

Session 4: Stages of Academic Employee Life: Needs & Resources

Alice Lesman, Columbia University

Barbara Correa, Irvine Campus Housing Authority

Becky McCalla, Sabbatical Homes

Wednesday April 30, 2025

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University Hills (ICHA & UCI)

- A 300+ acre planned community on campus land with parks, trails, community spaces, recreation.
- 1,610 units, 104 under construction, 82 in planning
- 1,226 ownership, 384 rental. \$1B in academic workforce housing.
- Developed and operated by ICHA, non-profit. Land is leased to ICHA. No public, private, or campus funds. Self-sufficient. Independent from university.
- Homes 50% below market (Ave \$650K, 2100sf)
- Rental 30-40% below market (Ave \$2100/mo, 1,000sf)



Benefits roadmaps: Navigating your UC career

Check out step-by-step action plans to guide you through your journey:

[I'm getting started at UC](#)

[My home life is changing](#)

[My work life is changing](#)

[I'm thinking about retirement](#)

My home life is changing

Here's what to do if you're...

- [Establishing a domestic partnership](#)
- [Getting married](#)
- [Adopting a child](#)
- [Having a baby](#)
- [Changing your address](#)
- [Adding a family member to your insurance](#)
- [Removing a family member from your insurance](#)



My work life is changing

Here's what to do if you're...

- [Applying for disability](#)
- [Taking a paid leave](#)
- [Taking a leave of absence](#)
- [Taking a sabbatical](#)
- [Going on military leave](#)
- [Changing jobs within UC](#)
- [Leaving UC employment](#)
- [Facing a layoff](#)
- [Laid off temporarily](#)
- [Taking a furlough](#)

I'm thinking about retirement

Rectangular Snip

Here's what to do if you're...

- [Preparing for retirement](#)
- [Enrolling in Medicare](#)

About UHills



WATCH THE VIDEO

Building Community: A History of ICHA & University Hills



LISTEN TO STORIES

From University Hills, a Community Archive



SUBSCRIBE

Subscribe to news & updates from ICHA/HRB

I'm a UHills homeowner.
Can I stay in my home once I retire from UCI?

YES

LIVING IN UNIVERSITY HILLS

University Hills is an Active & Lively Academic Community

University Hills is far more than just a collection of houses and rental units. It is an active and lively academic community-in-residence located on the campus of UCI. There are many opportunities to engage with neighbors. To ensure you get information about clubs, groups and events in the community, be sure to subscribe to our email blasts [here](#).

