

**UNIVERSITY OF CALIFORNIA
OFFICE OF LOAN PROGRAMS**

**2006 HOUSING SURVEY OF
RECENTLY APPOINTED FACULTY**

SUMMARY OF SURVEY RESULTS

OCTOBER 2007

UNIVERSITY OF CALIFORNIA OFFICE OF LOAN PROGRAMS
2006 HOUSING SURVEY OF RECENTLY APPOINTED FACULTY

TABLE OF CONTENTS

<u>SECTION</u>	<u>PAGE</u>
LIST OF CHARTS	i
LIST OF TABLES	iii
EXECUTIVE SUMMARY	iv
INTRODUCTION.....	I-1
SUMMARY OF FINDINGS	II-1
DEMOGRAPHIC PROFILE OF SURVEY RESPONDENTS	III-1
HOUSING SITUATION	IV-1
HOUSING PREFERENCES AND SATISFACTION.....	V-1
PARTICIPATION AND INTEREST IN UNIVERSITY HOUSING PROGRAMS.....	VI-1
ATTRACTIVENESS AND INFLUENCE OF HOUSING PROGRAMS ON DECISION TO ACCEPT EMPLOYMENT	VII-1
COMPARISON OF UNIVERSITY LOAN PROGRAMS TO CONVENTIONAL FINANCING	VIII-1
CONCLUSION	XI-1
APPENDIX I: SELECTED CROSS-TABULATED DATA	AI-1
APPENDIX II: SURVEY QUESTIONNAIRE	AII-1

UNIVERSITY OF CALIFORNIA OFFICE OF LOAN PROGRAMS
2006 HOUSING SURVEY OF RECENTLY APPOINTED FACULTY

LIST OF CHARTS

<u>Chart</u>		<u>Page</u>
I.1	Annual Median Sales Price Comparisons - California, United States, UC All-Campus Average	I-3
I.2	Housing Cost Data for Comparison 8 Institutions and University of California Campuses – Fall 2006	I-3
II.1	Housing Attribute Satisfaction and Comparison to Industry: 2001 vs. 2006 Survey Results	II-6
III.1	Household Income and Number of Wage Earners	III-4
III.2	Age and Gender Comparisons of Newly Hired Faculty	III-5
III.3	Distribution by Faculty Rank of Newly Hired Faculty	III-6
III.4	Distance from Residence to Campus	III-7
IV.1	Comparison of Ownership Rates and Housing Tenure of Survey Respondents Before and After Joining UC: 2006 Survey	IV-5
IV.2	Comparison of Survey Respondents Housing Size and Type Before and After Joining UC: 2006 Survey	IV-6
IV.3	Comparison of Prior Housing Market to Current Housing Market	IV-7
V.1	Housing Characteristics Rankings	V-3
V.2	Preferred House Size and Description of Current Housing Situation	V-5
V.3	Level of Satisfaction with Current Housing	V-6
V.4	Level of Satisfaction with Current Housing: 2006 Survey Respondents	V-6
VI.1	Participation and Interest in UC Housing Programs	VI-3

VII.1	Influence of Housing Programs on Accepting Employment	VII-3
VII.2	Survey Respondents Not Offered Assistance: Influence of Housing Programs	VII-4
VII.3	Desirability of Employment Opportunity	VII-5
VIII.1	Assessment of UC Housing Programs by Survey Respondents	VIII-3

UNIVERSITY OF CALIFORNIA OFFICE OF LOAN PROGRAMS
2006 HOUSING SURVEY OF RECENTLY APPOINTED FACULTY

LIST OF TABLES

<u>Table</u>		<u>Page</u>
II.1	Survey Response Rate by Year of Appointment	II-1
II.2	Survey Responses by Rank and Year of Appointment	II-1
II.3	Distance from Campus: 2006 Respondents	II-3
III.1	Comparison of Household Income Ranges	III-2
IV.1	Housing Situation Prior To and After Joining the University	IV-1
VI.1	Participation and Interest in Housing Programs	VI-1
VI.2	Program Participation	VI-2
VII.1	Attractiveness and Influence of University Programs	VII-1
VIII.1	Comparison of University Housing Assistance Programs to Conventional Financing Alternatives: 2001 vs. 2006 Survey Results	VIII-1

Appendix I

<u>Table</u>		
1.	Current Housing Type: 2006 Survey Data	AI-1
2.	Current Housing Type by Rank: 2006 Survey Data	AI-1
3.	Current Housing Size: 2006 Survey Data	AI-1
4.	Current Housing Size by Rank: 2006 Survey Data	AI-1
5.	Owner/Renter Tenure: 2006 Survey Data	AI-2
6.	Monthly Housing Costs: 2006 vs. 2001 Survey Data: At Time of Survey	AI-2
7.	Level of Satisfaction with Current Housing – Owners vs. Renters: 2006 Survey Data	AI-3
8.	Level of Satisfaction with Current Housing By Campus: 2006 Survey Data	AI-3

EXECUTIVE SUMMARY

2006 HOUSING SURVEY OF RECENTLY APPOINTED FACULTY

The following is a brief overview of key results of the 2006 Survey of Recently Recruited Faculty (academic years 2001-02 through 2004-05) with comparisons to similar data collected in the 1988, 1995, and 2001 Surveys.

2154 SURVEYS SENT AND 1275 COMPLETED SURVEYS RECEIVED FOR A 59.2% RESPONSE RATE

HOUSEHOLD CHARACTERISTICS

	1988 Survey	1995 Survey	2001 Survey	2006 Survey
Average Age of Respondents	39	40	41	42
Married	75%	70%	71%	73%
2+ Wage Earners	47%	73%	69%	73%
Income > \$55k (1988 Dollars)	66%	65%	75%	76%
Income > \$95k (1988 Dollars)	27%	30%	42%	37%

HOUSING SITUATION PRIOR TO AND AFTER JOINING UC

	1988 Survey	1995 Survey	2001 Survey	2006 Survey
Prior Home Ownership Rate	49%	40%	43%	44%
Current Home is Single Family	70%	68%	63%	64%
Current Home Ownership Rate	64%	60%	69%	75%
Current Average Rent/Month	\$882	\$1,058	\$1,424	\$1,715
Current Average Homeowner Cost/Month	\$2,180	\$2,152	\$2,863	\$3,150
Average Distance to Campus	4.8 miles	10.4 miles	12.0 miles	13.4 miles
Former Housing Market Much More or Somewhat More Affordable	46%	70%	73%	73%

HOUSING PREFERENCES

	1988 Survey	1995 Survey	2001 Survey	2006 Survey
Currently Seeking to Buy	28%	16%	20%	18%
House Size Preference	N/A	3 - 4 BR	3 - 4 BR	3-4 BR
Very or Somewhat Satisfied with Current House	N/A	69%	78%	77%

PARTICIPATION AND INTEREST IN UC PROGRAMS

	1988 Survey	1995 Survey	2001 Survey	2006 Survey
Offered Assistance	53%	56%	71%	78%
Received Assistance	39%	40%	58%	65%
Not Offered Assistance	47%	44%	29%	23%
If Had Been Offered, Definitely Would Have Used	N/A	39%	46%	47%
If Had Been Offered, Probably Would Have Used	N/A	46%	40%	39%

PROGRAM PARTICIPATION

	1988 Survey	1995 Survey	2001 Survey	2006 Survey
Received First Mortgage	30%	49%	56%	56%
Received Second Mortgage	2%	3%	6%	7%
Received Housing Allowance	3%	32%	38%	52%
Received For-Sale Housing	12%	12%	13%	15%

ATTRACTIVENESS AND INFLUENCE OF UC PROGRAMS

	1995 Survey	2001 Survey	2006 Survey
Offer of Assistance Was Very or Somewhat Important in Decision to Accept Job Offer	65%	68%	75%
Definitely Would Not Have Accepted Job Offer Without Housing Assistance	13%	11%	11%
Probably Would Not Have Accepted Job Offer Without Housing Assistance	30%	31%	33%
Those Originally Not Offered Assistance: An Offer Now Would Definitely or Probably Make Them Continue Their Employment at UC	60%	n/a	n/a

RESPONSES FROM BORROWERS NOT OFFERED ASSISTANCE

	2001 Survey	2006 Survey
Percentage That Have Considered Leaving UC Because of the Cost of Housing	40%	44%
Of Those Who Have Considered Leaving: Availability of Housing Would Probably Influence Me to Continue on the UC Faculty	52%	43%
Of Those Who Have Considered Leaving: Availability of Housing Would Definitely Influence Me to Continue on the UC Faculty	37%	49%

UNIVERSITY OF CALIFORNIA OFFICE OF LOAN PROGRAMS 2006 HOUSING SURVEY OF RECENTLY APPOINTED FACULTY

I. INTRODUCTION

The University of California (University) administers a comprehensive housing assistance program (Program) to assist in the recruitment and retention of faculty. The Program was designed in response to rapidly escalating real estate values in California combined with high levels of annual faculty recruitments.

In the late 1970's, the median sales price of homes in California started to increase at a much higher rate than the national median sales price. According to data published by the California Association of Realtors and the National Association of Realtors, the median sales price in California in 1974 was \$34,610, while the median national sales price was \$32,000. By 1984, the California median was \$114,260 and the national median was \$72,400. Chart I.1 displays a comparison of the increase in housing costs in California and nationally from 1984 to 2006. Sales prices increased substantially during this period of time, as did the differential between California housing costs and national housing costs. In 2006, the California median sales price was \$555,640 as compared to a national median sales price of \$221,900. Chart I.1 also displays the All-Campus Average Sales Price¹ derived from an annual study that is performed by the University to determine the median sales price of homes near its campuses (data provided starting in 1988). In the areas surrounding the University of California campuses, the affordability gap between the All-Campus Average Sales Price and national housing costs is even greater than the differential between California housing prices and national housing prices. For 2006, the All-Campus Average Sales Price was \$805,800, or 145% higher than the California median of \$555,640 and 363% higher than the national median of \$221,900.

The cost of housing in close proximity to most of the University locations also continues to be higher than prices for similar housing near many of the University's major competitors. Chart I.2 displays a comparison of the housing costs near the University's campuses and near its Comparison Eight institutions. The University's goal is to maintain its faculty salaries at the median of the salaries of the Comparison Eight institutions, which makes the relative cost of housing an important factor for many faculty members when deciding whether to accept an employment offer at the University, and whether or not to remain at the University when considering offers from other institutions.

As housing costs have continued to increase, so has the need for recruiting new faculty. The headcount of Ladder Rank Faculty (Assistant Professor, Associate Professor, and Professor) has grown from 5,800 in 1976 to 8,430 as of December 2006. From fiscal year 1984-85 through fiscal year 2005-06, a total of 9,436 new faculty members were hired to replace faculty who left the University, or to fill newly created positions resulting from institutional growth to serve an ever-increasing student population.

¹ The Office of the President has conducted annual analyses since 1988 of the median cost of housing in zip code areas near each campus where most faculty live or are buying homes. Those numbers are then averaged to produce an average price for the campuses called the All-Campus Average Sales Price.

The University also faces intense competition from other nationally recognized institutions of higher education for many academic and administrative positions. These institutions, like the University, offer comprehensive recruitment packages, comprised of salary, benefits, and start-up funds for laboratories and other facilities and equipment. Given the high cost of housing near the University campuses, housing assistance is often a key component of University recruitment packages and retention efforts.

In order to learn more about the housing issues facing the University's faculty and to determine the type of programs needed, initial surveys of newly hired faculty were performed in 1978 and 1981. Similar surveys were conducted in 1988, 1995, 2001, and 2006. The on-going purpose of these surveys is to: (1) gather statistical data concerning newly hired faculty; (2) assess the housing issues they face as new University employees; and (3) assess the extent to which University housing assistance programs address those issues and influence decisions to accept employment offers. This data is also useful in assessing the design and implementation of proposed new program components.

The survey distribution, data collection and tabulation were performed by the Survey Research Center at the University's Berkeley campus. This report sets forth a summary of the findings from the most recent survey (hereafter referred to as the "2006 survey"), with selected comparisons to the 1995 and 2001 survey results. Where applicable, 1988 survey results are included to show long-range trends.

CHART I.1
ANNUAL MEDIAN SALES PRICE COMPARISONS -
CALIFORNIA, UNITED STATES, UC ALL-CAMPUS AVERAGE

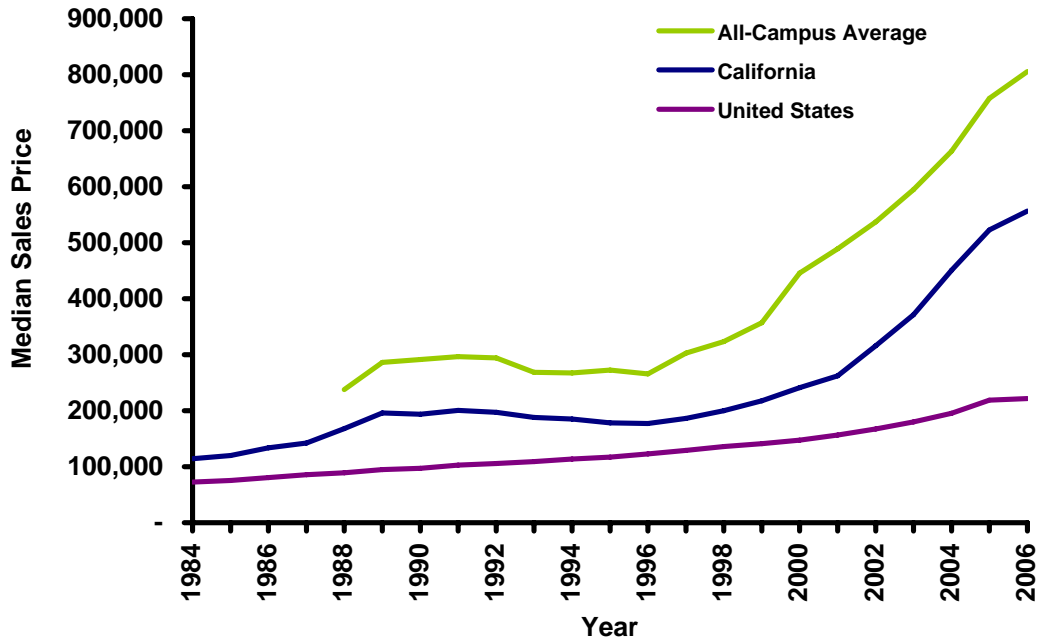
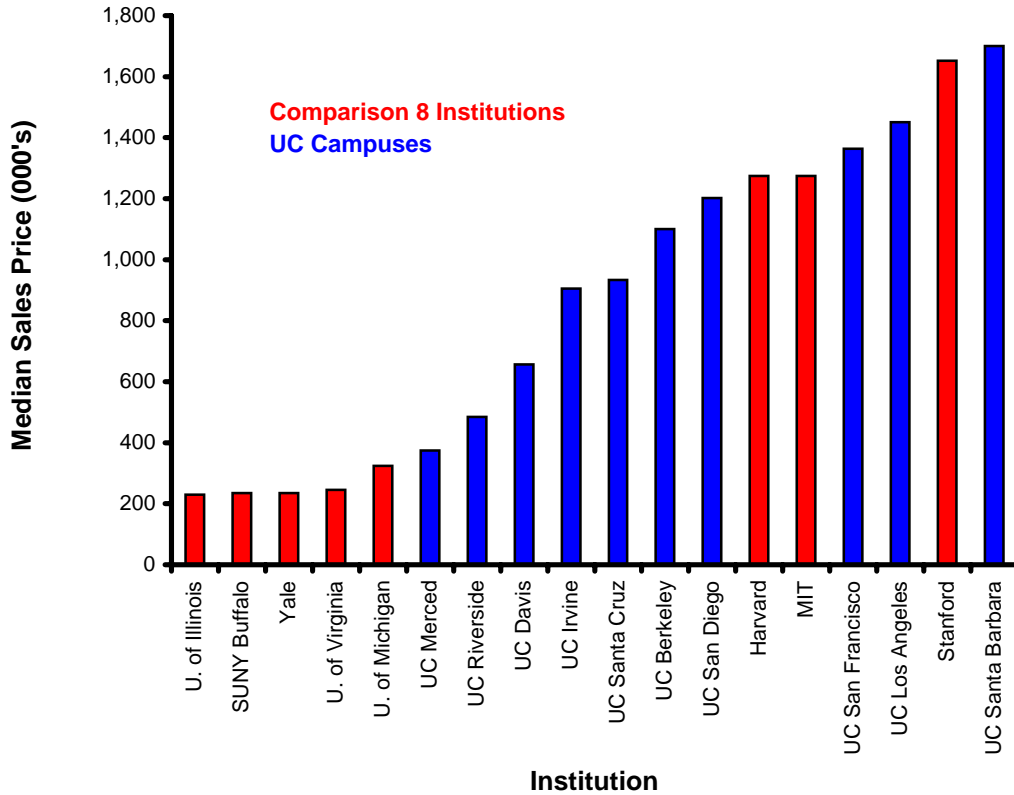


CHART I.2
HOUSING COST DATA FOR COMPARISON 8 INSTITUTIONS AND
UNIVERSITY OF CALIFORNIA CAMPUSES - FALL 2006



II. SUMMARY OF FINDINGS

In March 2006, the 2006 survey was administered to 2,154 ladder rank faculty hired between July 1, 2001 and June 30, 2005. Of the 2,154 distributed surveys, a total of 1,275 valid completed surveys were received, representing an overall 59% response rate. The response rate varied from a low of 52% at the Irvine campus to a high of 73% at the Santa Cruz campus. Table II.1 displays the response rate by year of appointment. Table II.2 provides a breakdown of the responses by rank.

