

Office of the President

TO MEMBERS OF THE BOARD OF REGENTS:

ACTION ITEM

For Meeting of April 6, 2023

AMENDMENT OF REGENTS POLICY 5309: POLICY ON THE UNIVERSITY OF CALIFORNIA EMPLOYEE HOUSING ASSISTANCE PROGRAM AND REGENTS POLICY 7708: UNIVERSITY-PROVIDED HOUSING

EXECUTIVE SUMMARY

This President proposes amendment of Regents Policy 5309: Policy on the University of California Employee Housing Assistance Program and Regents Policy 7708: University-Provided Housing to allow for the participation of chancellors in the University of California Employee Housing Assistance Program.

RECOMMENDATION

The President of the University recommends that the Regents: (1) Amend Regents Policy 5309: Policy on the University of California Employee Housing Assistance Program to allow Chancellors who reside in University-provided housing as their primary residence per Regents Policy 7708 to use the Program to purchase a secondary residence in conjunction with the University-provided housing, as shown in Attachment 1, and; (2) Amend Regents Policy 7708: University-Provided Housing, as shown in Attachment 2.

BACKGROUND

In July 1984, the Regents approved the establishment of a program to provide primary mortgage financing to support the University of California's recruitment and retention of faculty and Senior Managers. Regents Policy 5309: Policy on the University of California Employee Housing Assistance Program (Program), outlines parameters for the Program. Eligible positions include those in the Senior Management Group, although individual employees must be designated as eligible for participation.

Per Regents Policy 7708: University-Provided Housing, chancellors are provided with University housing in order to carry out their roles and required official duties. The terms of Regents Policy 5309 include that any loan made through the Program be used for the purchase of a primary residence. Because chancellors are provided with University housing as their primary residence, they have not previously been designated for participation in the housing assistance

program. As a result, when chancellors retire or resign from the position, they have foregone the opportunity to gain equity in a private residence during their service as chancellors.

The President proposes to amend Regents Policy 5309 to specify that the provision requiring that a property must be the employee's principal place of residence does not apply to chancellors. All other provisions of the Policy would apply, including that the property cannot be used for income-generating purposes. A conforming amendment would be made to Regents Policy 7708, stating that a loan through the Program would not require Regents' approval as an alternative housing arrangement, nor would it be an exception to policy.

These amendments would provide chancellors with a benefit that is available to other members of the Senior Management Group and would assist in the recruitment and retention of chancellors. Chancellors would not be financially disadvantaged due to the requirements of Regents Policy and their service to the University.

ATTACHMENTS

Attachment 1: Proposed Amendments to Regents Policy 5309 – Policy on the University of California Employee Housing Assistance Program

Attachment 2: Proposed Amendments to Regents Policy 7708 – University-Provided Housing

Attachment 1

Regents Policy 5309: Policy on the University of California Employee Housing Assistance Program

Additions denoted by underscoring

A. University of California Housing Assistance Program

Program loans provide financing using deeds of trust secured on real property to assist faculty and other eligible employees with the purchase of a primary residence, other than as specified in Section C(3)(a).

B. Eligibility

The eligible population for Program participation consists of full-time University appointees with positions in the following categories:

1. Academic Senate members.
2. Academic titles equivalent to titles held by Academic Senate members as defined in University policy.
3. Acting Assistant Professors.
4. Senior Management Group employees
5. UC Hastings faculty members.
6. University or UC Hastings employees who will be appointed to any of these eligible categories effective no more than 180 days after loan closing.

C. Eligible Properties

1. Properties financed using a Program loan must be used primarily for residential, non-income producing purposes.
2. Eligible properties are limited to Single Family Residences, Condominiums and properties located in a Planned Unit Development.
3. The subject property must be the principal place of residence for the participant throughout the term of the loan, other than during absences for sabbatical leave or other approved leaves of absence.
 - a. Chancellors who are residing in University-provided housing as their primary residence per Regents Policy 7708 may use the Program to purchase a secondary residence in conjunction with the University-provided housing.

Attachment 2

Regents Policy 7708: University-Provided Housing

Additions denoted by underscore

C. Alternative Housing Arrangements

If the President determines that the University-provided housing is not suitable for supporting the Executive Officer's required range of duties or is not habitable as a personal residence as a result of disrepair or other like reason, the President may recommend to the Regents that the Executive Officer be provided other housing until the University-provided housing is repaired or otherwise improved to suitable standards. The President may make a request to the Regents for an alternative housing arrangement on his/her own behalf if he/she deems the University-provided housing is unsuitable for the performance of presidential duties or is not habitable.

In evaluating such requests, the Regents will consider, among other factors, the terms and conditions of the proposed alternate housing, the appropriateness of a temporary housing allowance and the source of funds used to pay for the requested alternate housing.

Approval of a home loan for a Chancellor under the terms of Regents Policy 5309: Policy on the University of California Employee Housing Assistance Program does not require Regents' approval as an alternative housing arrangement nor is it an exception to Regents Policy.