UHILLS.ORG

COMMUNITY MAPS

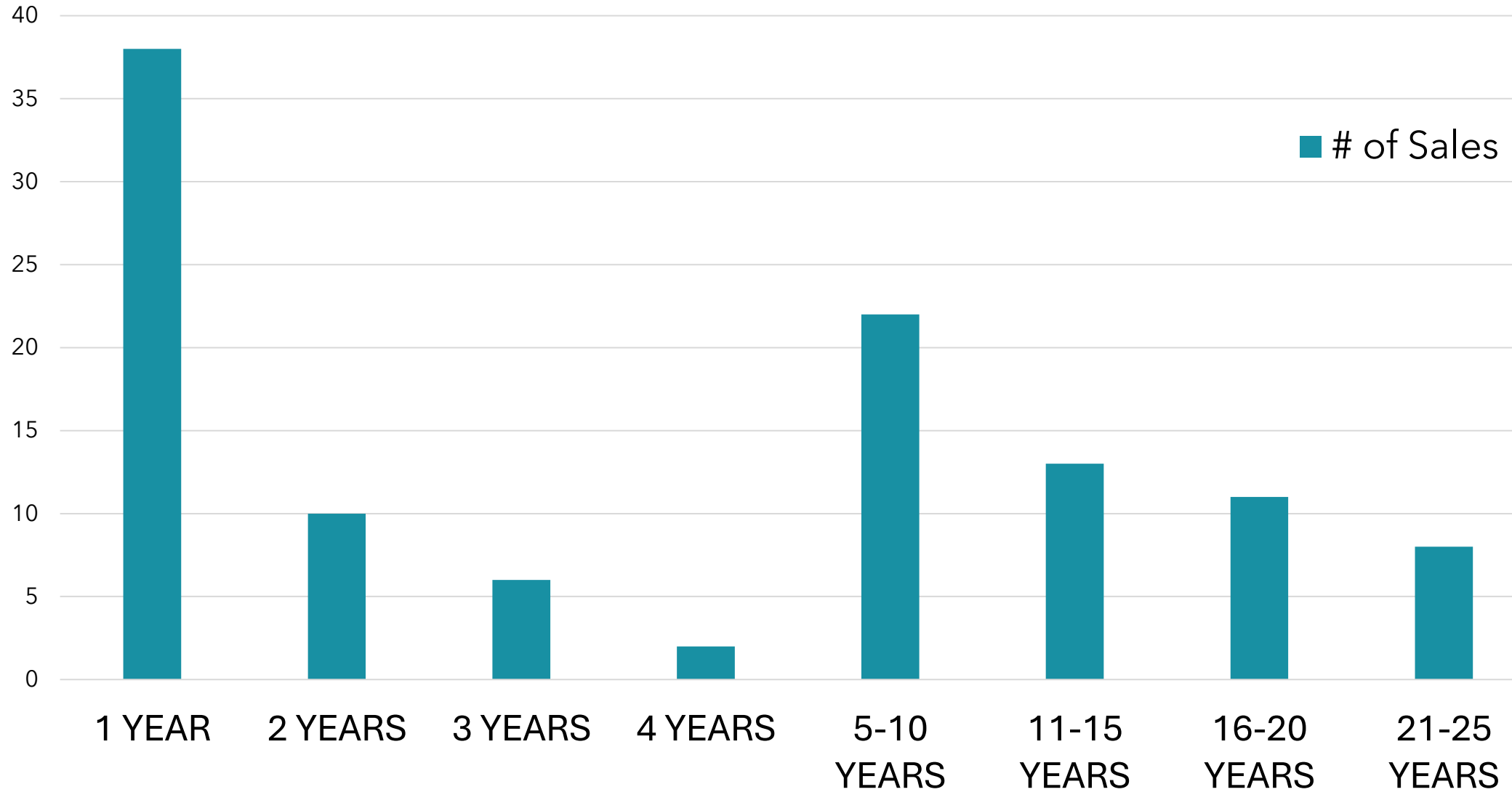


University Hills Retired Residents

University Hills
residents who
are **retired** UCI
faculty & staff:

21%

Retirement and Sales



Retired Residents: Forecasting the Future

If a similar number of homeowners retire in the next 5 years, ICHA expects the retirement percentage to be the following:

2025 - 21% (assuming 25 Emeriti + 100 new homes keeps the percentage stagnate)