**TABLE II.1
SURVEY RESPONSE RATE BY YEAR OF APPOINTMENT**

Appointment Year	# of Surveys Sent	# of Responses	Response Rate
2001-02	520	292	56%
2002-03	535	318	59%
2003-04	580	342	59%
2004-05	519	323	62%
Total	2,154	1,275	59%

**TABLE II.2
SURVEY RESPONSES BY RANK AND YEAR OF APPOINTMENT**

	2001-02	2002-03	2003-04	2004-05	Total
Rank					
Professor	84	80	73	68	305
Associate Prof	67	46	49	37	199
Assistant Prof	133	188	216	216	753
Other	8	4	4	2	18
Total	292	318	342	323	1,275

Throughout the remainder of this report, the number of responses reported in the charts and tables may not equal the total survey response of 1,275 because the cross-tabulation data may contain missing responses for one or more questions. Unless otherwise noted, responses to questions were worded to collect information as of the date the survey was completed, rather than as of date of hire.

Based upon the analysis of responses to the 2006 survey and selected responses from prior surveys, a set of general observations is summarized below in the six data categories of the survey.

Demographic Profile of Survey Respondents

Over time, the average age of a survey respondent has not changed significantly. In 1988, the average age of a respondent was 39, increasing to 40 in 1995, 41 in 2001 and 42 in 2006. The percentage of married respondents has fluctuated, but has always ranged between 70% and 75%. One of the most significant demographic changes is in the number of households with two or more wage earners. Between 1988 and 1995, the percentage of households with two or more wage earners increased from 47% to 73% of respondents. In 2001, the percentage declined to 69% of respondents, but increased back to 73% in 2006. Another key change was the number of households with two or more wage earners in which the University employed the second wage earner. In 1988, only 20% of second wage earners were employed by the University. This jumped to 37% in 1995, and then remained relatively constant at 38% in 2001. This percentage increased to 43% in 2006, indicating that in many cases the University is providing job opportunities for spouses and partners as part of its recruitment efforts.

Household Income Comparison: 1995, 2001, 2006 Survey Results

Average household income levels for survey respondents increased 35%, from \$86,700 to \$117,200, between the time of the 1995 survey and the 2001 survey. Between the 2001 and 2006 surveys, the average household income increased an additional 9%, from \$117,200 to \$127,900, for a total increase of 48% between 1995 and 2006. During this same period of time, the All-Campus Average Sales Price near University campuses increased by 178% from \$272,694 in October 1995 to \$757,700 in October 2005, another indicator of the continuing reduction in housing affordability for newly recruited faculty.

Distance to Campus

The percentage of respondents residing within 5 miles of their work location decreased from 58% in 1988 to 51% in 1995, and remained relatively constant at 52% in 2001, then decreased to 49% in 2006. Table II.3 displays the results for the 2006 survey of where respondents are living in relation to their work location. Despite a higher percentage of newly hired faculty that received housing assistance during the period covered by the 2006 survey (65%) than during the period covered by the 2001 survey (58%), faculty are moving further away from their work location to find affordable housing. Of the 2006 survey respondents who are homeowners, 45% live within 5 miles of their work location, as compared to 58% of the renters. Both of these percentages have decreased since the 2001 survey, when 47% of homeowners and 64% of renters lived within 5 miles of their work location. Additionally, 18% of the 2006 survey respondents live more than 20 miles from their campus location, with 8% living more than 40 miles from their work location.

Table II.3 also indicates that the University's housing assistance programs are making an impact on where faculty members live. Of the 2006 survey respondents who received housing assistance, 55% lived within 5 miles of campus, as compared to 37% of those who did not receive assistance.

**TABLE II.3
DISTANCE FROM CAMPUS: 2006 RESPONDENTS**

	All Respondents	Owners	Renters	Received Assistance	Did Not Receive Assistance
# of Responses	1263	324	939	818	445
< 5 miles	49%	45%	58%	55%	37%
5 – 19 miles	33%	37%	25%	32%	37%
20 – 39 miles	10%	11%	5%	8%	12%
> 40 miles	8%	7%	12%	5%	14%
Total	100%	100%	100%	100%	100%

Housing Situation

The percentage of respondents who owned a home prior to joining the University decreased from 49% in 1988 to 40% in 1995 and then increased to 43% in 2001 and to 44% in 2006. The homeownership rate at the time of the survey remained relatively stable for the 1988, 1995 and 2001 surveys, averaging 69%, but increased to 74% in 2006.

For all respondents, the average monthly rent paid at the time of the 1988 survey was \$882, increasing by 20% to \$1,058 in the 1995 survey, and increasing an additional 35% to \$1,424 in the 2001 survey. The average rent for respondents to the 2006 survey was \$1,715, an additional increase of 20% since 2001. The average monthly housing cost for all homeowners at the time of the 1988 survey was \$2,180, decreasing by 1.3% to \$2,152 in the 1995 survey, and then increasing by 33% to \$2,863 in the 2001 survey. The average monthly housing costs for homeowners that responded to the 2006 survey was \$3,150, a 10% increase over the 2001 survey. Two probable contributions to this lower rate of increase are the historically lower interest rates during this last survey period coupled with the decreased percentage of respondents living within 5 miles of their campus.

For those households receiving University housing assistance, the average monthly rent paid at the time of the 1995 survey was \$1,069, increasing by 33% to \$1,427 in the 2001 survey, and by an additional 26% to \$1,804 in the 2006 survey. The average monthly housing cost for homeowners receiving University housing assistance at the time of the 1995 survey was \$2,008, increasing by 43% to \$2,873 in the 2001 survey, and an additional 9% to \$3,145 in the 2006 survey. These figures do not differ significantly from the overall averages.

Overall, 46% of the 1988 survey respondents indicated that the housing market in their former area of residence was better than the current situation; this assessment increased to 69.5% of the 1995 survey respondents, and to 73% of the 2001 survey respondents. In response to the 2006 survey, 73% stated that the former housing market was much more affordable or somewhat more affordable than the current housing market. An additional 17% stated that the prior housing market was roughly the same, leaving only 10% that indicated they moved from a less affordable area. These statistics demonstrate that survey respondents are increasingly aware of the difficulty in entering the California housing market, which most likely is having a negative impact on the decisions of some portion of the candidates being recruited by the University.

Housing Preferences and Satisfaction

Nearly 72% of the faculty responding to both the 1995 and 2001 surveys and 70% of the 2006 survey respondents indicated a preference for a 3 to 4 bedroom home. In 1995, 60% of respondents were living in a 3 or 4 bedroom home at the time of the survey. In 2001, only 52% of respondents were living in a 3 or 4 bedroom home, and this percentage dropped to 44% in 2006, indicating a significant percentage were acquiring homes with less than their stated level of preference.

In both 1995 and 2001, survey respondents ranked housing affordability, condition of the property, and house size as the most important attributes in evaluating a potential home purchase. In 2006, affordability and condition of the property remained the two most important factors, but the third most important factor was a safe neighborhood.

At the time of the 1988 survey, 28% of the faculty indicated they were seeking to buy a home; while at the time of the 1995 survey this figure had dropped to 16%. In 2001, 20% of the respondents indicated they were seeking to purchase a house or condo and in 2006, this percentage decreased to 18%, a reflection of the fact that the housing assistance programs have allowed respondents to enter the housing market (74% of respondents were homeowners at the time of the 2006 surveys).

In the 1995 survey, 69% of the respondents indicated that they were either completely or fairly satisfied with their present housing. In 2001, satisfaction with housing was broken down further to include satisfaction with affordability, size, and location in addition to the overall ranking. The response categories were also changed to ***Very Satisfied***, ***Somewhat Satisfied***, ***Somewhat Dissatisfied*** and ***Very Dissatisfied***. Chart II.1A indicates the results to this question for the 2001 and 2006 surveys. As can be seen from this chart, the majority of respondents are Very Satisfied or Somewhat Satisfied with all aspects of their housing. However, affordability had the highest percentage of Somewhat Dissatisfied and Very Dissatisfied.

Participation and Interest in University Housing Programs

At the time of the 1995 survey, 56% of the respondents had been offered some form of housing assistance, with 40% having utilized assistance. In 2001, 71% of the respondents had been offered assistance, and 58% had utilized assistance. In 2006, 78% were offered housing assistance and 65% had received some form of assistance (not all newly recruited faculty members are offered assistance given that there are insufficient resources available to provide assistance to all faculty being hired).

In 2006, 22% of the respondents were not offered any assistance. Of these, 47% stated that they definitely would have participated if assistance had been offered, and another 39% indicated that they probably would have participated.

Attractiveness and Influence of Housing Programs on Decision to Accept University Employment

The importance of the availability of these programs to the recruitment and retention goals of the

University is supported by the responses of faculty receiving as well as not receiving offers to participate. In 1995, over 65% of those respondents who received housing assistance stated that the offer of assistance was either a very or somewhat important factor in their decision to accept employment at the University. By 2001, this percentage had increased to 68%, and by 2006, this percentage had increased to 75%. In 1995, 13% of these respondents indicated they definitely would not have accepted employment without the assistance, and 30% indicated that they probably would not have accepted. In 2001, the figures were similar, with 11% stating that they definitely would not have accepted employment, and 31% stating that they probably would not have accepted employment. In 2006, 11% stated they definitely would not have accepted employment, and 33% said they probably would not have accepted employment.

The 2001 and 2006 surveys asked respondents who were not offered housing assistance whether they had ever considered leaving the University because of the cost of housing. In 2001, 40% responded that they had considered leaving the University. Of those who had considered leaving, 89% indicated that the availability of housing assistance would definitely (37%) or probably (52%) influence their decision to remain at the University. In 2006, 44% responded that they had considered leaving the University, and 92% indicated that housing assistance would definitely (49%) or probably (43%) make them stay with the University.

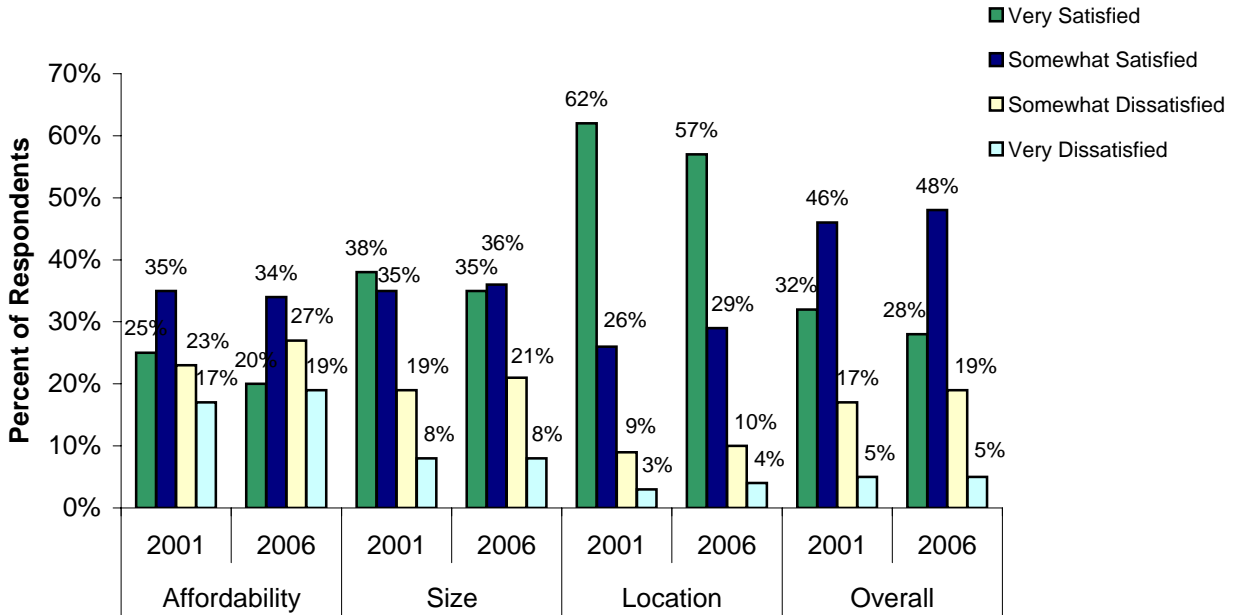
Comparison of University Loan Programs to Conventional Financing

In the 2001 and 2006 surveys, respondents were asked to compare specific attributes (interest rate, qualifying criteria, and terms) of the University loan program to conventional financing alternatives. Chart II.1B displays the results of this question. This chart excludes respondents who did not know enough about the program to respond. This data indicates that the majority of respondents in both the 2001 and 2006 surveys had a favorable opinion of the programs as compared to conventional financing alternatives.

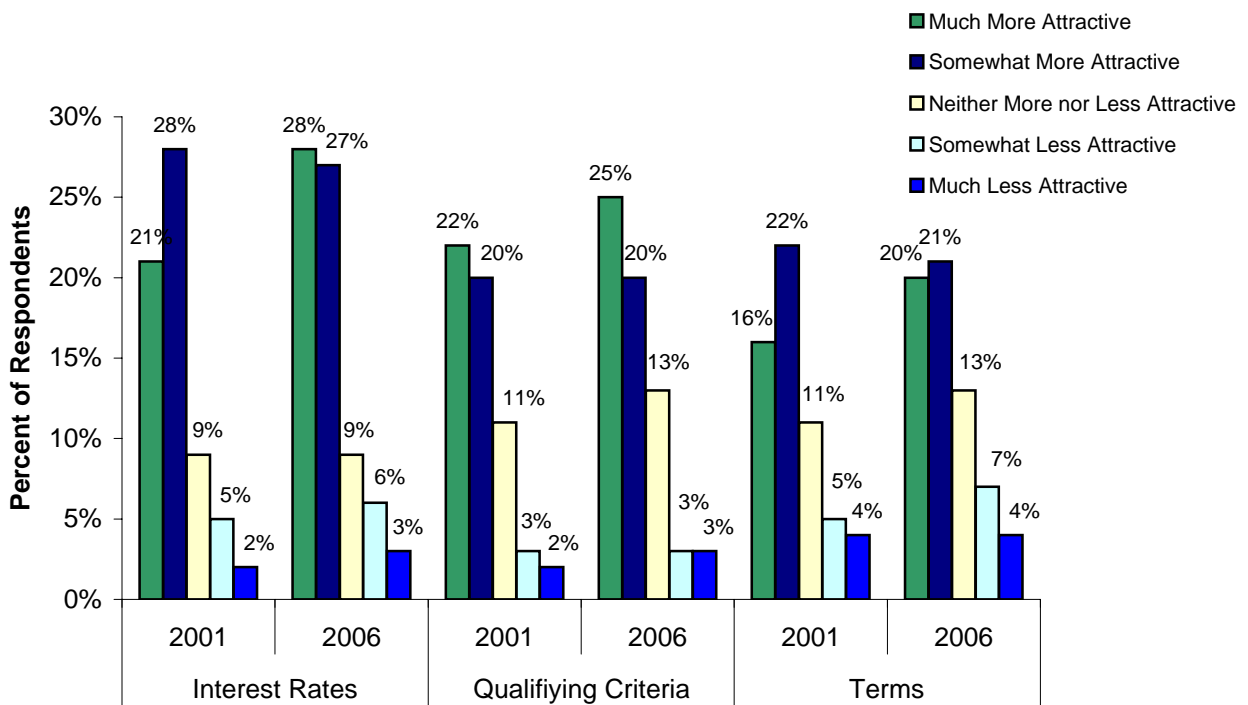
The following sections of this report provide additional and more detailed data and findings from the 2006 survey with selected comparisons to data from the 1988, 1995 and 2001 surveys.

CHART II.1 HOUSING ATTRIBUTE SATISFACTION AND COMPARISON TO INDUSTRY: 2001 vs. 2006 SURVEY RESULTS

A. Satisfaction with Current Housing Attributes



B. Comparison of UC Programs to Industry



III. DEMOGRAPHIC PROFILE OF SURVEY RESPONDENTS

"In my opinion, the challenge of recruiting/retaining faculty ... is the single biggest problem that needs urgent attention. Currently, the only new faculty I am aware of to join ... came from either dual-family income households or had significant financial assistance from family (i.e. parents). I have seen several outstanding prospective recruits decline a position due to unaffordability and more tragically, I have seen trainees leave due to the same, upon completion of the program. If the University does not provide assistance to new recruits, individual departments or divisions within schools may be forced to consider cuts in earnings to individually sponsor recruits."

2006 Survey Respondent

This quote from a 2006 survey respondent highlights the difficulty in recruiting and retaining faculty given the high cost of housing. The demographic data which follows provides useful information for developing and delivering components of the University's housing assistance program. Characteristics such as age, gender, marital status, income, household size, and number of wage earners may impact the utilization of different types of programs. Below are demographic statistics from the surveys that provide a general profile of the respondents.

- The majority of respondents have income other than their faculty salary, as evidenced by the percentage of households with two or more wage earners, which has increased from 47% in 1988 to 73% in 2006. This data is supportive of the statement in the above quote that most newly hired faculty come from dual-income households.
- Table III.1 compares the household income ranges for the 1995, 2001 and 2006 surveys. Incomes have continued to increase between each survey. The average annual household income increased by 35%, from \$86,700 for the 1995 survey respondents to \$117,210 for the 2001 survey respondents, then an additional 9% to \$127,900 for the 2006 survey. This compares to an increase in the CPI-U of 13% from July 2001 to July 2005. During this same time period, the All-Campus Average Sales Price increased by 67% (from \$454,000 to \$757,700). Annual growth in household income levels fell behind the rate of inflation, and incomes were far below the high rate of residential real estate appreciation in California.

