

EMPLOYEE HOUSING MARKET STUDY REPORT PREPARED FOR

# UNIVERSITY OF CALIFORNIA, SANTA CRUZ

JULY 2014

FINAL REPORT



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# PREFACE

In March 2014, Brailsford & Dunlavey (“B&D”) was engaged by the University of California Santa Cruz (“UC Santa Cruz” or “University”) to conduct an employee housing market study. Faculty and staff appreciate, and are attracted to, Santa Cruz’s intellectually active and outdoors-oriented coastal character. Attractive, safe, and affordable housing both on, and in close proximity to campus, is considered an important asset in the recruitment and retention of high performing faculty and staff.

UC Santa Cruz is a 2,030 acre campus located in Santa Cruz, California. With an enrollment of 17,200 students among its ten colleges, the campus has seen considerable growth in the past decade. With the ability to provide housing accommodations to only 6% of its population, the University relies on the Santa Cruz housing market to meet the remaining housing needs of its employees. Unfortunately, the local Santa Cruz market is very expensive due to a limited supply of affordable housing and lack of developable land.

Faculty and staff are not exempt from the difficulties found in the local housing market. A major recruitment tool for the University is its academic reputation and location; however, the University faces challenges in recruiting and retaining top talent due to the expense and limited inventory of the local housing market. The housing affordability challenge affects a wide range of employees, including newly-hired junior faculty, senior faculty with families, and staff of all levels. Recognizing the practical limitations of its salary and benefits packages, the University is looking for creative ways to address this problem in order to compete more favorably for top faculty and staff, many of whom are also being recruited by universities located in far more affordable housing markets. National data suggest that a significant amount of faculty will be retiring, and will have to be replaced over the next ten years, making the problem more acute.

## OBJECTIVES

This housing market analysis prescribes a prudent market-responsive set of recommendations for the University to follow to address the needs and desires of its faculty and staff. To complete this study, the Project Team was tasked specifically with the following:

- ◆ Analyze demand for additional on-campus faculty and staff housing;
- ◆ Recommend a strategic delivery program that delivers the ideal unit mix to meet program needs while addressing financial feasibility constraints; and

- ◆ Develop a set of data points that will help inform the discussions and planning specific to the City of Santa Cruz.

## METHODOLOGIES

To accomplish this, B&D's approach involved both qualitative and quantitative research that included input from campus stakeholders, faculty and staff. B&D's work effort commenced with meetings with key UC Santa Cruz administrators to understand the drivers and vision associated with employee housing at the University. Based on feedback from the University, B&D examined UC Santa Cruz's existing conditions with respect to current employee housing portfolio, employee demographic composition, faculty and staff employment trends, and real estate market conditions, and used these analyses to conduct a detailed market analysis. The results of the analysis are instrumental in framing issues that would affect demand for employee housing relative to key market characteristics. The methodologies employed in this study included the following:

- ◆ A **review of relevant documentation** including the UCSC Third Week Enrollment Reports, the Colleges, Housing and Educational Services ("CHES") residential portfolio, occupancy trends, and other pertinent information.
- ◆ An **existing conditions review** was undertaken to understand the nature of the existing CHES employee housing residential real estate portfolio with regards to the quantity and type of units, location, occupancy rates, and resident demographics.
- ◆ A **housing market supply analysis** was completed to assess local market conditions within the City of Santa Cruz with respect to price, location, and facility conditions;
- ◆ **Focus groups and stakeholder interviews** were conducted with faculty and staff, to gain qualitative information regarding campus dynamics and existing housing issues and preferences for future housing;
- ◆ A **demographic analysis** was completed to understand the makeup of UC Santa Cruz employees to identify demographic trends;
- ◆ An **on-line survey** was distributed to all employees to understand their current housing situation, to gauge interest in additional university-sponsored housing, to test potential unit preferences and amenities, and to ultimately inform the demand model; and
- ◆ A **housing demand model** was developed to project demand for additional employee housing based on key market data.

The findings contained in this report represent the professional opinions of the Project Team personnel, based upon assumptions and conditions detailed in the report. The Project Team has conducted research using both primary and secondary information sources that are deemed to be reliable, but whose accuracy cannot be guaranteed. The market data presented in this report is accurate as of July 2014. However, if there are fluctuations in local, national and global economic conditions, the demand projections may vary.

Far from being purely an academic or analytical exercise, this report is structured and developed within a framework emphasizing pragmatism and ease of implementation, and the Project Team's intent is for this document to serve as an integral tool in guiding the institution's implementation of a plan to address student and employee housing.

*Brailsford & Dunlavey would like to give special thanks to the following individuals for their guidance during the development of this report.*

- ◆ Steve Houser, Director, Capital Planning and Employee Housing, CHES
- ◆ Dean Fitch, Senior Planner, Physical Planning & Construction
- ◆ Chris Karzag, Principal Budget Analyst, Business & Financial Analysis, CHES
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# Section 1

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# EXECUTIVE SUMMARY

In March 2014, University of California Santa Cruz (“UC Santa Cruz” or “The University”) engaged Brailsford & Dunlavy (“B&D” or “the Project Team”) to conduct an Employee Housing Market Study to identify latent demand for housing and to determine if the current product mix meets the needs of the Santa Cruz faculty and staff communities. As a part of this process, the Project Team conducted a visioning session with campus administrators, focus groups with employees, examined campus demographic trends, studied the Santa Cruz real estate market, and developed a quantitative on-line survey to test employee housing needs and preferences. The information gathered as part of the analysis was synthesized and used to inform the demand model and to qualitatively understand housing preferences for the UC Santa Cruz faculty and staff communities. B&D researched several market factors, the results of which were instrumental in framing issues that affect demand for employee housing. The following is a summary of these findings.

## SUMMARY OF FINDINGS

### DEMOGRAPHIC ANALYSIS

UC Santa Cruz currently has an employee population of 3,738, a figure that remained consistent in the past decade. However, during this time period, the population peaked to 4,204 in 2008. Further analysis revealed that the total number of ladder rank faculty and senior management has grown by 9% and 54%, respectively, while the total number of support staff have decreased by 8%.

UCSC Employees	2004	2005	2006	2007	2008	2009	2010	2011	2012	% Change
Faculty	723	740	772	769	807	782	761	740	786	9%
Senior Management	228	249	271	296	350	349	343	352	352	54%
Academic Staff	411	410	443	481	463	422	475	455	413	0%
Support Staff	2,379	2,427	2,495	2,547	2,584	2,388	2,305	2,210	2,187	-8%
Total Employees	3,741	3,826	3,981	4,093	4,204	3,941	3,884	3,757	3,738	0%

**FIGURE 1.1:** UC SANTA CRUZ EMPLOYEE POPULATION, 2004 – 2012.

### EXISTING CONDITIONS

The campus currently provides 239 units of employee housing in five distinct residential communities. The portfolio currently offers a mix of one-, two-, three-, and four-bedroom units with an average age of 22 years. Approximately 79% of the units are offered for-sale and 21% offered for rent. On average, the

for-sale residences will cost employees \$352,500, \$587,000, and \$668,500 for a two-, three-, and four-bedroom unit respectively. The rental units cost \$1,565 for a one-bedroom and \$2,024 for a two-bedroom unit. Measure O affordable units are priced between \$1,065 for a one bedroom and \$1,199 for a two bedroom. Currently 62% of all employee housing is occupied by faculty and 38% by staff.

Demand is typically high for these units but is largely dependent upon campus-wide hiring trends. Occupancy levels have historically averaged 96% for rental units, however during 2008-2013 these levels dropped to 92% as a result of decreased hiring. Occupancy within the for-sale units has historically been 96% with an annual turnover of about five units.

## HOUSING MARKET ANALYSIS

Focus group conversations revealed that UCSC employees enjoy the high quality of life and natural surroundings of Santa Cruz. However, their general sentiment is that the housing market forces individuals to make trade-offs in their housing situation. Many choose to live in a residence that doesn't quite meet their needs in order to live close to campus. Or, they opt for a longer commute to live in housing that better meets their needs. This is evident as survey analysis revealed that 85% of UC Santa Cruz employees live in Santa Cruz and the nearby communities of Scotts Valley, Soquel, Aptos, and Watsonville with an average one-way commute of 28 minutes.

Survey analysis also illustrates that the cost of housing is a factor in the recruitment process as 45% of faculty and 50% of staff indicated that it was important to their decision to work at UCSC. While many were prepared for the high cost of housing, nearly all experienced "sticker shock" when they saw what is available for the price. The ability to purchase a home is also important to employees as 54% of faculty and 49% of staff indicated that it is critical to their continued employment at UC Santa Cruz.

B&D research found that the median sales price for a single-family home in the Santa Cruz market is \$620,000 with a price per square foot of \$433. Analysis by location reveals that the cost of housing is generally more expensive on the west side of the Santa Cruz and in Aptos, Soquel, and Capitola. Average monthly rental rates for multifamily properties in the market area range from \$1,179 for a studio to \$2,933 per month for a three-bedroom unit with an overall average of \$1,792 per month. Average rental rates for single family homes range between \$2,423 for a two-bedroom to \$4,506 for a five-bedroom house with an overall average of \$3,083 per month.

