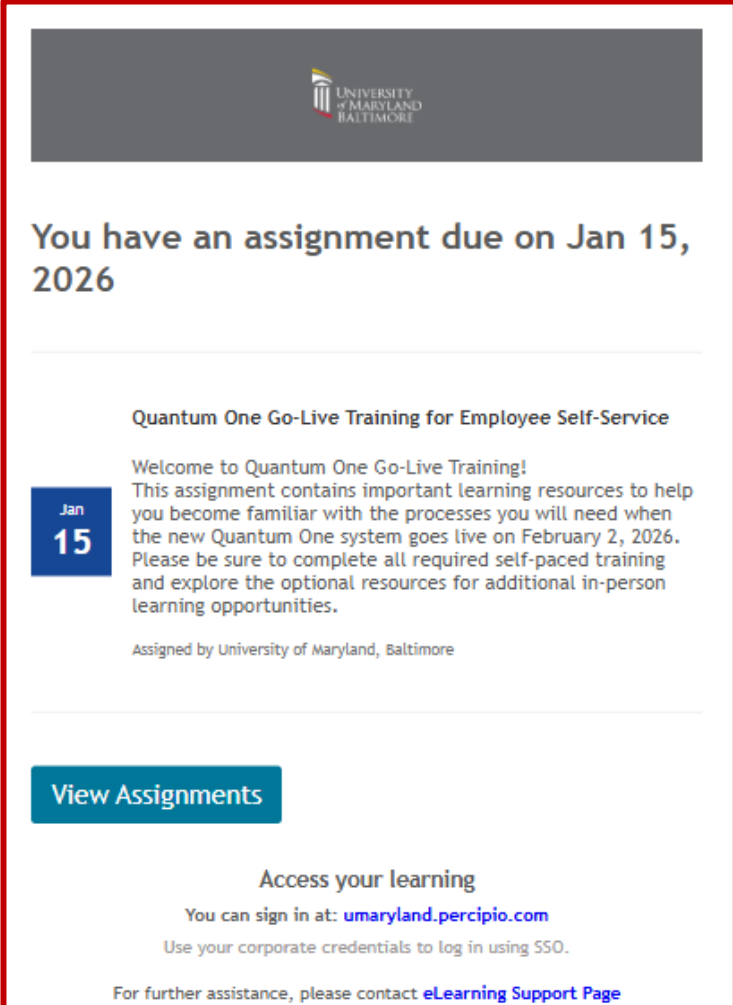
First, click ***My Learning.***

Then, click ***Assignments*** to find your assigned learning journeys.



Go-Live Training and Security Access

- In-person training is going on now through the first two weeks of December. After the holiday break, **Quantum One** training will resume.
- All required training (self-paced and instructor-led) must be completed **by Jan. 15, 2026** to ensure users receive security access in Quantum One on Feb. 2, 2026 -- Go-Live day.
- Users will receive email notifications, completion/due date reminders, and notifications on Percipio's homepage when they log in to Percipio about their assigned training.



The screenshot shows an email notification from the University of Maryland, Baltimore. At the top is the university's logo. The main heading reads "You have an assignment due on Jan 15, 2026". Below this, the subject is "Quantum One Go-Live Training for Employee Self-Service". A date badge for "Jan 15" is displayed. The body text welcomes the user to the training and states that the assignment contains important learning resources to help with the new Quantum One system going live on February 2, 2026. It emphasizes completing all required self-paced training and exploring optional resources for in-person learning opportunities. The assignment is noted as being assigned by the University of Maryland, Baltimore. A blue button labeled "View Assignments" is present. At the bottom, there is a section titled "Access your learning" which provides the sign-in URL umaryland.percipio.com and instructs users to use corporate credentials for SSO. A link to the [eLearning Support Page](#) is provided for further assistance.

Obtaining Your System Access: Last Steps

When Your Syllabus Content is Completed...

1. Download Your Certificate

Your certificate can be found in the top right-hand corner of your journey. Download it to your computer.