**TABLE III.1
COMPARISON OF HOUSEHOLD INCOME RANGES**

2006 Survey

Income Range	% of Responses
<\$60,000	7%
\$60k - \$ 74.9k	9%
\$75k - \$ 99.9k	14%
\$100k - \$124.9k	18%
\$125k - \$149.9k	13%
\$150k - \$174.9k	9%
\$175k or more	30%

2001 Survey

Income Range	% of Responses
<\$50,000	4%
\$50k - \$ 59.9k	8%
\$60k - \$ 74.9k	12%
\$75k - \$ 99.9k	18%
\$100k - \$124.9k	16%
\$125k - \$149.9k	12%
\$150k or more	30%

1995 Survey

Income Range	% of Responses
<\$30,000	1%
\$30k - \$ 39.9k	6%
\$40k - \$ 49.9k	12%
\$50k - \$ 59.9k	12%
\$60k - \$ 74.9k	16%
\$75k - \$ 99.9k	16%
\$100k- \$124.9k	20%
\$125k or more	17%

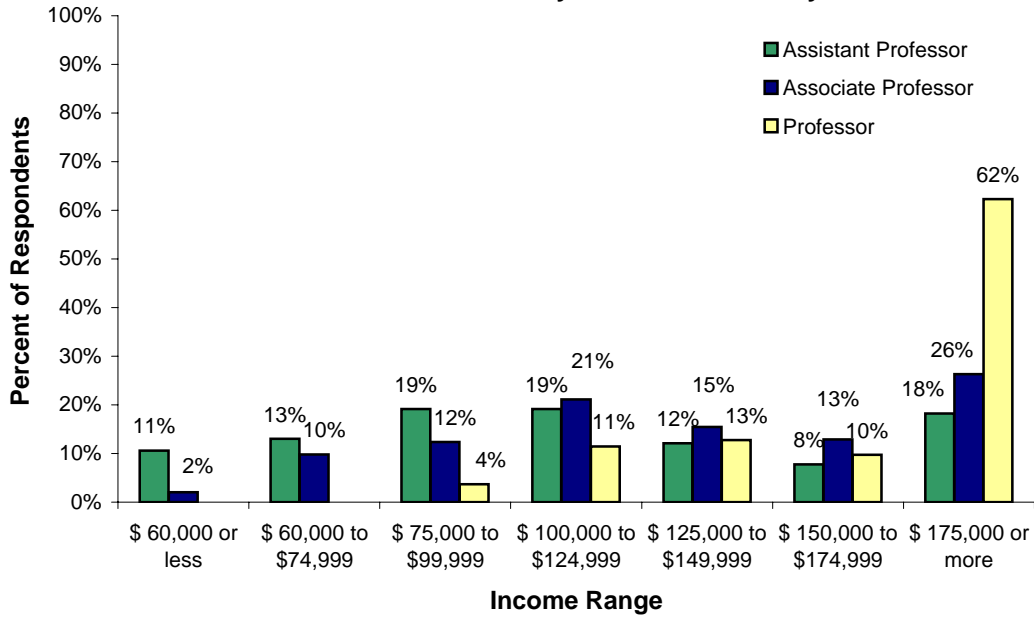
Chart III.1A displays the household income distribution by rank for all campuses. Chart III.1.B displays the distribution of the number of wage earners contributing to household income at each campus and overall for respondents to the 2006 survey. The by-rank distributions reflect that, in general, the more experienced, and most likely older faculty households dominate the higher income categories. While 73% of all households have two or more wage earners, a substantial portion (27%) consists of single wage earner households. Of the respondents who are Assistant Professor, 26% of households consist of single wage earners, contributing to the affordability issue in the high cost areas near University campuses.

- At the time of the 2006 survey, 16% of the households were comprised of one person, 36% were comprised of two persons, while 42% had three or four persons. 45% of the households had no members less than 18 years of age.

- Chart III.2A displays comparisons of faculty age between the 1988, 1995, 2001 and 2006 surveys. The age distribution of the faculty has changed slightly, with more faculty members falling in the higher age categories. However, the highest percentage of respondents still falls in the 30 to 39 age group.
- Chart III.2B displays a comparison of the gender distribution of survey respondents. There was a small shift in the gender distribution of the newly hired faculty between the time of the 1995 and 2006 surveys. The percentage of survey respondents that are female decreased between 1995 and 2001 from 32% to 29%, and then increased to 35% in 2006.
- Chart III.3 displays a breakdown of responses by rank for the 1988, 1995, 2001 and 2006 surveys. The majority of hiring has consistently occurred at the Assistant Professor level. Generally, Assistant Professors have lower family incomes and lower rates of homeownership prior to hire than Associate and Full Professors, impacting their ability to afford monthly payments and/or downpayment requirements to purchase near many University campuses.
- Chart III.4 displays changing trends in the distance between home and work for newly hired faculty over the last four surveys. Chart III.4A compares the distance from residence to campus for all of the 1988, 1995, 2001, and 2006 survey respondents. The number of households living within 5 miles of their work location has decreased over time, from 58% in 1988 to 49% in 2006, while the percentage of respondents who live within 20 miles of their work location decreased from 89% in 1988 to 82% in 2006.
- Chart III.4B shows the same data for only those households that received some form of housing assistance from the University. For all four surveys, a higher percentage of respondents who participated in a University housing program lived closer to campus than for the overall survey population. This indicates that the housing programs assist many faculty members to live within a reasonable distance of campus, which is one of the major objectives of the housing programs.
- Survey respondents were asked where they lived just prior to accepting employment at the University. In 2001, 73% of the survey respondents lived outside of California prior to University employment; another 19% relocated from another city within California. In 2006, 73% of the respondents moved from outside California, with an additional 23% moving to a different city within California. Given the significantly higher average housing prices near University campuses, when compared to most of the Comparison 8 Institutions as displayed in Chart 1.2, the continued high level of out-of-state recruitment further exacerbates the impact of housing affordability on the recruitment process.

CHART III.1 HOUSEHOLD INCOME AND NUMBER OF WAGE EARNERS

A. Household Income by Rank: 2006 Survey



B. Distribution of Number of Wage Earners by Campus: 2006 Survey

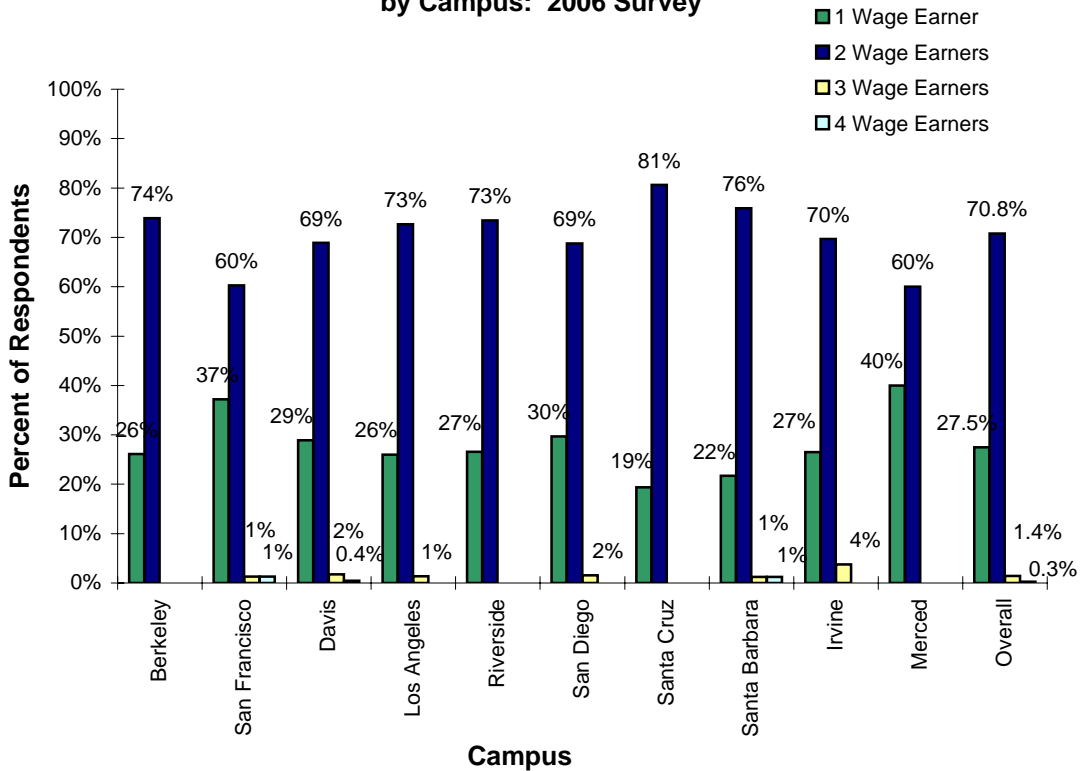
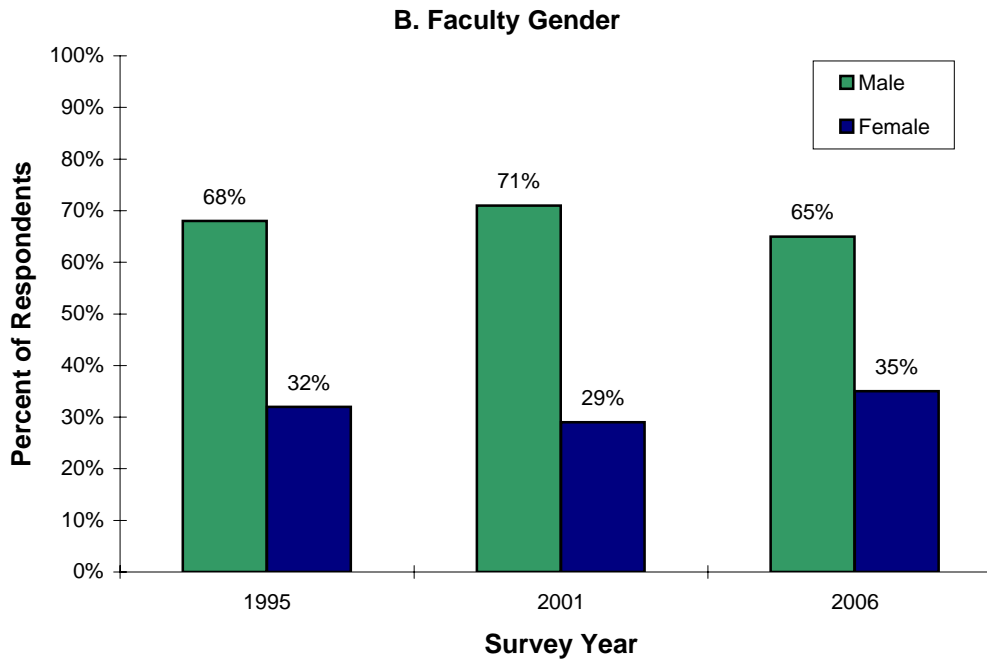
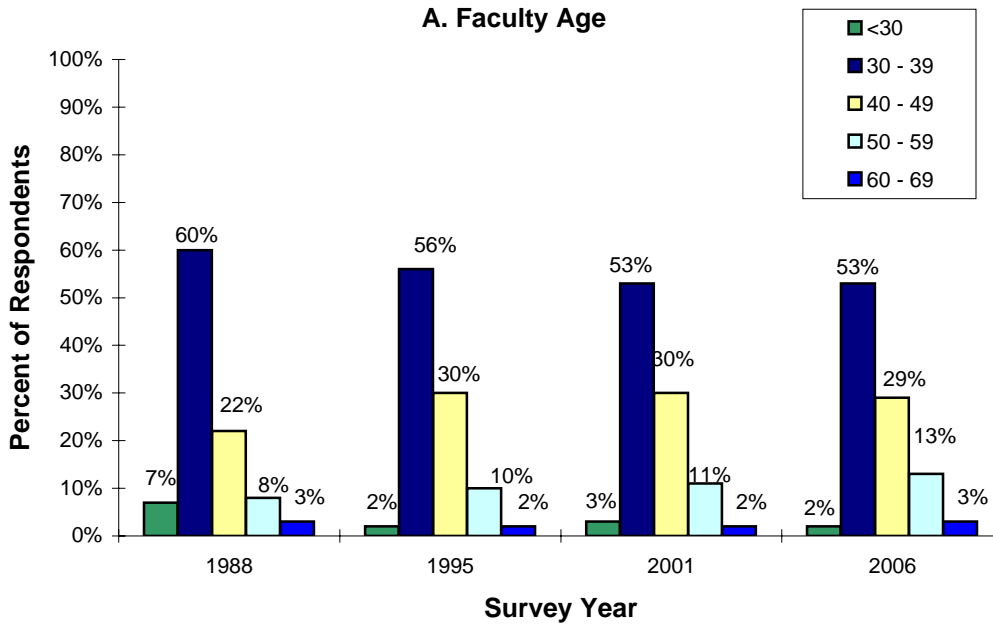


CHART III.2 AGE AND GENDER COMPARISONS OF NEWLY HIRED FACULTY



**CHART III.3
DISTRIBUTION BY FACULTY RANK OF
NEWLY HIRED FACULTY**

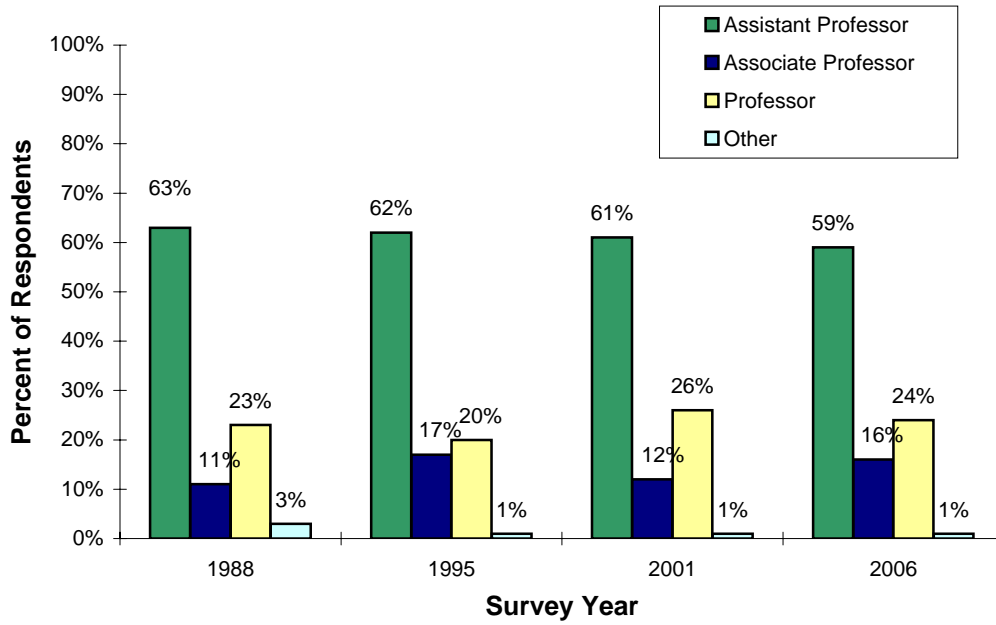
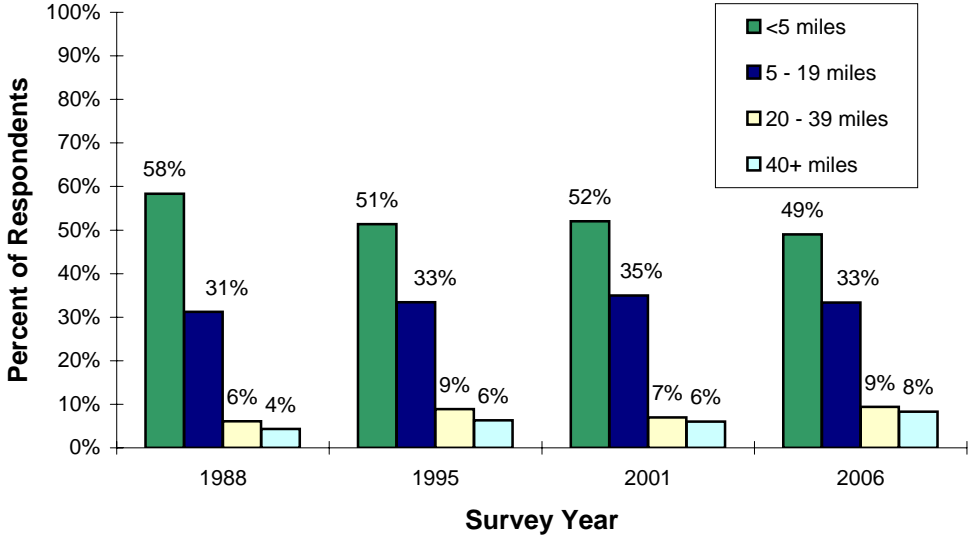
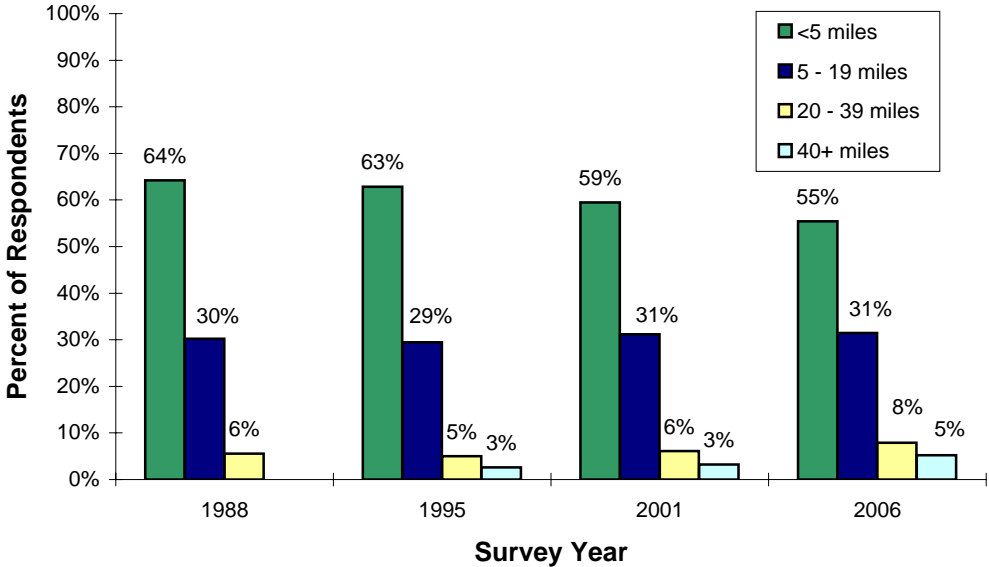


CHART III.4 DISTANCE FROM RESIDENCE TO CAMPUS

A. Distance from Residence to Campus - All Households



B. Distance from Residence to Campus - Households Receiving Assistance



IV. HOUSING SITUATION

“University housing assistance is a very important program in areas where housing is so very expensive in California in order to attract excellent faculty. We came from a University that provided under priced faculty housing while looking for a home to purchase. We stayed three months there and it was very helpful to get to know the different communities and help choose the area we preferred.”

