



Research Administration Forum

March 14, 2019

Marcia Smith

Associate Vice Chancellor for Research

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Agenda

- **Welcome and Announcements** – *Marcia Smith*
- **Research Safety and Animal Welfare Administration** – *Jennifer Perkins*
 - The History of Lab Safety at UCLA – *Craig Merlic*
- **Office of Contract and Grant Administration** – *Patti Manheim & Jim Fong*
- **PPS Payroll Expense Transfers** – *Yoon Lee*
- **UCPath** - *Yoon Lee & Troy Romero*

History of Laboratory Safety at UCLA

Research Administrators Forum
Office of Research Administration

Craig Merlic

UCLA Department of Chemistry and Biochemistry
UC Center for Laboratory Safety

UCLA



UC | Center for
Laboratory Safety

UCLA Westwood Campus March 18 1929

- First class
- Chemistry 1A
 - held six months before official campus opening



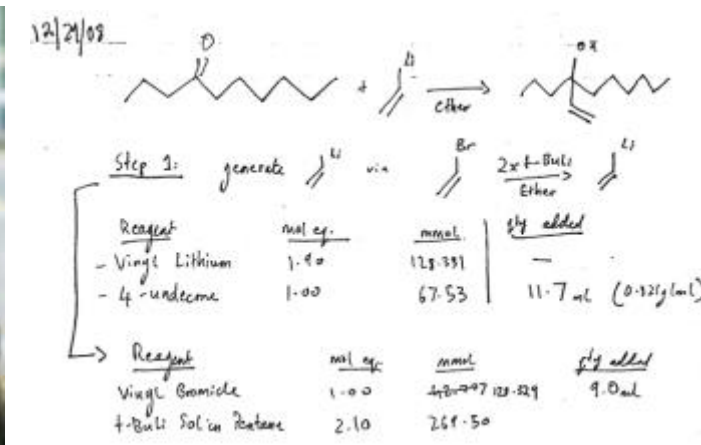
Chemistry Department building is now Haines Hall

UCLA Vermont Avenue Campus 1929

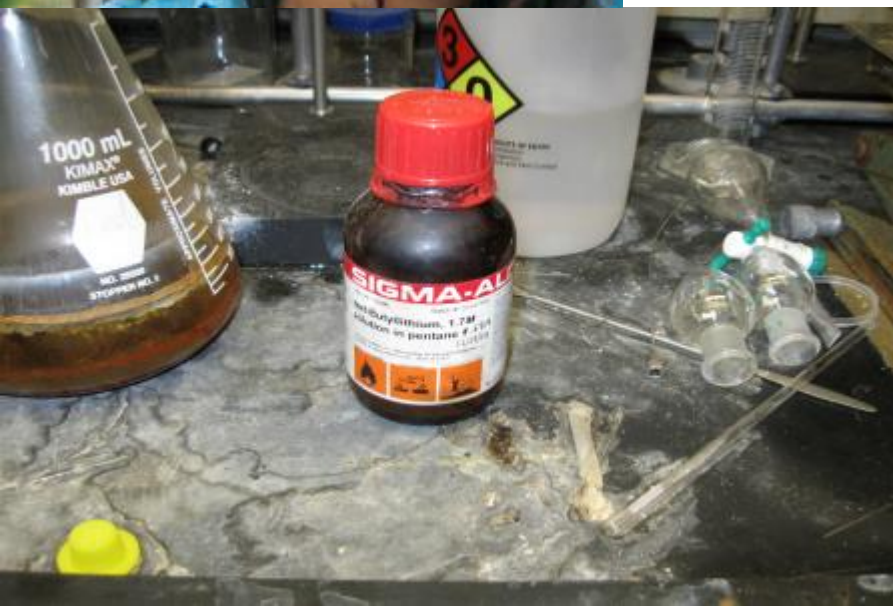
- California Hall – housed chemistry laboratories
– burned down in January



