

COUNCIL OF ACADEMIC WORKFORCE HOUSING CONFERENCE

May 2023

Description of Programs and Services

Facilities Residential Operations – Morningside Campus

Unfurnished apartment rentals for faculty, staff and post docs

Approximately 1,940 apartments in the Morningside Heights neighborhood plus 20 apartments in the Riverdale section of the Bronx are designated for rental by faculty, research officers, librarians, retirees and a few administrators. Only full-time, compensated Officers of Instruction, Research and Libraries are eligible to apply, however demand greatly exceeds supply. Offers and assignments of high-quality large apartments are approved by the Provost in with the Housing Priorities Committee (see other side) and are generally only offered to tenured faculty. The Faculty Housing Manager handles offers and assignments to other non-tenured Officers of Instruction and Officers of Research, Libraries and Administration. Offers and assignments to post-doctoral research officers are handled by the Coordinator of Postdoctoral and Transient Housing.

Furnished short-term housing

Columbia owns and maintains a group of 30 apartments for use by visiting faculty and others needing furnished housing for one year or less. The group of units includes studio, one-bedroom and two-bedroom units.

Subletting of Columbia-managed apartments

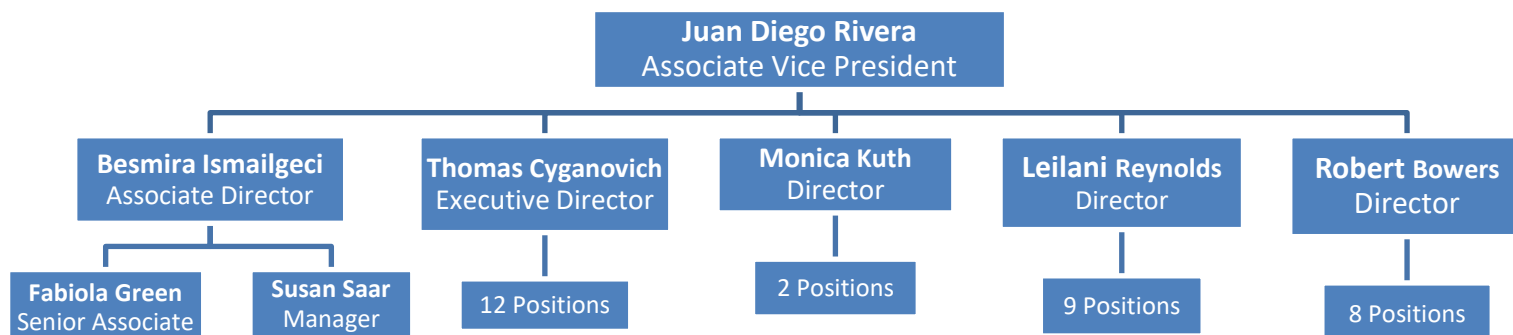
Current students, faculty, staff and postdocs living in Columbia Residential may sublet their room or apartment during winter and summer breaks, or under other specific circumstances with school or departmental approval. All sublets must be for a minimum of 30 days in accordance with NY State law and require prior approval by Columbia Residential. An online Sublet Registry is available to tenants who wish to advertise their available sublets. The Registry can be searched by any interested affiliate seeking short-term furnished housing.

Off-Campus Housing Assistance (OCHA)

Columbia affiliates who are searching for rental housing in the metropolitan area are encouraged to use the [Off-Campus Housing Marketplace](#), an apartment hunting tool created with the Columbia affiliate in mind.

The Marketplace includes available rooms and apartments in non-Columbia-owned buildings as well as sublets of units in Columbia-managed housing. Prospective roommates can also post and search profiles on this site. Students, faculty, staff, alumni, and other affiliates of Columbia University, Barnard and Teachers College may search or list. Non-affiliates may also use this service to list available apartments.

Facilities, Residential Housing*



*partial organizational chart

Description of Programs and Services (continued)

Facilities Residential Operations – Medical Center Campus

Unfurnished apartment rentals for faculty, staff and post docs

Approximately 1,300 students and post docs are housed in several residential buildings on the Medical Center campus. CUIMC has a limited number of spaces for senior faculty members which are placed in Columbia housing by the Housing Priorities Committee.

