



CAWH 2023 NYU & Columbia

Session #3: Slicing the Rental Pie: Waitlists, VIPs, Politics, & Priorities

Jennifer Ealy, Princeton University
Andy Lachman, University of Hawaii Manoa
Gloria Cuneo, University of Toronto



Slicing the Rental Pie

Waitlists, VIPs, Politics and Priorities

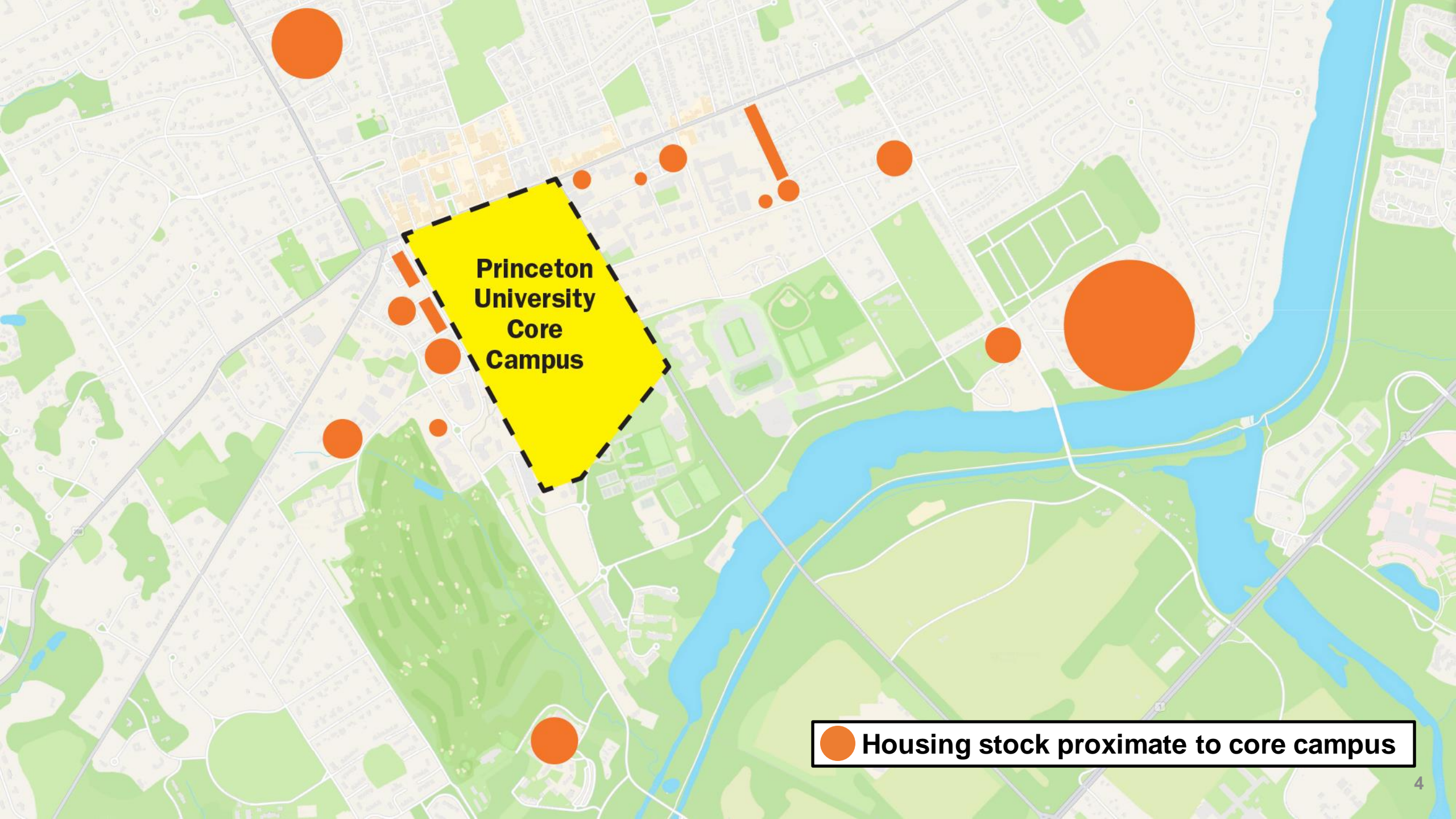
JEN EALY

Director, Housing and Real Estate Services
Conference on Academic Workforce Housing
Thursday, May 4th, 2023



Princeton University Rental Program

- Princeton University owns or coordinates approximately 500 rental units
- Size ranges from studios to single family houses
- Allocation is based on a published Faculty and Staff Rental Housing Eligibility Priority Policy
- Highest priority given to tenured faculty



**Princeton
University
Core
Campus**

● Housing stock proximate to core campus

Rental Properties



Faculty Staff Rental Housing Eligibility Policy

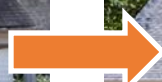
Eligibility Category	Employee Group
A10	Professors and University Officers
A20	Associate Professors
A30	Visiting Professors for Distinguished Teaching
A40	Assistant Professors
A50	Visiting Professors
B10	HR Administrative 10 and PPPL Administrative 10-12
B15	HR and PPL Administrative 8-9 (includes HR AIT 4-5 and Head Coaches)
B20	Sr. Librarians, Sr. Research Scholars, Sr. Professional Specialists, and visiting in these ranks
B30	Instructors
B40	Lecturers (full-time in Architecture only)
B40	Sr. Lecturers
B45	Other full-time Lecturers
B50	Visiting Faculty (Associate Professors, Assistant Professors)
B55	Visiting Lecturers
B60	Librarians, Research Scholars, Professional Specialists, and visiting in these ranks; Sr. Visiting Fellows, Visiting Fellows
B70	PPPL Research Staff Grade Levels 4-6 - Principal Research Physicists w/ cont. apt.
B80	PPPL Engineering and Scientific Staff Grade Level 10
B85	PPPL Engineering and Scientific Staff Grade Levels 7-9
B90	PPPL Administrative 5-7
C10	Associate Librarians, Associate Research Scholars, Associate Professional Specialists
C20	PPPL Professional Research 2-3
C30	HR Administrative 7
C40	HR Administrative 5-6 (includes AIT 3-5; ASR 2; and AST 3)
C50	Associate Librarians; Associate Research Scholars, Associate Professional Specialists, and visiting in these ranks
C60	PPPL Professional Engineering and Scientific 3-6
C70	PPPL Engineering Associate 1-3
C80	HR Admin 1-4; PPPL Admin 1-4
D00	All other employees

