

SKIDMORE COLLEGE TRAVEL AND ENTERTAINMENT POLICIES

Updated November 15, 2010

PURPOSE

These policies are intended as a guide to reimburse individuals for College-related travel and entertainment expenses. The responsibility to observe the guidelines rests both with the traveler and the chairperson or administrator who certifies conformance to these guidelines by approving the expenditure(s). This policy applies to anyone who incurs travel or entertainment expenses paid by Skidmore College, regardless of the source of funds. The College will reimburse for reasonable travel, meals, lodging and out-of-pocket expenses incurred in the transaction of College business. This document outlines policies and procedures in general terms to allow reasonable discretion for travelers. Departments may implement more restrictive policies and procedures that departmental personnel should adhere to. The policy is not expected to cover every possible situation. Federally funded awards may have additional requirements.

RESPONSIBILITY

These policies and procedures are also necessary to comply with Federal tax law and third party sponsoring agency regulations. They will ensure consistent and fair treatment between departments throughout the College and the uniform reporting of financial results. In general, the quality of travel, accommodations, entertainment and related expenses should be governed by what is reasonable and appropriate to the purpose involved. The College respects the personal integrity and discretion of each member of its faculty and staff and conducts expense account affairs accordingly. Skidmore's travel meets the IRS definition of an "accountable plan." As a result, travel reimbursements do not have to be reported as income to the traveler. Under the accountable plan, travel advances and reimbursement of expenses must meet three requirements:

- They must have paid or incurred deductible expenses while performing services as your employees.
- Travelers must provide a statement substantiating the amount, time, use and business purpose of expenses within a reasonable amount of time (not to exceed 60 days) after the expenses are incurred. Original detailed receipts must be attached to the statement.
- Employees must return any advance amounts in excess of substantiated expenses within a reasonable period of time (not to exceed 60 days).

If an employee does not substantiate expenses and/or return any excess advance within a reasonable period of time (60 days), this amount must be treated as if it were paid under a non-accountable plan and must be treated as salary, subject to withholding, on the employee's Form W-2.

In order for business travel expense reimbursements to remain tax-free to the employee, the policies and procedures that follow must be adhered to.

SALES TAX AND BUSINESS VISA CARD

Skidmore College is a tax exempt organization. NYS requires vendors to allow for tax exempt purchases only when someone is paying with check, debit card or credit card from the tax exempt organization. If paying with a personal check or personal credit/debit card, vendors are instructed by NYS to charge sales tax. Skidmore offers a Business Visa card to eligible employees that travel on behalf of the College and will not reimburse sales tax to employees for sales tax paid to local vendors. This includes restaurants, department stores and Enterprise rent a car.

The Business Visa Card and the College tax exempt certificate should suffice for vendors to honor the College tax exempt status. Tax exempt certificates are available on the Financial Services web page or in the Accounts Payable office. Many departments also have a supply of the certificates as well.

For additional information about the Business Visa Card, please visit the Financial Services home page.

I. SKIDMORE COLLEGE TRAVEL POLICY

MODES OF TRAVEL

The most cost effective mode of travel should be used based on itinerary

• Air Travel

- Southwest Airlines is the preferred airline.
- Appropriate for travel beyond a 200-mile radius from campus
- Arrangements should be made through the Skidmore travel on-line website at (<http://www.skidmore.edu/administration/travel/>) with your corporate visa card, not your departmental purchasing card (We encourage use of the corporate card because the College receives a rebate based on the total volume of the card usage)
- If you find a more economical flight outside of the Skidmore Travel website, please book it and forward a copy of the itinerary to the Purchasing office to be logged into our travel database
- Coach travel only (otherwise individual covers incremental cost)
- Personal excess baggage charges, flight insurance, etc. are not reimbursed
- The College is not responsible for costs associated with lost luggage (In extenuating circumstances, please discuss with your Supervisor or Chair)
- Credit card bill is mandatory for airline ticket reimbursement prior to trip

• Personal Automobile

When employees use their own vehicle on authorized College business, it is their personal insurance policy that is primary coverage for liability and physical damage coverage. It is important that the individual have adequate coverage, as Skidmore's insurance provides non-ownership liability for exposure to the College only (this means the insurance covers only the College in the event of a lawsuit).