Furnished short term housing

Several furnished rooms and suites are available for newly recruited faculty that have moved to New York, but have not yet found a permanent residence. These accommodations are available for a minimum of 30 and a maximum of 90 days.

Office of the Provost

Housing Priorities Committee (HPC)

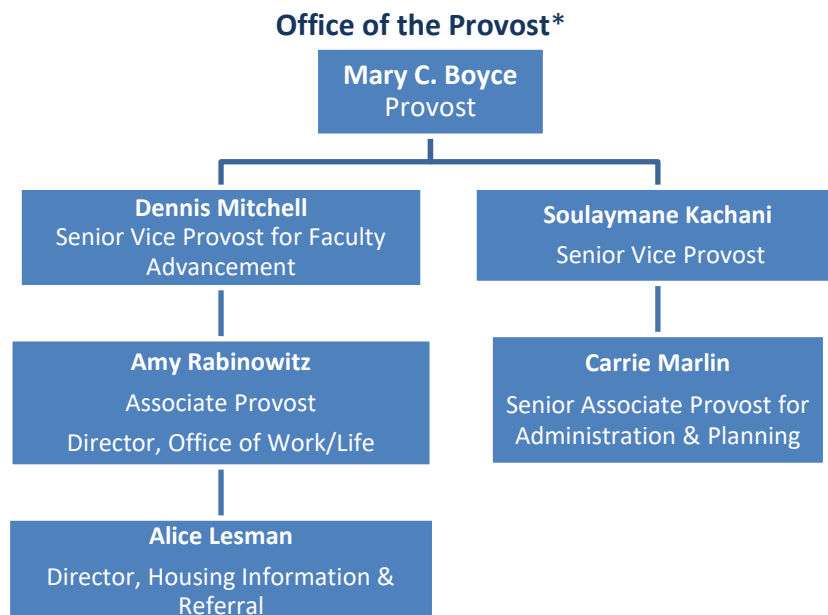
The Housing Priorities Committee weighs-in on faculty housing policies and protocols, and, under the leadership of the Provost assigns Columbia-owned apartments to tenured faculty. In addition to the Provost, the committee consists of senior administrators in the Provost’s Office, the Deans of the various schools or their representatives, and senior administrators in Facilities.

Housing Assistance Program (HAP2) and Housing Mobility Program (HMP)

The Provost oversees HAP2, a program through which schools can offer their faculty financial support that enables purchase or rental on the outside market. The program (HAP2) has three components: an income supplement (treated as additional income), a forgivable loan, and a shared appreciation mortgage. The application-based Housing Mobility Program incorporates these HAP2 products to incentivize tenured faculty in larger apartments to move out onto the market or into smaller Columbia-owned apartments.

Housing Information and Referral Service/Office of Work/Life

This service provides information about housing in the New York City metropolitan area, which includes purchasing and rental options to all faculty and staff, whether currently at Columbia or in the process of being recruited. The service also provides individual consultations to answer general real estate and housing questions, including neighborhood information and contacts for real estate professionals. Non-Columbia housing options are explored with faculty who are being recruited to Columbia even if they are eligible for Columbia housing.