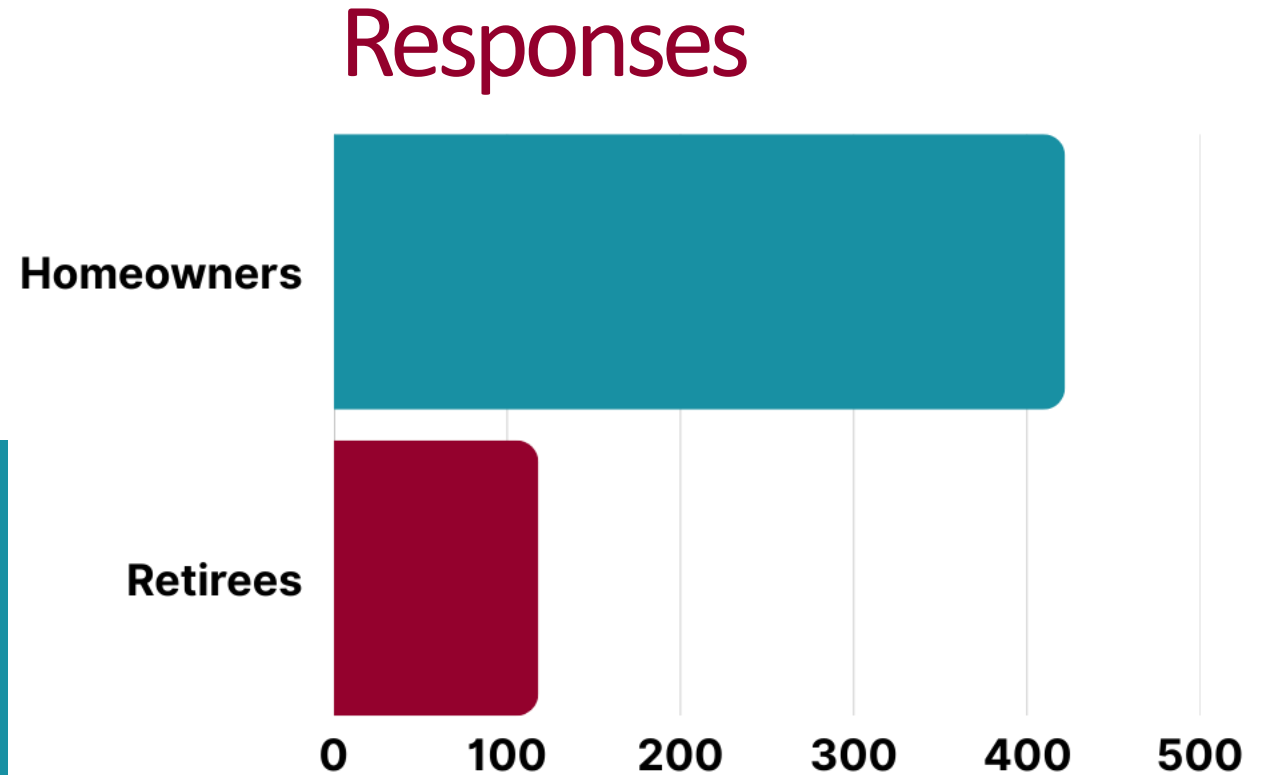
2026 - 23%

2027 - 26%

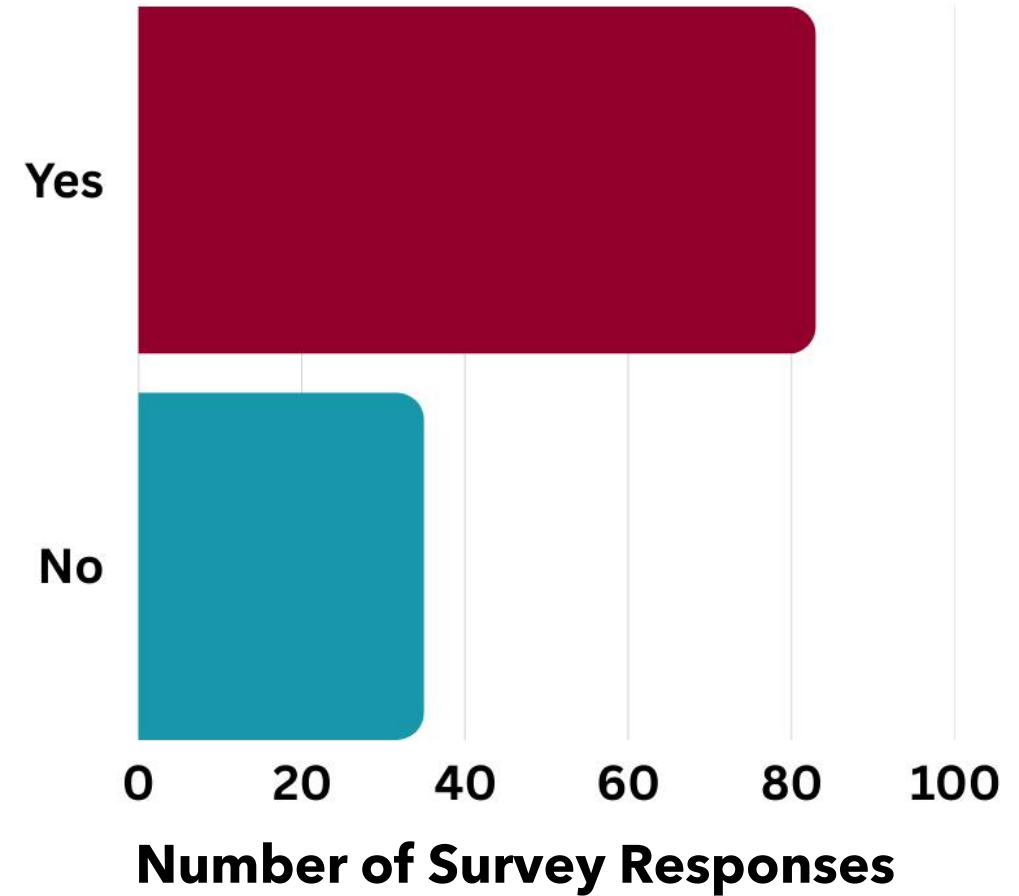
2028 - 28%

2025 Community Survey

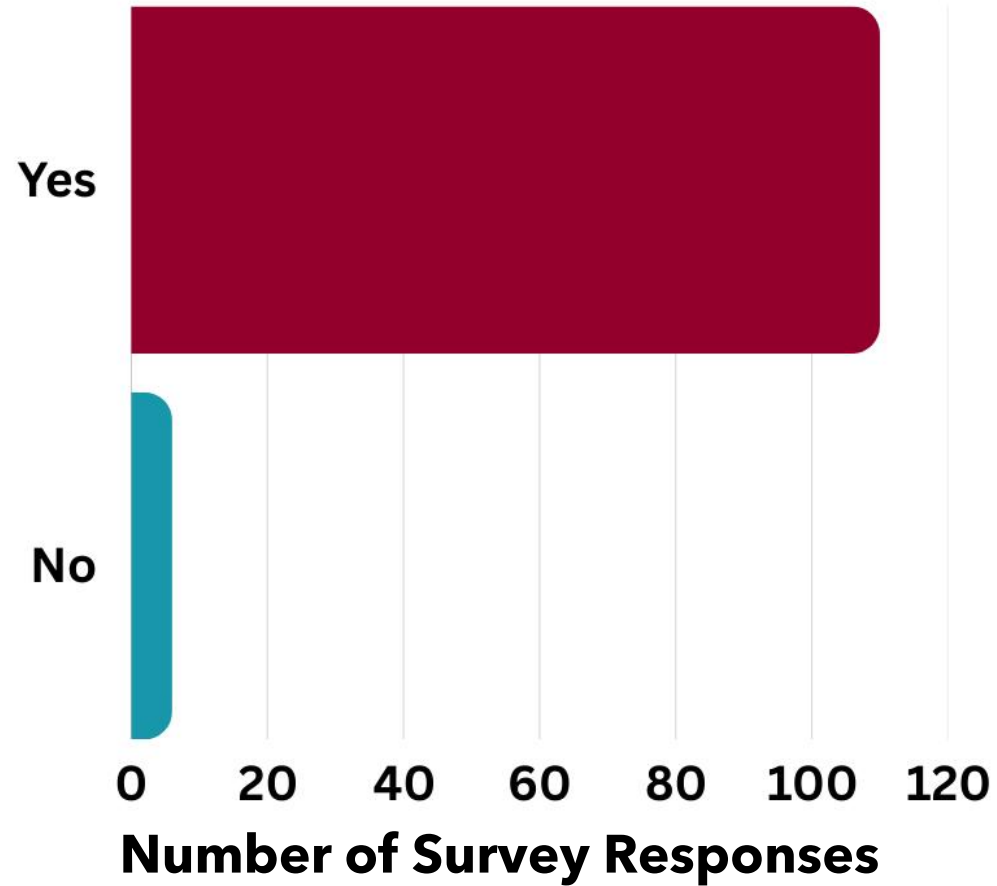
- Responses collected for one month, January 2025
- 31 questions (demographics, satisfaction with living in UHills, etc)
- 422 responses
- Homeowner survey includes retiree section with 9 targeted questions
- 118 retiree responses