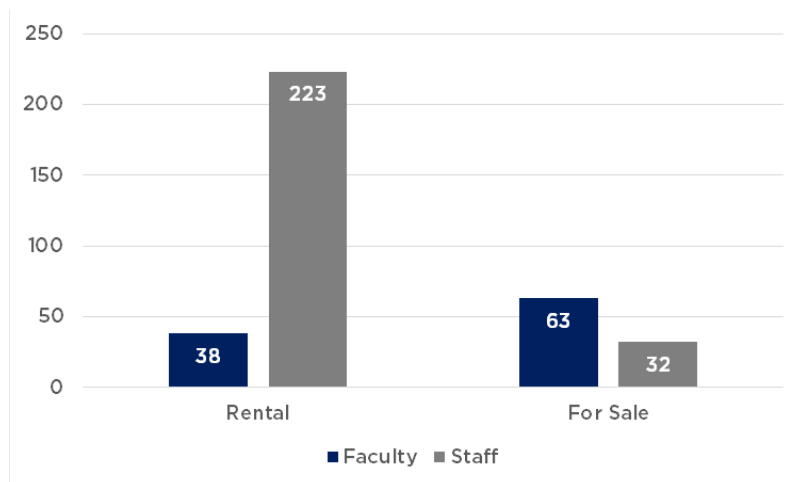
The employee housing survey confirmed B&D's market research. Survey data shows that faculty and staff who rent pay on average \$1,946 and \$1,697 per month, respectively. Faculty and staff who own their own homes have a mortgage payment of \$2,093 and \$1,874 per month, respectively. In addition to rent and mortgage payments, survey analysis indicates that employees pay another \$197 per month in utilities

costs. While these costs of housing are generally in-line with market rates, they are a considerable expense.

Many focus group participants expressed a desire to move because of the cost of housing within the market. Survey data indicates that 34% of faculty and 49% of staff are considering moving within the next two years. Of those that are looking to move, 79% of faculty are looking to purchase their next residence compared to 50% of staff. Renters indicated that they expect to pay roughly \$1,400 per month for a two bedroom unit. Among those looking to purchase, faculty expect to pay \$630,000 while staff expect to pay \$445,000 for a three-bedroom unit. With the exception of faculty who are looking to buy, employees are looking for housing that is well below market rate.

## DEMAND ANALYSIS

Utilizing data from the employee housing market analysis and survey, the Project Team assessed demand for additional University-provided rental and for-sale housing. Analysis of rental housing demand reveals that there is net new demand for 38 units from faculty and 223 units from staff at an average price point above \$1,600 per unit. Analysis of for-sale housing demand reveals that there is demand for 63 net new units from faculty and 32 from staff at an average price of \$600,000.



**FIGURE 1.2:** UCSC EMPLOYEE HOUSING DEMAND.

## CONCEPT DEVELOPMENT OPTIONS

Based on the employee housing demand findings, the Project Team has identified a potential 150 to 200 unit rental housing project. Targeted towards new faculty and staff, the project should feature a mix of apartments and townhouse units in one-, two-, and three-bedroom configurations within close proximity to

campus. While intended primarily as “landing pad” housing, the project should be available to employees for up to five years from the date of employment.

Findings from the for-sale housing demand analysis, the Project Team believes that sufficient demand exists for the University to proceed with the second phase of Ranch View Terrace. The units should be similar in size to the three-, and four-bedroom units in phase one. However, the University should consider the addition of a smaller two-bedroom unit at a lower price point.

# Section 2

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# MARKET ANALYSIS

Brailsford & Dunlavey conducted a detailed market and demand analysis that examined characteristics of UC Santa Cruz's existing employee housing, demographic composition, the local housing market in Santa Cruz, drivers for housing choice, and housing preferences. The results of the analysis are instrumental in framing issues that would affect demand for new employee housing. The analyses included a review of the following market factors:

- ◆ Employee Demographic Composition
- ◆ UCSC Existing Housing Supply
- ◆ Santa Cruz Housing Market Supply
- ◆ User Preference and Demand Drivers

To evaluate these market factors and determine latent demand for employee housing, the Project Team employed the following exercises.

- ◆ **Focus groups and stakeholder interviews** were conducted with UCSC employees to gain qualitative information regarding their current living situation and understand the housing issues they face in Santa Cruz, as well as learn about preferences for future housing;
- ◆ A **demographic analysis** was completed to understand the composition of UCSC employees and to identify demographic trends that may impact demand for housing;
- ◆ A **UCSC employee housing supply analysis** was undertaken to understand the nature of the existing CHES employee residential real estate portfolio with regards to the quantity and type of units, location, occupancy rates, and costs;
- ◆ A **housing market supply analysis** was completed to assess local market conditions within the City of Santa Cruz with respect to price, location, and future development; and
- ◆ An **on-line survey** was sent to all employees to gauge interest in university-sponsored housing, to test potential unit preferences and amenities, and to ultimately inform the demand model.

The key findings from the analyses form the basis for the following employee housing assessment.

## DEMOGRAPHIC ANALYSIS

Understanding the demographic composition of the employee population is critical to define the likely target market for additional employee housing. This information not only provides key insight into demand for housing, it also can assist in understanding specific housing-type preferences. A series of demographic characteristics were analyzed that may provide insight into future housing demand. Using data provided by UC Santa Cruz, B&D was able to analyze the following key demographic characteristics.

- ◆ Total Population by Employee Type
- ◆ Faculty Growth and Attrition
- ◆ Employment Status

### TOTAL POPULATION

- ◆ UC Santa Cruz currently employs 3,738 faculty and staff, down 11% from its peak in 2008.
- ◆ Support staff make up the majority of the employee population at 59%, followed by faculty at 21%, academic staff (11%), and senior management (9%).
- ◆ UCSC currently employees 759 faculty members. While faculty employee levels have grown 9% since 2004, the faculty population has decreased by 3% from the peak in 2008.

UCSC Employees	2004	2005	2006	2007	2008	2009	2010	2011	2012	% Change
Faculty	723	740	772	769	807	782	761	740	786	9%
Senior Management	228	249	271	296	350	349	343	352	352	54%
Academic Staff	411	410	443	481	463	422	475	455	413	0%
Support Staff	2,379	2,427	2,495	2,547	2,584	2,388	2,305	2,210	2,187	-8%
Total Employees	3,741	3,826	3,981	4,093	4,204	3,941	3,884	3,757	3,738	0%

FIGURE 2.1: UCSC EMPLOYEE POPULATION, 2004-2012.

### FACULTY GROWTH AND ATTRITION

- ◆ Since 2004, UCSC has averaged 23 new ladder rank faculty hires per year.
- ◆ The majority of the faculty growth came between 2004 and 2008 when the University averaged 30 new hires per year. Since 2008 the University has averaged 14 new faculty hires per year.
- ◆ In terms of attrition, the University averaged 21 separations per year since 2004. Unlike the hiring trends, the total number of separations was consistent for the 2004 to 2012 time period.

Employee Type	2004	2005	2006	2007	2008	2009	2010	2011	2012	Average
New Hires	39.2	19.0	26.0	35.2	31.0	22.0	6.5	8.0	18.0	23
Separations	15.2	23.8	15.0	24.2	19.8	18.0	27.0	16.5	26.0	21
Net Change	24.0	(4.8)	11.0	11.0	11.3	4.0	(20.5)	(8.5)	(8.0)	2

FIGURE 2.2: UCSC FACULTY GROWTH AND ATTRITION.

**EMPLOYMENT STATUS**

- ◆ A majority of the UC Santa Cruz workforce is employed full-time. Currently 78% are appointed full-time compared with 22% part-time.
- ◆ Analysis by employee type reveals that Senior Management and Support Staff have the greatest number of full-time employees at 92% and 83%, respectively.
- ◆ Only 66% of ladder rank faculty are employed full-time. This is common as many faculty may teach at another institution, are employed in the private sector, or choose to teach part-time.

Employment Status	Senior Management	Academic Staff	Support Staff
Full-Time	92%	68%	83%
Part-Time	8%	32%	17%

**FIGURE 2.3:** UCSC EMPLOYMENT STATUS BY EMPLOYEE TYPE

**UCSC EMPLOYEE HOUSING SUPPLY**

B&D examined the existing employee housing supply at UC Santa Cruz with respect to housing inventory, occupancy rates, and price to understand what is currently available to employees. This information was instrumental in helping the project team interpret employee options and expectations and to inform the demand model.

**NUMBER AND MIXTURE OF UNITS**

- ◆ UCSC currently provides employees 239 units of rental and for-sale housing.
- ◆ For-sale housing makes up 80% of the inventory available to faculty and staff.
- ◆ Currently, 62% of employee housing is occupied by faculty and 38% by staff.
- ◆ Approximately 60% of for-sale housing at UCSC is made up of two-bedroom unit types. The remainder is made up of three- and four-bedroom configurations at nearly 20% each.
- ◆ Rental housing at UCSC is made up of one-bedroom (29%) and two-bedroom units (71%).
- ◆ An additional 39 units of hours are planned for Ranch View Terrace.

Property	Type	Year Built	1BR	2BR	3BR	4BR	Other	Total
Laureate Court Condominiums	Rental	1992	15	36	0	0	0	51
Cardiff Terrace Townhomes	For-sale	1986	0	24	21	5	11	61
Hagar Court Condominiums	For-sale	1981	0	50	0	0	0	50
Hagar Meadow Townhomes	For-sale	1992	0	19	0	0	0	19
Laureate Court Condominiums	For-sale	1992	0	13	0	0	0	13
Ranch View Terrace Homes	For-sale	2009	0	0	16	29	0	45
TOTAL			15	142	37	34	11	239
PERCENT			6%	59%	15%	14%	5%	

Notes: 11 of Cardiff Terrace Townhomes could not be identified by unit type

**FIGURE 2.4:** UCSC EMPLOYEE HOUSING STOCK

**PRICE AND OCCUPANCY**

- ◆ On average, for-sale two-, three-, and four-bedroom units on campus sell for \$352,000, \$587,000, and \$668,000 respectively. These prices are generally in line with Santa Cruz County but are below market rate for the City of Santa Cruz. On a per square foot basis, these units are less than 70% of market rate.
- ◆ Rental units at UCSC will cost faculty and staff an average monthly rate of \$1,565 for a one-bedroom apartment and \$2,024 for a two-bedroom apartment. However, 13 of the 51 rental units reflect Measure O rates which are rent income restrictive.
- ◆ Average occupancy rates among for-sale housing units were over 98%, while occupancy rates for rental units were just above 96% include the Measure O units.
- ◆ As of fall 2013, only seven for-sale units were unsold.