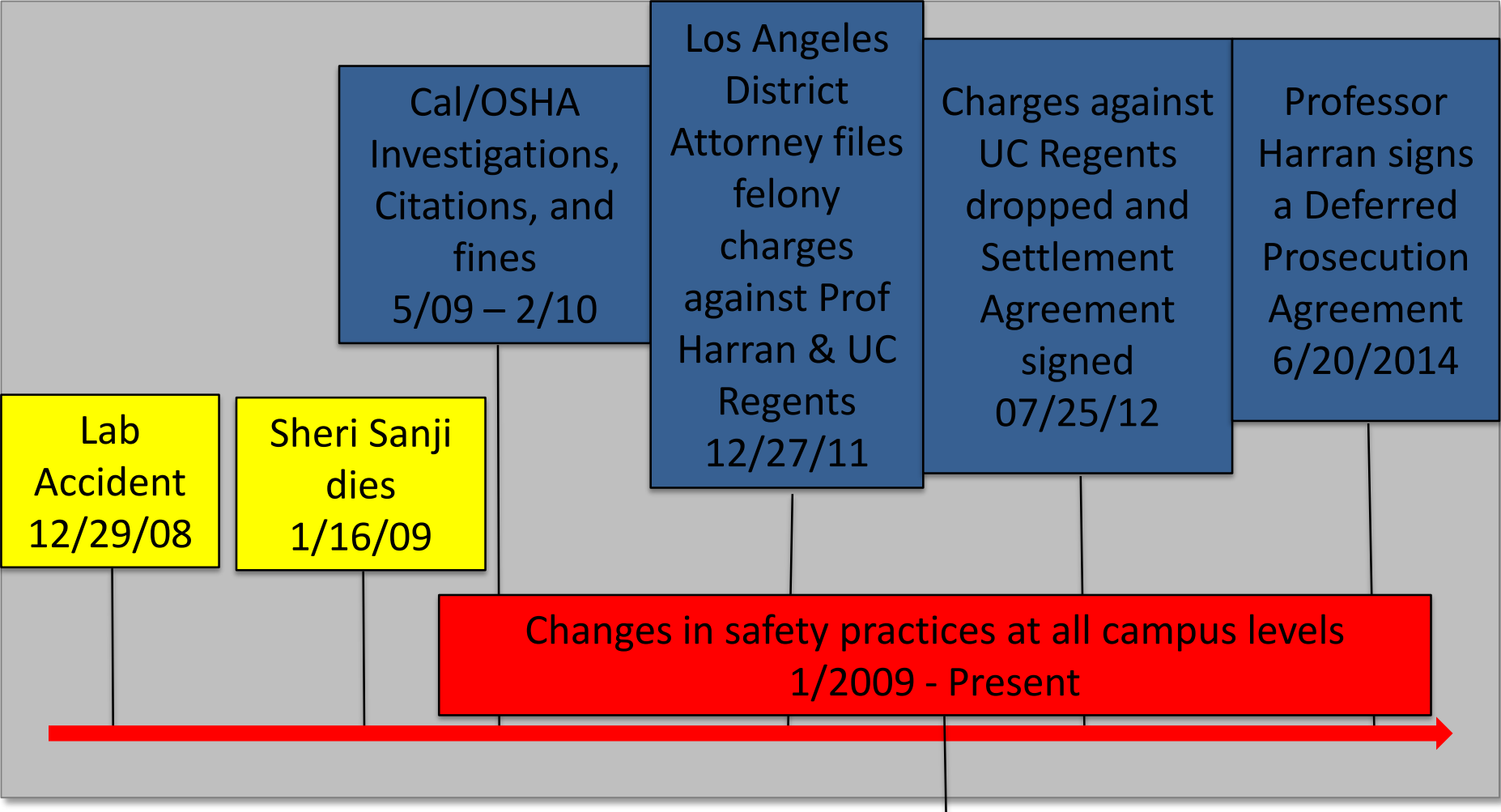
UCLA - December 29, 2008



Sheharbano Sangji



UCLA Timeline



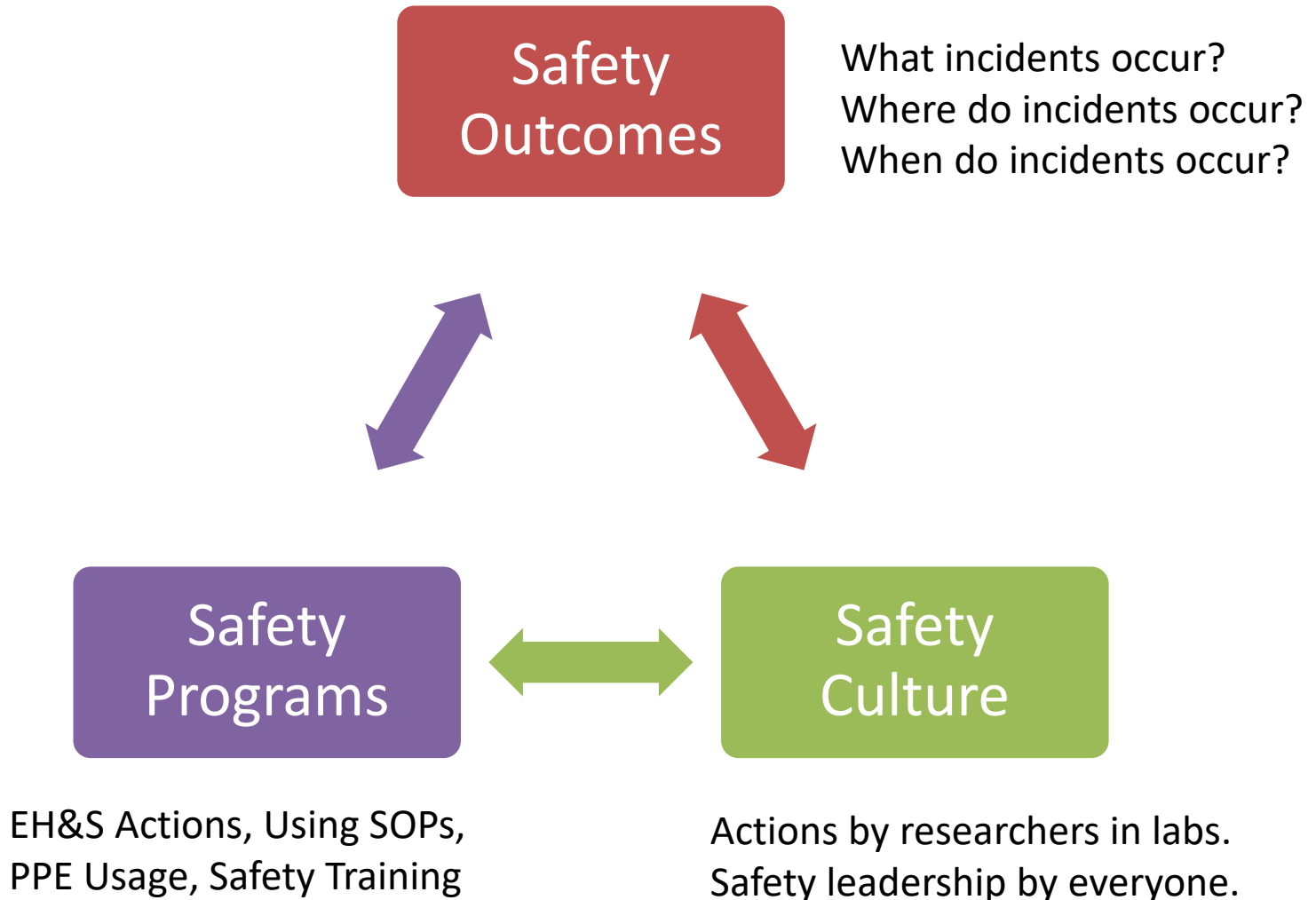
Accident Aftermath

Repercussions across

- UCLA campus
- University of California system
- Chemistry departments and universities nationwide
- Federal agencies
- Professional societies

A very tragic accident that has had true impact improving laboratory safety practices and the safety culture in ALL academic institutions.

Laboratory Safety Triad



Key Changes in UCLA Lab Safety

- **EH&S** – Rigorous lab inspections by knowledgeable staff
 - Active in safety training
- **PPE** – Mandatory use in labs (UCLA Policy 905)
 - Major one-time funding by UCOP
- **Safety Committees** – Proactive faculty-led across hazard areas
 - Empowered by Vice Chancellor, Research
- **Individual lab compliance**
 - Required faculty safety training
 - Required researcher safety training
 - Required response to lab inspections
 - Required adherence to lab safety standards

Evolution of Lab Coats – Reducing Chemical Exposures

Performance Requirements for Lab Coats

Comfortable material to wear
Non-porous for liquids
Chemically resistant

Breathable
Non-wicking for liquids
Flame resistant

\$35



Cotton or
Polyester

\$100



Flame Retardant
Treated Cotton

\$120



Flame Resistant
Nomex®

\$175



Flame and Chemical
Resistant ShieldCXP®

Laboratories can be High-Risk Environments

Chemical Hazards

- Flammables
- Acute toxins
- Carcinogens
- Reproductive toxins
- Corrosives
- Air/water reactives

Biological Hazards

- Infectious material
- Biological toxins
- Public health risks

Radiological Hazards

- Radioisotopes
- Radiation generating equipment (X-rays)
- Lasers

Physical Hazards

- Cryogenics
- High temperatures
- High and low pressures
- Loud equipment
- Cuts and needle sticks

Cannot eliminate all risks, so we use layers of risk management and safety controls, but accidents still occur!

Explosion in Laboratory

UCLA April 2014: Material Science Engineering

- Heating dicyclopentadiene in a pressure reactor in an oven
- Uncontrolled heating causes runaway reaction
- No pressure relief valve on pressure reactor
- **Student suffers modest injuries**

Oven before incident



Oven after incident



Explosion in Laboratory

UCLA September 2017: Chemistry & Biochemistry

- Pressure bottle for nickel / platinum nanoparticle synthesis
- $\text{Ni}(\text{acac})_2 + \text{Pt}(\text{acac})_2 + \text{NaBr} + \text{DMF} \quad 150\text{ }^\circ\text{C} \quad \rightarrow \quad \text{NiPt}$
- Hotplate failure causes explosion
- **Student sustains major injuries**



Safety Outcomes: Analysis of UCLA Safety Incidents

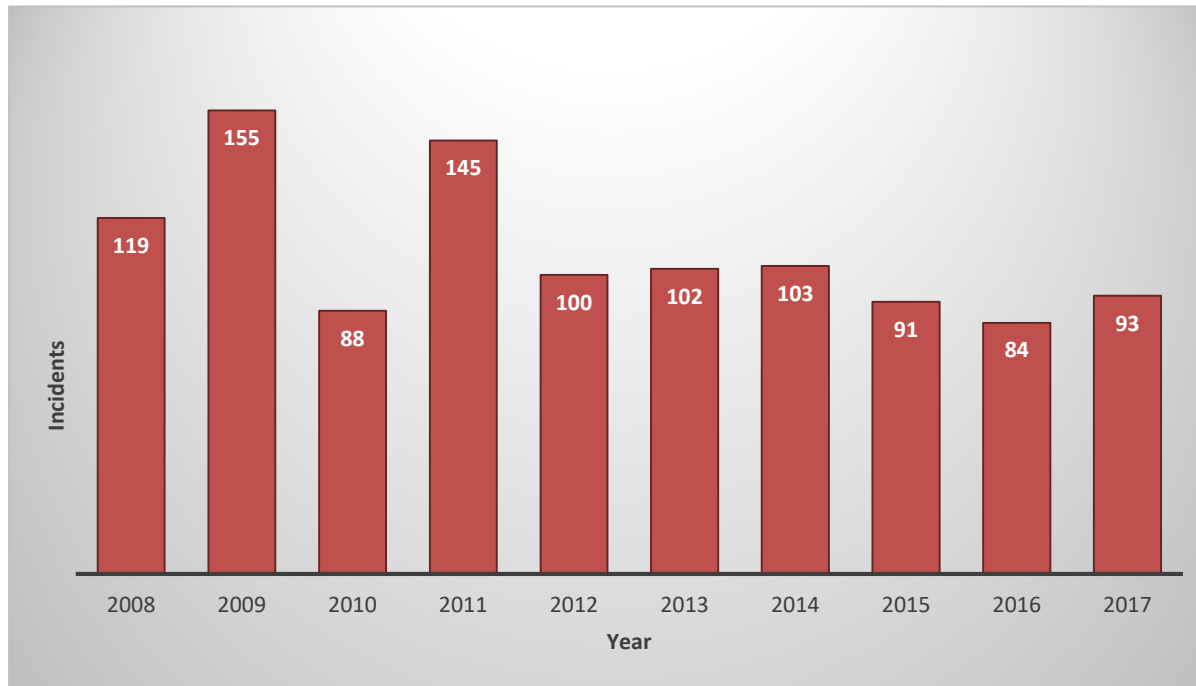
What incidents are happening in laboratories and how can we use that data to drive improvements in laboratory safety programs?

- What lab incidents are occurring?
- Where are lab incidents occurring?
- When are lab incidents occurring?
- What lab incidents are decreasing?
- What lab incidents are increasing?

What impact did implementing a compliance-focused laboratory safety program have on incidents, injuries, and exposures?

UCLA Incident Analysis

Total Laboratory Incidents at UCLA

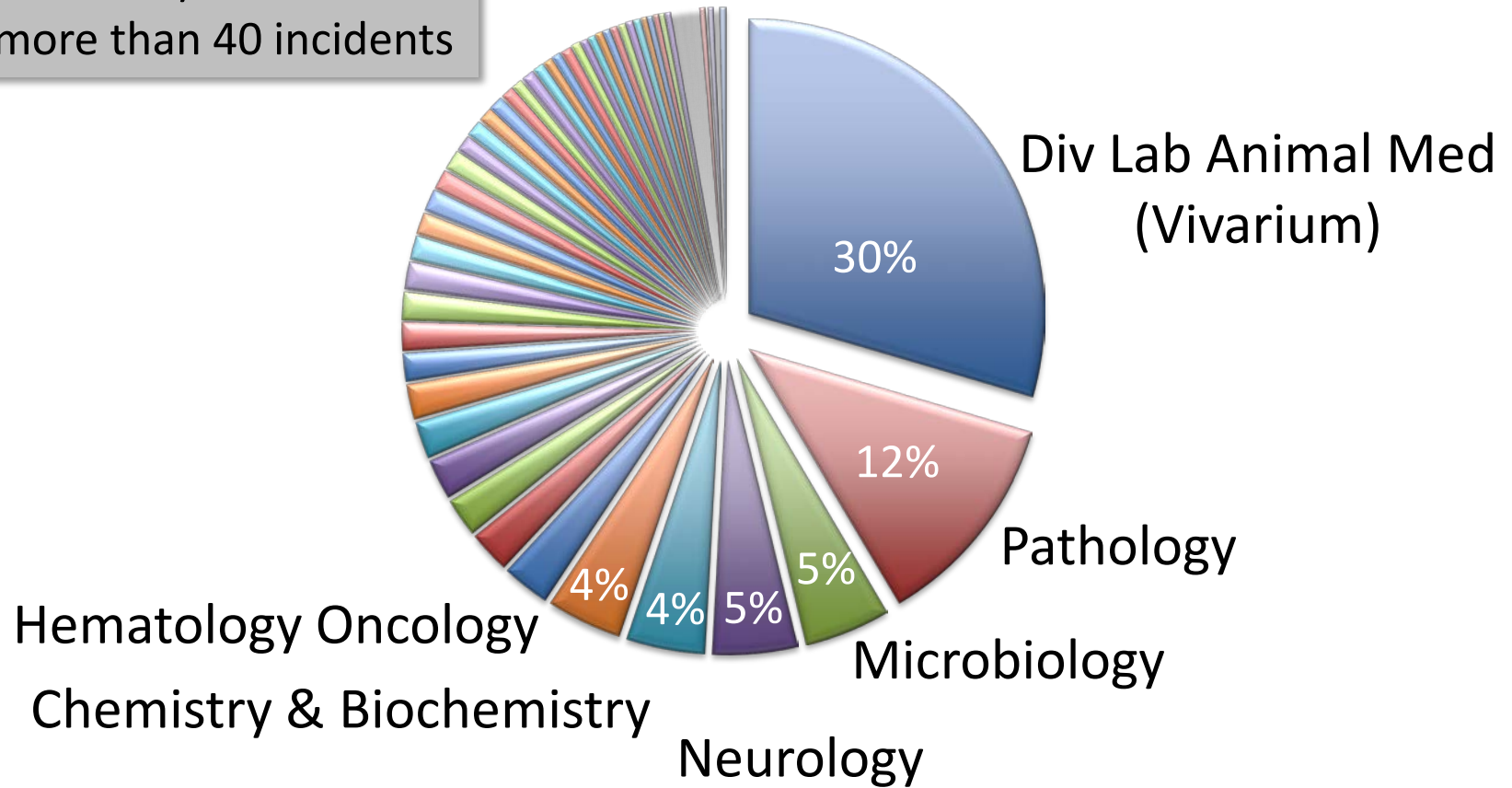


1080 incidents
over 10 years

Incidents are defined as events causing an injury or illness.
Data provided by UCLA Insurance and Risk Management.