*partial organizational chart



Irvine Campus
Housing Authority
icha.uci.edu



CAWH 2023

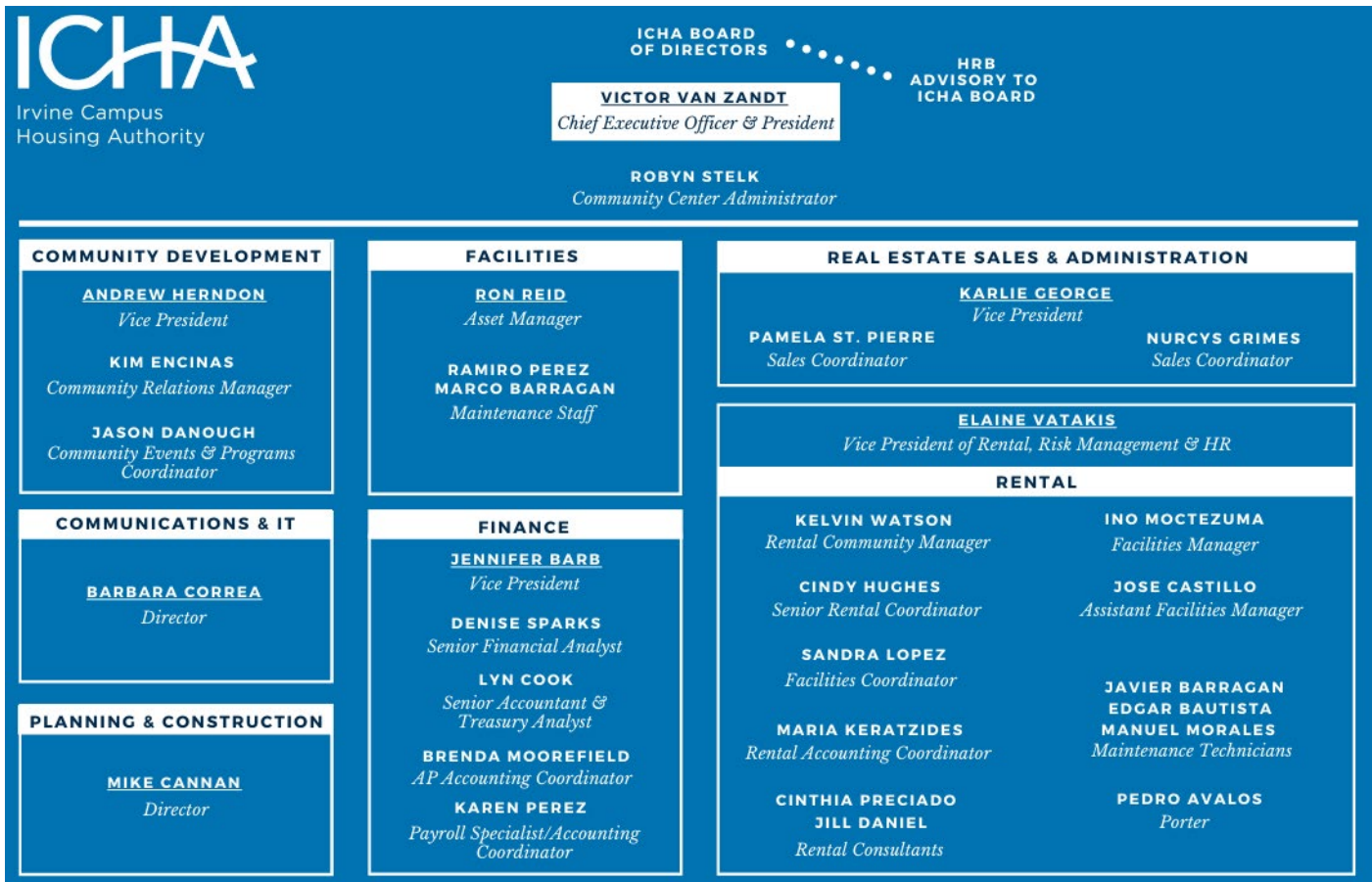
Description of Programs and Services

- Sales & administration for 1,226 for-sale homes.
- Own & manage 384 apartments.
- Manage 14 parks and community facilities.
- Report to 10-person board of directors and collaborate with Homeowners Representative Board
- Non-profit real estate developer and operator
- Property management for condos.
- Community Management for 300-acre planned community.
- Public works management of streets, water lines, streetlights.

Corporation

- Separate from university; 501c3 non-profit, 32 employees, 10-person Board of Directors
- No public grants or funds, self-sufficient
- Revenue from ground rent, apartment rents, Maintenance Assessment, interest income.
- 7 departments: Asset Management, Communications & IT, Community Management, Finance, Planning & Construction, Real Estate Sales & Administration, Rental.
- ICHA keeps the relationship between employer (university) and employee (faculty and staff) at arm’s length.
- Enforces the rules and requirements of the housing program (as delineated in the Ground Lease, policies, and other governing documents.