<b>For Sale Housing</b>	<b>1BR</b>	<b>2BR</b>	<b>3BR</b>	<b>4BR</b>
Cardiff Terrace Townhomes	-	\$348,000-\$432,000	\$494,000-\$547,000	N/A
Hagar Court Condominiums	-	\$296,000-\$310,000	-	-
Hagar Meadow Townhomes	-	\$386,000-\$418,000	-	-
Laureate Court Condominiums	-	\$290,000-\$340,000	-	-
Ranch View Terrace Homes	-	-	\$592,000-\$715,000	\$592,000-\$745,000
AVERAGE	0	\$352,500	\$587,000	\$668,500

<b>For Rent Housing</b>	<b>1BR</b>	<b>2BR</b>	<b>3BR</b>	<b>4BR</b>
Laureate Court Apartments	\$1,565/Mo.	\$2,024/Mo.	-	-
Measure O	\$1,065/Mo.	\$1,199/Mo.	-	-
TOTAL FOR SALE HOUSING	\$1,565/Mo.	\$2,024/Mo.	-	-

Notes: Four-bedroom Cardiff Terrace Townhomes rates not available

**FIGURE 2.5:** UCSC EMPLOYEE HOUSING RATES

**FOCUS GROUP FEEDBACK**

Focus group participants who currently live in or have lived in UCSC employee housing were generally satisfied with their experience. Many stated that the units are conveniently located, spacious, and nicely appointed. Employees who lived in the rental housing appreciated the below market rents but wish that they could live there longer than three years. There was strong sentiment from the group that there should be more rental housing at UCSC to ease the transition to the University and Santa Cruz community.

## HOUSING MARKET ANALYSIS

In order to evaluate the housing options available to UCSC employees, the Project Team conducted an analysis of the Santa Cruz rental and for-sale housing markets. This research was completed by visiting individual sites, interviewing property owners, brokers and leasing agents, reviewing classified listings, and conducting Internet research. The data collected is included in Exhibit B.

### MARKET AREA DEFINITION

To define the market area, the Project Team utilized survey data to determine the ten most populated zip codes by UCSC employees. These zip codes accounted for 85% of all faculty and staff respondents to the survey.

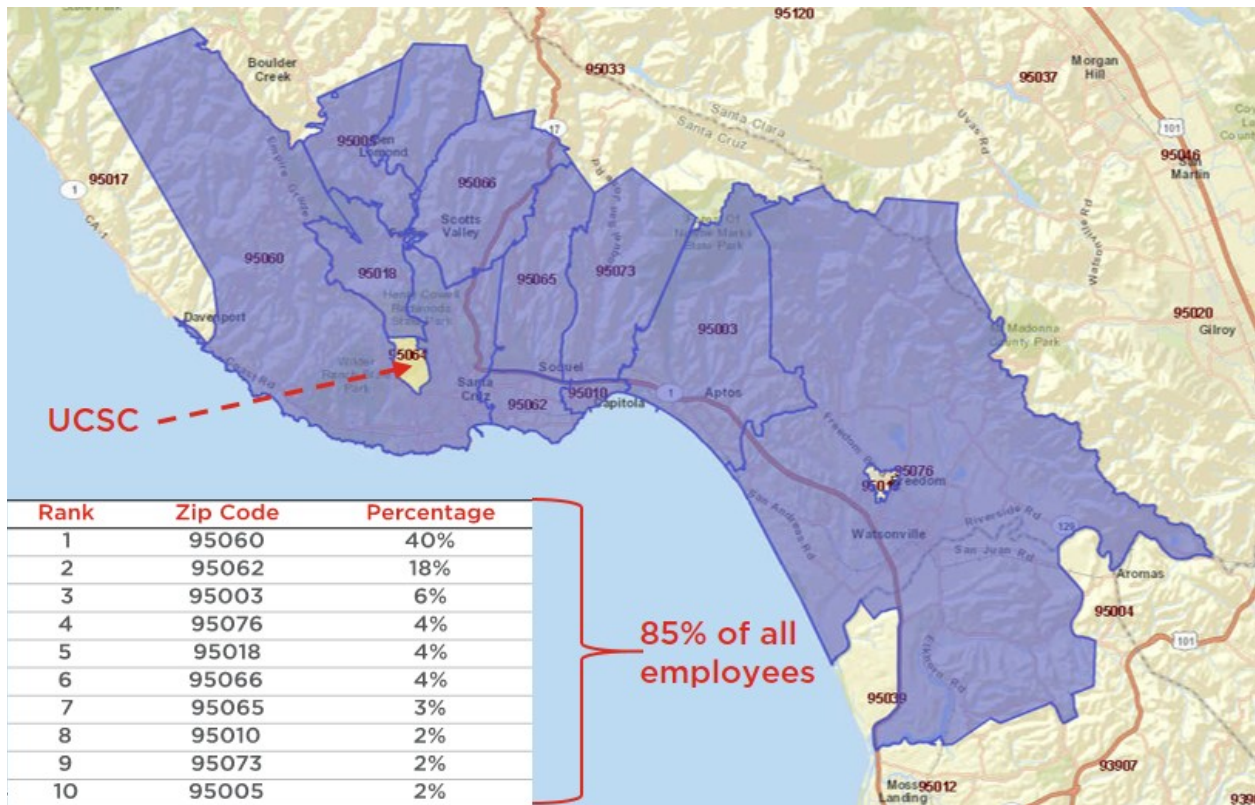


FIGURE 2.6: HOUSING MARKET STUDY AREA.

### MARKET TRENDS

Analysis of the Santa Cruz market showed high demand for for-sale housing due to its 2% homeowner vacancy rate. Currently, just under 60% of the units in Santa Cruz are owner-occupied. Conversations with the Santa Cruz planning department showed an increase of 692 single- and multi-family units,

however, these new units may be more highly priced relative to the rest of the market. Accentuating this problem is the inventory of homes that were foreclosed on during the housing downturn, but have yet to be reintroduced to the market. Further, growth in the technology industry in nearby areas has created greater demand for Santa Cruz's housing, limiting the available supply and driving prices upward. For employees trying to enter the rental market, low vacancy rates for single-family and multi-family homes has made attaining housing equally difficult. An added disadvantage to employees is that they share the same market with students and are forced to compete with them for housing.

**RENTAL RATE ANALYSIS**

Santa Cruz is unique for a college town as it does not have any purpose-built housing thus creating an environment where students are competing with the general population for housing arrangements. Average monthly rental rates for multifamily properties in the market area range from \$1,179 for a studio to \$2,933 per month for a three-bedroom unit with an overall average of \$1,792 per month. Average rental rates for single family homes range between \$2,423 for a two-bedroom to \$4,506 for a five-bedroom house with an overall average of \$3,083 per month.

Housing Type	Studio	1BR	2BR	3BR	4BR	5BR	Average
Multi-family	\$1,179	\$1,587	\$2,030	\$2,933	-	-	\$1,792
Single Family Home	-	-	\$2,423	\$2,998	\$3,317	\$4,507	\$3,083

**FIGURE 2.7:** AVERAGE RENTAL RATES.

Employee housing survey data reveal that faculty and staff who rent pay on average \$1,946 and \$1,697 per month, respectively. In addition to rent, survey analysis indicates that employees pay another \$197 per month in utilities costs. While these costs of housing are generally in-line with market rates, they are a considerable expense.

Employee	Studio	1BR	2BR	3BR	4BR	5BR	Average
Faculty	\$917	\$1,667	\$1,563	\$2,781	\$3,375	\$4,875	\$1,946
Staff	\$1,074	\$1,335	\$1,770	\$2,191	\$2,260	\$2,471	\$1,697

**FIGURE 2.8:** SELF REPORTED RENTAL RATES.

**Comparison to UCSC Employee Housing Rates**

Rental rates for one-, and two-bedroom units in the Santa Cruz market were compared with average rates at UCSC. The average rental rate for a one-bedroom unit was just one percent below market rate while a two bedroom was nine percent below market rate. While the UCSC rates are only modestly below market rate, their value comes from easy availability and location.

Market	1BR	2BR
Santa Cruz Market	\$1,587	\$2,227
UCSC Housing	\$1,565	\$2,024
Variance	-1%	-9%

**FIGURE 2.9:** COMPARISON TO UCSC HOUSING RATES

**FOR-SALE RATE ANALYSIS**

For the housing market analysis, B&D utilized data from recent home sales to understand the composition of the market. Information on these properties was taken between April 2013 and April 2014 in order to understand the market on a year over year basis. The median sales price for all for-sale properties within the market area was \$620,000 with a median sales price per square foot of \$433. Analysis of the market area found the three Santa Cruz zip codes to have the three highest median sales prices during 2013-2014. Within the ten zip codes, median sales prices increased by 10% from the previous year and price per square foot costs rose 15%. During 2013-2014, approximately 298 homes were sold and in April 2014, 675 homes were put on the market.

Zip Code	Town	Median Sales Price 2013-14	Y-O-Y Variance	\$/SF 2013-14	Y-O-Y Variance	2013-14 Home Sales	Homes on Market
95060	Santa Cruz	\$693,000	10.7%	\$456	12.3%	68	107
95062	Santa Cruz	\$655,000	9.3%	\$587	19.3%	50	70
95003	Aptos	\$650,000	8.2%	\$456	13.2%	81	137
95076	Watsonville	\$480,000	47.1%	\$301	17.6%	7	167
95018	Felton	\$409,500	6.30%	\$592	87.3%	14	22
95066	Scotts Valley	\$585,000	27.7%	\$380	25.4%	28	65
95065	Santa Cruz	\$661,000	4.5%	\$410	-2.8%	9	18
95010	Capitola	\$608,000	13.6%	\$584	32.1%	22	35
95073	Soquel	\$632,000	6.2%	\$385	10.3%	12	44
95005	Ben Lomond	\$549,000	49.3%	\$353	10.7%	7	10
Median		\$620,000	10%	\$433	15%	18	55

**FIGURE 2.10:** TARGET MARKET AREA DATA

Employee housing survey data reveal that faculty and staff who own their own homes have a mortgage payment of \$2,093 and \$1,874 per month respectively. This generally equates to a home price between \$300,000 and \$340,000 which suggests that many homeowners are commuting from the less expensive areas or purchased their home well before the significant increase in housing costs.