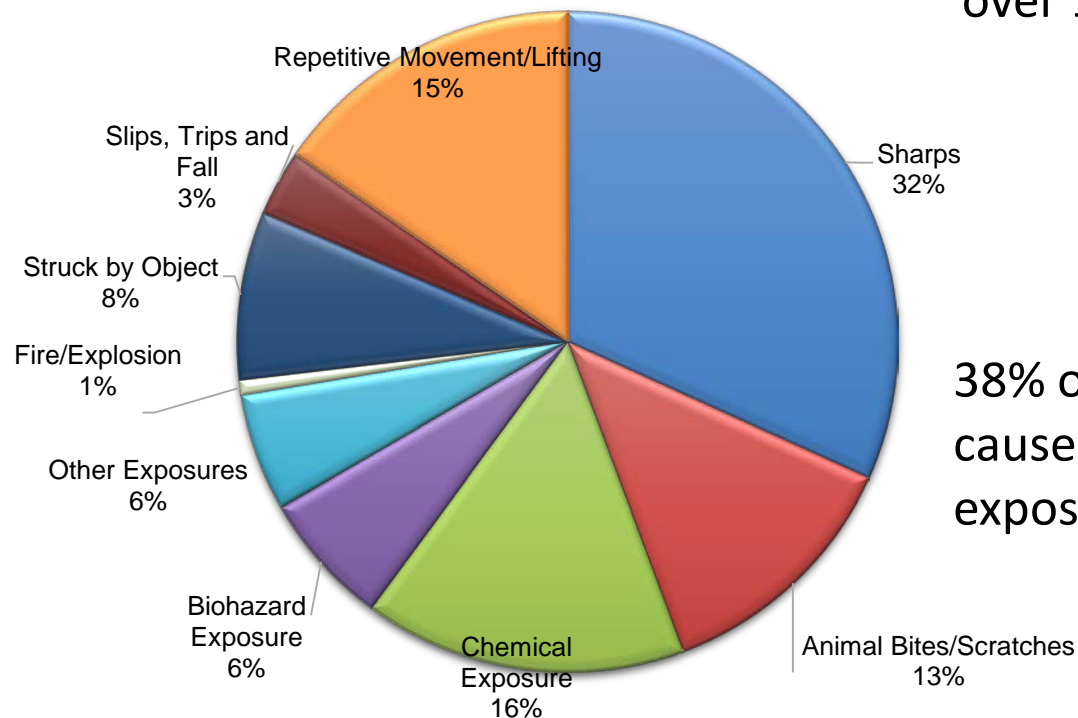
UCLA Incident Analyses

61 Departments/Divisions
6 with more than 40 incidents



UCLA Incident Analysis

Types of Laboratory Incidents



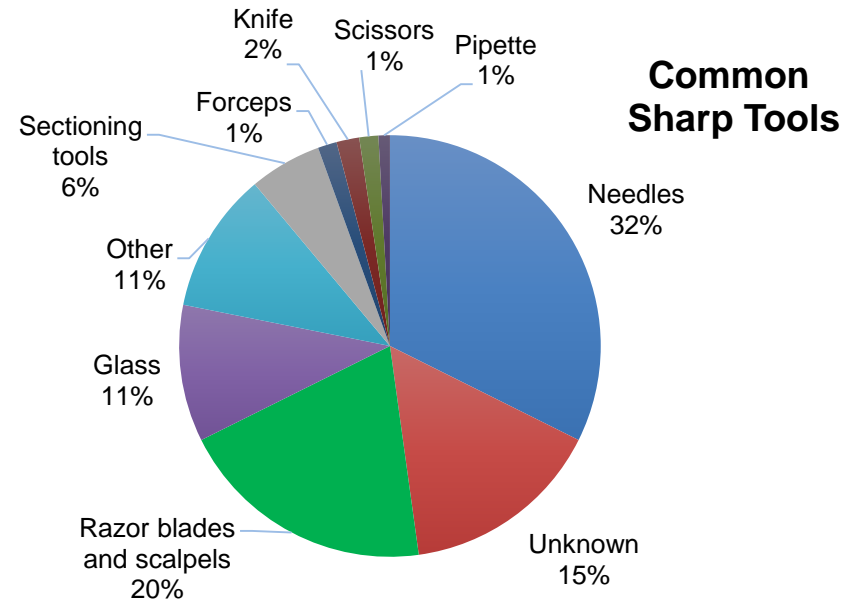
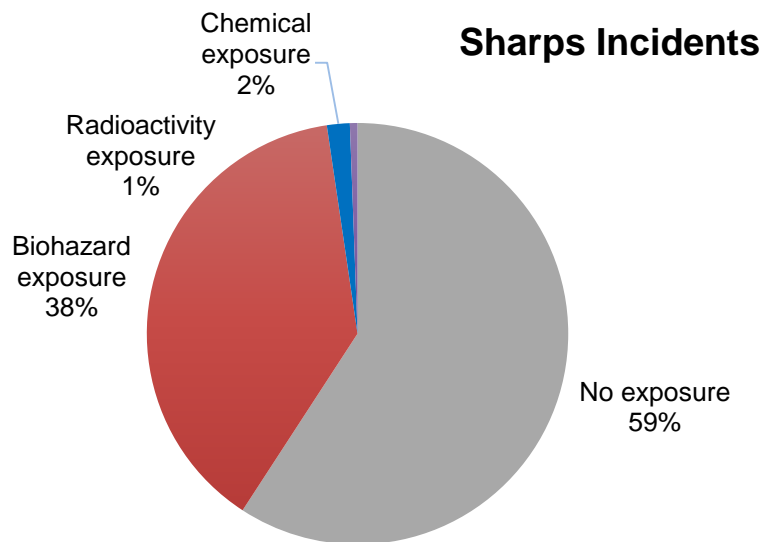
1080 incidents
over 10 years

38% of sharps incidents
cause a biohazard
exposure.

Action item: Improve sharps awareness and training.

UCLA Incident Analysis

Details on Laboratory Incidents

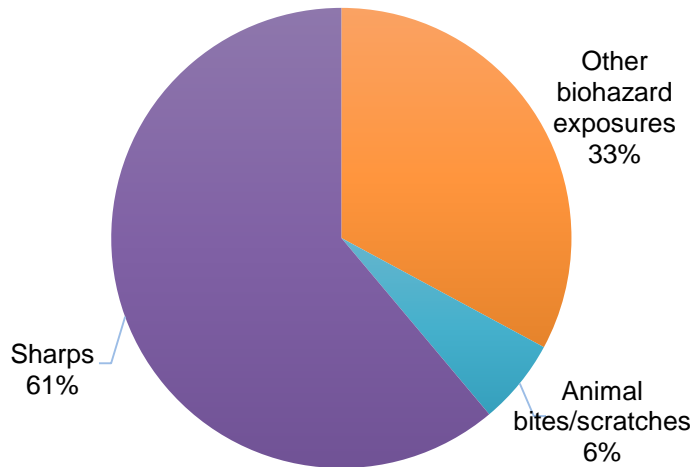


Action item: Loose razor blades should be replaced by razor blade knives

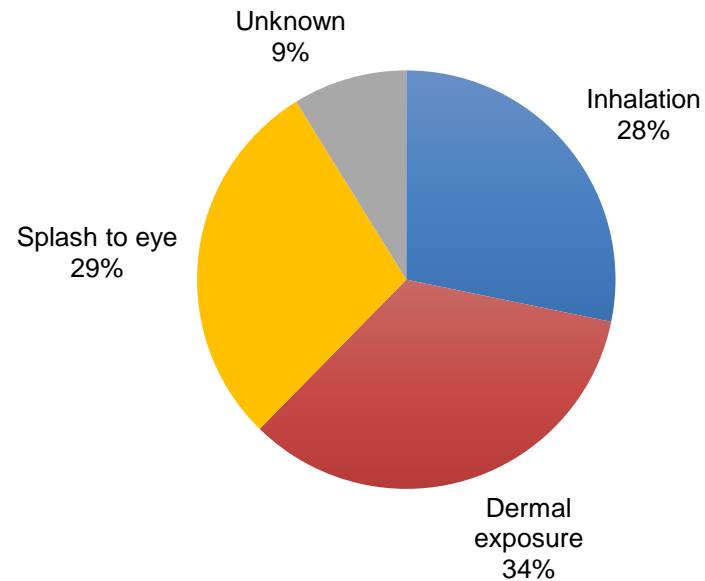
UCLA Incident Analysis

Details on Laboratory Incidents

Total Biohazard Exposures



Chemical Exposures



Action item: Address sharps use which causes 61% of all biohazard exposures

Safety Culture Survey

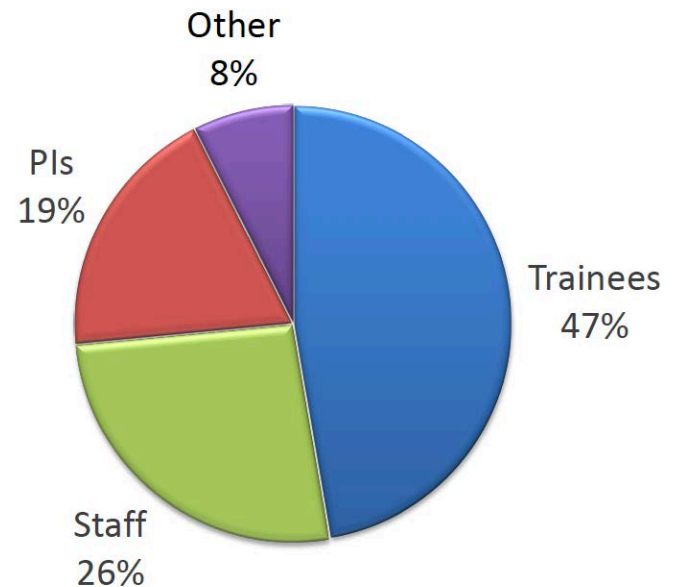
- Determine strengths and weaknesses of safety programs
- Determine the state of laboratory safety culture
- Identify factors that influence the safety culture
- Identify factors factors that correlate with injuries

