

# Handling international tax matters

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BOB LAMMEY, ERNST & YOUNG

KYLE RICHARD, UNIVERSITY OF WASHINGTON

JULIA SHANAHAN, COLUMBIA UNIVERSITY

## Roadmap

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### Creating a Framework

- Institutional factors
- Key on-campus partners
- Program type
- Stage of involvement

### Major Considerations

- Permanent establishment
- International workforce
  - Sending individuals abroad
  - Hiring local nationals
- Establishing foreign legal presence
- International law initiatives

# Framework

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Before analyzing a problem, understand:

- Your institution's approach and experience with these problems
- Who (if any) your on-campus partners are
- What type of program or activity is being discussed
- What stage the process is currently in

# Framework: Institutional Factors

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## Institutional resources

- Does your institution have enough international matters to justify a global resources team?
- Are there enough international matters to justify dedicated resources or will people do international work as part of their main job?

## Experience in global activities

- Is the issue familiar? Do you have a frame of reference? Or will you need to reach out to outside advisers?
- If you don't have experience are there others with experience handling similar issues?
- Do you have experience with this country from previous matters?

## Importance of global programs

- Are global programs critical to the institution's mission? If yes, you might get more support.
- If global is not generally important, is the particular program being discussed of some particular importance?

## In-house expertise

- What in-house expertise can you leverage?
  - Other central legal/finance staff
  - Departmental staff

# Framework: On-Campus Partners

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## HR & Academic HR

- HR: visas, international HR practices & conformance to US HR practices
- Benefits: extension of US benefits to expatriates and foreign employees

## Office of General Counsel:

- Legal compliance
- Contracts with local counsel

## Export Controls:

- Compliance with export control requirements
- Deemed exports

## Accounting & Business Office:

- International funds transfer
- Accounting practices for international offices

## Sponsored Programs:

- Cost allowability
- Subcontractor and sub-awardee requirements

# Framework: Program Type

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## Research

- Hiring vs. subcontracting
- Permanent establishment?
- Entity creation and CbCR

## Academic (degree-granting)

- Legal registration
- Faculty hiring
- Accreditation
- Repatriation of funds
- Brand and corporate control/corporate governance

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