Princeton Faculty Residential Purchase Plan (PFRPP)

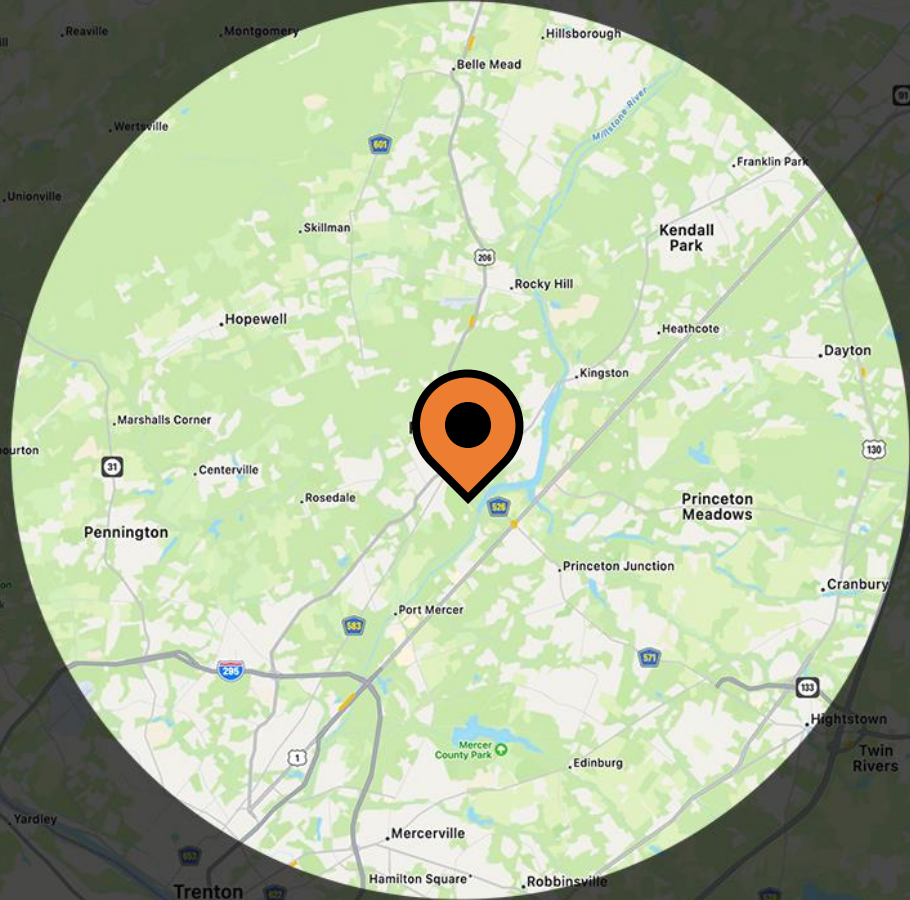
- 148 properties in the Gray Farm and Broadmead neighborhoods
- Enables eligible faculty and staff to purchase homes near campus at a fair market value-based price directly from Princeton University
- The University retains the option to repurchase the property under specific conditions

Faculty	Standard Mortgage Program	Tenancy In Common	Princeton Faculty Residential Purchase Plan
Professor	X	X	X
Associate Professor	X	X	X
Assistant Professor	X		
Lecturer with rank of Professor	X		
Senior Lecturer	X		
On-campus Research and Specialist Staff	Standard Mortgage Program	Tenancy In Common	Princeton Faculty Residential Purchase Plan
Senior Research Scholar	X	X	X
Research Scholar	X		
Senior Professional Specialist	X	X	X
Professional Specialist	X		
On-campus Administrative and Professional Staff	Standard Mortgage Program	Tenancy In Common	Princeton Faculty Residential Purchase Plan
ADM 10+	X	X	X
ADM 08-09	X		
Head Coach	X		
AIT 05	X	X	X
AIT 04	X		
Library	Standard Mortgage Program	Tenancy In Common	Princeton Faculty Residential Purchase Plan
Senior Librarian	X	X	X
Librarian	X		
Librarian III	X		
Associate Librarian	X		
Princeton Plasma Physics Lab (PPPL)	Standard Mortgage Program	Tenancy In Common	Princeton Faculty Residential Purchase Plan
ADX	X	X	X
ADM 11+	X	X	X
ADM 08-10	X		
ENG 10	X	X	X
ENG 08-09	X		
RES 06	X	X	X
RES 03-05	X		

