

# Update on Ranch View (RV) Housing

Important Issue for the UCSC  
Campus:

How can we recruit and retain top  
quality Faculty?

# Coupled Issues for Recruitment and Retainment of Faculty

1) Salaries:

2) Housing:

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1) Salaries:

2) Housing:

Special Committee on Academic  
Personnel Processes, UC Davis  
report 2001

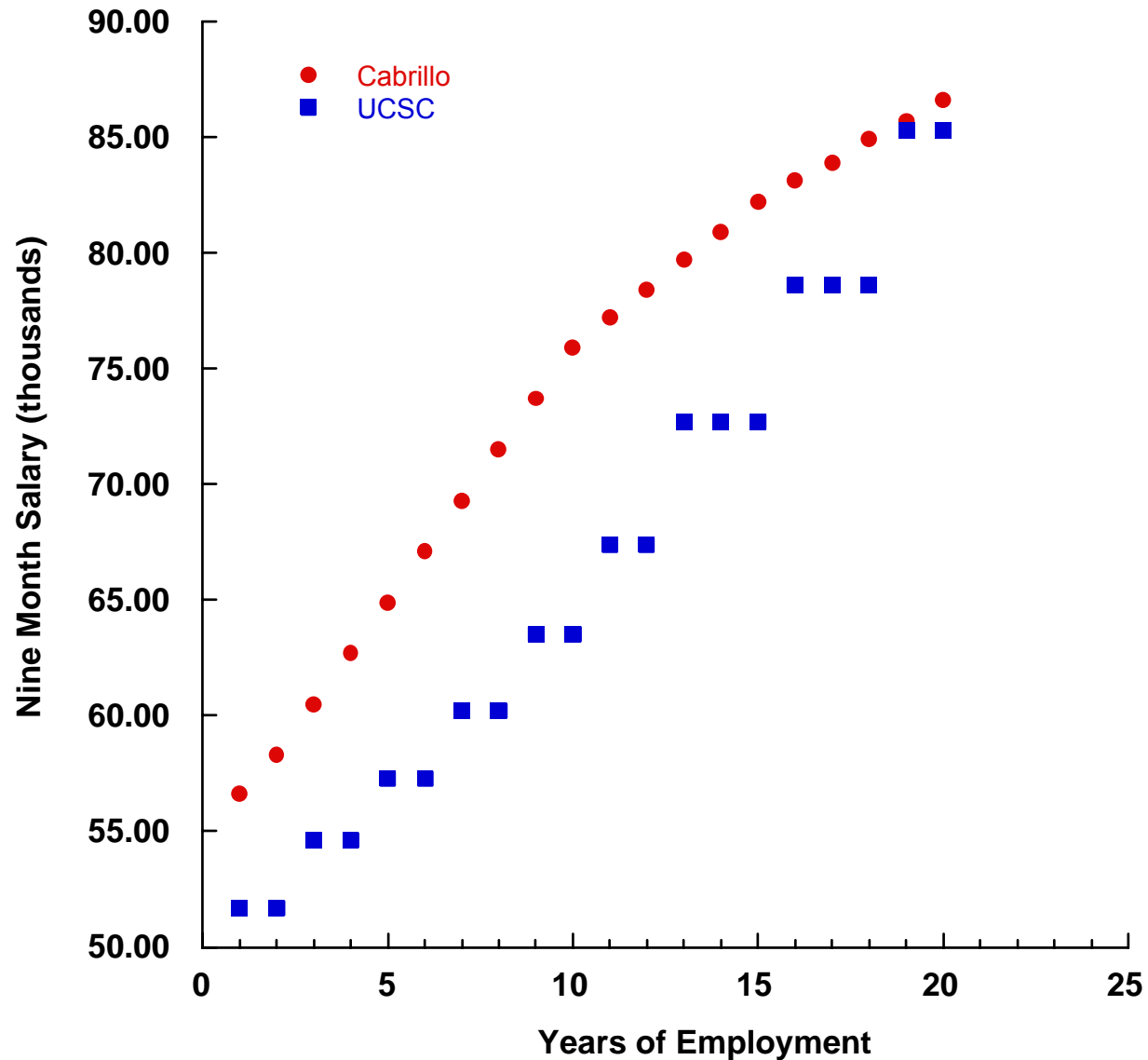
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TIFF (LZW) decompressor  
are needed to see this picture.