GOAL: Use data to drive improvements in laboratory safety practices, culture and outcomes

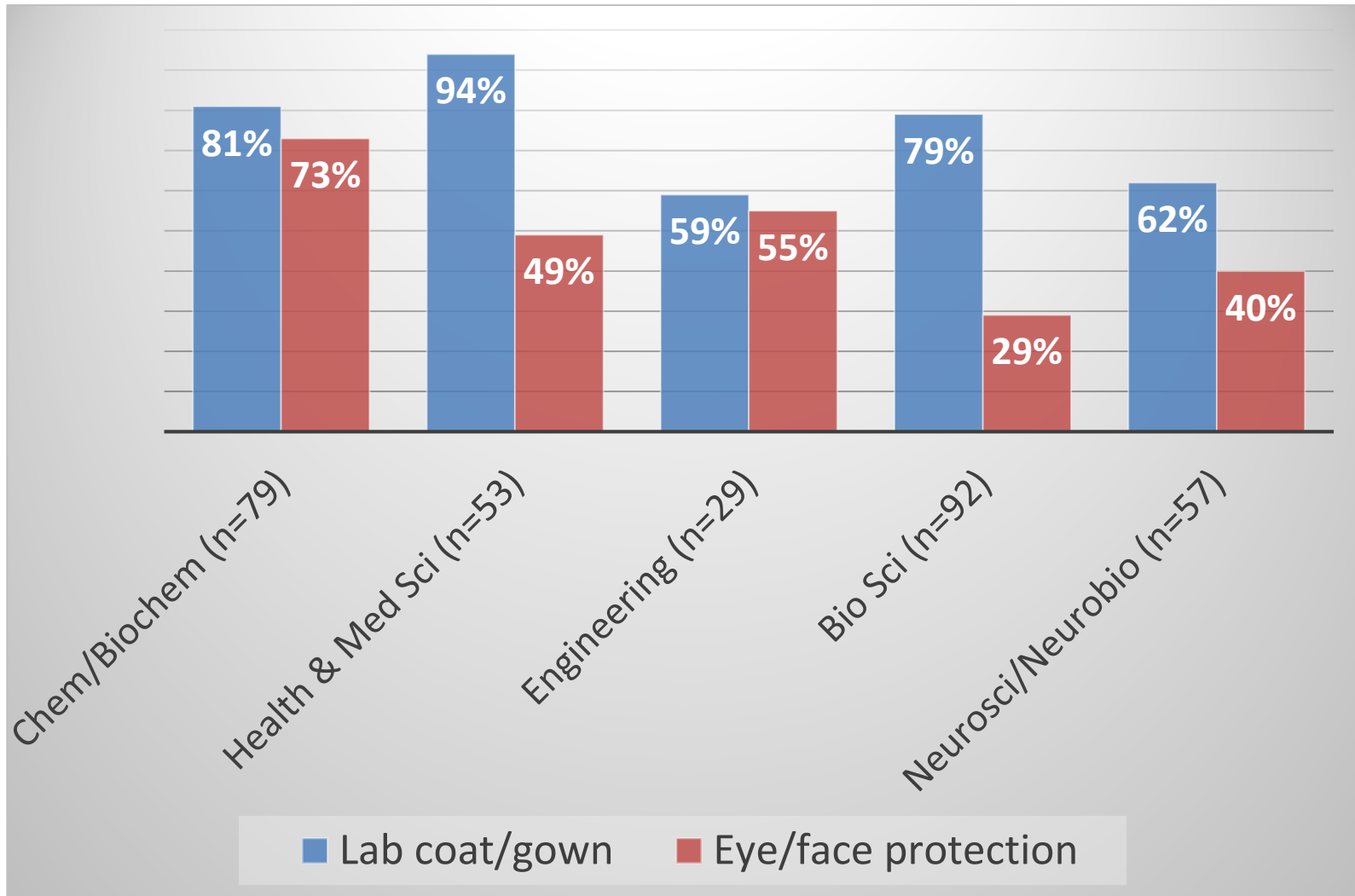
Safety Culture Survey

- Short: < 10 minutes
- 38 questions; 5-point Likert scale, 1 open-ended question
- Bifurcated survey: Students, postdocs & staff vs PIs
- Areas:
 - Demographics
 - Safety communication
 - Safety attitude
 - Safety behavior
 - Lab incidents and near misses
- 4 Research universities
- > 1000 respondents

Life Sciences	57%
Health Sciences	17%
Physical Sciences	14%
Engineering	11%
Other	1%



Trainee/Staff PPE Compliance by Work Area



Safety Culture Survey involving 469 UCLA researchers

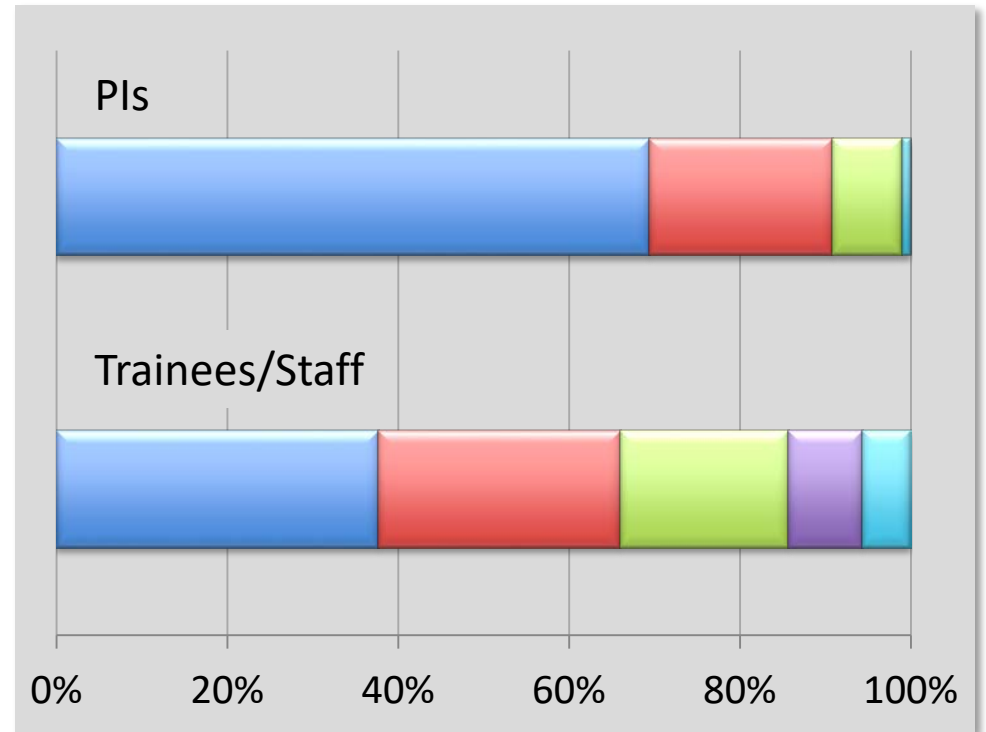
Perception Gap when Discussing Safety in Experiments

I discuss with my lab group how to conduct experiments safely.