Renovated Residential Properties



Standard Mortgage Program and Tenancy in Common



Eligibility Area
9-mile radius around Princeton

Mortgage Portfolio
787 Participants
Princeton Area: 62%
Surrounding Area: 38%

University of Hawai'i

Andy Lachman

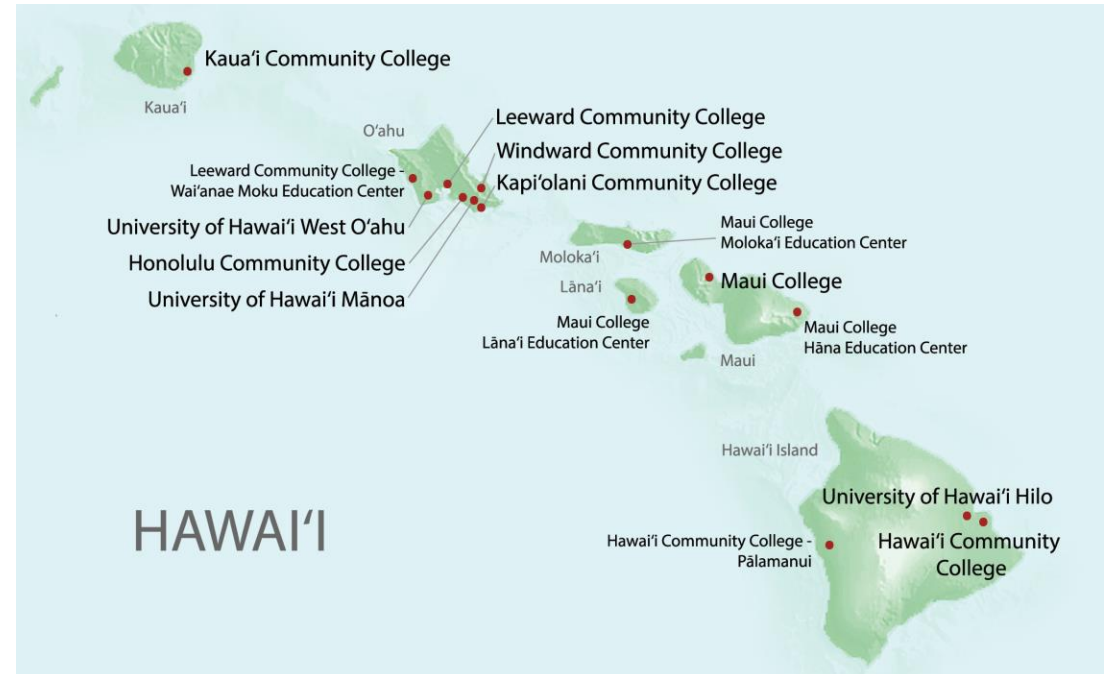
Manager of University Housing, Food & Mail
Services

University of Hawai'i

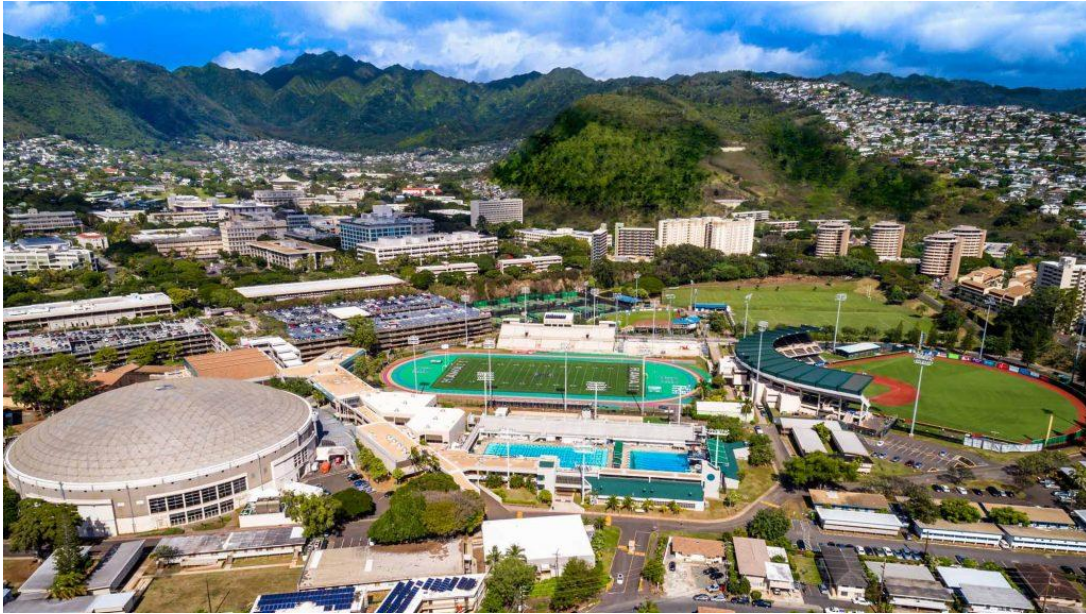


University of Hawai'i

Founded in 1907, the University of Hawai'i System includes 3 universities, 7 community colleges and community-based learning centers across Hawai'i. As the state's public system of higher education, UH offers opportunities as unique and diverse as our island home.



University of Hawai'i at Mānoa



- Located on the Island of O'ahu
- R1 Research Institution
- In the top 1.5% of nearly 24,000 universities in the world
- Student Population of 19,098
- 5677 Staff and Faculty
- 18% of Students Live On-Campus