Feedback from faculty and staff focus groups supported the notion that the off-campus market is too expensive for employees attempting to buy a home. As a result, many are forced to buy homes in neighboring cities where prices are lower and commute to UCSC. Many participants indicated the need for more University-owned housing to become available as a way to support employees' housing needs.

**Comparison to UCSC Employee Housing Rates**

Sales data by unit size from the Santa Cruz market were compared with average rates at UCSC. The average sales price for a UCSC property was between 12% and 31% below market rate. This indicates that the for-sale units provide substantial savings over the general market.

Market	2BR	3BR	4BR
Santa Crus Market	\$511,250	\$685,000	\$755,000
UCSC Housing	\$352,500	\$587,000	\$668,000
Variance	-31%	-14%	-12%

**FIGURE 2.11:** DESIRED PRICE RANGE FOR NEW HOME

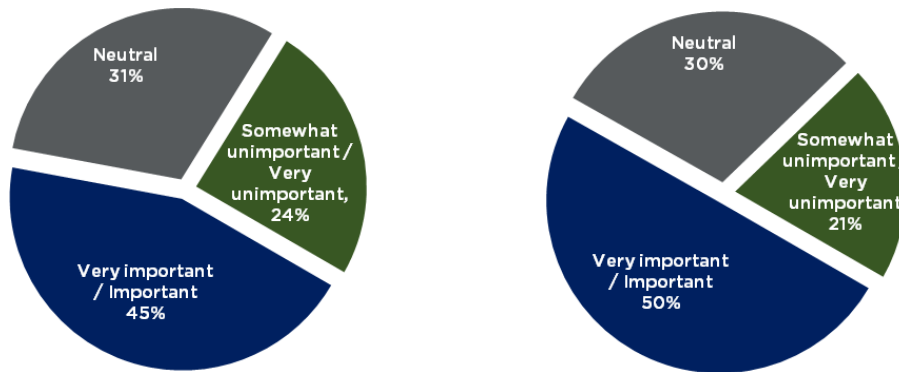
The broad difference in prices between the off-campus market and UCSC housing supports the demand expressed from faculty and staff for more on-campus housing. Due to the limited supply of housing on campus, faculty and especially staff will struggle to find reasonable housing. These struggles will manifest themselves through compromises in relation to housing size, quality, proximity to campus, and school districts.



**SURVEY AND DEMAND ANALYSIS**

The Project Team utilized key findings from the market analysis, user focus groups, and with employee housing survey data to quantify demand for additional UCSC provided employee housing. The survey asked a series of questions that identified a target market of employees who are currently considering moving to a new residence. This population was then asked about their housing needs and preferences for a new residence. This information, combined with the market analysis findings, formed the basis for the housing demand model. The following is a summary of demand findings.

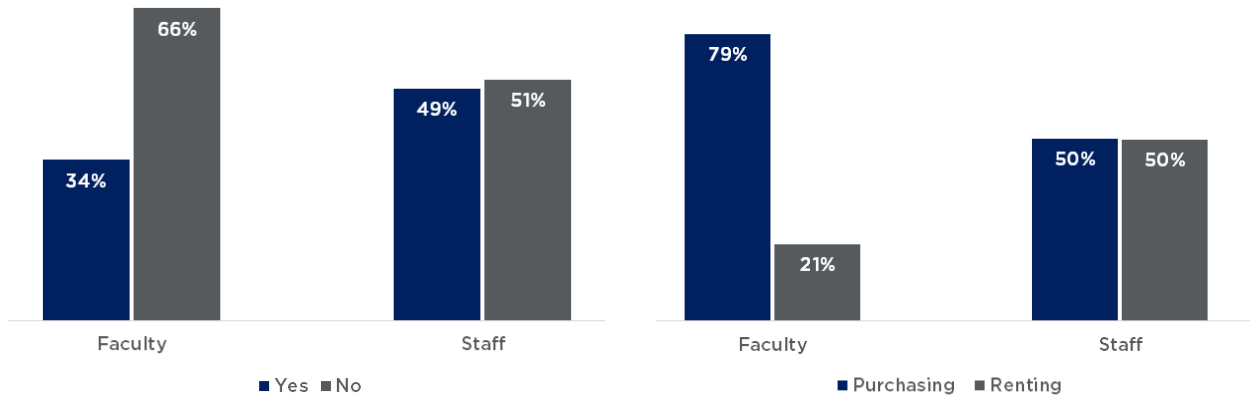
Survey analysis revealed that the cost of housing is a factor in the recruitment process as 45% of faculty and 50% of staff indicated that it was important to their decision to work at UCSC as shown in Figures 2.12 and 2.13. While many were prepared for the high cost of housing, nearly all experienced “sticker shock” when they saw what they get for the price. The ability to purchase a home is also important to employees as 54% of faculty and 49% of staff indicated that it is critical to their continued employment at UC Santa Cruz.



**FIGURE 2.12 (LEFT):** IMPORTANCE OF HOUSING IN DECISION TO WORK AT UCSC (FACULTY)

**FIGURE 2.13 (RIGHT):** IMPORTANCE OF HOUSING IN DECISION TO WORK AT UCSC (STAFF)

Many focus group participants expressed a desire to move because of the cost of housing within the market. Survey data confirmed this sentiment as 34% of faculty and 49% of staff are considering moving within the next two years. Of those that are looking to move, 79% of faculty are looking to purchase their next residence compared to 50% of staff.



**FIGURE 2.15 (LEFT):** FACULTY AND STAFF CONSIDERING MOVING TO A NEW / DIFFERENT RESIDENCE.

**FIGURE 2.16 (RIGHT):** PREFERENCE TO PURCHASE VS. RENT NEXT RESIDENCE.

Survey respondents were then asked to indicate the importance of a variety of factors that relate to the decision of where to live. Analysis reveals that faculty are driven by the type and quality of housing while staff are driven by the total cost and type of housing as indicated in Figure 2.17.

FACTOR	FACULTY	STAFF
Quality of housing	96%	91%
Size of housing	95%	86%
Type of housing	94%	87%
Total cost of rent/mortgage and utilities	93%	92%
Travel time to campus	77%	83%
Convenience to campus facilities, resources, and an	60%	55%
Location within certain school districts	40%	30%
Proximity to/availability of child care	25%	21%

**FIGURE 2.17:** IMPORTANCE OF FACTORS IN DECISION OF WHERE TO LIVE.

Renters indicated that they expect to pay roughly \$1,400 per month in rent and prefer a two bedroom unit. Among those looking to purchase, faculty expect to pay \$630,000 while staff expect to pay \$445,000 and prefer a three-bedroom unit. With the exception of faculty who are looking to buy, employees are looking for housing that is well below market rate. The average price that faculty would be willing to pay for a new home was roughly \$10,000 more than the market median while staff employees were willing to pay 28% less than the median.

Employee	Rent	Purchase
Faculty	\$1,413	\$630,233
Staff	\$1,443	\$445,539

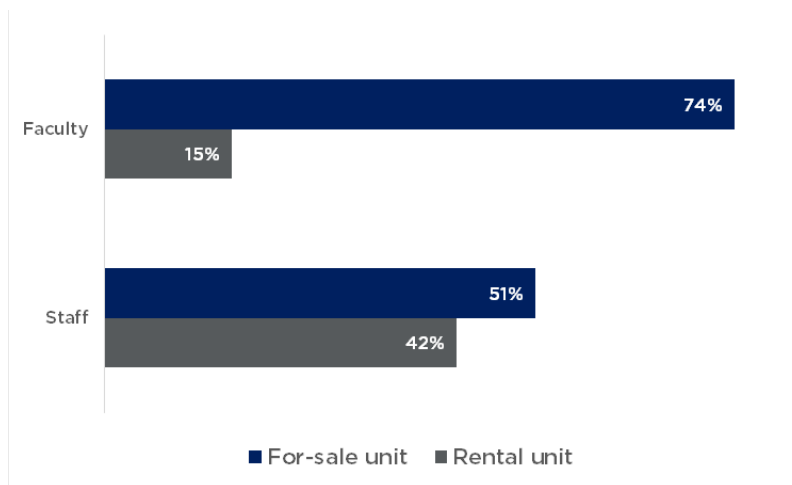
**FIGURE 2.18:** DESIRED PRICE RANGE FOR NEW HOME.

Faculty and staff indicated in focus groups that the greatest burden to transitioning to UCSC was the ability to find affordable housing. Survey analysis indicated that the scarcity of homes in their desired price range, monthly mortgage payments, and down payment were their biggest obstacles to homeownership as shown in Figure 2.19. Many indicated that if subsidized housing was not available, they would not be able to continue at their current position.

Obstacle3	Faculty	Staff
Scarcity of homes in desired price range	90%	94%
Monthly payments	70%	84%
Down payment	69%	80%
Property taxes	65%	72%
Knowledge about buying/owning	23%	38%

**FIGURE 2.19:** OBSTACLES TO HOMEOWNERSHIP.

Finally, faculty and staff were asked about their interest in living in UCSC owned or sponsored housing. Approximately 74% of faculty and 51% of staff indicated a willingness to purchase a UCSC sponsored for-sale unit. The interest was less for a rental unit as only 15% of faculty and 42% of staff indicated a desire to live in a UCSC owned rental unit. Of those who are interested in renting, they expressed a desire to live in the housing for 3.8 years. This indicates that employees view UCSC owned housing as transitional rather than as a long term housing solution.