89% Agree/Strongly Agree

My PI discusses with me how to conduct experiments safely

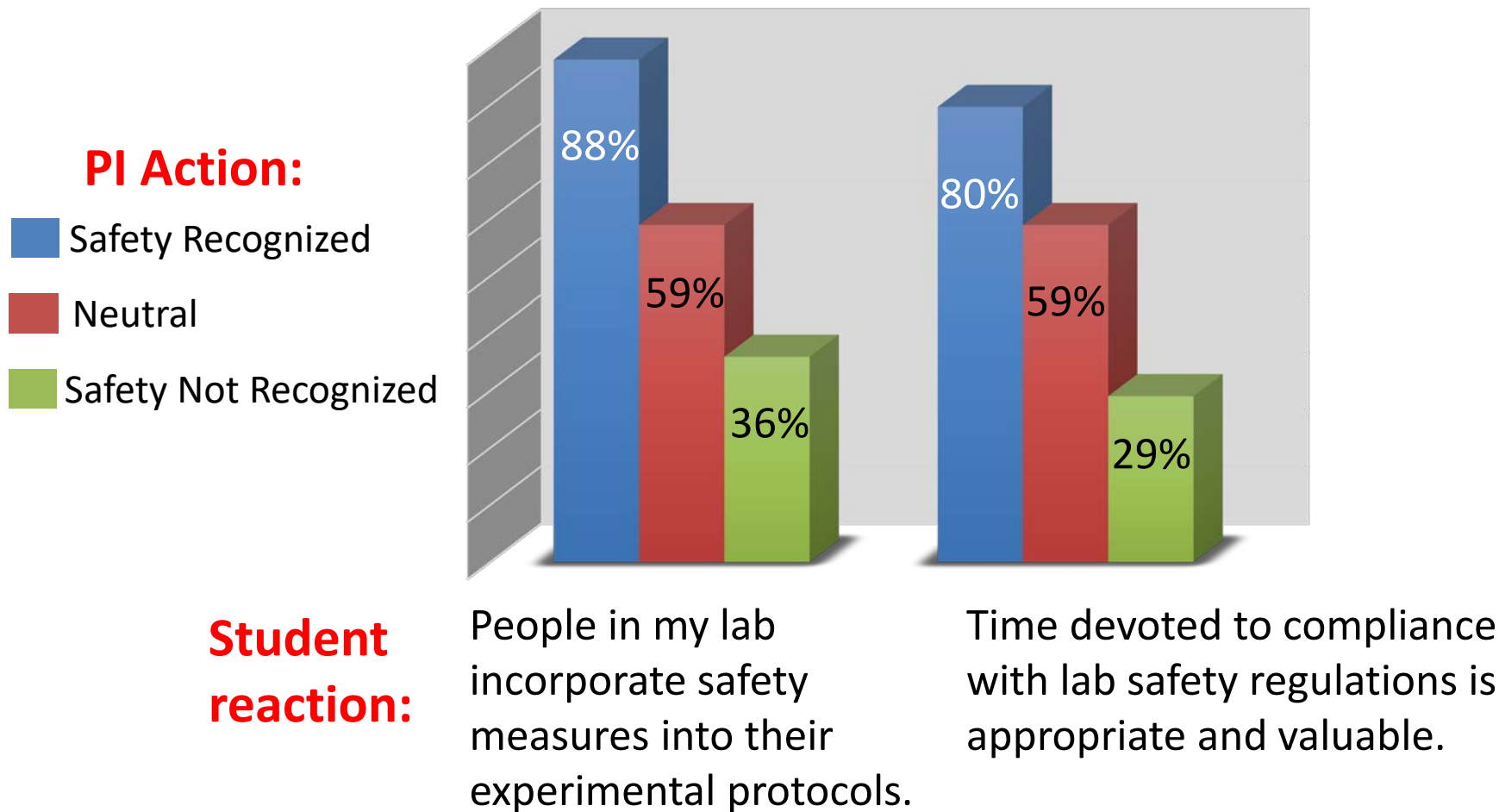
66% Agree/Strongly Agree



Strongly agree  Strongly disagree

Safety Culture Survey involving 1034 University researchers

Correlating PI Safety Recognition with Student Safety Behavior and Attitudes



Safety Culture Survey involving
1034 University researchers

Safety recognition by PI
correlates with safe lab practices

Correlating PI Safety Actions with Student Safety Attitudes and Behavior

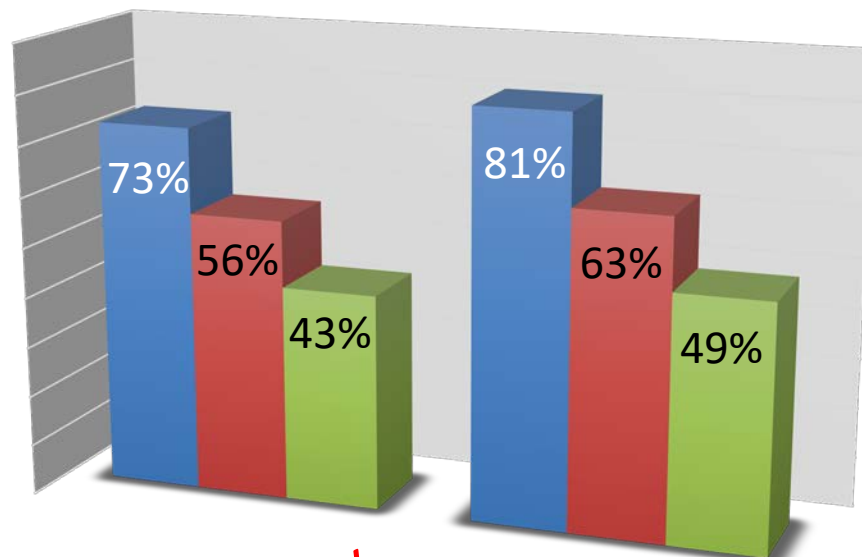
PI Action:

Formal Lab Safety Discussions:

Weekly / Monthly

Quarterly

Yearly / Never



Student Reaction:

Students/staff would report to PI:

A minor injury

A near miss

Regular and frequent lab safety discussions strongly correlate with higher incident reporting

Do Faculty and Student Safety Attitudes and Behaviors Impact Safety Outcomes?

How Can Injuries be Prevented?

Correlating behavior with Safety Outcomes:

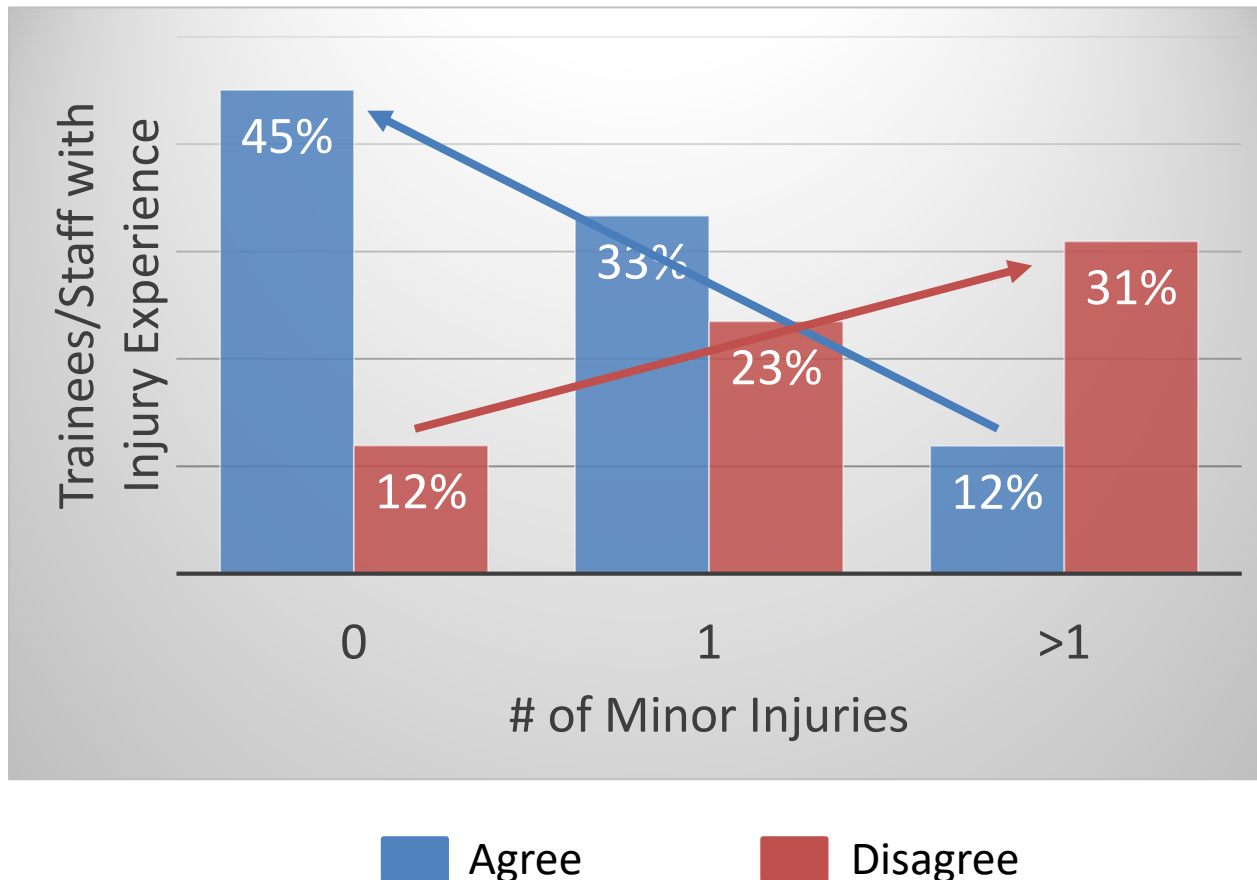
Near Misses

Minor injuries

Major injuries

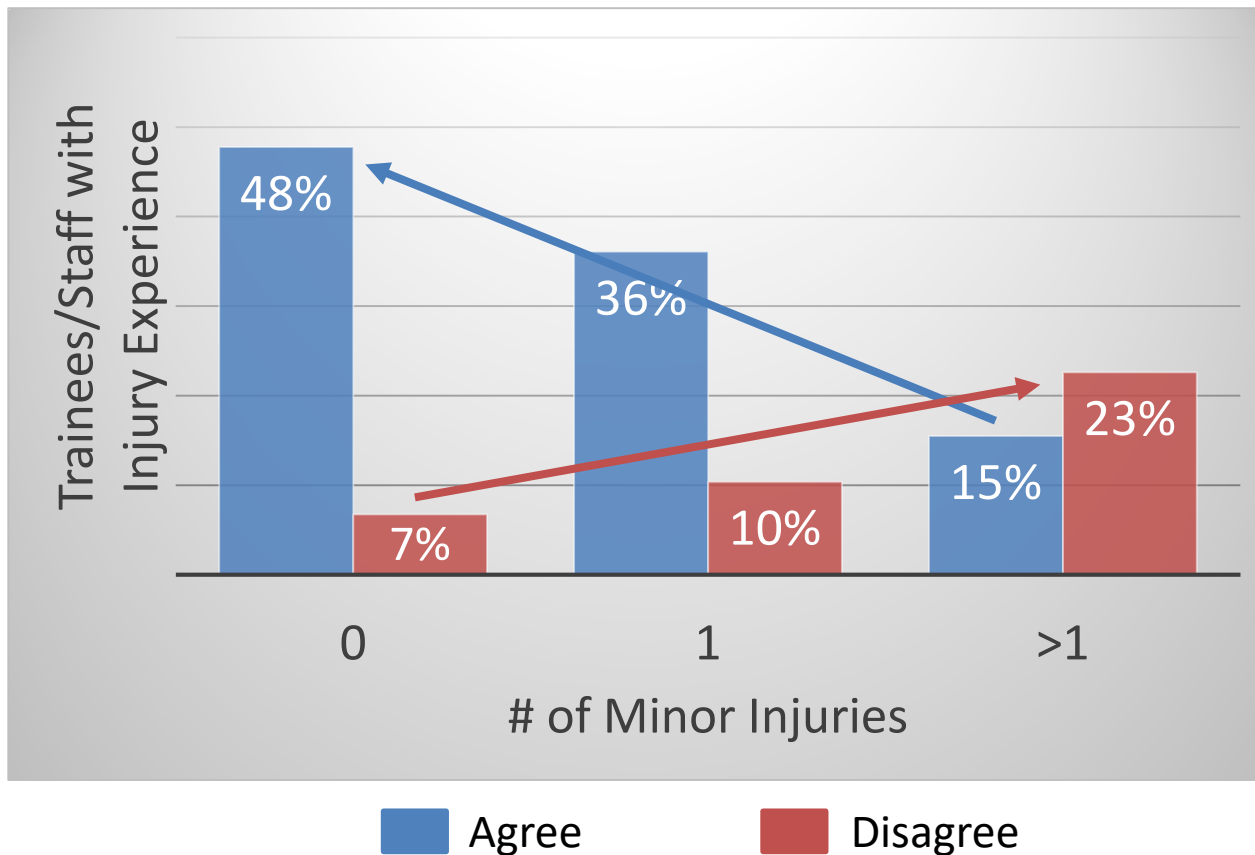
Fewer minor injuries are reported when PI includes risk assessment in experimental design

My mentor/professor discusses with me how to conduct experiments safely.