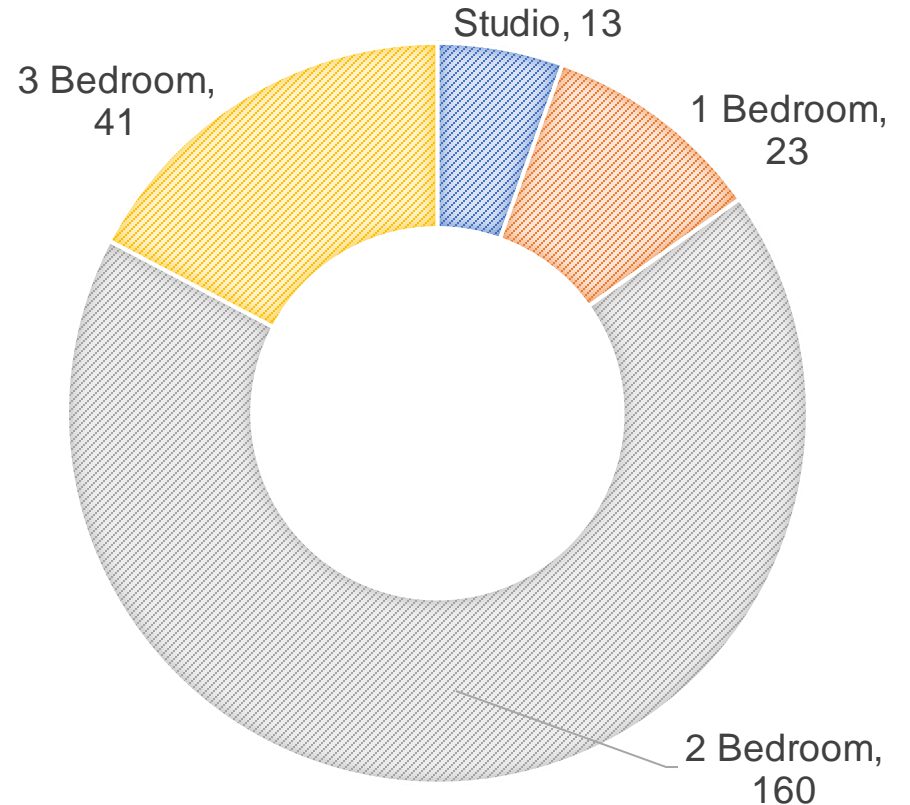
Mission



The mission of University Housing is to support the University's competitive strategy in personnel recruitment by providing suitable, transitional housing for newly and recently appointed personnel of the University.

Facilities

- University Housing has three (3) housing complexes with 237 rental units.
 - Wa'ahila Apartments
2640 Dole Street
66 Units
 - Kau'iokahaloa Nui Apartments
3029 Lowrey Avenue
142 Units
 - Kau'iokahaloa Iki Condominiums
29 Units



Eligibility

To be eligible for University Housing applicants must:

- Be a full-time board appointee
- Be appointed to an O'ahu campus
- Have their workplace on O'ahu
- Not own real property on O'ahu
- Not have lived in University Housing in the last three (3) years.



Waitlist & Applications

PRIORITY	RANK	STATUS	MAXIMUM TERMS OF STAY
1	3	Tenure-Track	3 Years*
2	2, 4, 5	Tenure-Track	3 Years*
3	2, 3, 4, 5	Tenured	3 Years
4	APT	APT	1 Year
5	All Others	All Others	1 Year



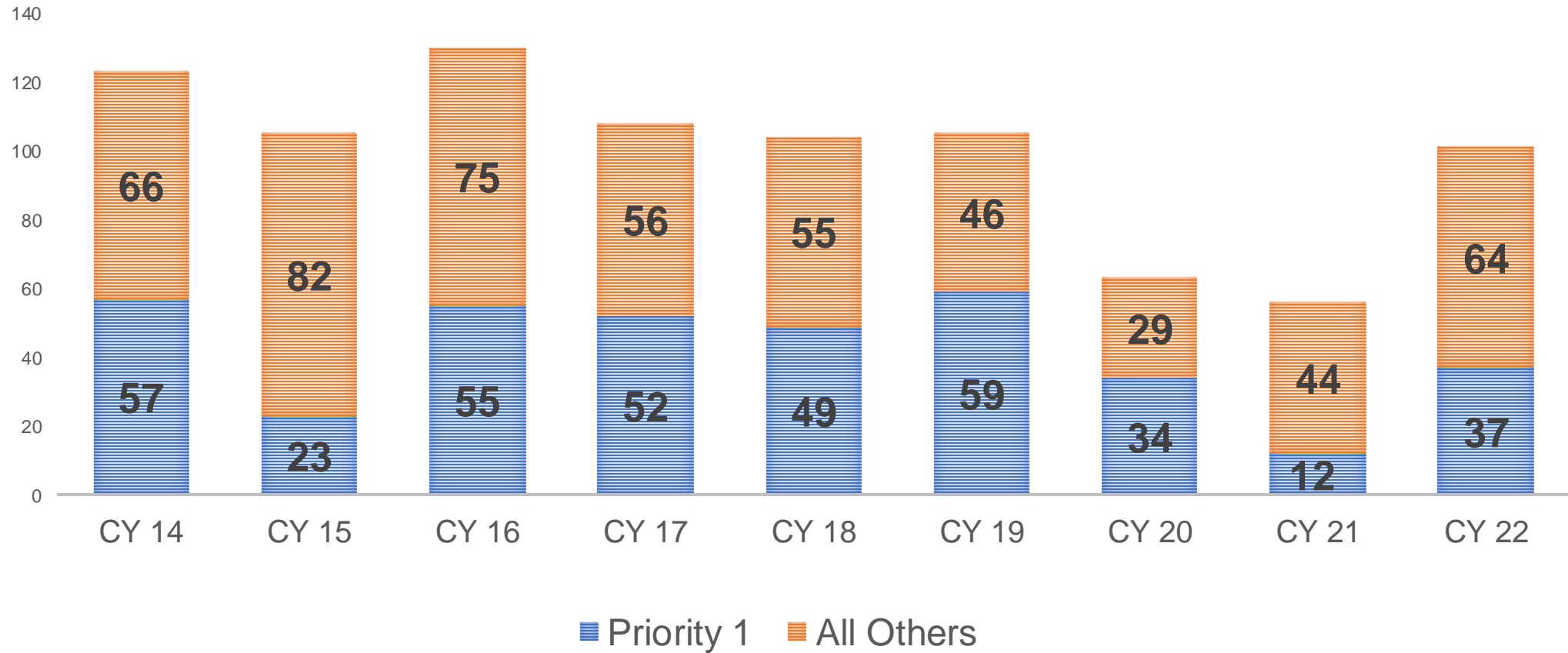
* Priority one or two tenants who have not yet achieved tenure by the end of the maximum term of stay of three years may apply for a lease extension. The President has the authority to approve these lease extension requests on a case-by-case basis.

