

# UCSB Faculty and Staff Housing Survey

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## Introduction

At UCSB the Chancellor's Advisory Committee for Faculty and Staff Housing commissioned a survey in Spring 2006 designed to assess the current and future housing needs of UCSB's faculty and staff. The survey was part of the University's ongoing effort to develop effective long-range plans and will help the University formulate policies and recommendations that better meet the needs of the UCSB community.

## Background

UCSB is currently working on a Long Range Development Plan (LRDP) that will carry us to the year 2025. The LRDP will define how the campus will develop over the next twenty years, including the enhancement of academic programs and facilities; the addition of campus housing for students, faculty and staff; and changes to traffic circulation.

The estimated addition of 5,000 students, 300 faculty and 1,400 staff by 2025 will increase the demand for student, faculty and staff housing. The LRDP, when fully implemented, anticipates providing housing for more than 1,600 faculty and staff members. Currently, the University provides 65 units of faculty housing.

Under current conditions, the biggest obstacle to both recruiting and retaining top level faculty is the cost, quality, and availability of housing. The high turnover in staff is due largely to the impossible lifestyle that results from the lack of affordable housing within a reasonable distance of the University. People choose to either live close by and commit more than 50% of their income to very low quality housing, or to commute over an hour each way.

Although the need for additional housing could be met by the private sector, such housing may be too costly, too distant from the Campus, or simply unavailable. Since land prices are a significant percentage of the high cost of housing, the University-owned land is a key asset in finding a solution to this crisis. Moreover, providing University housing for those who now commute to the campus will transform commuters to residents, thereby reducing traffic congestion.

## Purpose

This survey was designed as part of a Campus Housing Study to:

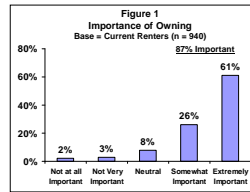
- Describe the current housing situation of UCSB employees
- Gauge UCSB employee's satisfaction with their current housing situation
- Assess employee plans for future housing purchases or moves within the area
- Estimate the demand for and affordability of potential University-provided Faculty and Staff housing options
- Gather information on preferred housing types and amenities
- Update key tracking measures on housing and transportation issues for the Long Range Development Plan

## Methodology

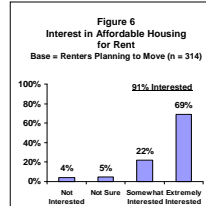
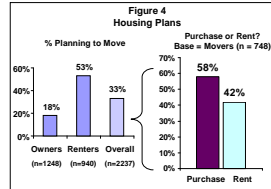
- Email invitations were sent to all UCSB faculty and non-student staff to participate in the survey online, and employees without email addresses received a paper copy of the survey.
- Of the 3,642 employees invited to participate, we received 2,237 completed surveys for a **46% response rate**.
- In comparison with similar surveys conducted within the campus community, this is an excellent response rate and gives us confidence that the respondents are likely representative of the population of UCSB employees.
- Response rates for ladder-rank faculty and non-academic staff were very similar, 47% and 48% respectively. The response rate for other academic staff was slightly lower at 36%, but still very respectable.

## Results

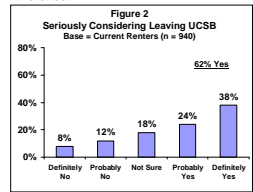
A large majority of current renters (87%) say that owning their own home is important.



58% of those who are currently considering moving plan to purchase their next home.



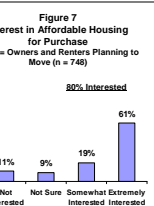
62% of current renters say they are seriously considering leaving UCSB if they are unable to buy a home in the area.



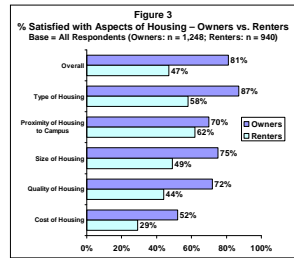
On average, employees indicate that the largest down payment they can afford is about \$57,500.

- The median home price employees are likely to purchase is \$545,000.
- The maximum average monthly housing cost employees say they can afford is \$2,134.

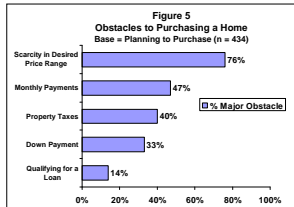
	All Purchasers (n=436)	Current Owners (n=199)	Current Renters (n=222)
Median Down Payment	\$57,576	\$168,182	\$28,167
Median Price of Home	\$545,000	\$762,500	\$437,500
Median Monthly Housing Cost	\$2,134	\$2,409	\$1,938



While the majority of employees are satisfied with most aspects of their current housing situation, those who own their homes are more satisfied than renters.



The majority (76%) of employees planning to purchase a home say that scarcity of homes in their desired price range is a "major obstacle".



- If UCSB builds and offers affordable housing near campus, a large number of employees express interest in both renting and purchasing this type of housing.
- 91% of current renters who plan to move are interested in renting below-market-rate housing provided by UCSB.
- Eight out of ten (80%) movers are interested in purchasing University-provided housing, where the purchase price and resale price would be below market value.

## Summary

- The survey results confirmed that the availability of affordable housing is indeed a major issue for the recruitment and retention of UCSB faculty and staff.
- We were able to estimate the cost of housing employees might be able to afford.
- The survey indicates there is a significant demand for University-provided housing, both rental and for-purchase options.

## Conclusion

**Home Ownership** - Although employees seem generally satisfied with their current housing situation, a large number of faculty and staff employees currently rent their homes (42%). Home ownership is considered important by nearly all faculty and staff employees who rent or lease their current residence. And yet the lack of availability of affordable homes in the area makes home ownership an unattainable goal for the majority of these employees.

**Affordability** - The survey data actually allowed the University to estimate the cost of housing employees might be able to afford, which was instrumental in helping the Faculty & Staff Housing Committee determine the type of housing and the number of units which might be needed in the future. The price range in which employees say they are most likely to purchase a home is far below market value (median affordable price of \$545,000 vs. \$847,220 market value). Therefore, plans have been made to offer a variety of rental and for-purchase housing options that are a predetermined percentage below present market rates.

**Retention** - Many employees who rent or lease their current residence report that they would seriously consider leaving UCSB if they are not able to purchase a home in the area. Therefore, providing additional affordable housing to current employees should be a priority for the University. The results of the survey have helped keep retention in the forefront of campus housing plans, along with recruitment goals.

**Demand By Current Employees** - Approximately one-third of current employees are considering moving to a new or different home. Interest in purchasing housing provided by UCSB is very high with 80% of employees currently planning to move interested. There is also a demand for University-provided rental housing. Eight different development areas have been identified by campus planners to provide 3,000-3,800 units of new housing for faculty, staff, and students in the future. The survey results confirm the need to keep faculty and staff housing a top priority for the University's long-range plans.

**Future Research** - A follow-up survey is in the works to address in more detail the type and cost of housing employees would most seriously consider, to gauge more accurately how likely employees are to actually rent or purchase University-provided housing, and to gather opinions on potential criteria for a lottery system to be used for selecting recipients of these University-provided housing opportunities.