2006 Survey Respondent

“The housing situation at my campus is critical. We are having a very difficult time recruiting because of the high cost of housing in the area. The lack of spacious University housing, low turnover, and the high cost of planned University housing are not helping matters. The cost of housing remains an issue, even for those, like myself, who have purchased homes in the community. I can barely afford my mortgage and often think about leaving UC because of the high cost of living in my community.”

2006 Survey Respondent

The 1988, 1995, 2001 and 2006 survey instruments contained several questions to assess the general housing situation of the respondents before they came to the University of California and at the time they completed the survey.

**TABLE IV.1
HOUSING SITUATION PRIOR TO AND AFTER JOINING THE UNIVERSITY**

	1988 Survey	1995 Survey	2001 Survey	2006 Survey
Prior Home Ownership Rate	49%	40%	43%	44%
Current Home Ownership Rate	70%	68%	69%	75%
Current Home Is Single Family	64%	60%	63%	64%
Average Rent/Month	\$882	\$1,058	\$1,424	\$1,715
Ave. Homeowner Cost/Month	\$2,180	\$2,152	\$2,863	\$3,150
Former Housing Market More Affordable	46%	69%	73%	73%

- As seen in Table IV.1, the percentage of respondents who owned a home prior to joining the University decreased from 49% in 1988 to 40% in 1995 and increased to 43% in 2001, and increased again to 44% in 2006. The homeownership rate at the time of the survey remained relatively stable, averaging 69% for the first three surveys then increasing to 75% in 2006.
- As compared to 1988, a lower percentage of the 1995, 2001 and 2006 survey respondents were prior homeowners. As a result, these respondents entered the housing market

surrounding their location without the benefit of the experience of purchasing a home, and without any equity from the sale of a prior home.

- The current homeownership rate of 75% compares favorably to US Census Bureau Statistics indicating that the national homeownership rate for 2005 was 69%, with the overall homeownership rate for California being 60%. For 2006, the homeownership percentage in the six largest metropolitan areas of California containing one or more University campus averaged 61% in 2006, with a low of 54% in Los Angeles-Long Beach-Santa Ana and a high of 68% in San Bernardino-Riverside¹.
- For the 2001 survey respondents, the increase in the rate of homeownership between the time the respondents joined the University (43%) and the time of the survey (69%) represents a 60% increase. In 2006, there was an even greater increase of 70% (from 44% when the respondents joined the University to 75% at the time of the survey).
- Table IV.1 also compares the average monthly rent and the average monthly housing cost paid at the time of the 1988, 1995, 2001 and 2006 surveys. In 1988, the average rent was \$882, increasing by 20% to \$1,058 for the 1995 survey, increasing an additional 35% to \$1,424 for the 2001 survey, and an additional 20% increase to \$1,715 in 2006 (an overall increase of 94% between 1988 and 2006). The average monthly housing cost for homeowners at the time of the 1988 survey was \$2,180, decreasing by 1.3% to \$2,152 in the 1995 survey, increasing by 33% to \$2,863 in the 2001 survey and increasing an additional 10% to \$3,150 for the 2006 survey (an overall increase of 44% between 1988 and 2006).
- As indicated in Table IV.1, 46% of the 1988 survey respondents indicated that the housing market in their former area of residence was better than the current situation; this assessment increased to 69% in the 1995 survey, to 73% in 2001 and remained at 73% in the 2006 survey.
- Chart IV.1A displays homeownership rates by rank prior to joining the University and at the time of the survey for 2006 survey respondents. The largest percentage increase in homeownership occurred for Assistant Professors, from 25% prior to joining the University to 68% at the time of the survey (representing a 172% increase in homeownership). Chart IV.1B displays the distribution of owners and renters prior to joining the University compared to the time of the surveys, with a substantial increase in homeownership occurring after coming to the University.
- Chart IV.2A compares the housing size prior to joining the University and at the time of the survey for 2006 survey respondents, and shows a substantial shift to 3 and 4 bedroom homes.

¹ US Census Bureau Annual Homeownership Statistics for San Francisco-Oakland-Fremont, San Jose-Sunnyvale-Santa Clara, Los Angeles-Long Beach-Santa Ana, San Diego-Carlsbad-San Marcos, Sacramento-Arden-Arde-Roseville, Riverside-San Bernardino-Ontario

- Chart IV.2B displays a comparison of the housing type of 2006 survey respondents prior to joining the University and at the time of the survey. In addition to the increasing levels of ownership discussed earlier, the respondents made a dramatic shift from apartment style units to single-family detached units subsequent to joining the University.

As noted previously, the CPI-U increased by 13% between July 2001 and July 2005. The University tracks the annual change in faculty salary scales to compile a Faculty Salary Index. This index increased by 4% during the same time period. Between the 2001 and 2006 surveys, average monthly housing costs for renters increased by 20% and average monthly housing costs for homeowners surveyed increased by 10%. The California median single-family home sales price (based on data collected by the California Association of Realtors) increased by 99%, from \$262,350 to \$522,670, over the period of time between these two surveys, and in the areas surrounding the University's campuses, housing prices increased by 67%. These data comparisons illustrate again the critical nature of housing costs when trying to recruit and retain faculty in the high-cost areas surrounding most University locations.

- Chart IV.3 displays a breakdown of the survey responses to the question which asks respondents to compare their prior housing market to their current housing market. In 1995, 48% of respondents stated that the prior housing market was much better than the current housing market. This percentage increased to 52% in 2001 and again to 53% in 2006. The survey respondents view the high price of housing as a critical issue and this view has intensified over time. The fact that 77% of the respondents were recruited from outside of California, coupled with the respondents who perceive the housing market near their new work location as worse than in their prior place of employment, supports the premise that housing assistance is needed in order to compensate for the higher cost of housing in California markets and to provide faculty members with the ability to purchase a home near their work location.

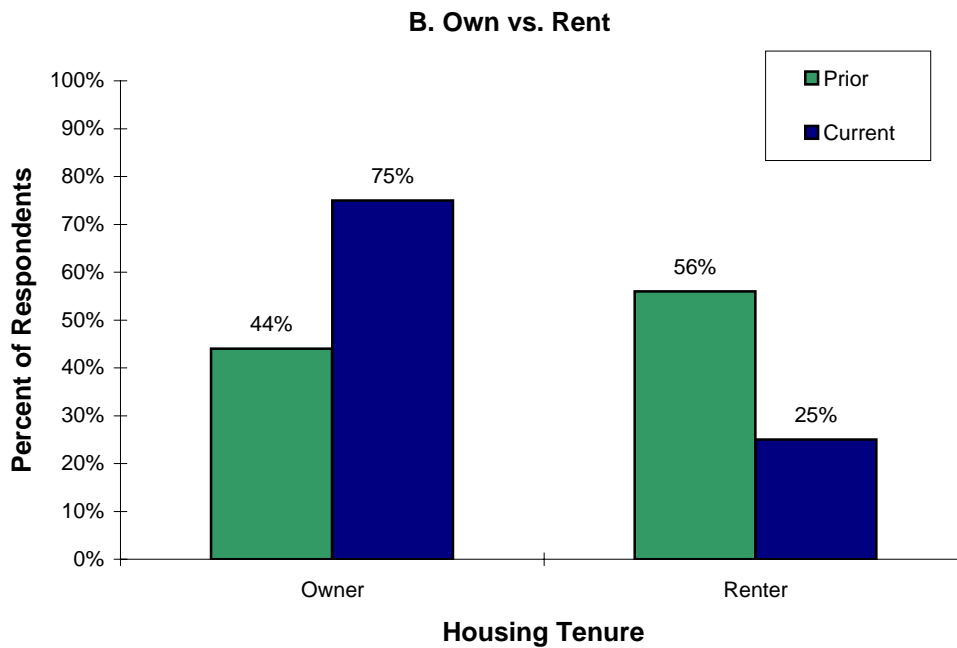
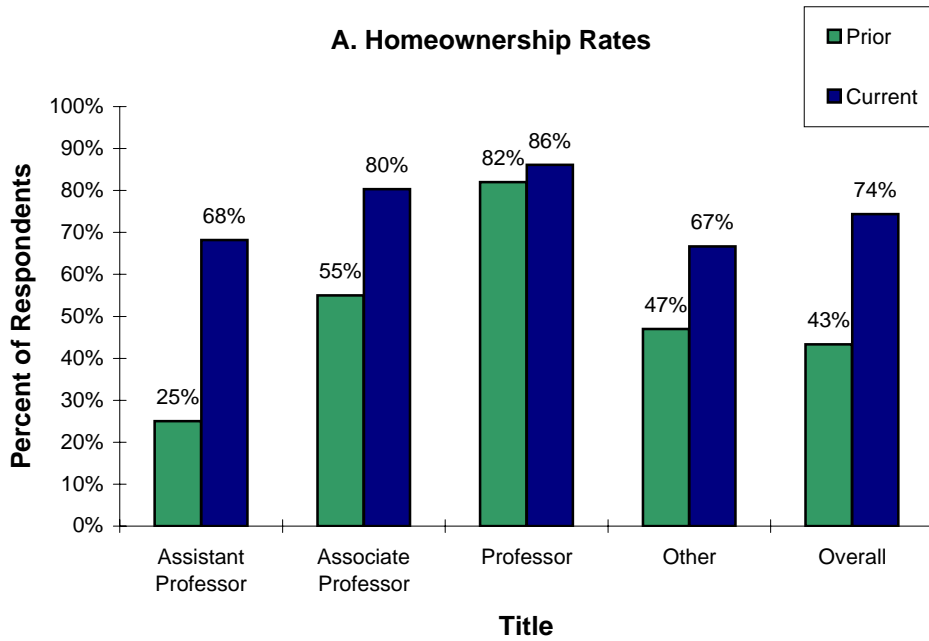
Of the 2006 survey respondents who were prior homeowners, 80.1% sold their prior home and another 1.8% of respondents were still trying to sell their prior home at the time of the survey.

Of the 2006 survey respondents who sold their prior homes, the median net proceeds from the sale was \$110,000; 2.8% reported either zero or negative net proceeds; another 13.3% realized \$30,000 or less. This compares to a median net proceeds amount of \$80,000 in the 2001 survey. The median net proceeds increased by 38% between the time of the 2001 and 2006 surveys, less than the 67% increase in the All-Campus Average Sales Price near University campuses (from \$454,000 in October 2001 to \$757,700 in October 2005). This indicates that the liquid assets available for meeting the downpayment and closing costs required to purchase a home decreased as a percentage of average housing costs for these households.

In general, it is evident that University salaries, household incomes, and available liquid assets did not increase at the same rate as the prices of single-family homes near most University campuses between the time of the 2001 and 2006 surveys. Monthly rental costs

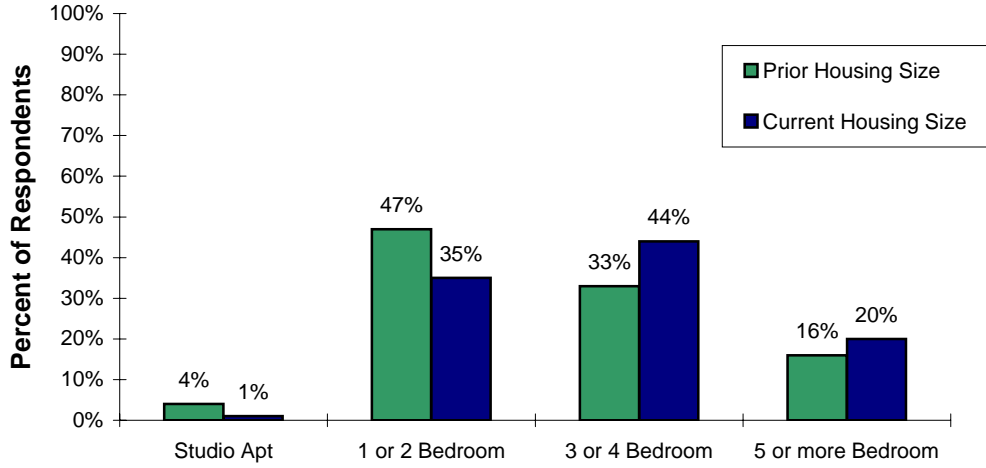
rates continued the trend upwards following the move to the University location, indicating that University housing programs are providing a level of assistance sufficient to bridge a portion of the affordability gap created by the lag between income and the increase in housing prices.

**CHART IV.1
COMPARISON OF OWNERSHIP RATES AND HOUSING TENURE
OF SURVEY RESPONDENTS
BEFORE AND AFTER JOINING UC: 2006 SURVEY**



**CHART IV.2
COMPARISON OF SURVEY RESPONDENTS'
HOUSING SIZE AND TYPE
BEFORE AND AFTER JOINING UC: 2006 SURVEY**

A. Housing Size



B. Housing Type

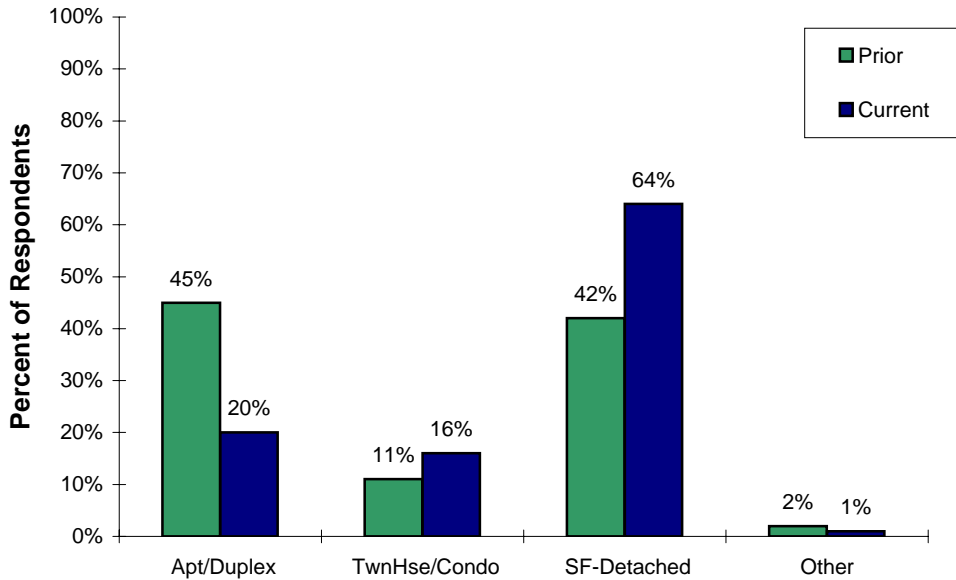
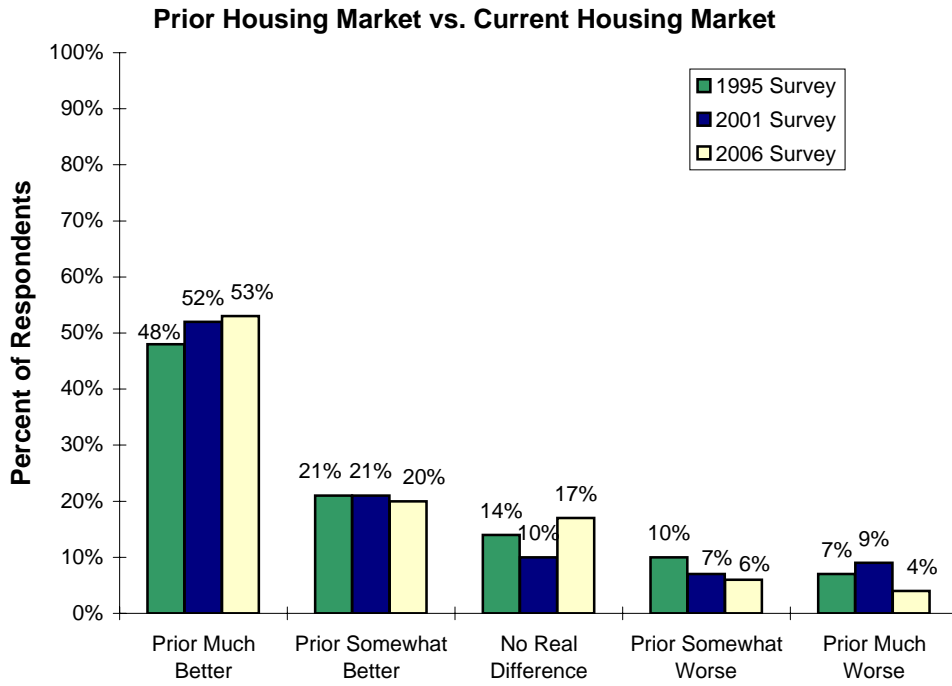


CHART IV.3 COMPARISON OF PRIOR HOUSING MARKET TO CURRENT HOUSING MARKET



V. HOUSING PREFERENCES AND SATISFACTION

“I would love to have housing close to campus. I do not like to commute as it degrades my ability to be involved in campus life...”