Fewer minor injuries are reported when students/staff perform risk assessments

People in my lab consider safety procedures before they conduct a new or scaled-up experiment.



Key Findings and Recommendations

Safety Programs

- Huge progress in changing safety practices at UCLA
- Funding needed for PPE and other safety issues

Safety Outcomes

- Low incidence of accidents, but still occur
- Need better incident messaging

Safety Culture

- Many measures of safety culture are positive
- PIs must be more engaged in the importance of lab safety

Think Safety

What could go wrong?

How can I prevent it?

How can I prepare for the unexpected

The End – Be Safe!

Thanks to my outstanding colleagues in the UC Center for Laboratory Safety:

Imke Schroeder - UCCLS Project Manager

Elizabeth Czornyj - UCCLS Researcher

Nancy Wayne – UCCLS Board Chair



Patti Manheim
Director

March 14, 2019

Topics

- Outgoing Subawards
- Staff Updates

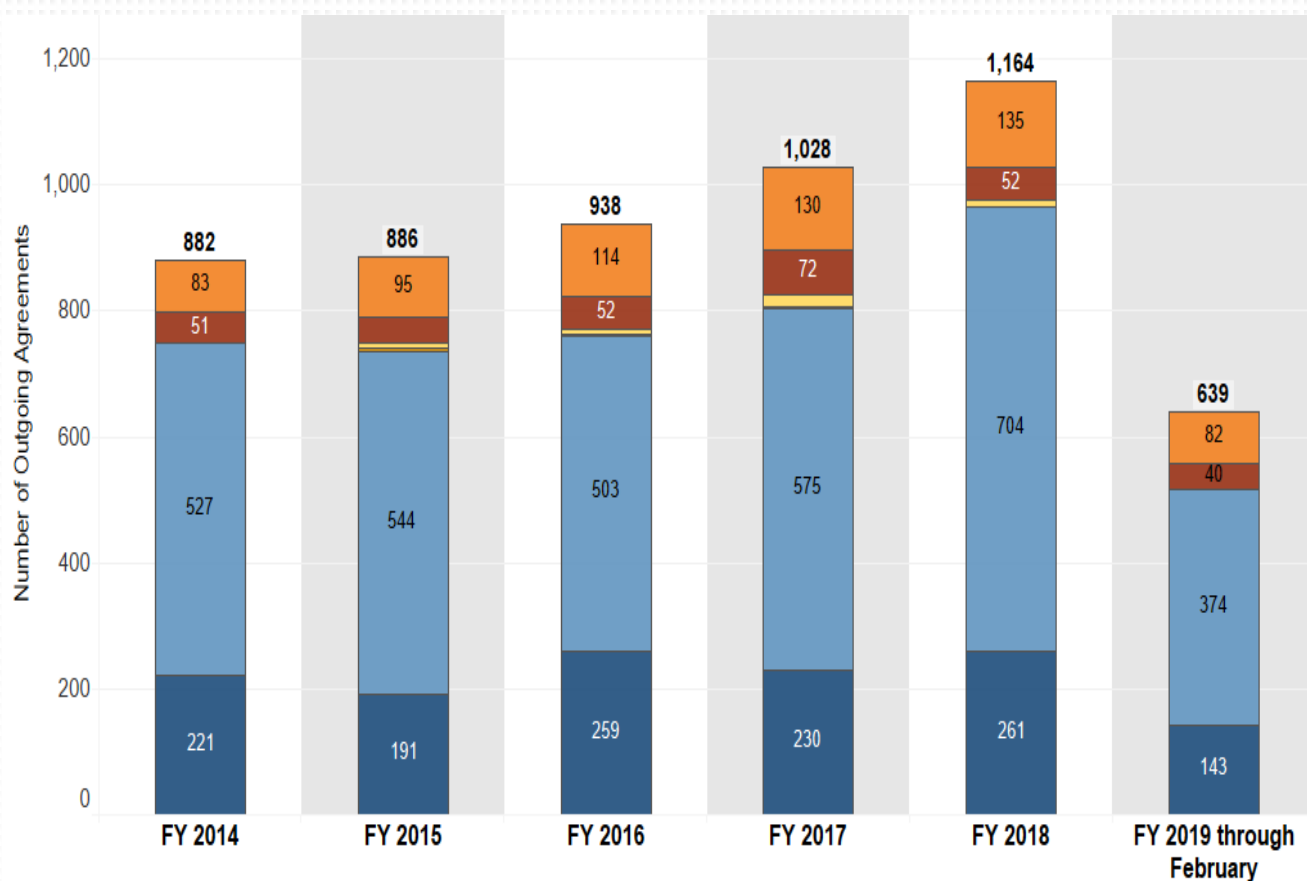
Outgoing Subawards - Challenges

- Delayed processing timelines
- Increased volume
- Increased complexity
- Unexpected loss of senior staff
- Uniform Guidance – Risk Assessment
- New, reassigned and temporary staffing

Outgoing Subaward Volume

Outgoing Subawards by Fiscal Year:

FY 2014 – FY 2019 (February)



- 32% increase in number of outgoing subaward transactions between FY 2014 and FY 2018
- New, high visibility award includes 180+ subawards to be issued
- 3 times/12 month period (540)

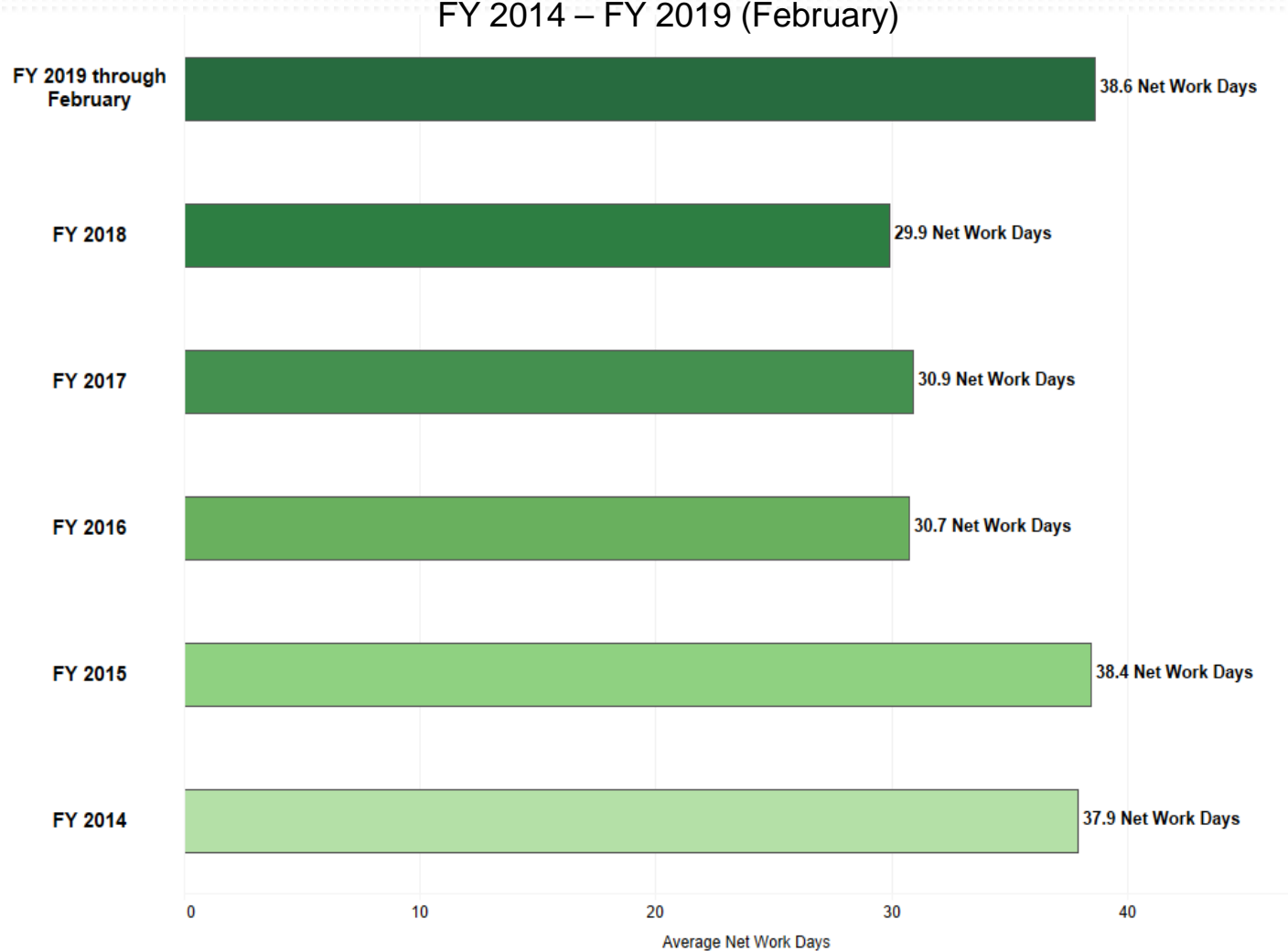
Agreement Type

- MCA Out Modification/Amendment
- MCA Out
- Subcontract Out Modification / Amendment
- Subcontract Out
- Subgrant Out Modification / Amendment
- Subgrant Out