**FIGURE 2.20:** INTEREST IN UNIVERSITY SPONSORED HOUSING BY OWNERSHIP TYPE.

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# Section 3

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# EMPLOYEE HOUSING DEMAND ANALYSIS

Brailsford & Dunlavey developed a housing demand model to quantify the market for additional University-owned employee housing. The model projects demand under the assumption that the housing facilities would be developed to match faculty and staff preferences (i.e., housing by occupants per unit and other unit-level amenities). The maximum potential demand was informed by the University's employment data, responses from the housing survey, and findings from the market analysis.

B&D surveyed both the faculty and staff populations at UC Santa Cruz. However, only certain demographic groups were included in the target markets for the Demand Based Program. Faculty and staff must meet all of the criteria in order to be included in one of the target markets defined below.

- ◆ Faculty and staff, employed full-time
- ◆ Currently planning on moving to a new residence
- ◆ Indicated interest in UCSC-sponsored for-sale or rental housing
- ◆ Expect to pay market rate for next residence (>\$1,600 if renting, and >\$600,000 if purchasing)
- ◆ If desire is to rent, must be employed at UCSC for three years or less as the rental housing is intended for new faculty hires.

All remaining faculty and staff who did not meet the aforementioned criteria were excluded from the demand analysis. A capture rate is determined from this filtered target market, which then determines the raw housing demand.

## RENTAL HOUSING

The following data represent demand patterns that would likely be exhibited by faculty within the defined target market. Figure 3.1 illustrates the ideal distribution of demand for net new University-owned rental housing by unit type. In addition, occupancy coverage ratios were applied to account for market forces that may impact the raw demand figure. Factors between 1.25 and 1.50 were used to account for sensitivity to price and competition in the private rental market. Factoring occupancy coverage ratios, the analysis demonstrates latent demand for 38 faculty and 223 staff units.

Unit Type	Max Faculty Demand	O.C.R.	Faculty Demand	Unit Type	Max Staff Demand	O.C.R.	Staff Demand
Studio	0	1.40	0	Studio	11	1.40	8
One-Bedroom	15	1.25	12	One-Bedroom	69	1.25	55
Two-Bedroom	21	1.25	17	Two-Bedroom	142	1.25	114
Three-Bedroom	12	1.30	9	Three-Bedroom	46	1.30	35
Four-Bedroom	0	1.50	0	Four-Bedroom	8	1.50	5
Five-Bedroom	0	1.50	0	Five-Bedroom	0	1.50	0
Loft	0	1.40	0	Loft	8	1.40	6
Faculty Demand	48		38	Staff Demand	284		223

FIGURE 3.1: RENTAL HOUSING DEMAND.

### FOR-SALE HOUSING

Figure 3.2 illustrates the ideal distribution of demand for University-provided for-sale housing by unit type. Similar to rental housing, occupancy coverage ratios were applied to account for market forces that may impact the raw demand figure. Factors between 1.50 and 2.50 were used to account for sensitivity to price and competition in the private real estate market. Factoring an OCR, the analysis demonstrates demand for 63 faculty and 32 staff units.

Unit Type	Max Faculty Demand	O.C.R.	Faculty Demand	Unit Type	Max Staff Demand	O.C.R.	Staff Demand
Studio	0	1.50	0	Studio	0	2.50	0
One-Bedroom	0	1.50	0	One-Bedroom	4	2.50	2
Two-Bedroom	12	1.50	8	Two-Bedroom	19	2.50	8
Three-Bedroom	46	1.50	31	Three-Bedroom	42	2.50	17
Four-Bedroom	34	1.50	23	Four-Bedroom	11	2.50	4
Five-Bedroom	3	1.50	2	Five-Bedroom	4	2.50	2
Loft	0	1.50	0	Loft	0	2.50	0
Faculty Demand	95		63	Staff Demand	80		32

FIGURE 3.2: FOR-SALE HOUSING DEMAND

### CONCEPT DEVELOPMENT OPTIONS

Based on the employee housing demand findings, the Project Team has identified a potential 150 to 200 unit rental housing project. Targeted towards new faculty and staff, the project should feature a mix of apartments and townhouse units in one-, two-, and three-bedroom configurations within close proximity to campus. While intended primarily as “landing pad” housing, the project should be available to employees for up to five years from the date of employment.

Based on findings from the for-sale housing demand analysis, the Project Team believes that sufficient demand exists for the University to proceed with the second phase of Ranch View Terrace. The units should be similar in size to the three-, and four-bedroom units in phase one. However, the University should consider the addition of a smaller two-bedroom unit at a lower price point.



# Exhibit **A**

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# FOCUS GROUP ANALYSIS

## OBJECTIVES

The purpose of our focus groups and intercept interviews was to engage a variety of individuals in dynamic conversation about on-campus residential facilities at the University of California, Santa Cruz (“the University;” “UCSC”). B&D focused on understanding ways that residential spaces can be repurposed, renovated, or expanded to meet current residents’ preferences, as well as assess the potential for a future student housing facility at UCSC. The focus groups are intended to yield qualitative data for the researchers, identifying sensitivities and previously unconsidered issues, as well as discover students’ preferences in new student housing.

## METHODOLOGY

With the assistance of University Housing staff, B&D held focus groups to obtain a diverse mix of feedback from a wide range of UCSC faculty and staff. More than 20 individuals participated in two separate focus groups on March 11<sup>th</sup> and 13<sup>th</sup>, 2014, along with several intercept interviews in and around the UCSC campus.

A moderator from Brailsford & Dunlavey led each of the focus group sessions and guided the conversation to address housing and campus life issues. The moderator presented a series of open-ended questions and permitted individuals to discuss tangential issues and engage in dynamic dialogue. While the moderator was predisposed to obtaining answers to the questions asked, he or she also paid close attention to participant-generated issues raised during the discussion.

## SUMMARY OF FINDINGS

### FACULTY/STAFF PARTICIPANTS

#### *Why did you choose to come to UCSC?*

- ◆ Similar to student participants, many staff participants cited the beautiful surroundings of the campus as contributing to their decision to come to Santa Cruz.
- ◆ Other staff participants explained that the ability to be close to San Francisco and Monterey Bay was part of the draw of coming to Santa Cruz.

- ◆ Staff participants explained that a portion of their decision to come or stay was due to their family ties to the Santa Cruz area.

***What have been the challenges of moving to the Santa Cruz area?***

- ◆ Overall, staff participants stated that the cost of housing was the largest barrier to entering the Santa Cruz market. Many felt that if it was not for subsidized housing by the University, they would not be able to work in Santa Cruz.
- ◆ One of the largest challenges for staff members is that while faculty/staff housing would accommodate them, the waitlist to get in is too long.
- ◆ Participants mentioned that it was difficult to save money for a home because their salaries have been locked while the cost of living has increased.
- ◆ Beyond the challenge of finding affordable housing, staff spoke of the added difficulty of finding the right housing that would allow for their children to go to the best school districts.
- ◆ In order to find affordable housing, many staff members were forced to live in cities surrounding Santa Cruz. As a result, many were forced to drive long distances to and from campus, affecting their work-life balance.
- ◆ Those participants with pets have found that housing is particularly difficult to find and increasingly expensive.
- ◆ Other challenges brought up by staff members were:
  - Difficulty of living amongst students in the off-campus market,
  - Poor condition of housing stock,
  - Lack of trustworthy landlords, and
  - Unreliable public transportation to and from campus.

***Is there a greater need for permanent housing or initial housing for faculty/staff?***

- ◆ There was a consensus among participants that it was very important to continue to have initial housing for faculty/staff transitioning to the area.
- ◆ Part of the need for initial housing is that this option is very affordable to faculty/staff at a time when they are incurring hardships due to relocation. As well, its affordability allows faculty/staff to save money while they prepare to enter the housing market.
- ◆ Participants expressed a need for more permanent housing due to the low amount of turnover from current and past owners.
- ◆ There was frustration among staff participants that the three year timeline was not long enough for those living in initial housing because it was the only housing they could afford. Some felt that they would have to leave UCSC once their three year housing term was over.

# Exhibit **B**

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	No.	Apartment Complex	Address	Miles from Campus	Lease Term	Year Built	# of Units	Allow Co-Signer	Occupancy Rate
Apartments	1	Cypress Point	101 Felix Street	1.8	7-12 mo.	1975	240	Yes	97%
	2	1010 Pacific Apartments	1010 Pacific Avenue	2.1	6-12 mo.	2004	113	Yes	100%
	3	Oceanview Apartments	222 Columbia Street	2.4	Flex	1969	104	Yes	100%
	4	Pacific Shores Apartments	1240 Shaffer Road	2	8-12 mo.	2003	206	Yes	99%
	5	Chestnut Street	143 Chestnut Street	1.9	12-13 mo.	2002	96	Yes	100%
	6	Westmont Place Townhomes	801 Nobel Drive	0.3	12 mo.	1998	54	Yes	100%
	7	Landing at Capitola	3045 Capitola Road	4.9	3-15 mo.	1973	50	Yes	100%
	8	Highland Street	217 Highland Ave. #3	1.2	12 mo.	1973	3	No	100%
	9	Chestnut Street	318 Chestnut #2	1.8	Mo.- Mo.	1988	6	Yes	100%
	10	Center Street	220 Center Street #2	2	12 mo.	-	6	No	100%
	11	Second Street Commons	108 Second Street	2.7	12 mo.	2008	44	Yes	100%
	12	Pacific Avenue	2030 N. Pacific Ave. #332	1.7	12 mo.	2008	70	No	100%
	13	Maple Street	502 Maple Street, Apt #1	1.9	Flex	1971	16	Yes	-
	14	Berry Steet	320 Berry Street #B	2.7	12 mo.	1972	-	Yes	100%
	15	Hidden Creek Apartments	200 Bulton Street	2.6	Flex	1972	146	Yes	100%
	16	St. George Residences	833 Front Street	2.0	6 mo.	1993	125	Yes	100%
	17	Swan Lake Gardens	755 14th Avenue	4.8	6-12mo.	1973	79	Yes	100%
	18	Breakwater Apartments	1630 Merril Street	5.1	8-12mo.	1972	100	No	98%
	19	Branciforte Commons	632 Water Street	2.2	12 mo.	2005	50	No	100%
	20	Plum Street Garden Apartments	501 Plum Steet	7.0	6 mo.	-	51	No	100%
Average		Averages	2.7	Varies	1987	82	70%	99.7%	