Organization Chart





RUTGERS

Institutional Planning
and Operations

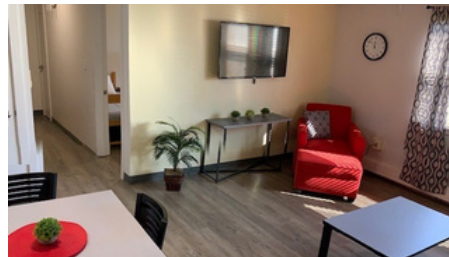
FACULTY AND STAFF SHORT TERM HOUSING

COUNCIL of
ACADEMIC
WORKFORCE
HOUSING

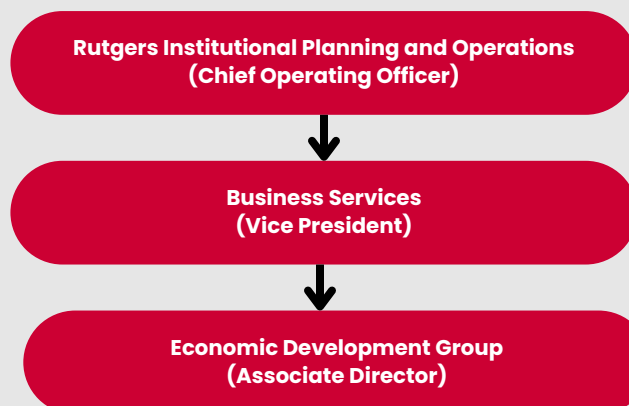
DESCRIPTION OF PROGRAMS AND SERVICES



- 60 studio, one, and two bedroom units on and off campus
- ADA compliant units
- Open to all full-time Faculty, Staff, and Post-Docs
- Fully furnished with complete kitchen and linen set-up
- Utilities, internet and TV included
- Rates \$1875-\$3500
- Lease terms 1 month to 1 year
- 125+ turnovers per year
- Generates \$1M revenue
- Dedicated maintenance and custodial staff
- Customized website (sites.rutgers.edu/fssth)



ORGANIZATION CHART



CAWH 2023

Description of Programs and Services

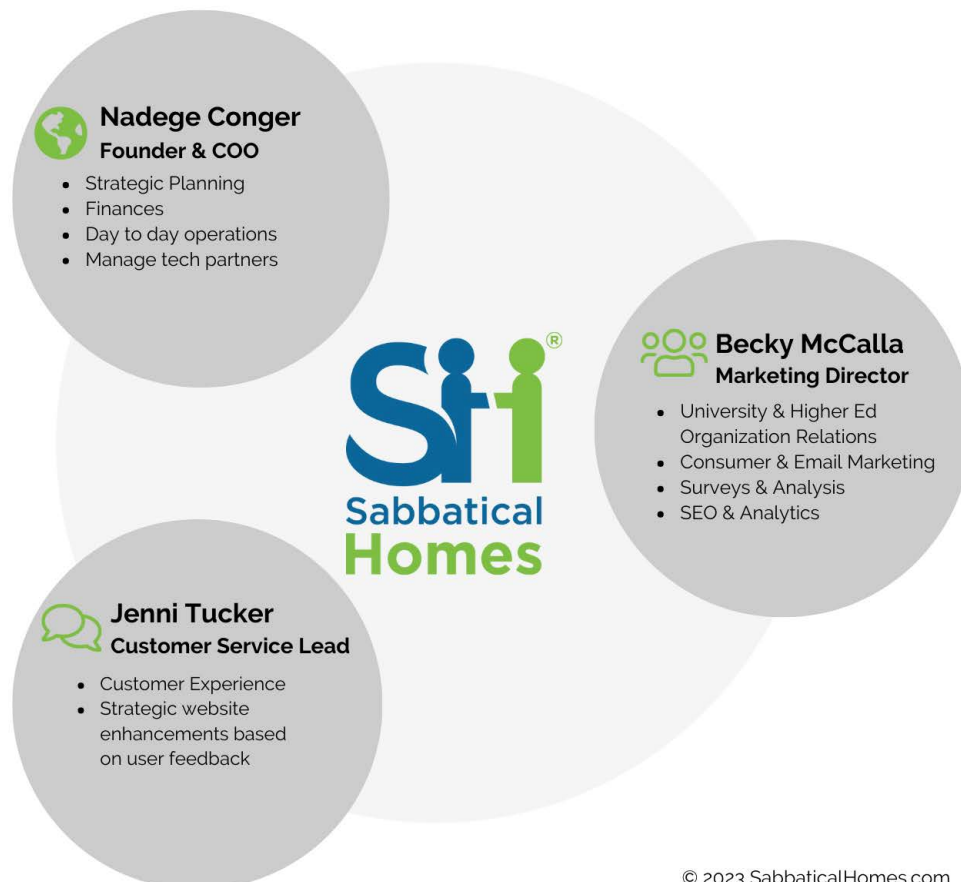
SabbaticalHomes.com is not just for sabbaticals; members at all stages of their academic careers use the international housing service for fellowships, residencies, research trips, writing retreats, relocations and pleasure travel. Since 2000, the SabbaticalHomes team has been dedicated to helping scholars and thinkers find and offer mostly furnished, turnkey temporary housing for short, medium and longer stays.