Outgoing Subaward Volume

Outgoing Subawards by Fiscal Year:

FY 2014 – FY 2019 (February)



Outgoing Subaward – Most Commonly Used Statuses

Fiscal Year							Total
FY 2014	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019 thru' February		
1,269	935	918	282	137	48	3,589	
484	517	548	562	542	250	2,903	
			620	966	426	2,012	
292	152	150	125	121	132	972	

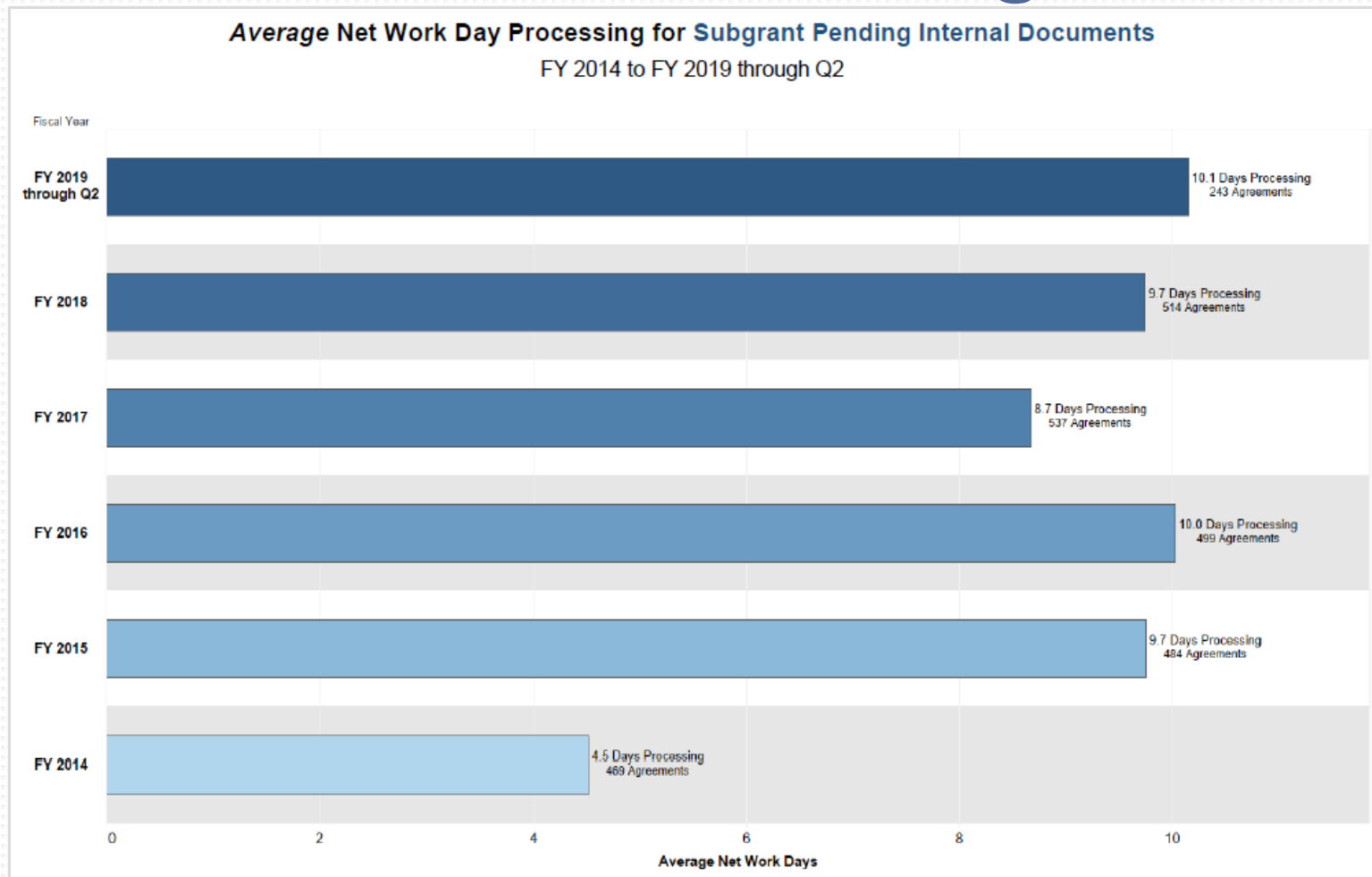
- Pending Negotiation – Subawardee
- Pending Internal Documents
- Awaiting Signature – Subawardee
- Pending Negotiation – PI/Dept

Outgoing Subaward – Commonly Missing/Pending Items

Commonly Requested Documents/Information

- Subrecipient versus Contractor Determination form
- Subrecipient Commitment form
- Subrecipient SOW
- Subrecipient budget/justification
- IRB/ARC approvals
- New subawardee requiring sponsor approval
- Incomplete/incorrect forms
- Draft PO from Purchasing

Impact of Missing Internal Documents on Processing Timeline



Average **10** days added to processing timelines.

Outgoing Subaward Team

- Jim Fong – Interim Assistant Director/Assistant Director Contracts and Incoming Subawards
- Kathy Leiva – Officer, Outgoing Subawards
- Joe Gibbs – Senior Analyst, Incoming Subawards
- Shawn Hoffman – Senior Analyst, Outgoing Subawards
- Katy Sonnenleiter – Analyst, Outgoing Subawards
- Aurelio Damiani – Analyst, Outgoing Subawards (Consultant)
- Ashley Severa – Specialist, Outgoing Subawards
- Patrick Busto – Specialist, Outgoing Subawards

OCGA Staff

New Staff:

- *Maria Shuch – Senior Analyst – Grants and Cooperative Agreements* - over 10 years' experience with US Defense agencies, and most recently with Yale University as an Award Manager in the Office of Sponsored Projects.
- *Shawn Hoffman – Senior Analyst – Outgoing Subawards* – over 12 years' experience in health information, academic affairs, C&G administrations at Cedars Sinai and City of Hope.
- *Gillian Weaver – Analyst – Intake Team* - over 3 years' experience with various State of Colorado offices and currently joins us from the State of Colorado Energy Office.
- *Helen Kim – Specialist – Incoming Contracts and Subawards* – over 20 years' experience in medical research, research administration, and law at MIT and Harvard.
- *Marlo Thomas – Interim Assistant to the Director*

OCGA Staff

Recruiting for:

- Assistant Director, Outgoing Subawards Team
- Officers/Senior Analysts/Analysts – Grants/Cooperative Agreements Team
- Specialist – Grants/Cooperative Agreements team

Questions or concerns :

patti.manheim@research.ucla.edu

310-794-2644

QUESTIONS





Extramural Fund Management

March 14, 2019

Agenda

- **PPS Payroll expense transfers – Yoon Lee**
 - Deadline
 - Employees purged from PPS EDB
- **UCPath**
 - GAEL transfers in UCPath – Yoon Lee
 - Positions without funding sources – Troy Romero
 - MCOP worksheet and clean-up effort – Thao Nguyen
 - Training webinars and resources – Thao Nguyen

PPS to UCPath

- **Departments reported a number of issues stemming from UCPath transition affecting sponsored project funds to EFM.**
- **A workgroup has been formed to address these issues with the support from AVC Marcia Smith (ORA), AVC/Controller Allison Baird-James (CFS), and Executive Director Omar Noorzai (BTO).**
 - 12+ people from the UCLA UCPath Central Resource Unit (UCPath CRU), CFS (General Accounting), BTO, and ORA (EFM) are participating.
 - 20+ potential issues have been identified, including positions without designated funding sources, MCOP worksheet (salary cap control), credit of vacation or sick time, assessment of RPNI to federal flow through funds, etc.
 - Weekly calls occur to confirm issues and find solutions.
- **Departments to confirm funding entries in UCPath for all positions involved in sponsored projects and make corrections if needed as soon as possible.**
 - A delay in correcting funding entry will result in under-reporting of expenses to the sponsors, require salary cost transfers and revision of invoices and financial reports.
 - Coordinate with the person who completes funding entries if you don't have access to edit funding entries.
 - Refer to EFM's announcement sent February 27, 2019 via ORA listserv [subject: UCPath Funding Error Correction]

PPS Payroll Expense Transfers

Yoon Lee

PPS Payroll Expense Transfers

Reminders – Refer to the presentation at RAF January 2019

- **PPS will discontinue as of July 1, 2019.**
- **After PPS support discontinues, EFM standard procedure will be not to accept transfers of pre-UCPath go live payroll expenses debiting to sponsored project funds.**
- **Department will be responsible for finding unrestricted funding source for these payroll expenses.**
- **The Last Day to submit payroll expense transfer for EFM’s review via WebPET.**

Pay Cycle	Pay Period	Last Day to submit expense transfer for review by EFM	Pay Compute
MO	06/01 – 06/30	06/18/19	06/24/19
B2	06/16 – 06/29	06/27/19	07/03/19

- Complete 2019 PPS schedule can be found at <https://ucla.app.box.com/v/pyrl-pdf-pps-sched19>

Employees Purged from EDB

- **Department is not able to transfer salaries of employees purged from PPS EDB.**
 - Employees separated 2017 or prior who had no activity in 2018.
- **UCLA UCPATH Central Resource Unit [UCPATH CRU] is developing the procedure to address this.**
- **A preliminary draft of the procedure: More detailed procedure will be shared via the ORA listserv when finalized.**
 - Department contacts ORA with a request to re-instate employee record for payroll expense transfers for the sponsored project funds and provides the following information.
 - Name
 - UID
 - Separation Date
 - Department FS code
 - ORA re-hires employee with the minimal data needed to re-establish record.
 - Department processes expense transfer in WebPET and informs ORA once transfers are completed.
 - ORA will close the employee record.

Employees Separated in 2018

- **If a payroll expense transfer cannot be completed for an employee separated during 2018, it is most likely a case where the employee was working in a different department when separated.**
- **Proposed solution by UCLA UCPATH Central Resource Unit [UCPATH CRU]**
 - Contact the department of the record at the time of separation to process payroll expense transfers on your department's behalf.
- **UCLA UCPATH CRU is looking into a possibility where a case can be opened with CRU and CRU can assign temporary access to process the transfers.**
 - The procedure will be shared if this is confirmed to be a possible solution.