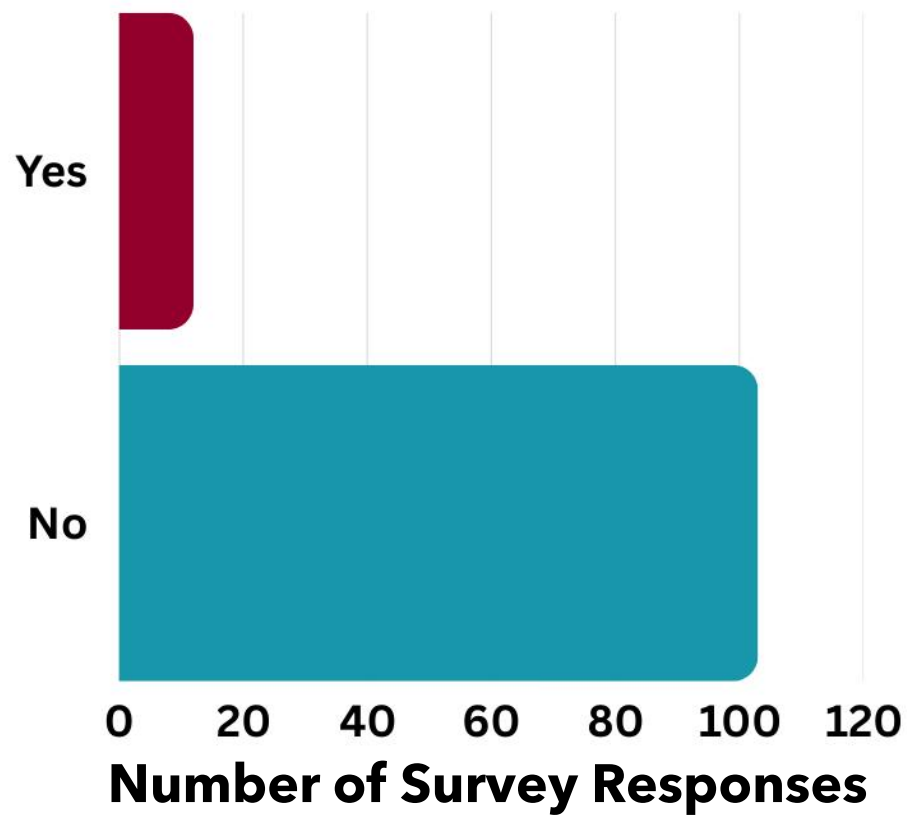
Retirees: Do you have a spouse or partner living with you?