2006 Survey Respondent

In addition to knowing the characteristics of the prior and current housing situation of the newly hired faculty, an understanding of their preferences and level of satisfaction with the current housing situation provides insight into whether current housing assistance programs are addressing those needs. Several questions were asked to determine what factors are most important to the newly recruited faculty when seeking a house. General satisfaction questions were also asked to determine their level of satisfaction with their current house.

Respondents were asked to rank the level of importance (on a 4 point scale from “One of the Most Important Factors” to “Not at all Important Factor”) of the following 8 housing characteristics:

- 1) A price you feel you can afford
- 2) Having a large yard
- 3) A recently constructed home
- 4) A place that’s in good condition, not neglected or run-down
- 5) The house is in a highly rated school district
- 6) Being close to campus
- 7) A place that’s big enough
- 8) Being close to places where children can play

- Chart V.1 displays the detailed breakdown of the four factors that received the highest percentage of “One of the Most Important Factors” rankings by the respondents to the 1995, 2001, and 2006 surveys. Charts V.1A and V.1B display the level of importance attributed to affordability and house condition. As might be expected, affordability received a much higher level of responses labeled “One of the Most Important Factors” than any other factor.
- Charts V.1C and V.1D display the importance of house size and the proximity to campus. It is interesting to note that oftentimes achieving affordability is in direct conflict with the next three most important factors: condition, size, and proximity. The For-Sale housing developments at several campuses do assist in addressing this set of conflicts.

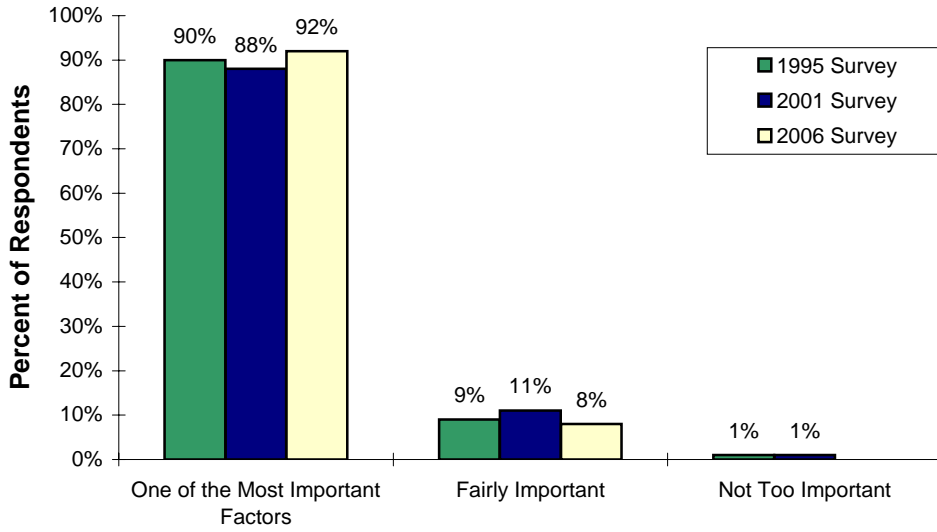
In the 2001 and 2006 surveys, respondents were also asked to rank the three factors that would be the most important to them when looking for a home. In 2001, the top three factors were affordability, a house in good condition, and being in a big enough place. In 2006, affordability was again ranked as the most important factor, with a house in good condition as the second

most important factor, and being in a safe neighborhood as the third most important factor. Other important factors mentioned by respondents were being close campus, being in a highly ranked school district, being close to spiritual, cultural and entertainment centers, aesthetic value of the property, and being within walking distance of shops and public transportation.

- Chart V.2A displays the preferred home size of survey respondents. For the 1995, 2001, and 2006 surveys, an average of 70% of respondents indicated a preference for a three or four bedroom home. In 1995, 60% of respondents were living in a three or four bedroom home; this percentage dropped to 52% of respondents in 2001 and 44% of respondents in 2006. This apparent disparity between stated aspirations and the actual living situation may indicate the impacts of higher housing costs and could have an impact on the University's ability to retain some portion of these new hires over time.
- As seen in Chart V.2B, 82% of 2006 survey respondents indicated they were not seeking any change in their housing situation, while 15% indicated they were seeking to buy a house or condo, a 4% decrease as compared to the 2001 survey.
- Chart V.3 displays the overall level of satisfaction with their current housing situation of the 2006 survey respondents as compared to the 1995 and 2001 survey respondents. The percentage of respondents indicating that they are Very Satisfied with their current housing situation decreased from 32% in 2001 to 29% in 2006, after increasing from 20% to 32% between 1995 and 2001. When combining the Very Satisfied and Somewhat Satisfied responses, the totals are 77% for the 2006 survey, as compared to 78% for the 2001 survey, and 69% for the 1995 survey.
- In 2006, survey respondents were asked to rank their level of satisfaction with specific aspects of their housing situation. Chart V.4 displays the results of this question, concerning the affordability, location and size of the property, as well as the overall ranking. As can be seen from this chart, 57% of respondents are very satisfied with the location of their housing, but only 20% are very satisfied with the affordability. This chart reinforces the fact that survey respondents see affordability as a critical issue.

CHART V.1 HOUSING CHARACTERISTICS RANKINGS

A. Importance of Affordability When Looking for a House



B. Importance of Condition When Looking for a House

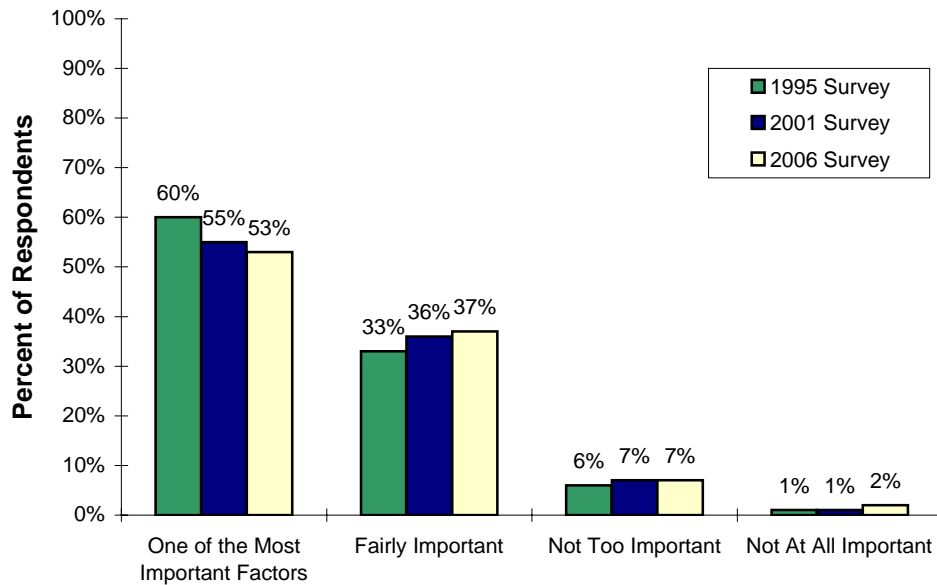
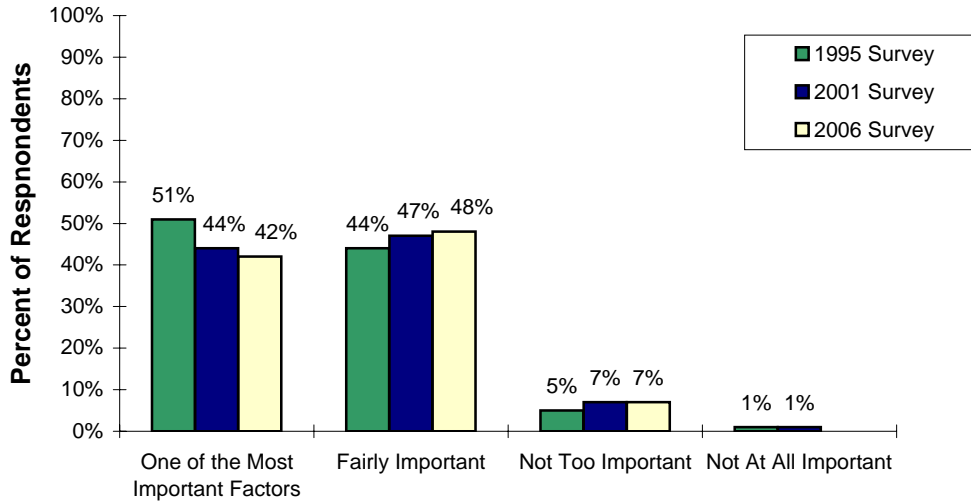


CHART V.1 (Cont'd) HOUSING CHARACTERISTICS RANKINGS

C. Importance of House Size When Looking for a House



D. Importance of Proximity to Campus When Looking for a House

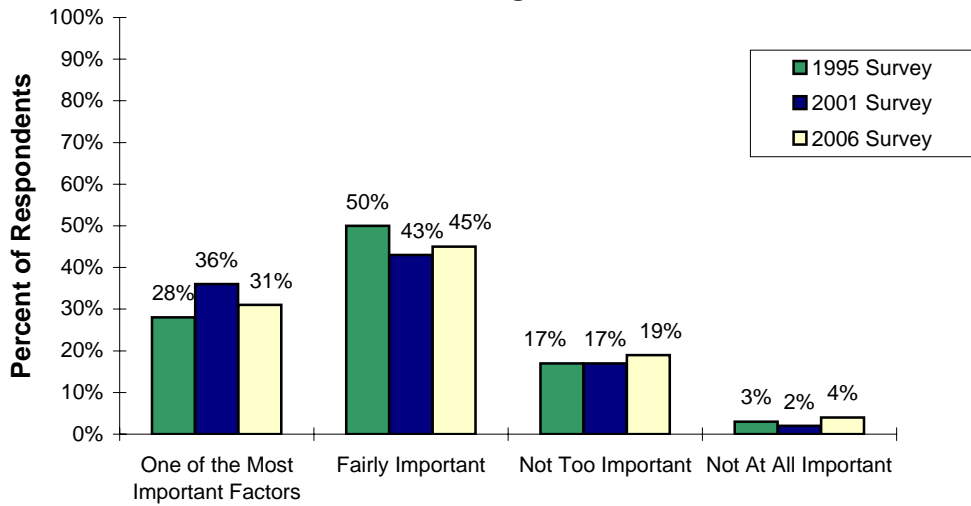
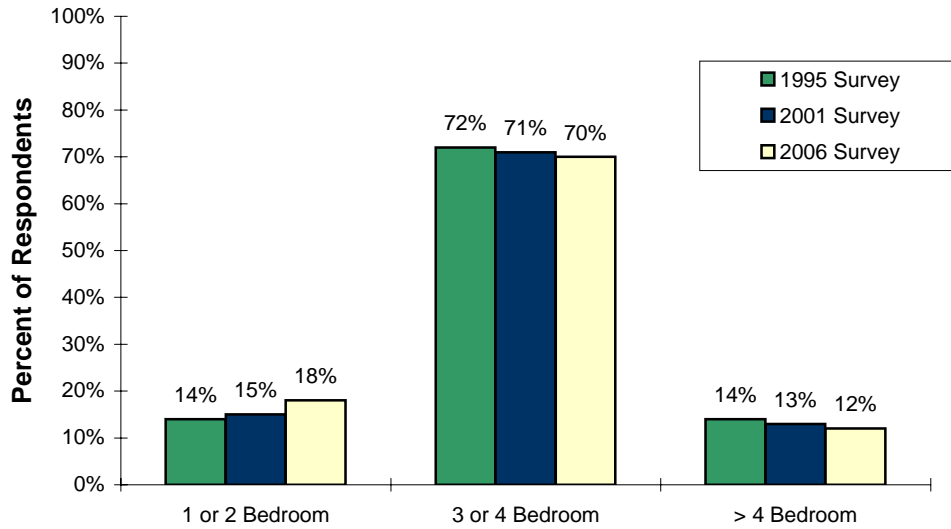


CHART V.2 PREFERRED HOUSE SIZE AND DESCRIPTION OF CURRENT HOUSING SITUATION

A. Preferred Home Size



B. Description of Current Housing Situation

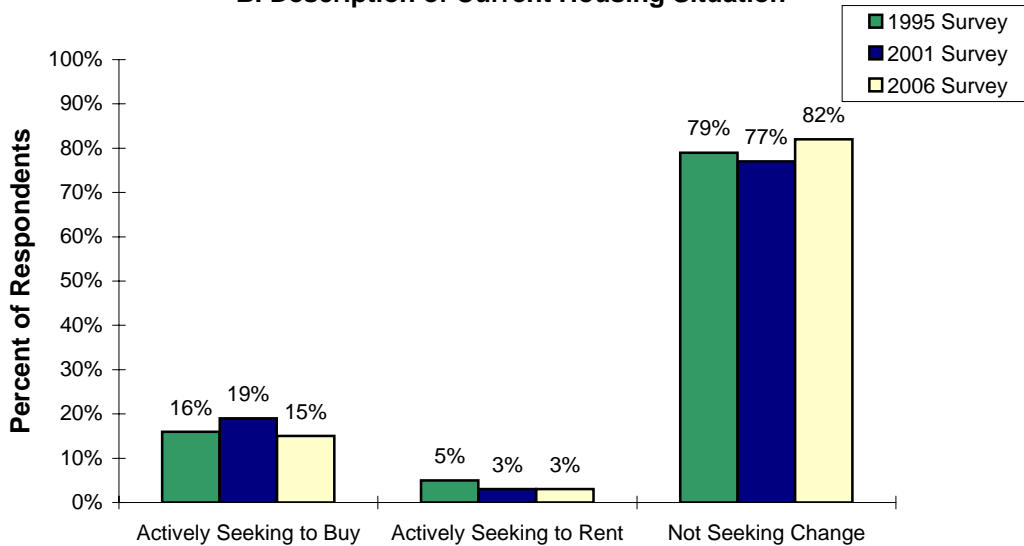


CHART V.3

LEVEL OF SATISFACTION WITH CURRENT HOUSING

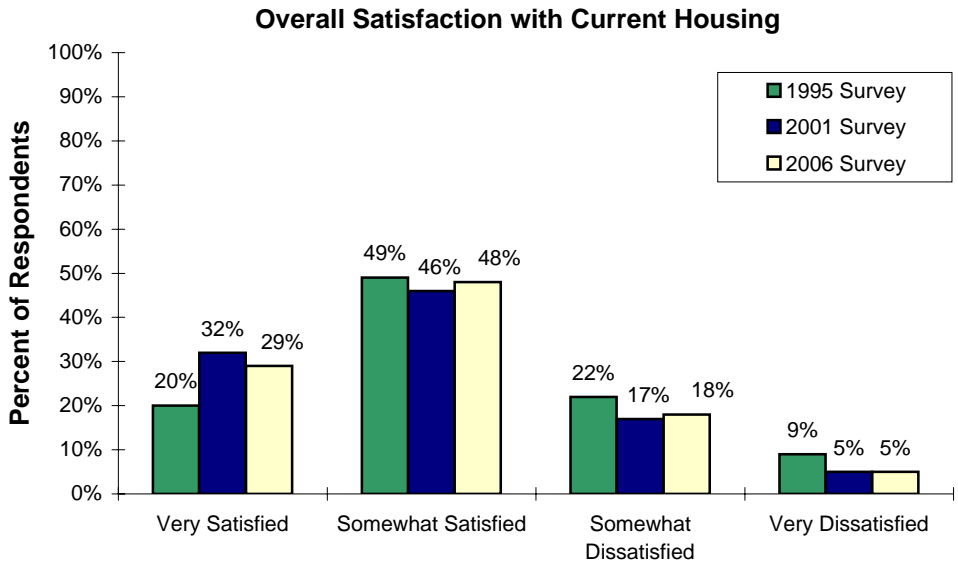
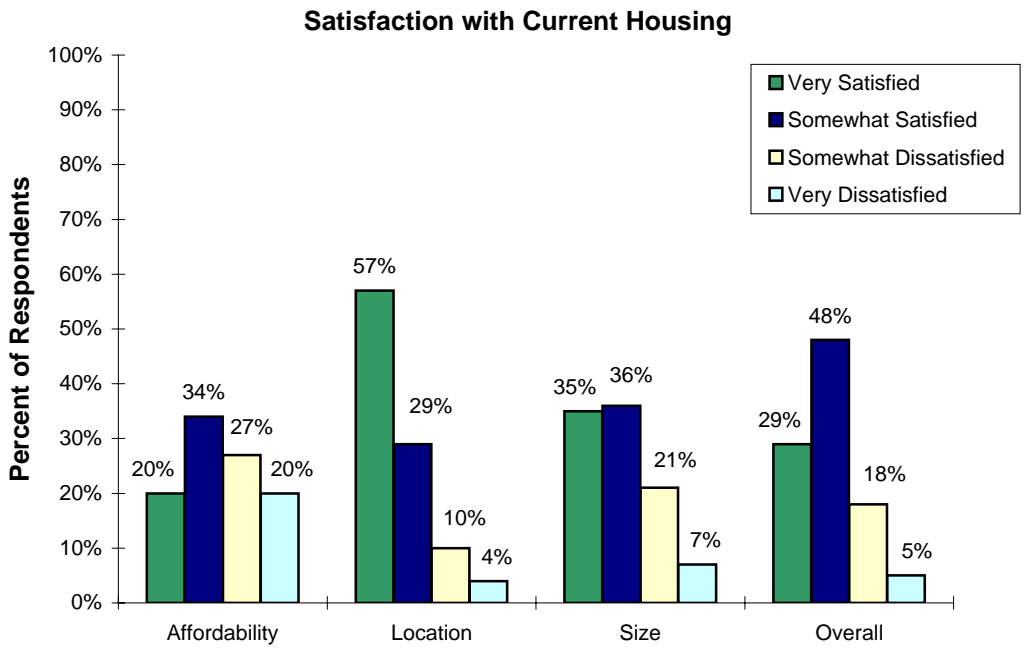


CHART V.4

LEVEL OF SATISFACTION WITH CURRENT HOUSING: 2006 SURVEY RESPONDENTS



VI. PARTICIPATION AND INTEREST IN UNIVERSITY HOUSING PROGRAMS

“When I first came to UC, the median house price was \$550K. It seemed very difficult, but not inconceivable, that we would eventually be able to buy a home. Now it is \$775K, far beyond the buying power of an Assistant or Associate Professor. If a genuinely useful UC plan is not implemented, prospective faculty will be deciding to come to UC with no doubt that they will never be able to buy a home. UC will clearly suffer for this.”