UNIVERSITY OF CALIFORNIA SANTA CRUZ  
 GENERAL INFORMATION - SINGLE FAMILY HOMES

EXHIBIT B  
 HOUSING MARKET DATA

	No.	Name	Address	Zip Code	Miles from Campus	Lease Term	Year Built
Single Family Homes	1	Poplar	316 Poplar Ave	95062	2.9	12 mo	1977
	2	Third	1009 3rd St	95060	2.5	12 mo	1979
	3	Button	624 Button St	95060	3	12 mo	1946
	4	Woodrow	315 Woodrow Ave	95060	2.2	12 mo	NK
	5	Cayuga	230 Cayuga St	95062	3.2	-	1927
	6	Esperanza	1762 Esperanza Ct	95062	4.1	6 mo	1987
	7	Pasatiempo	58 Pasatiempo Dr	95060	4.3	12 mo	1976
	8	Fifth	390 5th Ave.	95062	3.7	12 mo	2010
	9	Morrissey	1114 Morrissey Blvd.	95065	3.9	12 mo	1973
	10	Grandview	222 Grandview St	95060	1.6	12 mo	2005
	11	Grandview	93 Grandview St	95060	1.7	12 mo	1980
	12	Carmel	620 Carmel St	95062	3.9	12 mo	1976
	13	Clinton	106 Clinton St	95062	3.5	12 mo	1998
	14	Hagemann	101 Hagemann Ave	95062	3.3	12 mo	1930
	15	Fourth	113 4th Ave	95062	3.5	NK	1926
	16	Beachview	233 Beachview Ave	95060	1.5	Mo. - Mo.	1976
	17	Alamo	333 Alamo Ave	95060	1.2	12 mo	1966
	18	Alta Loma	480 Alta Loma Lane	95062	3.6	10 mo	1976
	19	Mason	115 Mason St	95060	1.4	12 mo	1905
	20	Alta Vista	410 Alta Vista Dr	95060	0.7	12 mo	1976
	21	Walnut	905 Walnut Ave	95060	1.2	-	1953
	22	Monterey	302 Monterey St	95060	2.2	School Year	1986
	23	Storey	121 Storey St	95060	1.5	12 mo	1937
	24	Franklin	119 Franklin St	95060	2.3	12 mo	2001
	Average		Total Average		2.6	1 Year	1968



UNIVERSITY OF CALIFORNIA SANTA CRUZ  
 RENTAL RATES  
 STUDIOS

EXHIBIT B  
 HOUSING MARKET DATA

	No.	Off Campus Housing Options	Rent Per Unit	Rent Private Room	Rent Shared Room	Unit Size (SF)	Rent/SF
Apartments	1	Cypress Point	\$1,579	\$1,579	\$789.50	440	\$3.59
	2	1010 Pacific Apartments	\$1,499	\$1,499	\$749.50	385	\$3.89
	3	Oceanview Apartments	-	-	-	-	-
	4	Pacific Shores Apartments	-	-	-	-	-
	5	Chestnut Street	-	-	-	-	-
	6	Westmont Place Townhomes	-	-	-	-	-
	7	Landing at Capitola	-	-	-	-	-
	8	Highland Street	-	-	-	-	-
	9	Chestnut Street	-	-	-	-	-
	10	Center Street	\$1,095	\$1,095	\$548	450	\$2.43
	11	Second Street Commons	\$1,000	\$1,000	\$500	310	\$3.23
	12	Pacific Avenue	-	-	-	-	-
	13	Maple Street	-	-	-	-	-
	14	Berry Steet	-	-	-	-	-
	15	Hidden Creek Apartments	-	-	-	-	-
	16	St. George Residences	\$925	\$925	\$463	232	\$3.99
	17	Swan Lake Gardens	-	-	-	-	-
	18	Breakwater Apartments	-	-	-	-	-
	19	Branciforte Commons	\$1,000	\$1,000	\$500	315	\$3.17
	20	Plum Street Garden Apartments	\$1,158	\$1,158	\$579	376	\$3.08
		Subtotal Average	\$1,179	\$1,179	\$590	358	\$3.34

UNIVERSITY OF CALIFORNIA SANTA CRUZ  
 RENTAL RATES  
 ONE-BEDROOM UNITS

EXHIBIT B  
 HOUSING MARKET DATA

	No.	Off Campus Housing Options	Rent Per Unit	Rent Private Room	Rent Shared Room	Unit Size (SF)	Rent/SF
Apartments	1	Cypress Point	\$1,779	\$1,779	\$890	625	\$2.85
	2	1010 Pacific Apartments	\$1,650	\$1,650	\$825	705	\$2.34
	3	Oceanview Apartments	\$1,974	\$1,974	\$987	740	\$2.67
	4	Pacific Shores Apartments	\$2,007	\$2,007	\$1,003	804	\$2.50
	5	Chestnut Street	\$2,000	\$2,000	\$1,000	650	\$3.08
	6	Westmont Place Townhomes	-	-	-	-	-
	7	Landing at Capitola	-	-	-	-	-
	8	Highland Street	-	-	-	-	-
	9	Chestnut Street	\$1,175	\$1,175	\$588	650	\$1.81
	10	Center Street	-	-	-	-	-
	11	Second Street Commons	-	-	-	-	-
	12	Pacific Avenue	-	-	-	-	-
	13	Maple Street	\$1,350	\$1,350	\$675	-	-
	14	Berry Steet	-	-	-	-	-
	15	Hidden Creek Apartments	\$1,350	\$1,350	\$675	488	\$2.77
	16	St. George Residences	-	-	-	-	-
	17	Swan Lake Gardens	\$1,595	\$1,595	\$798	600	\$2.66
	18	Breakwater Apartments	\$1,613	\$1,613	\$806	624	\$2.58
	19	Branciforte Commons	\$1,200	\$1,200	\$600	486	\$2.47
	20	Plum Street Garden Apartments	\$1,358	\$1,358	\$679	610	\$2.23
		Subtotal Average	\$1,587	\$1,587	\$794	635	\$2.54

UNIVERSITY OF CALIFORNIA SANTA CRUZ  
 RENTAL RATES  
 TWO-BEDROOM UNITS

EXHIBIT B  
 HOUSING MARKET DATA

	No.	Off Campus Housing Options	Rent Per Unit	Rent Private Room	Rent Shared Room	Unit Size (SF)	Rent/SF
Apartments	1	Cypress Point	\$2,199	\$1,100	\$550	771	\$2.85
	2	1010 Pacific Apartments	\$2,344	\$1,172	\$586	940	\$2.49
	3	Oceanview Apartments	\$2,489	\$1,245	\$622	917	\$2.72
	4	Pacific Shores Apartments	\$2,522	\$1,261	\$630	1026	\$2.46
	5	Chestnut Street	\$2,500	\$1,250	\$625	990	\$2.53
	6	Westmont Place Townhomes	\$2,421	\$1,211	\$605	910	\$2.66
	7	Landing at Capitola	\$2,007	\$1,004	\$502	960	\$2.09
	8	Highland Street	\$1,650	\$825	\$413	950	\$1.74
	9	Chestnut Street	-	-	-	-	-
	10	Center Street	-	-	-	-	-
	11	Second Street Commons	-	-	-	-	-
	12	Pacific Avenue	-	-	-	-	-
	13	Maple Street	-	-	-	-	-
	14	Berry Steet	\$1,500	\$750	\$375	800	\$1.88
	15	Hidden Creek Apartments	\$1,800	\$900	\$450	686	\$2.62
	16	St. George Residences	-	-	-	-	-
	17	Swan Lake Gardens	\$1,950	\$975	\$488	750	\$2.60
	18	Breakwater Apartments	\$1,953	\$977	\$488	892	\$2.19
	19	Branciforte Commons	\$1,625	\$813	\$406	536	\$3.03
	20	Plum Street Garden Apartments	\$1,458	\$729	\$364	800	\$1.82
		Subtotal Average	\$2,030	\$1,015	\$507	852	\$2.41

UNIVERSITY OF CALIFORNIA SANTA CRUZ  
 RENTAL RATES  
 TWO-BEDROOM UNITS

EXHIBIT B  
 HOUSING MARKET DATA

Type: Single Family / Segmented Homes

	No.	Name	Rent Per Unit	Rent Private Room	Rent Shared Room	Unit Size (SF)	Rent/SF
Single Family Homes	1	Poplar	-	-	-	-	-
	2	Third	-	-	-	-	-
	3	Button	\$2,700	\$1,350	\$675	854	\$3.16
	4	Woodrow	\$2,200	\$1,100	\$550	1,100	\$2.00
	5	Cayuga	\$2,490	\$1,245	\$623	1,006	\$2.48
	6	Esperanza	\$2,300	\$1,150	\$575	1,580	\$1.46
	7	Pasatiempo	-	-	-	-	-
	8	Fifth	-	-	-	-	-
	9	Morrissey	-	-	-	-	-
	10	Grandview	\$2,500	\$1,250	\$625	1,100	\$2.27
	11	Grandview	\$2,350	\$1,175	\$588	924	\$2.54
	12	Carmel	-	-	-	-	-
	13	Clinton	-	-	-	-	-
	14	Hagemann	-	-	-	-	-
	15	Fourth	-	-	-	-	-
	16	Beachview	-	-	-	-	-
	17	Alamo	-	-	-	-	-
	18	Alta Loma	-	-	-	-	-
	19	Mason	-	-	-	-	-
	20	Alta Vista	-	-	-	-	-
	21	Walnut	-	-	-	-	-
	22	Monterey	-	-	-	-	-
	23	Storey	-	-	-	-	-
	24	Franklin	-	-	-	-	-
<b>Average Totals</b>			<b>\$2,423</b>	<b>\$1,212</b>	<b>\$606</b>	<b>1094</b>	<b>\$2.32</b>