Waitlist Placements (Within Priorities)

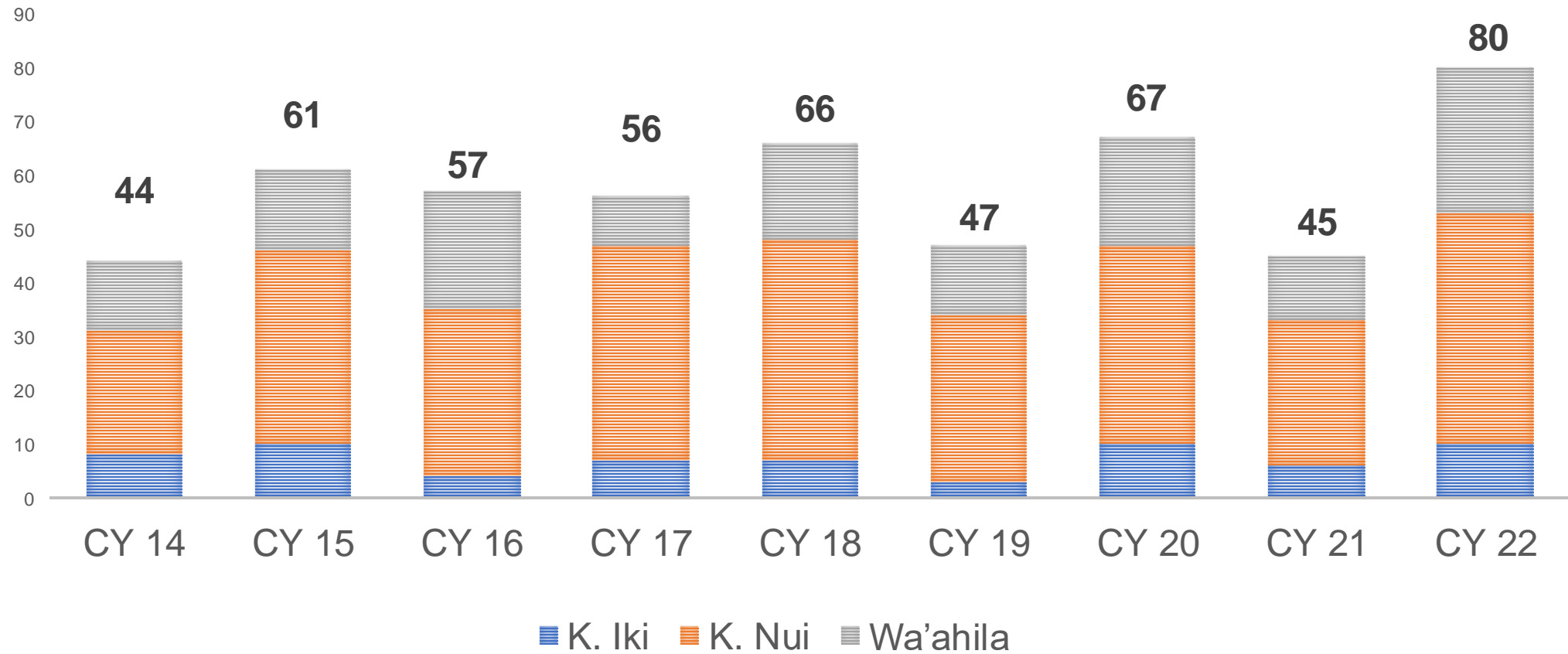


- Vacancies within each respective priority rank are assigned to:
 - Applicants with initial appointment dates of three years or less.
 - Applicants with the lowest salaries.