2006 Survey Respondent

The survey instrument asked a series of questions to determine the number of respondents who received housing assistance, or who were offered housing assistance but did not use it, or who were not offered assistance but would have used it. Other questions sought to determine the types of assistance received by respondents. Answers to these questions can provide indicators regarding the degree of use of the existing programs and a measure of the effectiveness of the current programs in addressing the needs of the newly recruited faculty.

Table VI.1 indicates the level of participation and interest in the University’s housing programs. The table compares the number of respondents to the 1995, 2001 and 2006 surveys who were offered assistance, and of those, how many received assistance. The survey respondents who were not offered assistance were asked whether they would have accepted assistance if it had been offered.

**TABLE VI.1
PARTICIPATION AND INTEREST IN HOUSING PROGRAMS**

	1995 Survey		2001 Survey		2006 Survey	
	#	%	#	%	#	%
Offered, Received Assistance	545	40%	644	58%	825	65%
Offered, Did Not Receive Assistance	211	15%	143	13%	162	13%
<i>Sub-Total Offered Assistance</i>	756	55%	787	71%	987	78%
Not Offered Assistance	608	45%	323	29%	285	22%
Total Respondents	1,364	100%	1,111	100%	1272	100%

Over the period covered by these three survey instruments, there has been an increase in the use of the University’s housing assistance programs by the campuses, evidenced by increased offers of assistance and a corresponding increase in program utilization by the newly recruited faculty. As displayed in the Table VI.1, between the time of the 1995 survey and the 2001 survey, the percentage of respondents being offered assistance increased from 55% to 71% and the number receiving assistance increased from 40% to 58%. These figures increased again in 2006, with 78% of respondents being offered assistance, and 65% receiving assistance.

Table VI.2 displays the percentage of respondents, from each of the last four surveys, receiving each of the four major types of housing assistance offered by the University. It should be noted that these percentages are not additive, as any given respondent could have received more than one form of assistance.

**TABLE VI.2
PROGRAM PARTICIPATION**

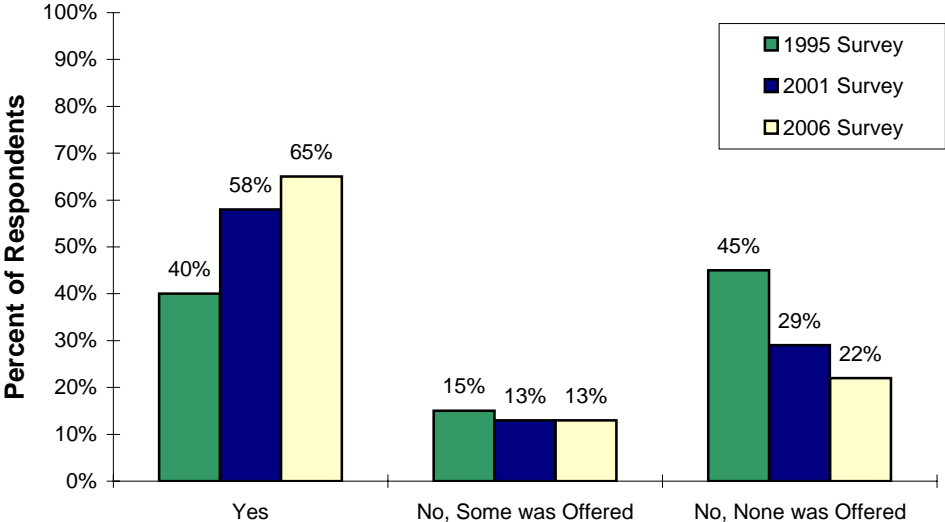
	1988 Survey	1995 Survey	2001 Survey	2006 Survey
Received First Mortgage	30%	49%	56%	56%
Received Second Mortgage	2%	3%	6%	7%
Received Faculty Recruitment Allowance	3%	32%	38%	52%
Received For-Sale Housing	12%	12%	13%	15%

The increase in housing assistance to respondents to the 2006 survey, compared to the respondents in the prior survey groups, reflects the increased levels of funding for the programs over the past several years in response to escalating housing costs in California and a higher utilization rate by those offered the assistance than past time periods.

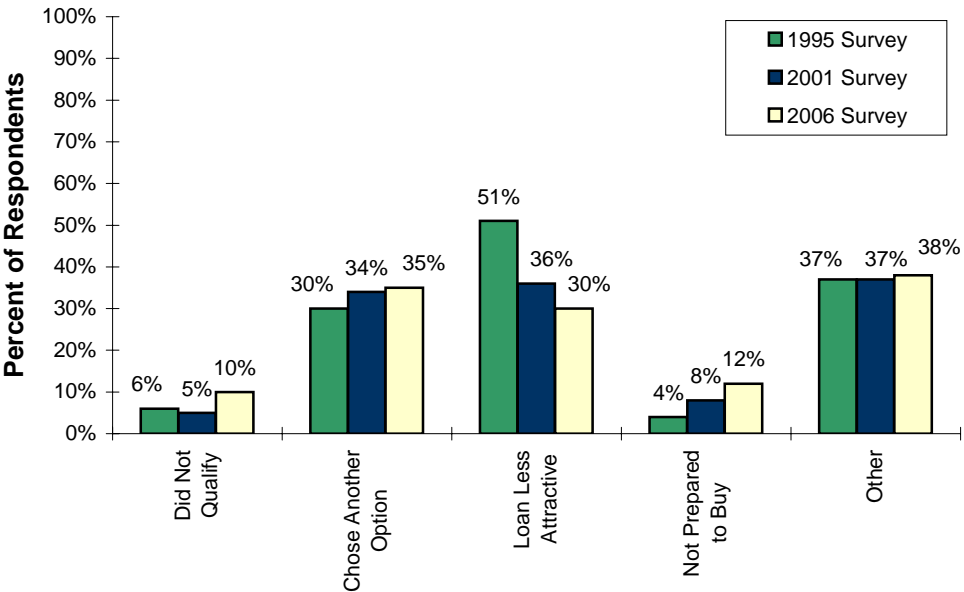
Chart VI.1A displays the percentage of respondents to the 1995, 2001 and 2006 surveys that received housing assistance. Chart VI.1B displays the reasons given by respondents for not receiving/utilizing the housing assistance that was offered (this group of respondents represented 15% or less of all respondents in each of the surveys). The percentage that perceived the University loan product to be less attractive than conventional lending options dropped from 51% in 1995 to 36% in 2001 and to 30% in 2006. The percentage of faculty delaying the buying decision doubled from 4% in 1995 to 8% in 2001, and increased to 12% in 2006.

CHART VI.1 PARTICIPATION AND INTEREST IN UC HOUSING PROGRAMS

A. Respondents Receiving Housing Assistance



B. For Respondents Offered but Not Receiving Assistance- Reason Housing Assistance was Not Received



VII. ATTRACTIVENESS AND INFLUENCE OF HOUSING PROGRAMS ON DECISION TO ACCEPT UNIVERSITY EMPLOYMENT

"The MOP assistance program is a crucial recruiting tool; very attractive and very much appreciated. But the amount of the loan initially offered at the time of recruitment doesn't seem to reflect the competitive housing market in the area. Personally, I was lucky to have received a raised amount of loan, which I think will be extremely useful for my upcoming housing purchase. But this doesn't seem to be the case for each person being recruited. Adjustment of the loan amount initially offered to a faculty being recruited would make this wonderful housing assistance program even more efficient."

2006 Survey Respondent

The importance of the availability of the housing programs to the recruitment and retention goals of the University is evidenced by the responses of faculty who were offered housing assistance, as well those who were not offered assistance. Table VII.1 and Charts VII.1A and VII.1B display the results of survey questions concerning how the offer of housing assistance programs influenced decisions regarding employment.

**TABLE VII.1
ATTRACTIVENESS AND INFLUENCE OF UNIVERSITY PROGRAMS**

	1995 Survey	2001 Survey	2006 Survey
Received Assistance: Offer of Assistance was Very or Somewhat Important Factor in Decision to Accept Job Offer	65%	68%	75%
Received Assistance: Definitely Would Not Have Accepted Job Offer Without Housing Assistance	13%	11%	11%
Received Assistance: Probably Would Not Have Accepted Job Offer Without Housing Assistance	30%	31%	33%
Not Offered Assistance: An Offer Now Would Probably Influence Them to Continue University Employment	60%	N/A – Survey Question Changed	N/A – Survey Question Changed

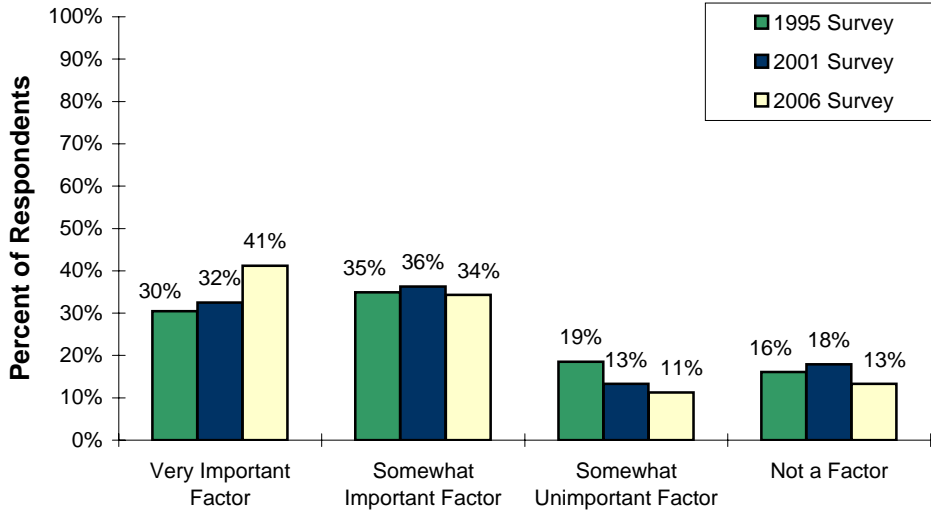
- Table VII.1 displays the percentage of respondents who received housing assistance that stated that the offer of assistance was either a very important or somewhat important factor in their decision to accept University employment. This percentage increased from 65% in 1995 to 68% in 2001 and to 75% in 2006. (Also see Chart VII.1A).

In 1995, 13% of respondents who received assistance indicated they definitely would not have accepted employment without the assistance. In 2001 and 2006, the figures were similar, with 11% each year stating that they definitely would not have accepted employment. In 1995 and 2001, 30% and 31%, respectively, indicated that they probably would not have accepted employment. By 2006, this figure increased to 33% of respondents stating that they probably would not have accepted employment without the offer of housing assistance. (Also see Chart VII.1B).

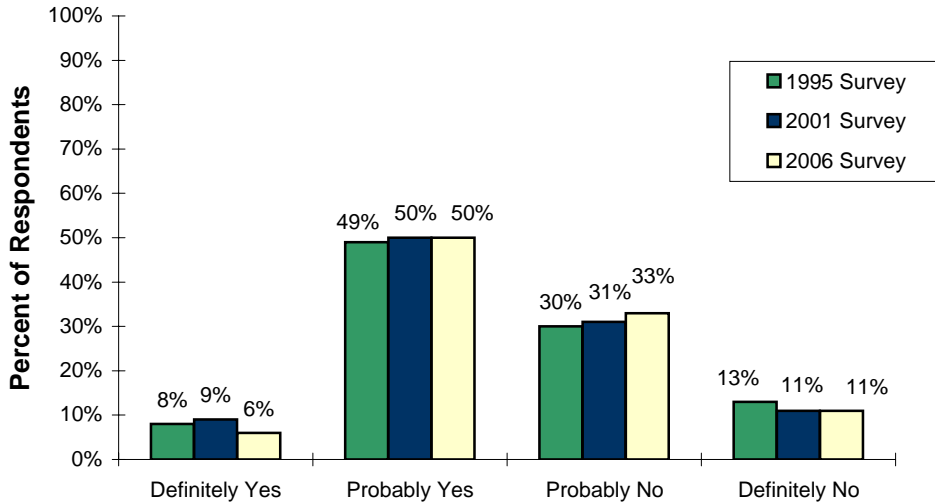
- As shown in Chart VII.2A, of those respondents in the 2006 survey not offered any University housing assistance, 47% indicated that they definitely would have accepted assistance if it had been offered, a one percent increase from the 46% of 2001 survey respondents. An additional 39% of the 2006 respondents indicated they probably would have accepted housing assistance, a decrease of one percent from the 40% of 2001 respondents. The definitely yes group increased significantly between 1995 and 2001, and only modestly between 2001 and 2006, while the proportion that indicated they probably would not have utilized the programs only dropped by one percent of those not offered any assistance.
- Chart VII.2B indicates that for respondents to the 1995 survey who were not offered any housing assistance at the time of initial hire, 22% would definitely and 37% would probably continue their employment with the University if such an offer were to be made now. These percentages increased dramatically in the 2001 survey, with 37% indicating they would definitely stay and 55% indicating they probably would stay. In 2006, 49% of those respondents who were not offered any housing assistance at the time of hire indicated they would definitely continue their employment. The percentage indicating that they would probably continue their employment decreased to 43% between 2001 and 2006. Significantly, the totals of these two answers increased from 88% in 2001 to 92% in 2006.
- In the 1995, 2001 and 2006 surveys, respondents who were not offered housing assistance were asked whether the availability of assistance would have made the employment opportunity more desirable. Chart VII.3A displays a comparison of the 1995, 2001 and 2006 results for this question. Of those who were not offered University housing assistance, 57% of the 2006 survey respondents indicated that an offer of housing assistance definitely would have made the employment opportunity more desirable. This was an increase from the 50% of the 2001 survey respondents and still higher than the 1995 results with 54% stating that the employment opportunity definitely would have been more desirable. An additional 26% of 2006 survey respondents said an offer of housing assistance probably would have made the employment opportunity more desirable, a decrease from the 30% in 2001 and 29% in 1995.
- In 1995, 60% of respondents who did not receive an offer of housing assistance indicated that receiving an offer now would probably influence them to continue employment with the University. This question was changed for the 2001 and 2006 survey. Chart VII.3b shows the results for respondents who were not offered assistance who were asked if they had considered leaving the University because of the cost of housing. 44% of the 2006 survey respondents stated that they had considered leaving the University because of the cost of housing. This is an increase from 40% of respondents to the 2001 survey who were asked the same question. Of those who have considered leaving, 92% of the 2006 survey respondents indicated that the availability of housing assistance would definitely (49%) or probably (43%) influence them to remain at the University. This is compared to 88% of the 2001 survey respondents who indicated that the availability of housing assistance would definitely (37%) or probably (51%) influence them to remain at the University.

CHART VII.1 INFLUENCE OF UC HOUSING PROGRAMS ON ACCEPTING EMPLOYMENT

A. For Those Receiving Housing Assistance: How Much Did the Assistance You Received Influence Your Decision to Accept UC Employment?