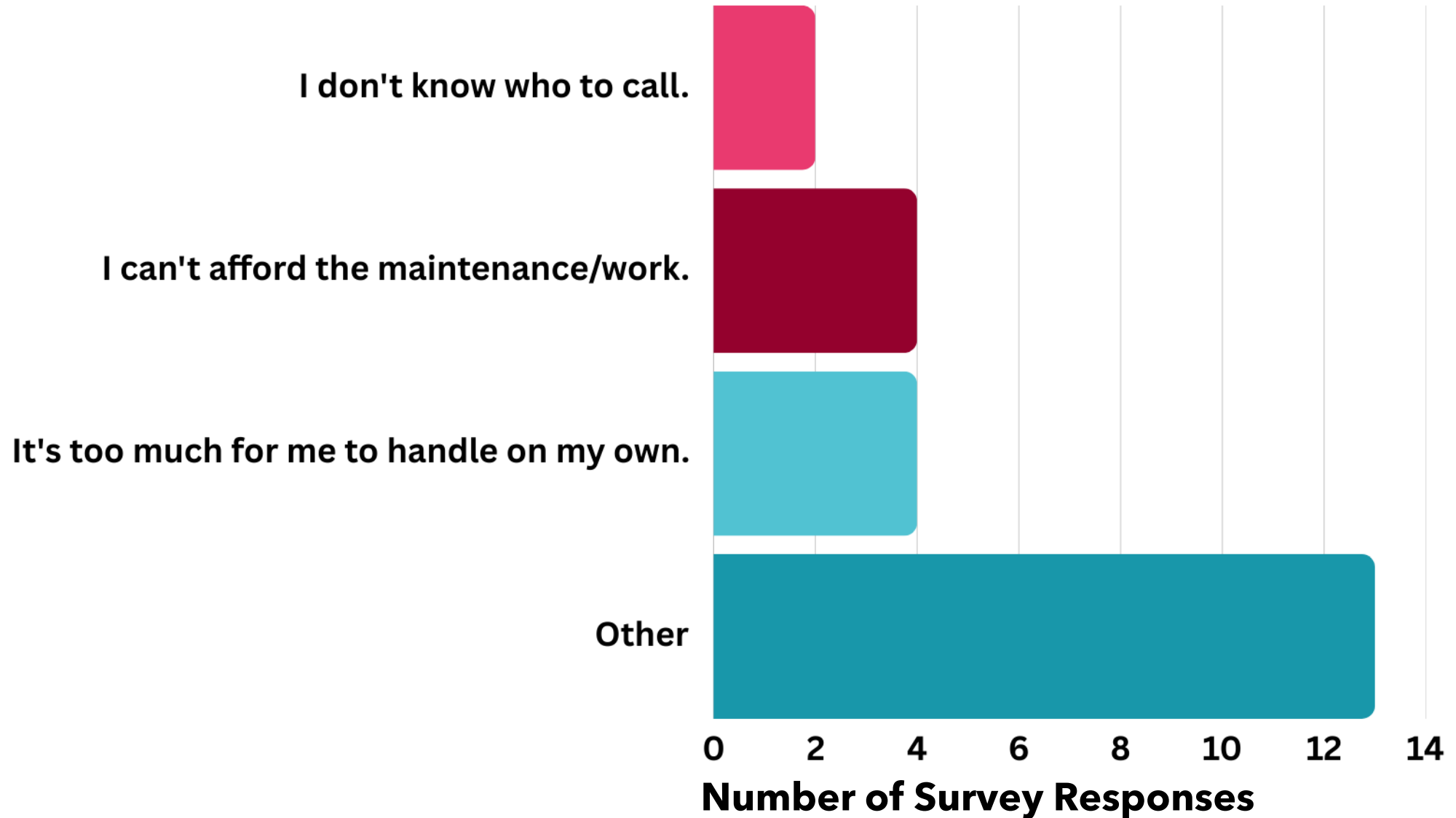
Retirees: Does the physical design of your home work well for your current lifestyle?



Retirees: Do you have trouble caring for your home?



If yes, what are the challenges of caring for your home?



