

Standard Practice Guide Policies

Federal Intergovernmental Personnel Agreements

201.30-

Applies to: All Faculty and Staff

I. POLICY

The University may, from time to time, enter into agreements with agencies of the Federal Government which allow for the temporary assignment of university employees to roles in those agencies or for similar assignment of Federal employees to roles within the university. Intergovernmental Personnel Agreements are intended to enhance cooperation between the university and Federal agencies, to take advantage of unusual expertise, skills, or talents, and to provide valuable professional development opportunities for the employees involved. Such assignments will be for a specified, limited duration.

II. REGULATIONS

- A. No Intergovernmental Personnel Assignments will be made without the full and informed consent of the staff members involved.
- B. The specific features of each Intergovernmental Personnel Agreement will be governed by the terms and conditions of a written contract, that is consistent with all University compensation, staff benefit, and other policies. Any proposed deviations from University policy should be approved in advance by the Provost's office, in consultation with the appropriate University Human Resources office.
- C. In cases in which a University employee assumes duties with Federal agencies, the Federal agency typically supervises all aspects of the individual's Intergovernmental Personnel Agreement activity and reimburses the University in accordance with the contract developed for such service. Such matters are subject to negotiation between the University and the Federal agency and all relevant agreements should be made a part of the written contract in each case.
- D. Individuals accepting assignment with a Federal agency under the provisions of this policy will maintain their University appointment title(s) for the duration of the agreement. Upon termination of the agreement, affected individuals will normally

resume the duties associated with their regular University appointment(s) at an appropriate salary.

- E. It is recognized that the circumstances of the University may change during the course of the intergovernmental assignment so that no work will be available for the incumbent at the end of the assignment. When this occurs non-instructional staff members will be eligible for all rights and privileges afforded them under provisions of the Reduction-in-Force policy (SPG 201.72). Individuals holding non-tenured, regular instructional titles will be eligible for all rights and privileges under the provisions of the University's policy on Notice of Non-Reappointment (SPG 201.88). Individuals holding tenured instructional faculty appointments will return to their regular appointments. Individuals holding bargained for positions will be eligible for all the rights and privileges afford to them in their collective bargaining agreements.
- F. Academic departments may, in some instances, appoint recent graduates specifically for the purpose of enabling the individual to take advantage of the intergovernmental assignment. In these cases, a possible waiver of job posting requirements may be part of the appointment process. All such waivers must be approved by the appropriate human resources office. Any obligations relative to potential employment with the University on termination of an intergovernmental assignment should be agreed upon and documented prior to execution of the formal agreement. Normally, there will be no specific commitment on the part of the University, either to provide employment for such individuals or to extend other rights and privileges to them (e.g., Reduction-in-Force status) beyond the end date of the original agreement.

Notes

This policy was reviewed in June 2023

SPG Number:

201.30-5

Applies To:

All Faculty and Staff

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Related Policies:

External Entity Contracts for Central Administration Services or Resources (</policy/601.32>)

Federal Intergovernmental Personnel Agreements (</policy/201.30-5>)

Notice of Non-reappointment (</policy/201.88>)

Recruitment and Employment (</policy/201.22>)

Reduction in Force (</policy/201.72>)

Related Links:

ORSP Guidance on IPA's (<https://orsp.umich.edu/glossary/intergovernmental-personnel-agreements-ipa>)

Office of Research - Medical School IPA Guidance (<https://research.medicine.umich.edu/our-units/grant-services-analysis/training-resources/intergovernmental-personnel-act-ipa-assignment>)

UM | LEO Collective Bargaining Agreement (2021-2024) (<https://hr.umich.edu/sites/default/files/um-leo-agreement-2021-2024-final.pdf>)

<https://hr.umich.edu/sites/default/files/um-leo-agreement-2021-2024-final.pdf> (https://hr.umich.edu/sites/default/files/2022-2025_um-leo-glam_agreement_final.pdf)

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