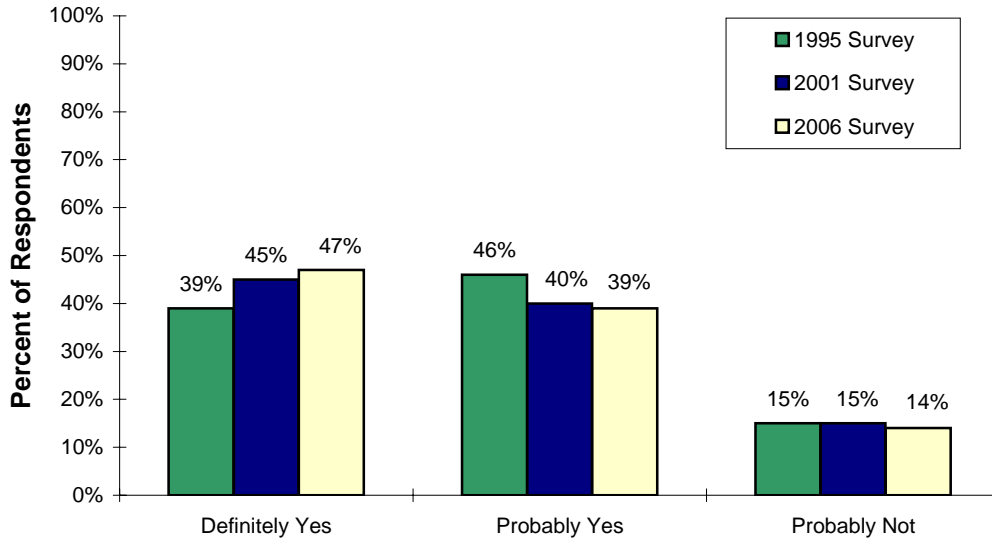


B. For Those Receiving Housing Assistance: Would You Have Accepted Job Without Housing Assistance?

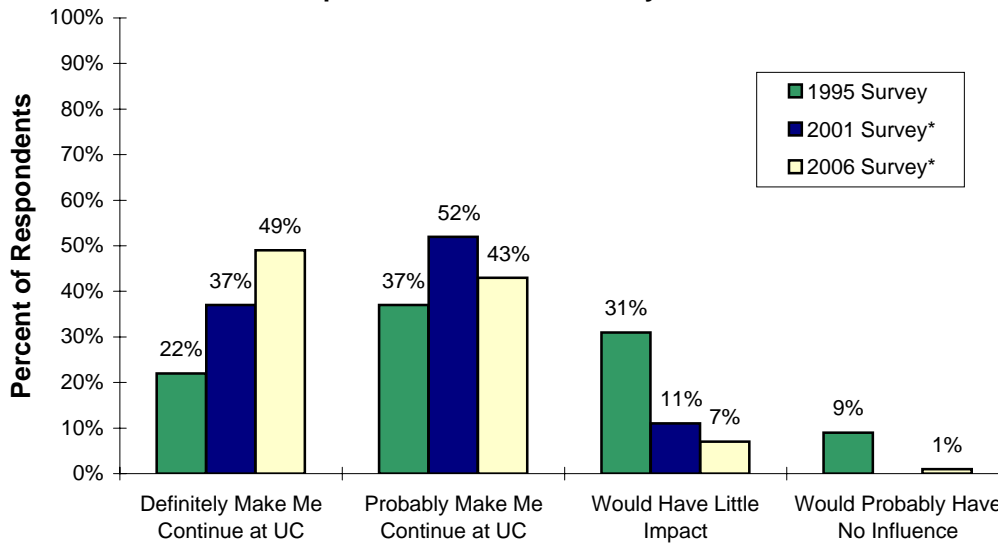


**CHART VII.2
SURVEY RESPONDENTS NOT OFFERED ASSISTANCE:
INFLUENCE OF HOUSING PROGRAMS**

**A. For Those Not Offered Housing Assistance:
Would You Have Accepted Assistance if Offered?**



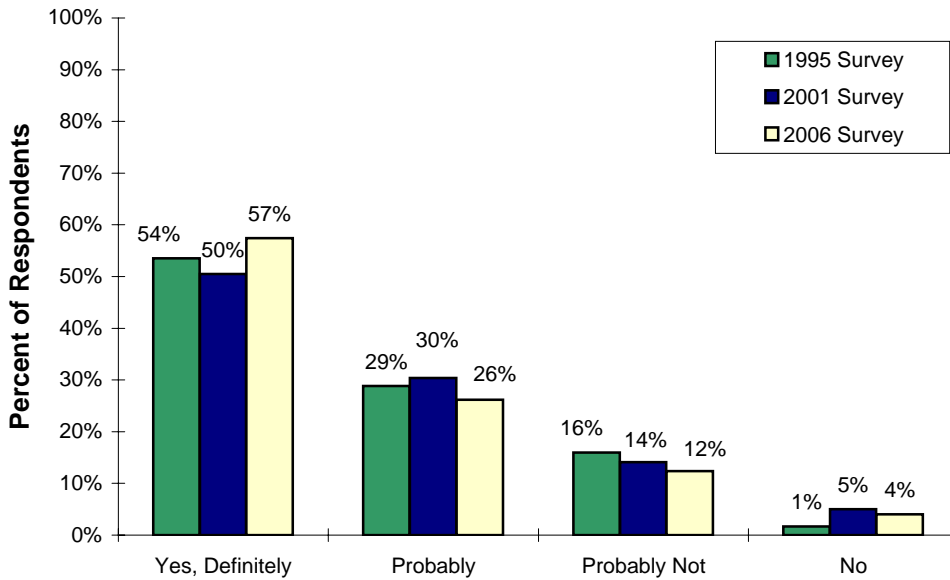
**B. For Those Not Offered Housing Assistance: Would an Offer Now
Impact Your Decision to Stay at UC?**



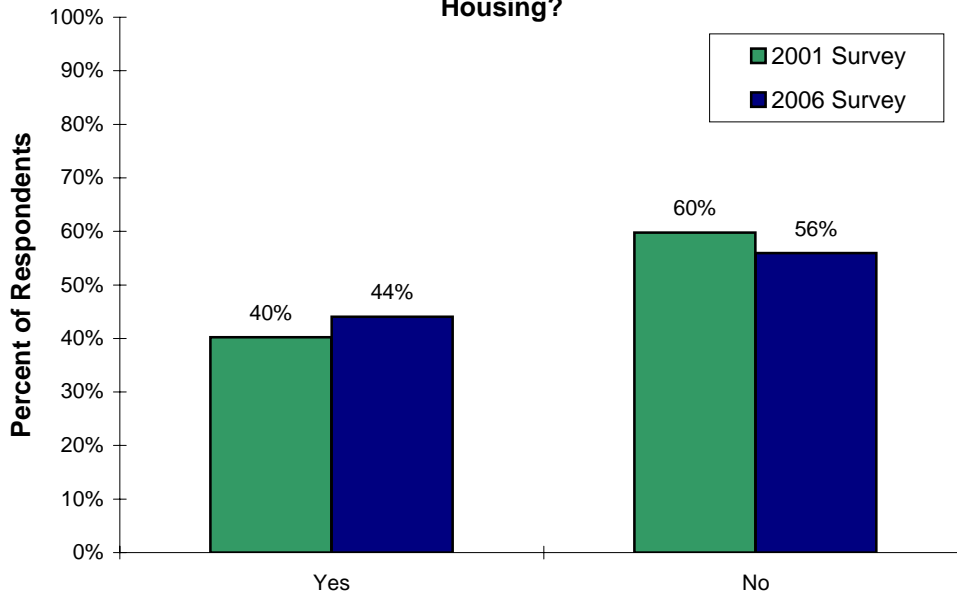
***For the 2001 & 2006 Survey, this question was answered by only those respondents that indicated that they had considered leaving UC.**

**CHART VII.3
DESIRABILITY OF EMPLOYMENT OPPORTUNITY**

**A. For Those Not Offered Housing Assistance:
Would Assistance Have Made Employment Opportunity More Desirable?**



**B. For Those Not Offered Housing Assistance:
Have You Ever Considered Leaving UC Because of the Cost of Housing?**



VIII. COMPARISON OF UNIVERSITY LOAN PROGRAMS TO CONVENTIONAL FINANCING

“Great program. I would not have come to UC without the housing package. The opportunity to purchase a home turned the shortage/tight market negatives into positives. In fact, the housing incentives were as important as the salary and benefits being offered.”

2006 Survey Respondent

“The availability of a low interest mortgage for 40 years made owning a home in San Diego possible for us. Without the longer term mortgage with start up assistance for a down payment as well as only 10% down, we would have certainly been priced out of the market for a single family home. [We are] however very concerned about the lack of a cap on the rise in interest rate.”

2006 Survey Respondent

Comparison of Loan Features

In order to evaluate how the survey respondents view the attractiveness of the University’s loan programs, respondents were asked to compare the interest rates, qualifying criteria and terms of the University’s housing assistance program to conventional financing alternatives. The 2001 and 2006 survey results are displayed in Table VIII.1. Those respondents with insufficient knowledge to make a comparison are excluded from the table.

**TABLE VIII.1
Comparison of University Housing Assistance Program
To Conventional Financing Alternatives:
2001 vs. 2006 Survey Results**

	Interest Rates		Qualifying Criteria		Terms	
	2001	2006	2001	2006	2001	2006
Much More Attractive	32%	38%	37%	39%	28%	32%
Somewhat More Attractive	43%	37%	35%	32%	37%	33%
<i>Sub-Total</i>	<i>75%</i>	<i>75%</i>	<i>72%</i>	<i>71%</i>	<i>65%</i>	<i>65%</i>
Neither More Nor Less Attractive	14%	12%	19%	21%	18%	20%
Somewhat Less Attractive	7%	8%	6%	5%	10%	10%
Much Less Attractive	4%	5%	3%	4%	7%	5%

As shown in the table, of those who did respond, 75% of both the 2001 and 2006 survey respondents felt that the interest rates offered by the University were either much more attractive or somewhat more attractive than conventional rates.

When comparing qualifying criteria, the table shows that 72% of the 2001 survey respondents and 71% of the 2006 survey respondents felt that the University's program was much more attractive or somewhat more attractive than conventional alternatives.

Finally, when comparing loan terms, 65% of both the 2001 and 2006 survey respondents felt that the University's program was much more attractive or somewhat more attractive than conventional alternatives.

These results indicate that the perception of the features of the loan program have remained constant between the 2001 and 2006 survey periods. Those respondents who are knowledgeable enough to make a comparison between the University loan features and conventional loan features rate the University loan terms much more favorably than other lending alternatives.

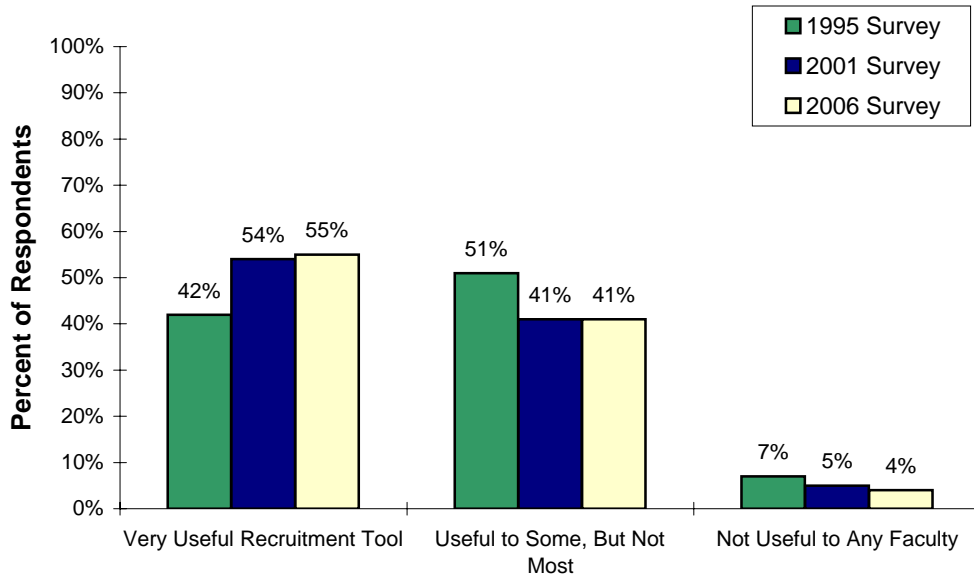
Usefulness of the Program

Survey respondents were also asked for their opinion concerning the usefulness of the University's housing assistance program. Chart VIII.1 compares the results from the 1995, 2001, and 2006 surveys. The percentage of respondents who felt that the University's housing assistance program is a very useful recruitment tool increased from 42% in 1995 to 54% in 2001 and again slightly to 55% in 2006. However, 41% of the 2001 survey respondents indicated that the program is useful to some, but not to most faculty members, with an additional 5% of 2001 survey respondents indicating that the program is not useful to any faculty. These numbers remained relatively constant in 2006, with 41% of the 2006 survey respondents indicating that the program is useful to some, but not to most faculty members, and 4% indicating that the program is not useful to any faculty.

These results display that although survey respondents feel that the housing assistance program is a useful recruitment tool, many respondents feel that the existing program does not do enough to reach all of those who need housing assistance.

**CHART VIII.1
ASSESSMENT OF UC HOUSING PROGRAMS
BY SURVEY RESPONDENTS**

**Which of the Following Comes Closest to Your Opinion of UC's
Housing Assistance Programs?**



IX. CONCLUSION

“Affordable housing is urgently needed to attract and retain faculty. I was lucky to have eventually been able to purchase university faculty housing, but not everyone is so lucky. With impending retirements of senior faculty, this needs to be one of UC's top priorities.”

2006 Survey Respondent

The results of the 2006 survey, when compared with the 1988, 1995 and 2001 surveys, indicate that affordability remains the primary housing issue that is facing new recruits. The major components of affordability are access to sufficient cash resources for downpayment and closing costs, and access to financial products that have terms and interest rates that result in an affordable payment structure. Of the respondents to the 2006 survey, 77% moved from locations outside of California. Of these respondents, 52% did not own a home prior to coming to the University. Thus, a high percentage of respondents moved from out of state to high housing cost areas within California without equity from a prior home as a downpayment resource.

In addition to the downpayment issues, there are several quality of life issues that survey respondents are concerned about which relate to the housing price that they can afford. In many cases, it is not sufficient to be able to enter the housing market at the lowest available cost. Respondents are concerned about the size and condition of the available housing, the proximity of housing to the campus, living in a safe neighborhood, being close to spiritual, cultural, and entertainment centers, the aesthetic value of the property, and being within walking distance of shops and public transportation.

The 2006 survey results indicate that since the 2001 survey, the University has continued to successfully meet a significant portion of the needs outlined above by helping faculty live closer to campus, increasing homeownership rates among faculty (75% of 2006 survey respondents are current homeowners), and providing increased housing assistance to new faculty hires.

Based on the survey results, however, the University needs to continue to pursue on-going fund allocations for the Mortgage Origination Program to address projected needs, and to continue the development of alternative loan products and repayment terms to provide housing affordability to new hires.

APPENDIX I

**UNIVERSITY OF CALIFORNIA OFFICE OF LOAN PROGRAMS
2006 HOUSING SURVEY OF RECENTLY APPOINTED FACULTY**

SELECTED CROSS-TABULATED DATA

Housing Type and Size: 2006 Survey Data

Table 1 Current Housing Type		
Housing Type	#	%
SF-Detached	768	64%
Apt/Duplex	236	20%
TwnHse/Condo	186	15%
Other	11	1%
Total	1201	100%

Table 2 Current Housing Type by Rank										
Housing Type	Assistant Professor		Associate Professor		Professor		Other		Total	
	#	%	#	%	#	%	#	%	#	%
SF-Detached	386	54%	130	71%	239	84%	13	76%	768	64%
Apt/Duplex	185	26%	27	15%	21	7%	3	18%	236	20%
TwnHse/Condo	138	19%	24	13%	23	8%	1	6%	186	15%
Other	7	1%	2	1%	2	1%	0	0%	11	1%
Totals	716	100%	183	100%	285	100%	17	100%	1201	100%

Table 3 Current Housing Size		
Housing Size	#	%
1 or 2 BR	417	35%
3 or 4 BR	532	44%
5 or more BR	245	20%
Studio	10	1%
Total	1204	99%

Table 4 Current Housing Size by Rank										
Housing Size	Assistant Professor		Associate Professor		Professor		Other		Total	
	#	%	#	%	#	%	#	%	#	%
1 or 2 BR	317	44%	56	31%	41	14%	3	18%	417	35%
3 or 4 BR	290	40%	86	47%	151	53%	5	29%	532	44%
5 or more BR	108	15%	40	22%	89	31%	8	47%	245	20%
Studio	5	1%	1	1%	3	1%	1	6%	10	1%
Totals	720	100%	183	100%	284	100%	17	100%	1204	100%

Table 5								
Owner/Renter Tenure: 2006 Survey Data								
Rent vs. Own	Assistant Professor		Associate Professor		Professor		Other	
	#	%	#	%	#	%	#	%
Renter	239	32%	39	20%	42	14%	6	33%
Owner	513	68%	159	80%	261	86%	12	67%
Totals	752	100%	198	100%	303	100%	18	100%

Table 6				
Monthly Housing Costs: 2006 vs. 2001 Survey Data				
At Time of Survey				
Campus	Households that Rent		Households that Own	
	Average Rent		Average Mtg Payment	
	2006	2001	2006	2001
Berkeley	\$1,890	\$1,645	\$3,340	\$3,200
San Francisco	\$2,235	\$2,150	\$5,000	\$5,035
Davis	\$1,440	\$1,205	\$2,895	\$2,245
Los Angeles	\$1,850	\$1,550	\$4,025	\$3,355
Riverside	\$1,410	\$970	\$2,290	\$2,235
San Diego	\$1,650	\$1,020	\$3,455	\$3,520
Santa Cruz	\$1,470	\$1,490	\$2,450	\$2,495
Santa Barbara	\$1,700	\$1,230	\$3,070	\$3,035
Irvine	\$1,280	\$1,085	\$2,440	\$2,480
Merced	\$1,200	not available	\$2,230	not available
Overall	\$1,715	\$1,465	\$3,150	\$3,010

Table 7
Level of Satisfaction With Current Housing - Owners vs. Renters:
2006 Survey Data

Level of Satisfaction	Owners		Renters	
Very Satisfied	329	35%	29	9%
Somewhat Satisfied	465	50%	141	44%
Somewhat Dissatisfied	126	13%	107	33%
Very Dissatisfied	18	2%	46	14%
Totals	938	100%	323	100%

Table 8
Level of Satisfaction With Current Housing By Campus:
2006 Survey Data

Level of Satisfaction	Campus									
	Berkeley		San Francisco		Davis		Los Angeles		Riverside	
Very Satisfied	31	22%	23	24%	77	29%	41	23%	29	33%
Somewhat Satisfied	69	50%	49	51%	137	52%	94	54%	38	43%
Somewhat Dissatisfied	32	23%	23	24%	44	17%	25	14%	19	22%
Very Dissatisfied	6	4%	1	1%	6	2%	15	9%	2	2%
Totals	138	100%	96	100%	264	100%	175	100%	88	100%

Level of Satisfaction	Campus									
	San Diego		Santa Cruz		Santa Barbara		Irvine		Merced	
Very Satisfied	29	19%	18	23%	17	17%	89	58%	5	31%
Somewhat Satisfied	83	54%	33	43%	43	42%	52	34%	9	56%
Somewhat Dissatisfied	33	21%	18	23%	28	27%	10	6%	2	13%
Very Dissatisfied	9	6%	8	10%	14	14%	3	2%	0	0%
Totals	154	100%	77	100%	102	100%	154	100%	16	100%

APPENDIX II

**UNIVERSITY OF CALIFORNIA OFFICE OF LOAN PROGRAMS
2006 HOUSING SURVEY OF RECENTLY APPOINTED FACULTY**

SURVEY QUESTIONNAIRE

HOUSING EXPERIENCE OF RECENT RECRUITS:

A SURVEY OF UC FACULTY

- Please try to answer every question (except those we ask you to skip). If you can't remember or aren't sure, give us your best guess.
- Most questions can be answered by checking one box, circling a number or by writing in a word or phrase. Never check more than one box (**Unless the instructions say to "Check all that apply."**)
- If you think that checking a box will be misleading, please check the answer that comes closest. Then add a note, explaining whatever you think we should know.
- Please read all directions carefully -- **Especially those in bold, like this.**
- When you finish filling out the questionnaire, please return it in the enclosed self-addressed stamped envelope as soon as possible.
- Please do NOT write your name anywhere on the questionnaire. The number on the cover will tell us whose questionnaires have arrived and who needs reminder letters, but no one will try to determine who said what.