UCPath: GAEL Transfers

Yoon Lee

GAEL Transfers

- **GAEL is processed in UCPATH and transfers of GAEL must be done via Benefit Cost Transfer in UCPATH.**
- **For GAEL transferred through the NPEAR system, CFS is working with ITS**
 - To stop future NPEARs from moving XXP10 Trans IDs (the Trans IDs coming from UCPATH that post to the ledger)
 - To run the FSO35 Job to reverse all of the NPEARs for GAEL that originated in UCPATH.
- **CFS is planning to send the communication to the ITS listserv explaining:**
 - NPEAR application will no longer be utilized to reallocate/transfer GAEL expenses that originated in UCPATH.
 - All UCPATH GAEL reallocations/transfers will need to be performed in UCPATH directly.
 - Direction and exact steps on how to perform the reallocations/transfers in UCPATH.
 - All GAEL NPEARs (originated in UCPATH) that posted to the GL will be systematically reversed and provide the date of the reversal posting.
 - NPEARs that are being reversed will need to be reallocated/transferred in UCPATH by the departments.

UCPath: Positions without funding sources

Troy Romero

Suspense Account Cleanup

Over \$15 million of salary expense and benefits have been charged to Suspense/Default FAU instead of proper fund source.

Immediate attention needed as inaction can result in negative consequences,

- Fiscal Year End Certification: Dean's will be required to sign off that all expenses have been properly reported to our Chancellor and Auditors
- Contract and Grant Reporting : If funds are not properly reported, UCLA will not be able to recover these amounts. NSTP Positions had to be manually created due to failed Job conversion, Compensation conversion and JED creation.

Funding Conversion Background

- At time of Conversion roughly 10% of funding for all positions did not convert or convert correctly.
 - Complex Conversion Rules
 - DOS to Earn Codes Splits, Multiple Positions from 1 Appointment, etc.
 - Inconsistencies in PPS Data
 - Mapping to Split Appointments, Missing Positions and Jobs in UCPATH
- No Comparison Reports provided to identify differences between PPS Data and UCPATH.
- NSTP Positions had to be manually created due to failed Job conversion, Compensation conversion and JED creation.

Funding Issue 1-

Suspense defined On Funding Page

What is it

- Suspense FAU designated as Fund Source on Funding page.

Cause

- Funding could not be determined at conversion
- Fund Source could not be mapped to a Earn Code due to the split of DOS to Earn Code at conversion
- Split Percentage could not be summed to 100% at conversion
- Result
 - Suspense will be charged anytime payroll is processed using a Project code of "FUNDNG"

Correcting Issue 1

Suspense defined On Funding Page

How to Identify

- Use the “ODS Funding Report - Current Funding” to identify those positions with Suspense Fund Sources.

How to Correct

- Fund Managers update Funding Page or
- Mass Funding Upload to correct. Requires Fund Managers to provide fund sources to charge
- Enter Direct Retros for affected pay periods

Population of Issue 1

Suspense defined On Funding Page

Engineering

- 52 Positions still have Suspense defined on Funding Page since conversion

Semel

- 2 Positions still have Suspense defined on Funding Page since conversion

UCLA

- 1,155 Positions still have Suspense defined on Funding Page since conversion

Funding Issue 2

Positions with no Fund Sources

What is it

- Positions do NOT have any fund sources identified.
- Cause
 - Funding Conversion could not identify a Position or no Position was created at conversion.
 - Fund Managers are not adding Funding when a position is created.
- Result
 - Suspense will be charged anytime payroll is processed using a Project code of "FUNDNG".

Correcting Issue 2

Positions with no Fund Sources

How to Identify

- Use the “ODS Funding Report - No Funding Info” to identify those positions with no Funding.

How to Correct

- Fund Managers Add Funding or
- Mass Funding Upload to Add funding. Requires Fund Managers to provide fund sources to charge
- Enter Direct Retros for affected pay periods

Population of Issue 2

Positions with no Fund Sources

Engineering

- 40 Positions at Go-Live
- 98 additional Positions since Go-Live

Semel

- 4 Positions at Go-Live
- 12 additional Positions since Go-Live

UCLA

- 486 Positions at Go-Live
- 1,916 additional Positions since Go-Live

Population of Issue 1 & 2

Positions Charging Suspense "FUNDNG"

UCLA

- \$12.4 Million has been charged to the Default/Suspense FAUs since Go-Live, Project Code equal to "FUNDNG".
- Top Ten account for \$7.9 Million

Account Org Title	Account Department Short Title	Project Code	201809	201810	201811	201812	201901	Grand Total
DAVID GEFEN SCHOOL OF MEDICINE	DEAN SCHOOL MED	FUNDNG	2,137,732.90	1,921,166.81	78,278.33	(733,122.59)	(1,272,486.03)	2,131,569.42
LETTERS AND SCIENCE	UG EDU ADMIN	FUNDNG	2,590.02	355,285.73	413,510.03	245,698.65	579,105.63	1,596,190.06
MEDICAL GROUP	MEDICAL GROUP	FUNDNG	10,611.80	59,882.74	520,850.03	337,066.98	181,668.30	1,110,079.85
HENRY SAMUELI SCHOOL ENGR & APPL SCIENCE	DEAN SEAS	FUNDNG	488,725.36	147,314.19	5,803.77	13,615.59	318,090.93	973,549.84
LETTERS AND SCIENCE	ECO & EVOL BIO	FUNDNG	1,188.46	201,043.45	82,300.70	84,892.44	85,802.15	455,227.20
VC STUDENT AFFAIRS	VC STU AFFAIRS	FUNDNG	2,300.17	130,318.46	199,093.35	21,367.83	58,253.82	411,333.63
ADMINISTRATIVE VICE CHANCELLOR	UNIVERSITY APTS	FUNDNG			352.46	159,362.42	186,762.27	346,477.15
LETTERS AND SCIENCE	CORE CRCLM PRGM	FUNDNG		28,694.87	5,447.78	6,023.28	300,403.83	340,569.76
LETTERS AND SCIENCE	MATHEMATICS	FUNDNG	16,306.60	121,982.58	90,054.65	58,102.42	39,749.95	326,196.20
LETTERS AND SCIENCE	CHEM & BIOCHEM	FUNDNG	41,769.39	90,983.78	150,720.08	(28,401.35)	1,022.76	256,094.66

Funding Issue 3

Positions have Funding End Dates - Reached

What is it

- Positions have FAUs with Funding End Dates identified with NO addition FAUs designated for subsequent Payrolls.
- Cause
 - Fund Managers entered a Funding End Date on the Funding Page.
- Result
 - Suspense will be charged anytime payroll is processed using a Project code of "ENDDTE".

Correcting Issue 3

Positions have Funding End Dates - Reached

How to Identify

- Use Financial Reports to identify positions with charges to the Default/Suspense Fund Sources with Project code of “ENDDTE”

How to Correct

- Fund Managers update Funding using an effective date greater than the End Date or
- Fund Managers update Funding to exclude End Dates or
- Mass Funding Upload to update funding. Requires Fund Managers to provide fund sources to charge
- Enter Direct Retros for affected pay periods

Population of Issue 3

Positions have Funding End Dates - Reached

UCLA

- \$1.8 Million has been charged to the Default/Suspense FAUs since Go-Live using Project Code of "ENDDTE".
- Top Ten account for \$1.2 Million

Account Org Title	Account Department Short Title	Project Code	201809	201810	201811	201812	201901	Grand Total
HENRY SAMUELI SCHOOL ENGR & APPL SCIENCE	DEAN SEAS	ENDDTE			13,476.30	13,450.44	314,673.39	341,600.13
LETTERS AND SCIENCE	PSYCHOLOGY	ENDDTE		12,163.31	(0.00)	(10,670.51)	178,476.01	179,968.81
SCHOOL OF ARTS AND ARCHITECTURE	DEAN SCH ARTS	ENDDTE			1,608.03	2,263.19	163,529.54	167,400.76
SCHOOL OF NURSING	NURSING	ENDDTE					143,054.15	143,054.15
LETTERS AND SCIENCE	CHEM & BIOCHEM	ENDDTE		15,074.65	942.94	(6,568.39)	99,206.87	108,656.07
SEMEL INSTITUTE	SEMEL INSTITUTE	ENDDTE		909.00		16,427.02	48,370.77	65,706.79
EDUCATION & INFO STUDIES	DEAN, GSEIS	ENDDTE			4,214.76	(3,078.12)	53,928.74	55,065.38
LETTERS AND SCIENCE	STATISTICS	ENDDTE					51,450.35	51,450.35
UCLA FIELDING SCHOOL OF PUBLIC HEALTH	BIOSTATISTICS	ENDDTE		109.54	3,523.74	1,058.76	46,353.20	51,045.24
LETTERS AND SCIENCE	PHYS/ASTRO	ENDDTE			1,624.69	739.15	46,132.31	48,496.15

UCPath: MCOP Worksheet and Clean-up Effort

Thao Nguyen

Salary Cap/MCOP Funding Worksheet

Positions with Missing Salary Cap/MCOP Worksheet

- **As of now: Approximately 23 positions (from 11 departments)**
- **How to determine the missing MCOP Worksheet?**
 - Capped Fund
 - Employee's Salary is ABOVE the Cap
- **CRU will reach out to each department**

Salary Cap/MCOP Funding Worksheet

MCOP Salary Cost Transfer Needed

- **Approximately 23 positions**
- **Working sessions between UCPC PMO Team and UCLA MCOP Experts to address:**
 - General Functional review of MCOP Worksheet at FTE 1.00 - **Completed**
 - Functional review of MCOP Worksheet FTE < 1.00

Webinar/Training Availability

- **MCOP: TBD**
- **Non-MCOP:**
 - Weekly Zoom Training – Topic: Default/Suspense FAUs
 - Weekly Hands on Training – After the 2nd blackout dates
- **Communication through GL Listserv**

Any Questions?

Contact Information

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