## Salary Rankings, Appendix 3 of Report

### **Overall rankings on salary.**

- Berkeley
- Los Angeles
- San Diego
- Davis, Irvine, Riverside and  
Santa Barbara
- **Santa Cruz is clearly paid less than  
the other campuses.**

# Cabrillo vs UCSC compensation



[www.cabrillo.edu/services/hr/compensation/ContractFaculty03-04.pdf](http://www.cabrillo.edu/services/hr/compensation/ContractFaculty03-04.pdf)

for a Science Ph.D., Contact Prof. Glenn Millhsauer for more information.

# Coupled Issues for Recruitment and Retainment of Faculty

1) Salaries:

2) Housing:

# UCSC Campus Housing Successes

- 1) Increased housing inventory with Laureate Court.
- 2) New Faculty Housing with Ranch View.

## Ranch View: The Good News

- 1) Contract will be signed in  $\approx 30$  days.
- 2) Construction will start soon after.
- 3) Assigning Lots and financing will begin soon after construction.
- 4) 78 Units will be available to Faculty.
- 5) Cost is  $\approx 225$  per Sq. Ft., in line with Santa Cruz building costs.
- 6) A 1780 sq. ft. home will cost  $\approx 400,000$ .
- 7) This price is well below market costs.

# View From Ranch View



## Ranch View: The Bad News

- 1) We must sell all 78 homes within  $\approx 1.5$  years of signing contract.
- 2) Cost is not affordable for most starting Faculty so we are losing potential buyers.
- 3) Only 100 Faculty on Waiting List.
- 4) 40 Faculty on List live on Campus currently, so few older homes will become open up for sale.
- 5) With 60% attrition, this means only 40 homes will go to faculty.
- 6) The remaining 40 homes will go to Staff (150 on Waiting List).
- 7) This is good news for Staff but does it serve our goal of recruiting and retaining top quality Faculty at UCSC?

# Crude Cost Calculations

Loan Type	Non-UC	UC-MOP
Unit Size	3 Bedroom	3 Bedroom
Purchase Price	\$ 395,000	\$ 395,000
Down Payment	20%	10%
Loan Amount	\$ 316,000	\$ 355,500
Interest Rate Percentage	6.25%	3.70%
# of Monthly Payments	360	480
Mortgage Payment	\$1,946	\$1,420
Principal	\$300	\$324
Interest	\$1,646	\$1,096
Gross Monthly Household Income Needed for Prequalification	\$6,080 \$72,962	\$3,550 \$42,604
Assoc. I Salary	\$57,400	\$57,400
Suppl. Income Needed	\$15,562	\$14,796
Assoc. I Salary + Summer Suppl. Income Needed	\$76,533 (\$3,571)	\$76,533 \$33,929

# What can we do to make Ranch View more affordable to new Faculty?

- 1) Recognize that the primary goal of current and future On-Campus housing must be to recruit and retain high quality Faculty.
- 2) We need to think outside the box and try to solve this problem.
- 3) We need to recruit creative Faculty and Staff to analyze and develop novel possible solutions.

# Wild ideas on how to lower the cost of the Ranch View Homes

- 1) Make sure all eligible Faculty apply for MOP Loans (no limit to the number we can have.
- 2) Request additional MOP exceptions to have more people qualify.
- 3) Institute a Housing Allotment Program for UCSC that is not considered salary (i.e. taxable income).
- 4) Devise a sliding scale for Ranch View Home Prices.
- 5) Create incentives to encourage Cardiff Owners to buy Ranch View homes.

Parting Thought: The Housing and Salary  
problems will only get worse with time so  
we need to devise a long term plan if we  
are to maintain educational excellence at  
UCSC.