UNIVERSITY OF CALIFORNIA SANTA CRUZ  
 RENTAL RATES  
 THREE-BEDROOM UNITS

EXHIBIT B  
 HOUSING MARKET DATA

	No.	Off Campus Housing Options	Rent Per Unit	Rent Private Room	Rent Shared Room	Unit Size (SF)	Rent/SF
Apartments	1	Cypress Point	-	-	-	-	-
	2	1010 Pacific Apartments	\$3,290	\$1,097	\$548	1106	\$2.97
	3	Oceanview Apartments	-	-	-	-	-
	4	Pacific Shores Apartments	-	-	-	-	-
	5	Chestnut Street	-	-	-	-	-
	6	Westmont Place Townhomes	-	-	-	-	-
	7	Landing at Capitola	-	-	-	-	-
	8	Highland Street	-	-	-	-	-
	9	Chestnut Street	-	-	-	-	-
	10	Center Street	-	-	-	-	-
	11	Second Street Commons	-	-	-	-	-
	12	Pacific Avenue	\$3,250	\$1,083	\$542	1500	\$2.17
	13	Maple Street	-	-	-	-	-
	14	Berry Steet	-	-	-	-	-
	15	Hidden Creek Apartments	-	-	-	-	-
	16	St. George Residences	-	-	-	-	-
	17	Swan Lake Gardens	-	-	-	-	-
	18	Breakwater Apartments	\$2,258	\$753	\$376	955	\$2.36
	19	Branciforte Commons	-	-	-	-	-
	20	Plum Street Garden Apartments	-	-	-	-	-
		Subtotal Average	\$2,933	\$978	\$489	1187	\$2.50

UNIVERSITY OF CALIFORNIA SANTA CRUZ  
 RENTAL RATES  
 THREE-BEDROOM UNITS

EXHIBIT B  
 HOUSING MARKET DATA

Type: Single Family / Segmented Homes

	No.	Name	Rent Per Unit	Rent Private Room	Rent Shared Room	Unit Size (SF)	Rent/SF
Single Family Homes	1	Poplar	\$2,950	\$983	\$492	1,626	\$1.81
	2	Third	\$3,000	\$1,000	\$500	1,672	\$1.79
	3	Button	-	-	-	-	-
	4	Woodrow	-	-	-	-	-
	5	Cayuga	-	-	-	-	-
	6	Esperanza	-	-	-	-	-
	7	Pasatiempo	\$3,300	\$1,100	\$550	1,848	\$1.79
	8	Fifth	\$3,500	\$1,167	\$583	1,252	\$2.80
	9	Morrissey	-	-	-	-	-
	10	Grandview	-	-	-	-	-
	11	Grandview	-	-	-	-	-
	12	Carmel	\$3,200	\$1,067	\$533	1,508	\$2.12
	13	Clinton	-	-	-	-	-
	14	Hagemann	\$2,500	\$833	\$417	988	\$2.53
	15	Fourth	\$2,400	\$800	\$400	1,192	\$2.01
	16	Beachview	-	-	-	-	-
	17	Alamo	\$3,000	\$1,000	\$500	1,206	\$2.49
	18	Alta Loma	\$2,400	\$800	\$400	1,250	\$1.92
	19	Mason	-	-	-	-	-
	20	Alta Vista	\$2,950	\$983	\$492	1,700	\$1.74
	21	Walnut	-	-	-	-	-
	22	Monterey	\$4,275	\$1,425	\$713	2,200	\$1.94
	23	Storey	-	-	-	-	-
	24	Franklin	\$2,500	\$833	\$417	1,150	\$2.17
	<b>Average Totals</b>		<b>\$2,998</b>	<b>\$999</b>	<b>\$500</b>	<b>1466</b>	<b>\$2.09</b>

UNIVERSITY OF CALIFORNIA SANTA CRUZ  
 RENTAL RATES  
 FOUR-BEDROOM UNITS

EXHIBIT B  
 HOUSING MARKET DATA

Type: Single Family / Segmented Homes

	No.	Name	Rent Per Unit	Rent Private Room	Rent Shared Room	Unit Size (SF)	Rent/SF
Single Family Homes	1	Poplar	-	-	-	-	-
	2	Third	-	-	-	-	-
	3	Button	-	-	-	-	-
	4	Woodrow	-	-	-	-	-
	5	Cayuga	-	-	-	-	-
	6	Esperanza	-	-	-	-	-
	7	Pasatiempo	-	-	-	-	-
	8	Fifth	-	-	-	-	-
	9	Morrissey	\$2,950	\$738	\$369	\$1,268	\$2.33
	10	Grandview	-	-	-	-	-
	11	Grandview	-	-	-	-	-
	12	Carmel	-	-	-	-	-
	13	Clinton	-	-	-	-	-
	14	Hagemann	-	-	-	-	-
	15	Fourth	-	-	-	-	-
	16	Beachview	\$4,000	\$1,000	\$500	\$1,506	\$2.66
	17	Alamo	-	-	-	-	-
	18	Alta Loma	-	-	-	-	-
	19	Mason	-	-	-	-	-
	20	Alta Vista	-	-	-	-	-
	21	Walnut	\$3,000	\$750	\$375	\$1,889	\$1.59
	22	Monterey	-	-	-	-	-
	23	Storey	-	-	-	-	-
	24	Franklin	-	-	-	-	-
		<b>Total Average</b>	<b>\$3,317</b>	<b>\$829</b>	<b>\$415</b>	<b>1554</b>	<b>\$2.19</b>

UNIVERSITY OF CALIFORNIA SANTA CRUZ  
 RENTAL RATES  
 FIVE-BEDROOM UNITS

EXHIBIT B  
 HOUSING MARKET DATA

	No.	Name	Rent Per Unit	Rent Private Room	Rent Shared Room	Unit Size (SF)	Rent/SF
Single Family Homes	1	Poplar	-	-	-	-	-
	2	Third	-	-	-	-	-
	3	Button	-	-	-	-	-
	4	Woodrow	-	-	-	-	-
	5	Cayuga	-	-	-	-	-
	6	Esperanza	-	-	-	-	-
	7	Pasatiempo	-	-	-	-	-
	8	Fifth	-	-	-	-	-
	9	Morrissey	-	-	-	-	-
	10	Grandview	-	-	-	-	-
	11	Grandview	-	-	-	-	-
	12	Carmel	-	-	-	-	-
	13	Clinton	\$4,495	\$899	\$450	2,259	\$1.99
	14	Hagemann	-	-	-	-	-
	15	Fourth	-	-	-	-	-
	16	Beachview	-	-	-	-	-
	17	Alamo	-	-	-	-	-
	18	Alta Loma	-	-	-	-	-
	19	Mason	\$5,000	\$1,000	\$500	1,644	\$3.04
	20	Alta Vista	-	-	-	-	-
	21	Walnut	-	-	-	-	-
	22	Monterey	-	-	-	-	-
	23	Storey	\$4,025	\$805	\$402.50	1,675	\$2.40
	24	Franklin	-	-	-	-	-
		<b>Total Average</b>	<b>\$4,507</b>	<b>\$901</b>	<b>\$451</b>	<b>1859</b>	<b>\$2.48</b>



	No.	Off Campus Housing Options	Trash	Water	Sewer	Electricity	Gas
Apartments	1	Cypress Point	-	-	-	-	-
	2	1010 Pacific Apartments	-	-	-	-	-
	3	Oceanview Apartments	-	-	-	-	-
	4	Pacific Shores Apartments	-	-	-	-	X
	5	Chestnut Street	-	-	-	-	-
	6	Westmont Place Townhomes	-	-	-	-	-
	7	Landing at Capitola	-	-	-	-	-
	8	Highland Street	X	X	X	-	-
	9	Chestnut Street	X	X	-	-	-
	10	Center Street	X	X	-	X	X
	11	Second Street Commons	X	X	X	-	-
	12	Pacific Avenue	X	-	X	-	-
	13	Maple Street	X	X	-	-	-
	14	Berry Steet	X	X	-	-	-
	15	Hidden Creek Apartments	X	X	X	-	-
	16	St. George Residences	X	X	X	X	X
	17	Swan Lake Gardens	X	X	X	-	X
	18	Breakwater Apartments	-	-	-	-	-
	19	Branciforte Commons	X	X	-	-	-
	20	Plum Street Garden Apartments	X	X	X	-	X
		<b>Total Average</b>	<b>60%</b>	<b>55%</b>	<b>35%</b>	<b>10%</b>	<b>25%</b>

UNIVERSITY OF CALIFORNIA SANTA CRUZ  
MULTIFAMILY FEES

EXHIBIT B  
HOUSING MARKET DATA

	No.	Off Campus Housing Options	Application Fee	Require Rent Insurance	Pet Deposit	Pet Rent	Security Deposit
Apartments	1	Cypress Point	\$40	Yes	\$400	\$25	\$900
	2	1010 Pacific Apartments	\$35	Yes	\$1,200	\$25	\$1,200
	3	Oceanview Apartments	\$39	Yes	\$500	\$25	\$500
	4	Pacific Shores Apartments	\$33	Yes	\$750	\$25	\$800
	5	Chestnut Street	\$38	Yes	\$625	\$50	\$650
	6	Westmont Place Townhomes	-	No	\$500	-	\$750
	7	Landing at Capitola	\$40	Yes	\$400	\$25	\$900
	8	Highland Street	\$25	-	-	-	\$2,400
	9	Chestnut Street	\$20	No	\$400	-	\$1,000
	10	Center Street	\$30	No	-	-	\$1,000
	11	Second Street Commons	\$20	No	-	-	\$1,000
	12	Pacific Avenue	\$25	No	\$500	-	\$3,250
	13	Maple Street	-	No	-	-	\$1,350
	14	Berry Steet	\$20	No	-	-	\$1,600
	15	Hidden Creek Apartments	\$38	No	-	-	\$1,575
	16	St. George Residences	\$25	No	-	-	\$925
	17	Swan Lake Gardens	\$33	Yes	\$700	-	\$950
	18	Breakwater Apartments	\$39	Yes	\$500	\$30	\$950
	19	Branciforte Commons	\$25	No	-	-	\$1,275
	20	Plum Street Garden Apartments	\$25	Yes	\$200	-	\$800
		Average Totals	\$31	47%	\$556	\$29	\$1,189