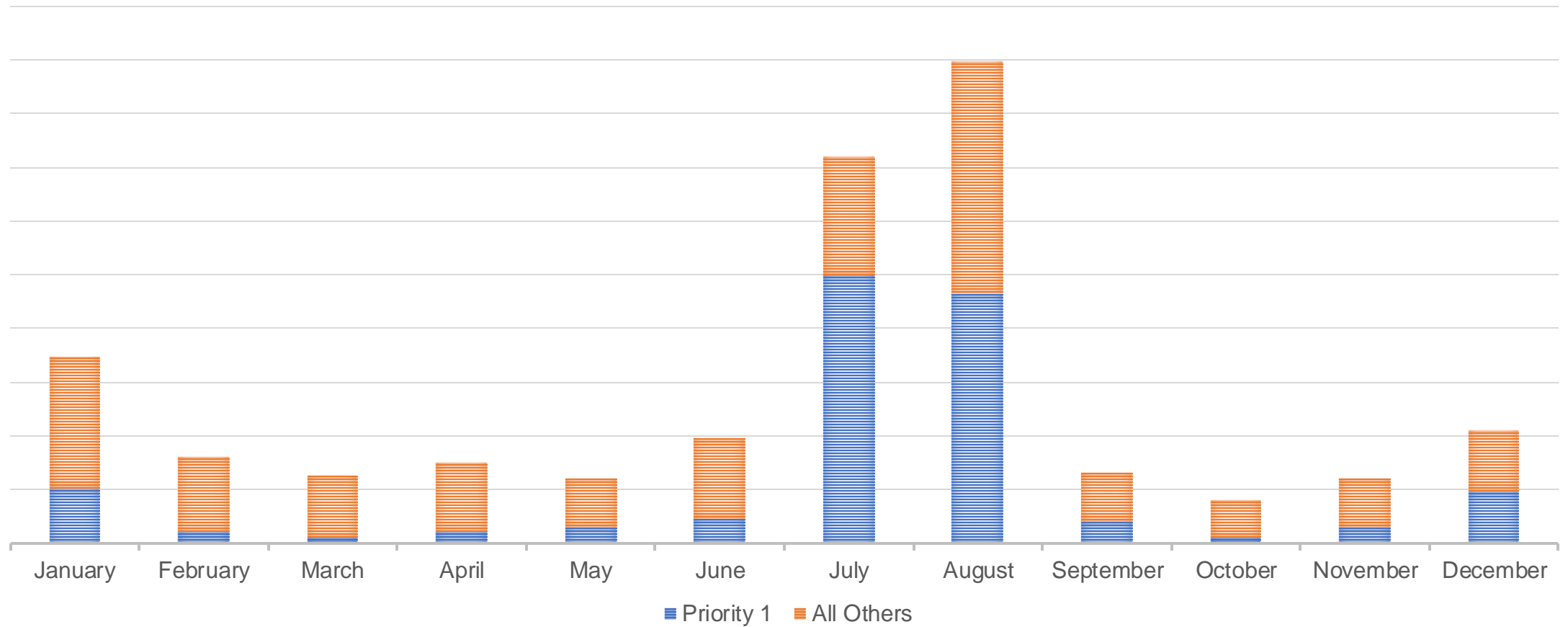
Applicants Per Year



Move-outs Per Year



Desired Move-in Dates





Mahalo!