- Appropriate for travel within a 200-mile radius of campus
- Reimbursed at 50 cents per business mile for 2010 (adjusted annually per IRS guidelines)
- Maximum reimbursement for mileage is 400 miles round trip
- Tolls and parking fees reimbursed at actual cost
- Gas, oil, repairs, maintenance, fines, etc. are not reimbursed
- The College will reimburse personal insurance deductible for damages sustained while on business when employee is not at fault (police report required)

• Automobile Rental

The College's insurance provides for both liability and physical damage for employees who rent vehicles while on authorized College business. The coverage extends for car rentals in the US, Canada, Puerto Rico and US territories (therefore please waive the rental agency's insurance coverage). For vehicles rented in a foreign country - the College's international policy covers liability only, and therefore, you must secure physical damage coverage from the rental agency. If any rental vehicle will be in your custody for a period in excess of 30 days, please notify Business Services. Employee's personal effects, while within the vehicle, are not covered by College insurance unless the vehicle is no more than 1000 feet from

campus (limit of \$25,000). If a loss or damage occurs to your personal property outside of this radius, please submit the loss directly to your homeowners/renters insurance.

- Local rental appropriate only when cost effective
- Recommend arrangements to be made through AAA Northway
- Luxury vehicles not allowed
- Collision damage coverage is not reimbursed
- Return car with full gas tank. Refueling charges by the rental agency are not normally reimbursed

· **Train Travel**

- Encouraged when cost effective, especially to New York City
- Recommend arrangements to be made through Skidmore travel website. Contact AAA Northway if assistance is needed
- Coach travel only (otherwise individual covers incremental cost)

LODGING, MEALS, AND INCIDENTALS

· **Lodging**

- Recommend arrangements to be made through Skidmore Travel website
- Lodging costs should be kept to a minimum
Cost up to \$150 per night
- Cost up to \$300 in High Cost Areas* (see list below). Conference rates are reimbursable
- Staying with friends or family is encouraged (appropriate gift is reimbursed, up to \$50)

· **Sales Tax Exemption (hotel rooms)**

- Exempt from sales tax in New York, Florida, Massachusetts, New Jersey and the city of San Francisco
- Obtain appropriate forms from Accounts Payable or from Purchasing web page (NY only)
- Some states accept NYS exemption; check with vendor

· **Meals, Alcoholic Beverages and Incidentals**

- Actual cost of meals and incidentals up to an average of \$60 per full day is reimbursed
- For partial days, allowance is \$10 breakfast, \$15 lunch, \$30 dinner, \$5 incidentals
- For High Cost Areas* an additional \$20 per day is reimbursable
- If conference fees include meals, daily allowance is reduced accordingly (see above)
- Entertainment expenses (meals for guests) should be reported separately

The general College policy is not to reimburse for alcoholic beverages. If incurred, payments for alcoholic beverages should be billed separately and paid for by the employee directly and are not eligible for reimbursement. An exception is allowed only in special circumstances for certain donor, advancement, recruitment, visiting artists/lecturers, visiting external reviewers, and similar purposes, determined in advance by the Cabinet member responsible for approving the expense.

Note: if the cost exceeds the above guidelines - Director or Chair must approve

- Reimbursable incidentals include such things as tips, brief phone calls home, and laundry
- Personal hygiene items, medicines, etc. are not reimbursed
- Personal entertainment (movies, games, etc) are not reimbursed
- Childcare is not reimbursed

In an effort to promote a healthy lifestyle, we will reimburse health club fees if the hotel that you are staying at does not have a fitness room for use free of charge.

OTHER ITEMS

· Cash Advances

- Cash Advance must be approved by supervisor, Director or Chair
- \$25 dollar minimum; over \$1,000 must be pre-approved by Vice President or Dean
- Request made on standard "Check Request Form" with purpose and dates of trip
- Cash obtainable up to \$250; otherwise check (Tuesday request issued Friday)
- Previous advances must be cleared before new advance is issued. Advances must be cleared within thirty-days after returning from your trip

· Reporting and Approval of Expenditures

- Requests for reimbursement must be on a fully completed Travel Expense Report Form within thirty days upon returning from trip
- Original receipts for all items \$25 or over must be attached; receipts for all expenditures are encouraged
- Travel Expense Report must be approved by supervisor, Director or Chair
- Reimbursement up to \$250 paid in cash, otherwise check

· College Guest Travel

- When College is paying for guest travel (job candidates, trustees, consultants, etc.), we encourage arrangements be made through AAA Northway or Skidmore travel website for Southwest Airlines reservations