Female founder Nadege Conger created the website to help academics, writers, doctors, artists and friends have access to a shared platform to find homes for rent and exchange and tenants for their homes. By making the housing challenge easier, our community of Minds on the Move is able to focus on solving the problems of the world. And maybe relax and recharge a little at the same time!

Organization, Corporation, Structure

- SabbaticalHomes.com is a privately held limited liability corporation, and is led by a philosophy of social entrepreneurship.

Organization Chart



The University of British Columbia

UBC provides workforce housing programs for faculty and staff on the Vancouver campus, through two entities:

Housing, Immigration and Relocation Services Office

Our office operates like a concierge-style service and we are part of the UBC Central Human Resources team. We are responsible for delivering exemplary and wide-ranging housing, immigration and relocation services and programs to support strategic employee recruitment and retention. We have a number of housing programs under the UBC's Housing Action Plan that we administer inhouse to support recruitment and retention of faculty and staff.

Rental Housing:

- Rent-Geared-to-Income (RGI) Program is a pilot program through which up to 100 eligible staff are assigned rents at 30% of their gross household income before taxes and adjustments. There is also a small faculty program with ten spots to assist those incoming faculty with children that are relocating from outside the Lower Mainland. Participants must have incomes below the eligibility thresholds for this program and annual means testing to demonstrate continued eligibility. Staff can remain in the program for up to ten years and faculty members for up to two years.

Home Ownership:

- Prescribed Interest Rate Loan (PIRL) Program is a merit-based program that offers low-interest and interest-payment-only loans to full-time tenure-stream faculty members for the purchase or refinance of a primary residence in Metro Vancouver. Applicants are assessed on academic merit and strategic importance to faculty and university-wide recruitment and retention priorities through an adjudication process overseen by the Office of the Provost. Loan amounts range from \$50,000 to \$500,000 and is repayable in fifteen years.
- Down Payment Assistance (DPA) Program is an assistance program to support full-time tenure-stream faculty in the purchase of a principal residence anywhere in Metro Vancouver. The assistance is a forgivable interest-free loan of up to \$45,000 for those hired before July 1, 2017 or \$50,000 for those hired after July 1, 2017, that is forgiven over a five-year period.

UBC Properties Trust

UBCPT is the entity which builds and operates rental housing on campus. UBCPT is set up as an arms-length entity, with its own Board of Directors. Our business model emulates the private sector, but under the terms of the Trust, all our net revenues flow to the University. (The land gets "paid for" over time in this manner.)

For faculty and staff:

- Rental rate is targeted to be 75% of market rates for similar units nearby.
- Current portfolio has 951 homes consisting of 866 apartment units, 47 two-level city homes and 38 row home townhouses.
- Our construction program for the next five years will add another 640 units to the portfolio.

- Units are allocated through a waitlist, with prioritization categories established by the University through the Housing and Relocation Services Office (see above).

Market rental housing:

- In addition to discounted workforce housing, UBCPT also builds and manages market-rate rental apartments which can be occupied by anyone working or studying on campus.
- More than 90% of the tenants are typically students; this acts to supplement the University's purpose-built student housing program (which has 14,000 beds and up to 6000 names waitlisted).
- UBCPT currently operates 816 market rate rental apartments, with another 400+ under design/construction.