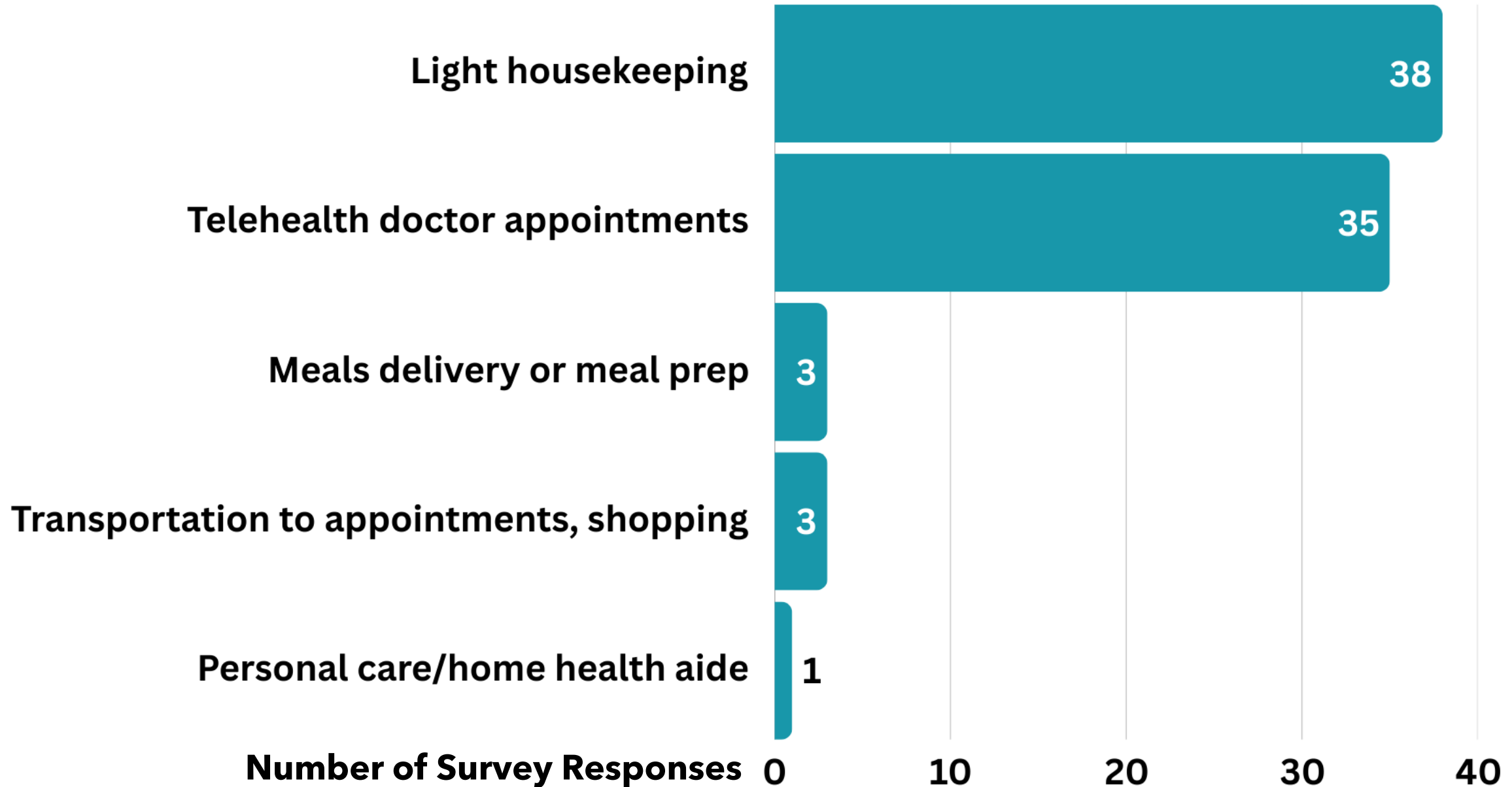
Retirees: What activities are you involved in?

1. Regular gatherings with friends & neighbors






- 2. Local performing arts**
- 3. UCI groups, events & lectures**
- 4. Community events (Fall Fiesta, Holiday Bazaar)**
- 5. Mentoring or volunteering at UCI
UCI Sports Events**
- 6. City of Irvine senior center events**



Which of the following services do you use?



Retirees: If you have ever considered moving out of University Hills but decided to stay, what are the reasons?

-  1. My housing cost is so low, there's no way I could live in a better place for the same amount.
-  2. I love my neighbors and neighborhood.
-  3. The weather is unbeatable.
-  4. My friends are here.
-  5. I can't afford to move.

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Discuss & Share