· International Travel

- Please use your corporate card whenever possible
- Include your credit card bill with your expense report, (this enables exchange rates to be handled efficiently) for cash transactions, please include exchange rates

· Exceptions to the Policy

- Exceptions must be recommended by the appropriate Dean or Vice President (in such cases, please submit written explanation with Travel Expense Report), but final disbursement authority rests with the Office of Financial Services

*High Cost Areas: New York City, Boston, Newark, Philadelphia, Washington, D.C., Atlanta, Miami, Chicago, Dallas-Ft. Worth, Los Angeles, San Francisco, Seattle. This list is not all inclusive. Other cities may qualify as well.

II. SKIDMORE COLLEGE POLICY ON ENTERTAINMENT & SPECIAL GESTURES

GENERAL PURPOSE

- Reasonable expenses when interacting with external constituencies are reimbursed (trustees, donors, alumni, parents, vendors, job candidates, professional guests, etc.)
- Interactions among faculty/staff/students are not generally reimbursed

ENTERTAINMENT

· Meals

Expenses for local dining involving non-College personnel are reimbursable when the purpose of the meeting is to conduct College business and when it is necessary or desirable to have the meeting in conjunction with, or during a meal. This includes our guests such as speakers, visiting artist, writers etc. Reimbursement up to \$50 per person. Please use the Downtown discount business cards whenever possible.

Note: if the cost exceeds the above guidelines - Director or Chair must approve

Entertainment expenses should be reasonable in relation to the nature of the function and the resulting business benefit expected to be derived from the expenditure. A list of names must be indicated on the expense report along with the purpose of the entertainment. Some examples of this type of entertainment would be for alumni functions and entertaining donors or prospective donors.

- Generally no more than 2 or 3 faculty/staff should dine off-campus with each guest
- Spouse/partner may be included if guest's spouse/partner is present

· Entertainment of Students

- Light refreshments for receptions, lectures, and other special events are reimbursable (Food Service should cater such events if more economical)
- Occasional entertainment of student volunteers by Chairs/Directors as a "thank you" is reimbursable
- Occasional (at most once per semester) inexpensive entertainment (pizza, etc.) of paid student workers by Chairs/Directors as a "thank you" is reimbursable

· Entertainment of Faculty/Staff Members

- Entertainment of fellow faculty/staff is not normally reimbursed
- The College will not normally pay for meals (on or off campus) for faculty/staff meetings
- Annual staff retreats are reimbursable; such events should be budgeted and charged to Account Number 7430
- Individual Faculty/staff going away parties, retirement, or holiday celebrations are not reimbursed (Campus wide retirement parties must be catered by Food Service)

The general College policy is not to reimburse for alcoholic beverages. If incurred, payments for alcoholic beverages should be billed separately and paid for by the employee directly and are not eligible for reimbursement. An exception is allowed only in special circumstances for certain donor, advancement, recruitment, visiting artists/lecturers, visiting external reviewers, and similar purposes, determined in advance by the Cabinet member responsible for approving the expense.

SPECIAL GESTURES

• Gifts

- Individual and /or departmental gifts for parting, retirement, thank you, holidays, etc. are not reimbursed
- A gift for the non-faculty/staff host of a gathering is reimbursable up to \$50

• Illness, Birth and Condolence Gestures

- For employee inpatient hospital stays, please contact Human Resources and they will send an appropriate gift (approximately \$35)
- For birth or adoption, the College will send a \$50 savings bond and congratulatory card (contact Human Resources)
- In case of death of member of employee's immediate family, the College will send a memorial contribution of \$25 (contact Human Resources)
- Further gestures made by individuals are not reimbursed

REPORTING AND APPROVAL OF EXPENDITURES

- Entertainment expenses should be charged to Account Number 7420
- Requests for reimbursement must be on Check Request Form indicating date, purpose, and Names of those participating
- Original detailed receipts for all items \$25 or over must be attached; receipts for all expenditures are encouraged
- Check Request Form must be approved by supervisor, Director or Chair
- Reimbursement up to \$250 paid in cash, otherwise by check

EXCEPTIONS TO THE POLICY

- Exceptions must be recommended by the President or appropriate Dean or Vice President (in such cases please submit written explanation to Accounts Payable), but final disbursement authority rests with the Office of Financial Services.