CAWH 2023

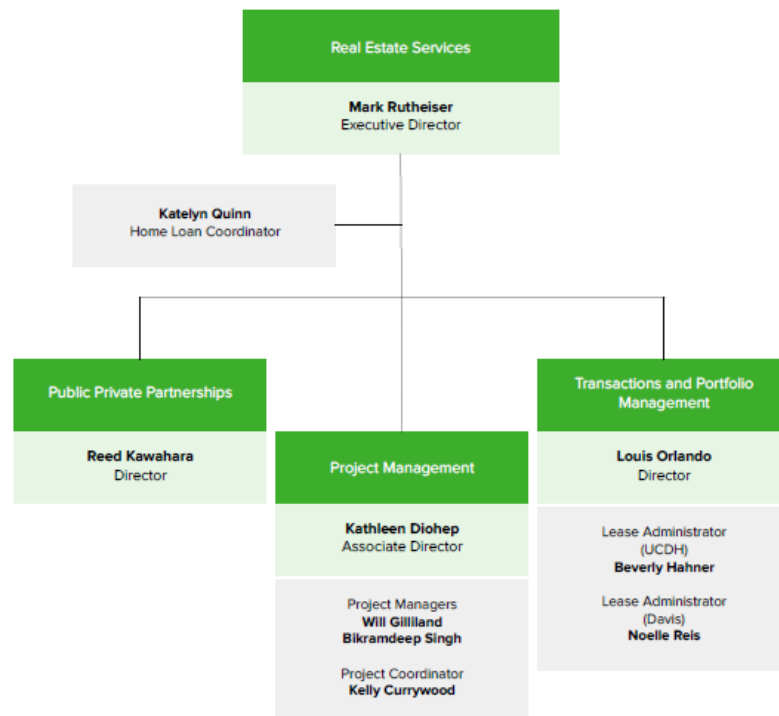
Description of Programs and Services

- For Sale Housing for Faculty/Staff:
 - Aggie Village: Built in 1996. 37-unit mix of townhomes and single-family houses with ADUs. No direct campus management. Homes have an appreciation cap and are valued at 40% of market. Very low ground rent of \$85-\$105/month that has not increased over time. Many homeowners don't adequately maintain their homes since it doesn't have an impact on their resale price. Avg turnover 17 years.
- Home Loans:
 - MOP, SHLP and ZIP
 - Seeking some sort of shared appreciation loan to help Staff secure housing close to campus
- For Sale/Rental housing for Faculty/Staff:
 - West Village: 45 acres planned for 500 units. Attempted P3 in 2004-2013 and a Capital Project in 2016. Current constraints are affordability vs. construction costs. Considerations are Multi-family, using industrialized construction, minimal on-site amenities and higher density.

Organization, Corporation, Structure

- Aggie Village is within a City Planned Unit Development which is subject to local zoning code and regulations.
- University administers the long-term residential lot leases, and as the Ground Lessor, enforces the resale restrictions and procedures.
- There is no Association or third-party management of Aggie Village.
- No organizational or management structure has been determined for the next phase of workforce housing

Organization Chart





CAWH 2023

Description of Programs and Services

UC Riverside has 33 single family detached homes available for rent to faculty and staff. 24 are located in a community we own exclusively, 6 are in a nearby community and 3 are adjacent to the campus in an older neighborhood. We maintain a waitlist with 6 tiers, and newly recruited faculty are in the top tier. We also rent our homes to the general public when we don't have internal interest. We use a 3rd party property manager for the portfolio and do our own asset management. We also serve as home loan coordinators for the UC Mortgage Origination Program (MOP). The MOP is available to newly recruited faculty and some senior management.

Organization, Corporation, Structure

The Regents of the University of California owns our rental properties. Real Estate Services is the unit organization under Capital Planning for UCR.

Organization Chart

Thomas Toepfer

Executive Director, Real Estate Services

Yvonne Lujan

Real Estate Officer

Trisha Marcinko

Real Estate Officer



Tmiller@unr.edu



CAWH 2023

Description of Programs and Services

Department: Community and Real Estate Management (CREM)