Andy Lachman

(808) 956-8449

lachman@hawaii.edu

University of Toronto Faculty Housing Program

May 4, 2023

Gloria Cuneo

Director, University Family Housing
University of Toronto

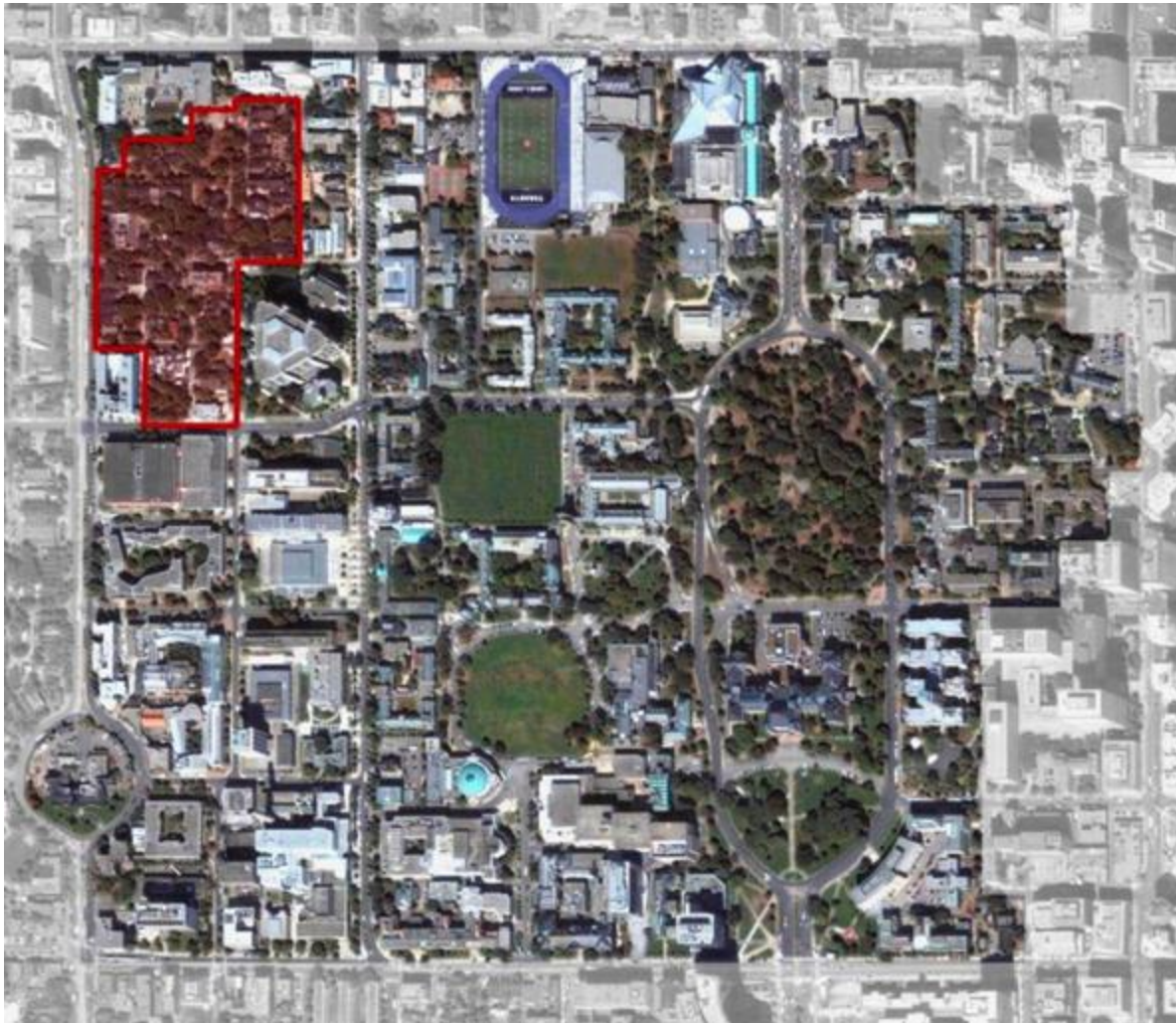


University Family Housing
Spaces & Experiences



Downtown Toronto Location

North-West Quadrant of the St. George Campus



Huron-Sussex Community

Current Inventory & Population

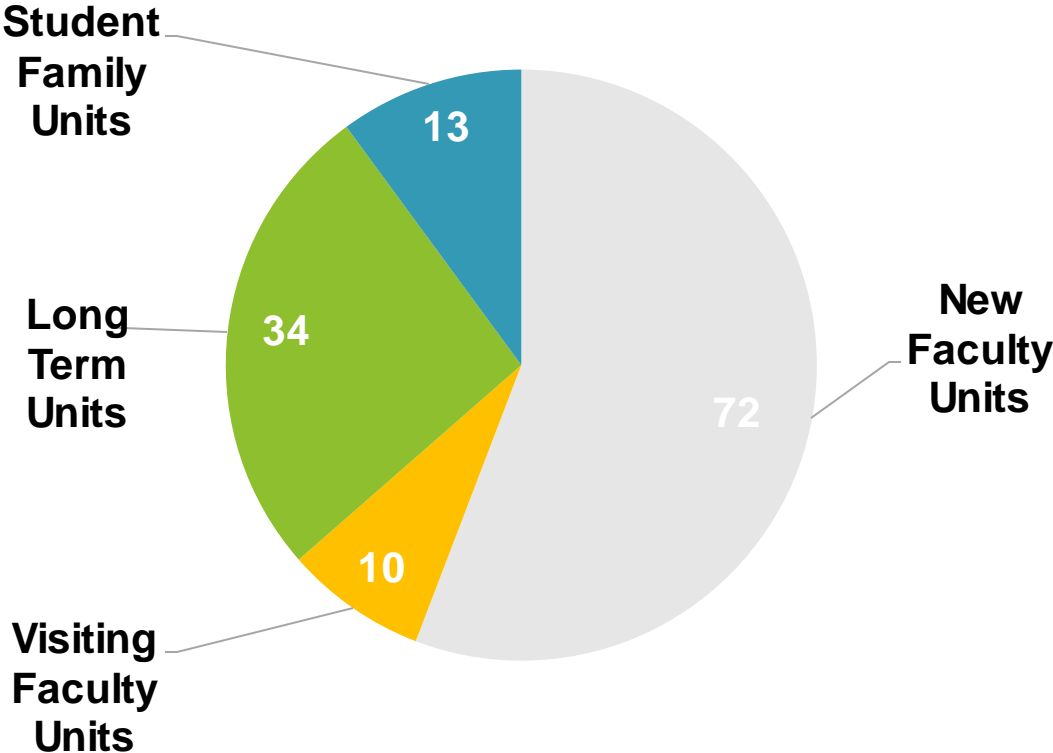


87 Properties
(Majority Owner)



400 Residents

Unit Breakdown



Rental Program

- **72 units** in program
- Operates as a **non-profit housing co-operative**
- **Recruitment tool** focused on newly hired faculty (typically tenured streamed hires)
- The **purpose of the housing co-operative** for the faculty



Faculty Housing



Waitlists & Demand

- Approximate **120 new faculty hires** each year
- Housing waitlist is high with average of **70 applicants**
- Annual turnover is estimated at **25% or 18 units**
- Priority is given to **new hires who live outside the Toronto area**
- Waitlist is renewed **annually**

Faculty Housing

Challenges and Priority Recruitments

Challenges

- Demand exceeds supply
- Impact to university retention and recruitment efforts
- Need for more housing is pressing
- Find creative ways to increase housing on the interim while larger development plans are underway (Site #1 & infill housing initiatives)

