

Principal Investigator

# The University of Texas at El Paso AUTHORIZATION OF PROFESSIONAL SERVICES

Approval is requested to compensate the individual listed below for the services described:

| Employment Status:  If UTEP Employee: -  Department: Disposition of Duties:  Department Head Approval: Signature: Name/Title: Date:  If Other UT System Employee:                      | Are<br>Prop<br>Tr<br>Or<br>Es<br>(H | ve you contributed to TRS of a you a TRS retiree? Yes Note of Service of Service:  Note of Service:  Note of Service:  Note of Service: |                    |  |
|--|-------------------------------------|---|--------------------|--|
| f UTEP Employee: -  Department: Disposition of Duties:  Department Head Approval: Signature: Name/Title: Date:   | Are<br>Prop<br>Tr<br>Or<br>Es<br>(H | e you a TRS retiree? Yes Nosed Payment: Total Fees: cansportation: ther (Spedify): timated Total: Rate ourly or Daily):                 |                    |  |
| Department: Disposition of Duties:  Department Head Approval: Signature: Name/Title: Date:   | Prop<br>Tr<br>Or<br>Es<br>(H<br>Pe  | osed Payment: Total Fees: ransportation: ther (Spedify): timated Total: Rate ourly or Daily):   |                    |  |
| Department: Disposition of Duties:  Department Head Approval: Signature: Name/Title: Date:   | Oi<br>Es<br>(H<br>Pe                | ransportation:<br>ther (Spedify):<br>timated Total: Rate<br>ourly or Daily):  |                    |  |
| Disposition of Duties:  Department Head Approval:  Signature: Name/Title: Date:  | Oi<br>Es<br>(H<br>Pe                | ther (Spedify):<br>timated Total: Rate<br>ourly or Daily):  |                    |  |
| Department Head Approval: Signature: Name/Title: Date:   | Es<br>(H<br>Pe                      | timated Total: Rate<br>ourly or Daily):   |                    |  |
| Signature: Name/Title: Date:   | (H<br>Pe                            | ourly or Daily):  |                    |  |
| Signature: Name/Title: Date:   | Pe                                  |   |                    |  |
| Name/Title:<br>Date:   | Pe                                  |   |                    |  |
| Date:  |                                     | riod of Scrvice.  | Period of Service: |  |
|  | ('c                                 |   |                    |  |
| If Other UT System Employee:   | CC                                  | st Center:  |                    |  |
|  | Pogues                              | ting Donartment:  |                    |  |
| VPBA Representive (HR/Payroll)   | Requesting Department:              |   |                    |  |
| Signature:   | Prepared by:                        |   |                    |  |
| Name/Title:  | Email:                              |   |                    |  |
| Date:  | Р                                   | hone:   |                    |  |
| pprovals: The services provided by this individual are (1) essential all een employed and this is the most qualified individual available, (3) the finfile to support these standards. |                                     |   |                    |  |
| Chair Person/Director/PI   | Printed Name                        | Title   | Date               |  |
| Dean/Vice President  | Printed Name                        | Date  |                    |  |

Accounting

For Office of Sponsered Projects or Contracts/Grants

## Contractor Classification Checklist Employee/Independent Contractor

The information provided below will assist the University in determining whether the individual performing the services will be classified as an independent employee of the University. These questions are intended as a guide in making this classification. Further evaluation may be requested based on specific individual circumstances.

#### Section I Relationship with the University

YES

NO

- A. Does this individual currently work for the University as an employee?
- B. Has an offer of employment been extended to this individual?
- C. Did this individual work as an employee of the University during the 12 months prior to the date of this contract?

If the answer is "No" to all questions, proceed to Section II.

If the answer is "Yes" to any of the questions, the individual should be classified as an employee and paid via payroll.

### Section II Classification Guidelines (Complete only section A,B, or C depending on the services performed by the individual)

YES NO

#### A. Guest Speaker/Continuing Education Instructor

- 1. Will the University provide course materials and tools?
- 2. Will the University reimburse the individuals for course related expenses?

If the answers to questions 1 and 2 are "Yes", treat the individual as an employee. If the answer to either is "No", proceed to 3 & 4

- 3. Is the individual an invited guest speaker to lecture in a seminar, colloquium, class, etc.?
- 4. Has the individual been engaged by the University fewer than 5 times in the past 12 months?

If the answers to questions 3 and 4 are "Yes", treat the individual as an independent

contractor. If the answer to either question is "No", proceed to question 5.

- 5. Has the individual provided the same or similar services to other unrelated entities in the last 12 months?
- 6. Will the department provide the individual with specific instructions regarding performance of the required work rather than rely on the individual's expertise?

If the answer to 5 is "Yes" and 6 is "No", treat the individual as an independent contractor. If the answer to 6 is "Yes", then treat the individual as an employee.

<u>B. Researcher</u> YES NO

1. Will the individual perform research under the supervision of a University professor or employee?

If the answer to question 1 is "Yes", treat the individual as an employee. If the answer is "No," proceed to 2, 3, & 4.

- 2. Will the individual serve in an advisory or consulting capacity with a University professor or employee?
- 3. Has the individual provided the same or similar services to other unrelated entities in the last 12 months?
- 4. Will the period of service be completed within 30 days?

If the answer to questions 2, 3, and 4 is "Yes", treat the individual as an Independent Contractor, otherwise treat the individual as an employee.

# C. Research Trainees/Student Award/Grant/Support

YES

NO

1. Will the student be enrolled during the training period?

If the answer to question 1 is "Yes", treat the individual as a UTEP Student and process payment via Student Notice of Award. If the answer is "No," proceed to question 2, 3, & 4.

- 2. Will the amount paid/allowed be for the benefit of aid to an individual performing independent educational activities, study, or research?
- 3. Will the period of service be completed within 90 days?
- 4. Is research trainee/student pursuing an undergraduate or graduate degree?

If the student is not enrolled and the answer to questions 2, 3, and 4 is "Yes", treat the individual as a Student Research Trainee under Other Personal Services.

## D. Individuals Not Covered Under A, B and C

YES

NO

- 1. Has the individual provided the same or similar services to other unrelated entities or to the general public as a trade or business during the last 12 months?
- 2. Will the period of service exceed 30 days?
- 3. Will the department provide the individual with specific instructions regarding performance of the required work rather than rely on the individual's expertise?
- 4. Can the University set the number of hours and/or days of the work week that the individual is required to work, as opposed to allowing the individual to set his/her own work schedule?

If the answer to question 1 is "Yes" and 2, 3, and 4 is "No", treat the individual as an Independent Contractor. Otherwise the individual should be paid as an employee via payroll.

Forms required if employee: W-4, I-9 complete at Human Resources Office Forms required if Independent Contractor: Payee Information Form complete at Purchasing Office

Information for Foreign Nationals: The University of Texas at El Paso uses Glacier, a nonresident alien tax compliance system. It is a web-based database used to benefit foreign nationals receiving payments from UTEP regarding United States Government tax issues. The information entered into this database will identify the necessary tax forms and help in determining tax treaty eligibility. For access to Glacier, please contact the Payroll Office, located at University Towers, 1900 Oregon Street, Suite 100 or call (915) 747-5171. Page 2 of 4