THANKS VERY MUCH FOR YOUR COOPERATION

1. A. Where do you now live during most of the academic year?

city state

B. And where did you live just before accepting employment at UC?

¹ Same city and state

↓

² Different city (**Please specify:**

_____)

city state

↓

If different city, skip to question 2, next page.

C. **If you continued living in the same city:** Did you move to a different home, or did you remain in the same house, apartment, or condo when you came to UC?

¹ Continued living in the same house, apartment, or condo

² Moved to another place in the same city

2. To help us understand how faculty members' housing situations compare before and after accepting employment at the University of California, please check one answer in each column for each of the following. **If you still live in the same house apartment, or condo you had before joining the UC faculty, use only the first column, leaving the second column blank.**

	Your current housing	Your housing just before joining UC (if different than current)
	_____	_____
A. Which of the following best describes each housing type?		
Apartment or duplex	1 <input type="checkbox"/>	1 <input type="checkbox"/>
Townhouse or condominium	2 <input type="checkbox"/>	2 <input type="checkbox"/>
Single family detached home	3 <input type="checkbox"/>	3 <input type="checkbox"/>
Other (Specify: _____)	4 <input type="checkbox"/>	
(Specify: _____)		4 <input type="checkbox"/>
B. Please indicate the size of each:		
Studio unit.....	1 <input type="checkbox"/>	1 <input type="checkbox"/>
1 or 2 bedroom unit.....	2 <input type="checkbox"/>	2 <input type="checkbox"/>
3 or 4 bedroom unit.....	3 <input type="checkbox"/>	3 <input type="checkbox"/>
More than 4 bedroom unit.....	4 <input type="checkbox"/>	4 <input type="checkbox"/>
C. Do/did you own or rent this unit?		
Owner.....	1 <input type="checkbox"/>	1 <input type="checkbox"/>
Renter.....	2 <input type="checkbox"/>	2 <input type="checkbox"/>
Other (Specify: _____)	3 <input type="checkbox"/>	3 <input type="checkbox"/>
(Specify: _____)		4 <input type="checkbox"/>
D. After accepting employment at the University, did you initially rent in the community surrounding your work location?		
1 <input type="checkbox"/> Yes	2 <input type="checkbox"/> No (Skip to question 2-F on page 3)	
E. If you did rent (or are still renting), which of the following statements apply to your situation when you first accepted employment with UC? Check all that apply.		
1 <input type="checkbox"/> I chose to rent because I wanted to get to know the area before purchasing a home		
1 <input type="checkbox"/> I chose to rent because I prefer renting to homeownership		
1 <input type="checkbox"/> I rented because I did not have sufficient down payment to purchase a home		
1 <input type="checkbox"/> I rented because I could not find a home in my price range		
1 <input type="checkbox"/> I rented because there were very few homes on the market		
<input type="checkbox"/> I rented because I was waiting to sell a prior property		
1 <input type="checkbox"/> Other _____		

(Question 2 Cont'd)

F. What is the average monthly cost of your current housing?

FOR RENTERS: \$ _____ per month for rent

FOR OWNERS: \$ _____ per month including your mortgage payment, property taxes, hazard insurance, private mortgage insurance and homeowner's association fees

G. And what was your average monthly housing cost just before you joined UC?
Please answer even if you did not move.

FOR RENTERS: \$ _____ per month for rent

FOR OWNERS: \$ _____ per month including your mortgage payment, property taxes, hazard insurance, private mortgage insurance and homeowner's association fees

If you did not own the home you lived in just before accepting UC employment, please skip to question 4 below.

3. A. **If you were a home owner before accepting UC employment:** What happened to the home you owned before coming to UC?

- ¹ I sold it —————→ **Go to B below**
 - ² I am trying to sell it
 - ³ I still own it and am not trying to sell it or rent it
 - ⁴ I still own it and am renting it out —————→ **Monthly rental income, if applicable: _____, then skip to question 4 below**
- } —————→ **If you have not sold that home, please skip to question 4 below.**

B. When did you sell it? Date of sale was _____, _____
month year

C. After deducting the outstanding mortgage balance, commissions, and all other costs associated with selling your home, what was the approximate amount of equity remaining (i.e, cash available to you for a downpayment on another home, or other use)?

\$ _____

4. From a buyer's perspective, how would you compare the overall housing market in your previous city of residence to the housing market you faced when you accepted employment with UC?

- ⁰ Does not apply to me. Continued living in same city
- ¹ The housing market in my previous city of residence was much more affordable than this one
- ² The housing market in my previous city of residence was somewhat more affordable than this one
- ³ The housing market in my previous city of residence was somewhat less affordable than this one
- ⁴ The housing market in my previous city of residence was much less affordable than this one
- ⁵ The housing markets were roughly the same, no real difference

5. A. If you were looking for housing now, how important would each of the following factors be? Please check one answer for each.

	One of the most important	Fairly important	Not too important	Not at all important
	_____	_____	_____	_____
(1) A price you feel you can afford	¹ <input type="checkbox"/>	² <input type="checkbox"/>	³ <input type="checkbox"/>	⁴ <input type="checkbox"/>
(2) Having a large yard.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(3) A recently constructed home.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(4) A place that's in good condition, not neglected or run-down.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(5) The house is in a highly rated school district	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(6) Being close to campus	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(7) A place that's big enough.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(8) Being close to places where children can play	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(9) Away from traffic/industrial noise	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(10) Diverse community	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(11) Close to parks/nature.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(12) Safe neighborhood	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(13) Other important factors (Please describe: _____ _____)				

(Question 5 Cont'd)

B. Which three of the factors listed on the previous page would be the **most important** to you? (Just list the number of the factor.)

- 1) Most important ____
- 2) Next most important ____
- 3) Next most important ____

6. What size home would you choose given your present circumstances?

- ¹ More than 4 bedrooms
- ² 3 or 4 bedrooms
- ³ 1 or 2 bedrooms
- ⁴ Studio unit

7. Taking everything into consideration, how satisfied are you with the following aspects of your present housing situation?

	<u>Very satisfied</u>	<u>Somewhat satisfied</u>	<u>Somewhat dissatisfied</u>	<u>Very dissatisfied</u>
A. Affordability	¹ <input type="checkbox"/>	² <input type="checkbox"/>	³ <input type="checkbox"/>	⁴ <input type="checkbox"/>
B. Size	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
C. Location.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
D. Overall.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

8. Which of the following best describes your current situation?

- ¹ I am not currently seeking any change in my housing
- ² I am actively seeking a house, condo, or apartment to rent
- ³ I am actively seeking a house or condo to purchase

9. Did you receive any kind of housing assistance from the University of California when you accepted employment at UC?

- ¹ Yes, received some housing assistance
- ² No, it was offered but I did not receive housing assistance
- ³ No, none was offered to me

If yes (received some), continue with question 10 next page.

If offered but not received, skip to question 11, page 7.

If none was offered, skip to question 12, page 8.

10. **If you received any housing assistance when you accepted UC employment:**

- A. Which of the types of assistance listed below did you receive? **In 1st column, please check all that apply.**
- B. And which others, if any, might have helped you decide to join UC? **In 2nd column, check all that apply.**

	-A- Received	-B- Would have liked
(1) 1st deed of trust loan or mortgage	1 <input type="checkbox"/>	1 <input type="checkbox"/>
(2) 2nd deed of trust loan or mortgage.....	1 <input type="checkbox"/>	1 <input type="checkbox"/>
(3) Availability of UC-owned rental housing	1 <input type="checkbox"/>	1 <input type="checkbox"/>
(4) Assistance with locating rental housing	1 <input type="checkbox"/>	1 <input type="checkbox"/>
(5) A housing allowance which would be considered salary compensation for tax purposes.....	1 <input type="checkbox"/>	1 <input type="checkbox"/>
(6) University developed housing	1 <input type="checkbox"/>	1 <input type="checkbox"/>
(7) Other kind of housing assistance (Please describe: _____)	1 <input type="checkbox"/>	
Other kind of housing assistance (Please describe: _____)		1 <input type="checkbox"/>

- C. How much did the assistance you actually received influence your decision to accept UC employment?

Very important factor
 Somewhat important factor
 Somewhat unimportant factor
 Not a factor in my decision → **If not a factor, skip to question 13, page 9.**

- D. Would you have accepted employment at UC if you had not received housing assistance?

Definitely would have accepted
 Probably would have accepted
 Probably would not have accepted
 Definitely would not have accepted

Now skip to question 13 on page 9.

11. **If you were offered housing assistance but did not receive it:**

- A. Which of the types of assistance listed below were you offered? **In 1st column, check all that apply.**
- B. And which others, if any, would have made the employment opportunity more desirable? **In 2nd column, check all that apply.**

	-A- Offered	-B- Would have liked
	_____	_____
(1) 1st deed of trust loan or mortgage	1 <input type="checkbox"/>	1 <input type="checkbox"/>
(2) 2nd deed of trust loan or mortgage.....	1 <input type="checkbox"/>	1 <input type="checkbox"/>
(3) Availability of UC-owned rental housing	1 <input type="checkbox"/>	1 <input type="checkbox"/>
(4) Assistance with locating rental housing	1 <input type="checkbox"/>	1 <input type="checkbox"/>
(5) A housing allowance which would be considered salary compensation for tax purposes.....	1 <input type="checkbox"/>	1 <input type="checkbox"/>
(6) University developed housing	1 <input type="checkbox"/>	1 <input type="checkbox"/>
(7) Other kind of housing assistance (Please describe: _____)	1 <input type="checkbox"/>	
Other kind of housing assistance (Please describe: _____)		1 <input type="checkbox"/>

- C. What were the reasons you did not receive the housing assistance that you were offered? **Check all that apply.**

- I did not meet the requirements
- I chose another housing option
- The terms of the loan offered were less attractive than conventional loan alternatives
- Other reason (**Please describe:** _____)
_____)

Now skip to question 13 on page 9.

12. **If you were not offered housing assistance:**

A. If housing assistance had been offered by UC, would you have accepted it?

¹ Yes, definitely

²

Probably would
have accepted

³ Probably would NOT
have accepted

**If you would not have
accepted, skip to C.**

B. Which of the following kinds of assistance would (or might) you have accepted?

Check all that apply.

¹ 1st deed of trust loan or mortgage

¹ 2nd deed of trust loan or mortgage

¹ Availability of UC-owned rental housing

¹ Assistance with locating rental housing

¹ A housing allowance which would be considered salary compensation for tax purposes

¹ University developed housing

¹ Other kind of housing assistance (**Please describe:** _____
_____)

C. If you had been offered assistance, would it have made the employment opportunity at UC more desirable?

¹ Yes, definitely
would have

² Probably
would have

³ Probably
would not have

⁴ No, definitely
would not have

D. (1) Have you ever considered leaving UC because of the cost of housing?

¹ Yes

² No (**Skip to question 13 on the next page**)

(2) **If yes:** Would the availability of housing assistance impact your decision whether to remain at UC?

¹ It would definitely make me continue on the UC faculty

² It would probably make me continue on the UC faculty

³ It would probably have little impact on my future decision to stay or leave UC

⁴ It would probably have no influence on my future decisions to stay or leave UC

13. Which of the following best describes your situation **just before you accepted** a faculty position at UC?

- ¹ The availability of affordable housing made the employment opportunity at UC more attractive to me
- ² The lack (or shortage) of affordable housing made employment at UC less attractive than it would have been
- ³ The housing situation had no influence on my decision to accept employment at UC
- ⁴ When I accepted employment at UC, I was totally unaware of the housing situation

14. Which of the following comes closest to your opinion of the University's housing assistance program?

- ¹ It's a very useful tool in recruiting faculty
- ² It's useful to a few faculty members, but not to most
- ³ It's not useful to any faculty
- ⁴ I know far too little about the program to have an opinion on this subject
- ⁵ Other _____

15. Taking everything into consideration, what are your thoughts on the following aspects of the University's housing assistance program in comparison to other conventional financing alternatives?

UC's program is ...

	<u>Much more attractive</u>	<u>Somewhat more attractive</u>	<u>Neither more nor less attractive</u>	<u>Somewhat less attractive</u>	<u>Much less attractive</u>	<u>Don't know enough to answer</u>
A. Interest rates	¹ <input type="checkbox"/>	² <input type="checkbox"/>	³ <input type="checkbox"/>	⁴ <input type="checkbox"/>	⁵ <input type="checkbox"/>	⁶ <input type="checkbox"/>
B. Qualifying criteria	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
C. Terms.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

16. Please use this space to tell us anything more you would like to say or think we should know about the University's housing assistance program. Feel free to continue on the back page if you need more space.

In order to learn how different categories of faculty members feel about the University housing assistance program, we need some background information about you. Please answer the following questions, and we assure you that all answers will be treated in strict confidence.

B-1. How old were you on your last birthday?

- ¹ Less than 30 ² 30 - 39 ³ 40 - 49 ⁴ 50 - 59 ⁵ 60 - 69 ⁶ 70 or older

B-2. Please indicate your gender:

- ¹ Male ² Female

B-3. What is your current marital status?

- ¹ Married
² Unmarried (Includes single, widowed, divorced)

B-4. A. How many people usually live in your household -- including you, your spouse, children, other relatives, and anyone who is not related to you but who functions as part of your family, sharing income? **Circle appropriate number.**

- 1 - No one else, I live alone 2 3 4 5 6 7 or more (**Specify:** _____ of us)
- ↓ ↓ ↓ ↓ ↓ ↓ ↓
- If you live alone, please skip to B-5 on page 11.**

B. How many, if any, are less than 18 years old? **Please circle number.**

- 0 - No one under 18 1 2 3 4 5 or more (**Specify:** _____ less than 18 years old)

C. Not counting you, how many of the other family members work at a paid job -- either full-time or part-time -- and contribute to the family income?

- ⁰ No one else, I'm the only one who's employed (**Skip to B-5**)
- ¹ 1 other person
² 2 other people
³ 3 other people
⁴ 4 or more other people (**Specify:** ____ of them)

D. Is your spouse or partner employed by the University of California?

¹ Yes

² No

⁰ Does not apply to me – I'm
neither married nor living
with a partner

If yes, please continue

**If no, please skip to
B-5 below**

**If not applicable,
please skip to B-5 below**

E. If spouse or partner is employed by UC: Which position does he/she hold?

¹ Faculty member

² Non-faculty academic

³ Executive, managerial, or administrative professional

⁴ Clerical or technical

⁵ Other (**Specify:** _____)

B-5. How far is your primary residence from the campus where you work?

¹ Less than
5 miles

² 5 - 19
miles

³ 20 - 39
miles

⁴ 40 or more
miles

B-6. On average, how long is your typical one-way commute to work?

¹ Less than
30 minutes

² 30 minutes
to less than
one hour

³ One hour
to less than
two hours

⁴ More than
two hours

B-7. Generally, what mode of transportation do you use to get to work?

¹ Walk

² Bicycle

³ Private
auto

⁴ Car or
vanpool

⁵ Public
transportation

⁶ Other _____

B-8. What was your gross family income from all sources during 2005 (calendar year)?

¹ Less than \$60,000

⁵ \$125,000 - \$149,999

² \$60,000 - \$74,999

⁶ \$150,000 - \$174,999

³ \$75,000 - \$99,999

⁷ \$175,000 or more

⁴ \$100,000 - \$124,999

**THANK YOU VERY MUCH FOR
YOUR COOPERATION**