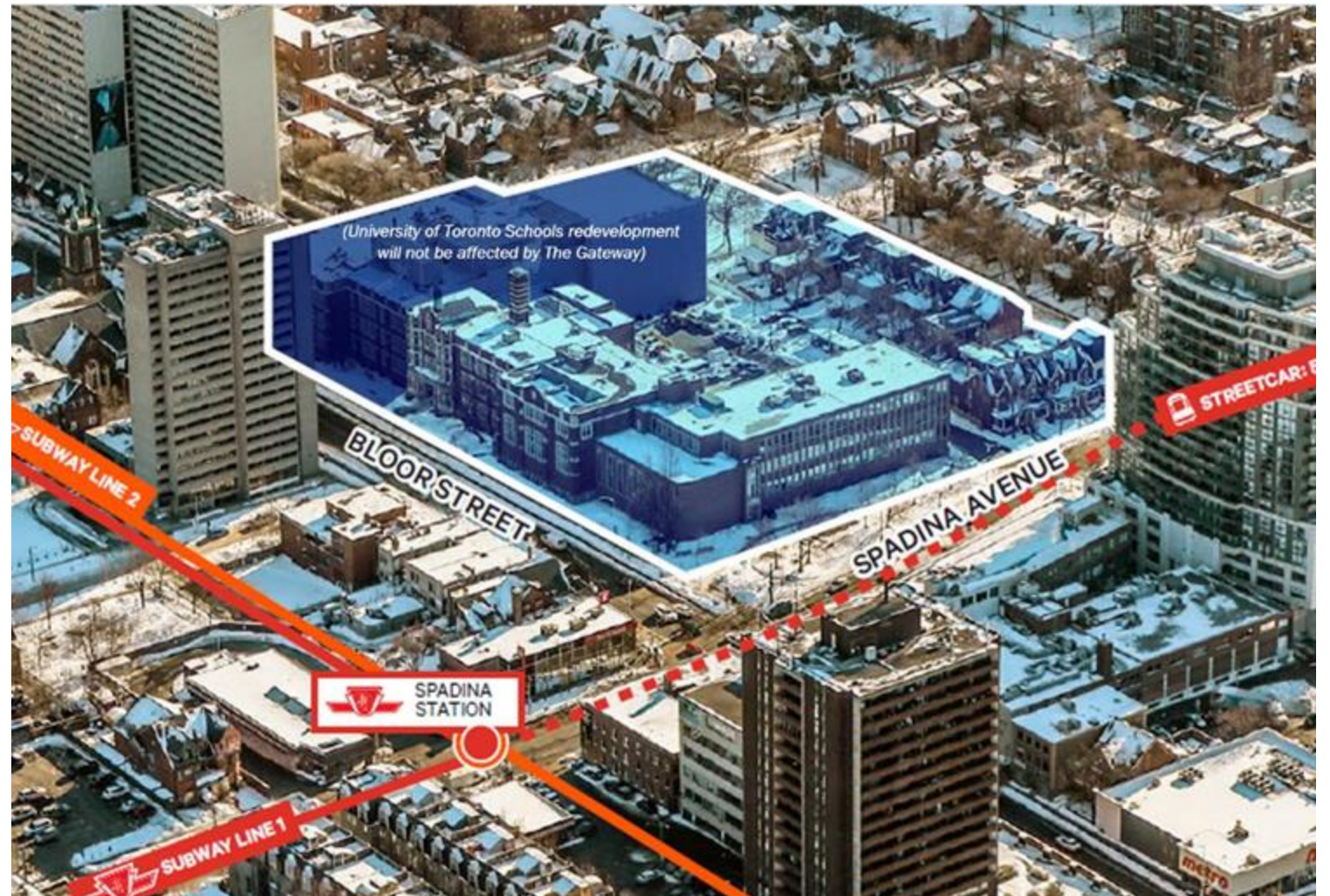
Priority Recruitments

- Provostial Recruitment Strategy for Dean Hires
- Annual request of one to two units

The Future

Site 1: The Gateway

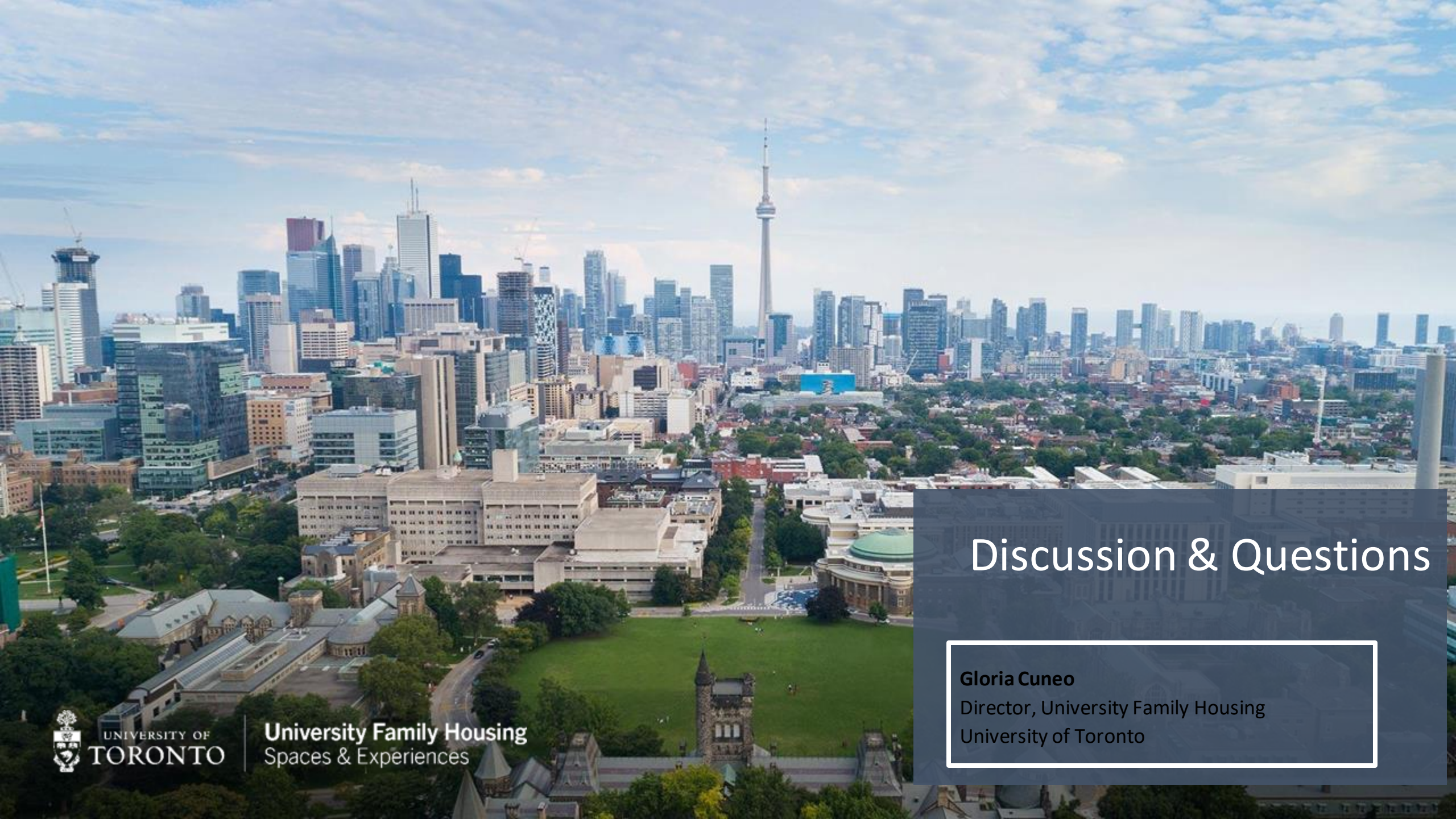
- Development partner has been secured to develop lands owned by the University on the downtown campus.
- Development contemplates 600 to 700 residential apartments in two high rise buildings as a mixed used development that includes amenity space, retail/commercial and academic space.
- Purpose built residential housing for faculty, staff and student families that will be recruitment and retention tools to attract and retain the best and brightest.



Infill Housing

- Development of 40 infill units in the existing low rise residential neighbourhood on campus known as Huron-Sussex which is the location of the current rental program we operate.
- Infill housing consists of 2- and 3-bedroom laneway and





University Family Housing
Spaces & Experiences

Discussion & Questions

Gloria Cuneo

Director, University Family Housing
University of Toronto