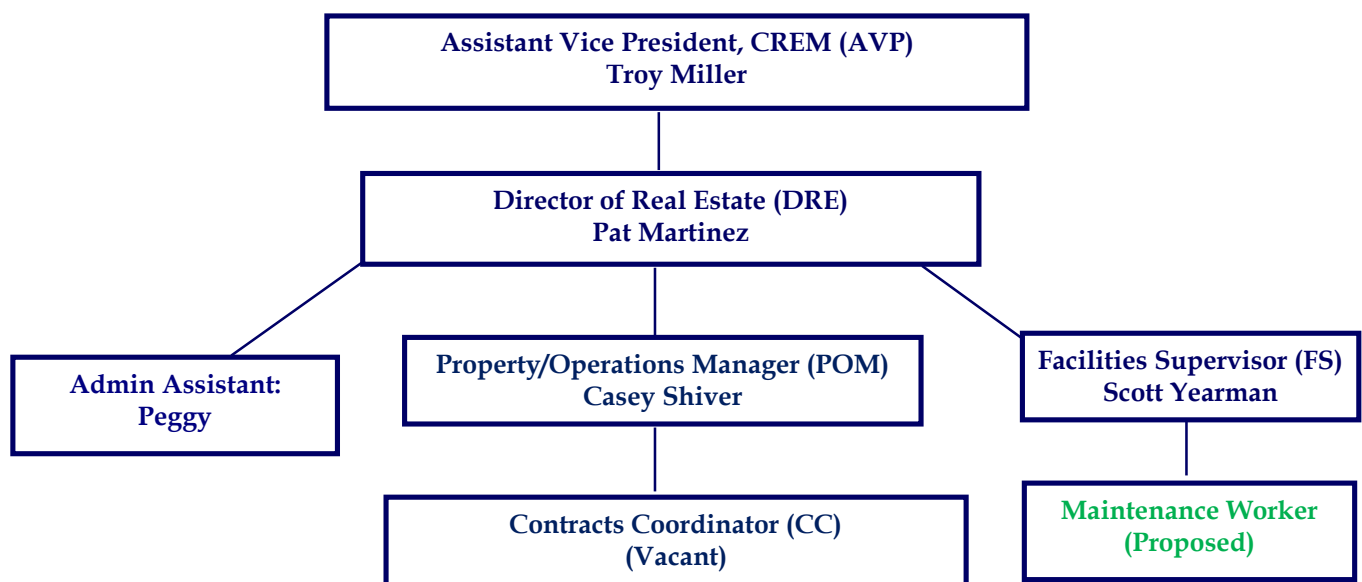
- Rental & Management of approximately 100 Res. Units
 - Graduate, Faculty, Staff Housing
 - Assist Student Service with another 225 beds for GS
- Manage 5 Commercial Buildings with Commercial aspects
- All Contracting & Management of RE Statewide for UNR
- All Acquisition and Disposition Statewide of Real Property
- P-3 Evaluation, Implementation, and Management
- RE management assistance to BCN (3 other institutions)
- Future Campus and Strategic Planning (with Admin)
- Community Relations
 - University chair on DRP Board
 - Liaison to VP of Governmental/Community Affairs

University Governed by the Board of Regents of the Nevada System of Higher Education State of Nevada

- Board of Regents: 13 Elected Members of the Board
- CREM Office reports directly to the VPAF Office, University of Nevada, Reno

Organization Chart

University of Nevada CREM Department





WESTMONT

COUNCIL of
ACADEMIC
WORKFORCE
HOUSING

CAWH 2023

Description of Programs and Services

The college offers housing assistance options for eligible Westmont faculty members and their families.

Affordable Housing

There are two options under the affordable housing program for Westmont faculty members and their families:

1. **Las Barrancas** is a community of 41 homes that was built by the College for Westmont faculty members and their families. These homes are priced to be affordable for current faculty members as well as those who will join the faculty in the future.
2. **Tejado Grove** is a community of 13 condominiums completed during the 2018-19 academic year. These homes are priced to be affordable for current faculty members, as well as those who will join the faculty in the future.

All faculty homebuyers purchasing in one of these communities listed above agree to resell their homes to the College when they are no longer full-time faculty members at Westmont or are no longer residing in the home as their primary residence.

Housing Purchase Assistance

For those interested in purchasing a home in the community, the College offers a co-investment opportunity. The purpose of the program is to assist eligible faculty and staff with the purchase of their first residence after becoming eligible for the program.

Rental Assistance

The College offers rental assistance to assist eligible faculty and staff in renting housing after accepting employment. Westmont will assist faculty and staff in renting housing for up to seven years based on the need of each participant.