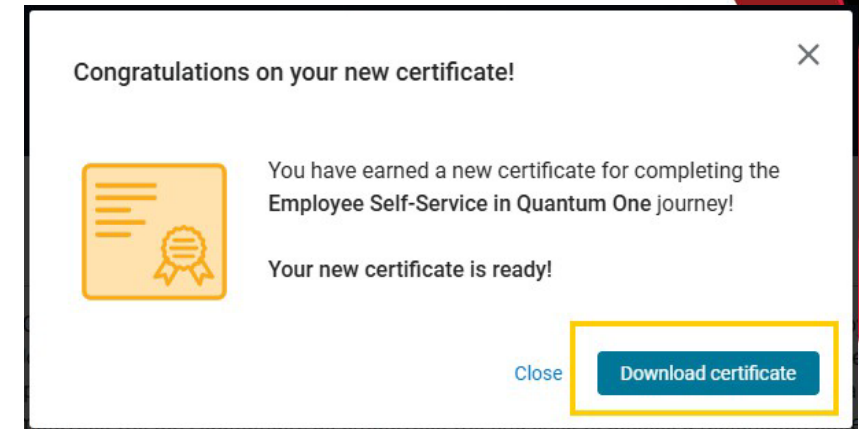
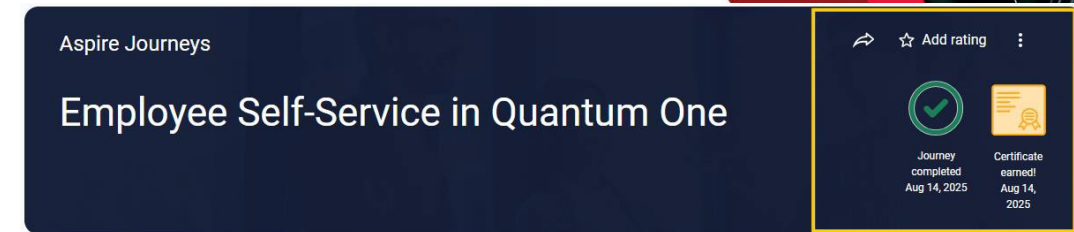
2. Send Your Certificate to Your Department's Security Admin (DSA)

Email your saved certificate to your Department's Security Admin. They will verify your training completion and submit a request for your security access in the new system.

Contact your Change Champion to find out who your DSA is if you are unsure. All Change Champions are listed here: [QHCM Change Champions - Quantum](#)

3. Ongoing Access

Though your required training is complete, you may return to your journey at any time to reference your training materials as needed.



We need your help to prepare for Feb. 2!

Please help us by doing the following in your department/school:

- ✓ Encourage all team members (including yourself) to complete assigned training by Jan. 15th to ensure access in Quantum One on Feb. 2nd.
- ✓ Continue sharing key information with team members such as Cutover tasks and deadlines, training completion reminders, available support, what's changing, etc.
- ✓ The first Quantum One Payroll cycle will be completed on Feb. 4th. What does this mean?
 - ✓ Non-Exempt employees will submit time cards in Quantum One starting Feb. 2nd. Their first submission is due by Feb. 4th to ensure on-time and accurate pay. Encourage them to complete self-paced training in Percipio & attend office hours Post-Go-Live for immediate assistance.
 - ✓ All employees will submit absences taken during PP 26-15 in Quantum One by Feb. 4th. This is critical to ensure accurate balances.

Quantum One: Help & Support Options

	Support Type	How to Access	Before Go-Live	After Go-Live
Self-Service	Start Here Resources Project Website, FAQs, Glossary of Terms, etc.	QHCM Project Website	✓	✓
	Training Video Tutorials, Guided Tutorials, Quick Reference Guides, Demos	Quantum One Go-Live Training	✓	✓
	In-System Tools Lexi: On-screen Process Guide Sara: On-screen Chat Bot	On Quantum One screens	—	✓
Specialist Support and Problem Solving	QHCM Project Team Change Champions & SMEs	1. Find your Change Champions 2. Find your SMEs	✓	✓
	HR Reps & Payroll Reps	School/Admin Unit Departments	—	✓
	Quantum One Support Email	Quantum@umaryland.edu	✓	✓
	Quantum One Office Hours	Coming soon!	—	✓
	CITS Help Desk	Coming soon!	—	✓



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Setup Team:

- ❖ Receiving Billing POC information and Purchase Order #s at the beginning of the setup process help reduce email questions on our part.
- ❖ New PID numbering policy (especially for LOC awards) – i.e., for Mod 20/ Support Year 20 the PID will not be the next sequential # but will be 20.

VMS Team:

- ❖ For finals invoices (w/ December deadline), departments must submit signed ROEs **no later than December 16** to ensure all items can be processed and submitted prior to the holiday break.



SPAC Insider

- ❖ Departments must also submit any vbes for any volume and milestone invoices due in December **no later than December 16**
- ❖ For contracts billing (November invoices), departments must submit all required backup documentation **by December 22** to allow timely review and processing

NonFed Team:

- ❖ For finals invoices (w/ December deadline), departments must submit signed ROEs **no later than December 16** to ensure all items can be processed and submitted prior to the holiday break.
- ❖ Backup for November invoices should be returned asap but no later than 12/16
- ❖ Trailing expenses should have documentation/support that matches for each expense listed



SPAC Insider

Costing & Compliance Team:

❖ **Deadline for December DRs submission**

- Pay Period 26-13 (12/14-12/17)
- Last day to submit: COB Monday, 12/22/2025

❖ **Deadline for HRMS DRs submission before HCM go-live**

- HCM go-live date: February 2, 2026
- Last day to submit In HRMS: COB Monday, 1/26/2026
- *Note: Notification will be sent if this date changes*

Test Your SPAC knowledge!

Gear up with [Mentimeter.com](https://www.mentimeter.com)