	No.	Off Campus Housing Options	On-Site Laundry	Gym	Extra Storage	Pool	Assigned Parking	Covered Parking	Club House	Business Center	Total
Apartments	1	Cypress Point	X	X	-	X	X	X	X	-	6
	2	1010 Pacific Apartments	X	X	-	-	X	X	-	-	4
	3	Oceanview Apartments	X	-	X	X	-	X	-	-	4
	4	Pacific Shores Apartments	X	X	X	X	X	X	X	X	8
	5	Chestnut Street	X	-	-	-	-	X	-	-	2
	6	Westmont Place Townhomes	X	-	-	X	-	X	-	-	3
	7	Landing at Capitola	X	-	-	-	X	X	-	-	3
	8	Highland Street	X	-	X	-	X	-	-	-	3
	9	Chestnut Street	-	-	-	-	X	-	-	-	1
	10	Center Street	X	-	-	-	-	-	-	-	1
	11	Second Street Commons	X	-	X	-	X	X	-	-	4
	12	Pacific Avenue	X	X	X	X	X	X	-	-	6
	13	Maple Street	-	-	-	-	X	-	-	-	1
	14	Berry Steet	-	-	-	-	X	-	-	-	1
	15	Hidden Creek Apartments	-	-	X	X	X	-	-	-	3
	16	St. George Residences	X	X	-	-	-	X	-	X	4
	17	Swan Lake Gardens	X	X	X	X	X	X	X	-	7
	18	Breakwater Apartments	X	X	X	X	X	-	-	-	5
	19	Branciforte Commons	X	-	X	-	X	X	X	-	5
	20	Plum Street Garden Apartments	X	-	-	-	X	-	X	-	3
		<b>Total Average</b>	<b>80%</b>	<b>35%</b>	<b>45%</b>	<b>40%</b>	<b>75%</b>	<b>60%</b>	<b>25%</b>	<b>10%</b>	<b>4</b>

	No.	Off Campus Housing Options	A/C	Cable Ready	In-Unit Laundry	Furnished	Refrigerator	Microwave	Stove	Dishwasher	Walk-in Closet	Balcony/Patio	Total
Apartments	1	Cypress Point	-	X	-	X	X	X	X	X	-	X	7
	2	1010 Pacific Apartments	-	X	X	-	X	X	X	X	X	X	8
	3	Oceanview Apartments	-	X	-	-	X	X	X	X	-	X	6
	4	Pacific Shores Apartments	-	X	X	X	X	X	X	X	X	X	9
	5	Chestnut Street	-	X	-	-	X	-	X	X	-	X	5
	6	Westmont Place Townhomes	-	X	X	-	X	X	-	X	-	X	6
	7	Landing at Capitola	-	X	-	-	X	X	X	X	-	X	6
	8	Highland Street	-	X	-	-	X	-	X	-	X	-	4
	9	Chestnut Street	-	X	-	-	X	-	X	-	-	-	3
	10	Center Street	-	X	-	-	X	-	X	-	X	-	4
	11	Second Street Commons	X	X	-	-	X	X	X	-	-	X	6
	12	Pacific Avenue	-	X	X	-	X	X	X	-	X	X	7
	13	Maple Street	-	X	-	-	X	-	X	-	-	-	3
	14	Berry Steet	-	X	-	-	X	-	X	X	-	-	4
	15	Hidden Creek Apartments	-	X	X	-	X	X	X	X	X	X	8
	16	St. George Residences	-	X	-	X	X	X	X	-	-	-	5
	17	Swan Lake Gardens	-	X	-	-	X	-	X	X	X	X	6
	18	Breakwater Apartments	-	X	-	-	X	-	X	X	-	X	5
	19	Branciforte Commons	-	X	-	-	X	X	X	-	X	X	6
	20	Plum Street Garden Apartments	-	X	-	-	X	X	X	-	-	X	5
		Total Average	5%	100%	25%	15%	100%	60%	95%	55%	40%	70%	6

Many of the studios have mini-fridges, space is a premium

|

UNIVERSITY OF CALIFORNIA SANTA CRUZ  
FOR-SALE MARKET DATA

EXHIBIT B  
HOUSING MARKET DATA

Zip Code	Town	Median Sales Price 2013-14	Y-O-Y Variance	1 Year Prior	5 Years Prior	\$/SF 2013-14	Y-O-Y Variance	1 Year Prior	5 Years Prior	2013-14 Home Sales	Homes on Market
95060	Santa Cruz	\$693,000	10.7%	\$626,000	\$600,000	\$456	12.3%	\$406	\$443	68	107
95062	Santa Cruz	\$655,000	9.3%	\$599,250	\$521,000	\$587	19.3%	\$492	\$458	50	70
95003	Aptos	\$650,000	8.2%	\$600,750	\$585,000	\$456	13.2%	\$403	\$358	81	137
95076	Watsonville	\$480,000	47.1%	\$326,250	\$221,500	\$301	17.6%	\$256	\$195	7	167
95018	Felton	\$409,500	6.30%	\$385,250	\$251,500	\$592	87.3%	\$316	\$235	14	22
95066	Scotts Valley	\$585,000	27.7%	\$458,000	\$535,000	\$380	25.4%	\$303	\$318	28	65
95065	Santa Cruz	\$661,000	4.5%	\$632,500	\$525,250	\$410	-2.8%	\$422	\$322	9	18
95010	Capitola	\$608,000	13.6%	\$535,000	\$535,000	\$584	32.1%	\$442	\$407	22	35
95073	Soquel	\$632,000	6.2%	\$595,000	\$645,000	\$385	10.3%	\$349	\$375	12	44
95005	Ben Lomond	\$549,000	49.3%	\$367,750	\$362,500	\$353	10.7%	\$319	\$326	7	10
<b>MEDIAN</b>		\$620,000	10%	\$565,000	\$530,125	\$433	15%	\$376	\$342	18	55

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**Exhibit C1**  
**Faculty Survey Data**

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# University of California Santa Cruz Spring 2014 Housing Master Plan

Description:

Date Created: 4/7/2014 1:30:39 PM

Date Range: 4/14/2014 12:00:00 AM - 5/20/2014 11:59:00 PM

Total Respondents: 4693

## Q1. What is your current status at UCSC?

Count	Percent		
0	0.00%	<input type="checkbox"/>	Undergraduate student
0	0.00%	<input type="checkbox"/>	Graduate/professional student
363	100.00%	<input checked="" type="checkbox"/>	Faculty
0	0.00%	<input type="checkbox"/>	Staff
363 Respondents			

## Q2. Are you a part-time or full-time UCSC employee?

Count	Percent		
284	81.84%	<input checked="" type="checkbox"/>	Full time
63	18.16%	<input type="checkbox"/>	Part time
347 Respondents			

## Q3. How long have you been employed at UCSC?

Count	Percent		
22	6.18%	<input type="checkbox"/>	Less than 1 year
30	8.43%	<input type="checkbox"/>	1 - 3 years
16	4.49%	<input type="checkbox"/>	4 - 5 years
81	22.75%	<input checked="" type="checkbox"/>	6 - 10 years
73	20.51%	<input checked="" type="checkbox"/>	11 - 15 years
36	10.11%	<input type="checkbox"/>	16 - 20 years
42	11.80%	<input type="checkbox"/>	21 - 25 years
56	15.73%	<input type="checkbox"/>	More than 25 years
356 Respondents			


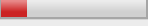
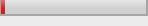
## Q4. What is your age?

Count	Percent		
4	1.14%	<input type="checkbox"/>	Under 30
64	18.18%	<input type="checkbox"/>	30 - 39
105	29.83%	<input checked="" type="checkbox"/>	40 - 49
96	27.27%	<input checked="" type="checkbox"/>	50 - 59
66	18.75%	<input type="checkbox"/>	60 - 69
17	4.83%	<input type="checkbox"/>	70 or older
352 Respondents			

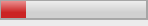
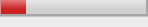

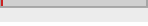
## Q5. Are you:

Count	Percent		
197	55.49%	<input checked="" type="checkbox"/>	Male
148	41.69%	<input checked="" type="checkbox"/>	Female
10	2.82%	<input type="checkbox"/>	Prefer not to answer
355 Respondents			

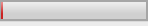
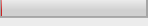
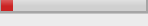
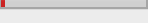
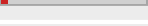

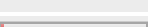

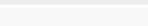
Q6. Marital status:

Count	Percent		
281	79.83%		Married or domestic partner
62	17.61%		Single
9	2.56%		Prefer not to answer
352	Respondents		

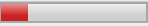

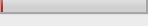
Q7. Which of the following best characterizes your household income attributes (i.e., income for yourself, your spouse or resident partner, and any children, but not including roommate income)?

Count	Percent		
60	16.95%		Single income without a spouse/partner
62	17.51%		Single income with a spouse/partner
228	64.41%		Dual income with a spouse/partner
4	1.13%		Other (please specify)
354	Respondents		

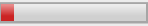
Q8. Do you currently live in a UCSC sponsored housing unit?

Count	Percent		
4	1.13%		Yes, Laureate Court Apartments
2	0.56%		Yes, Laureate Court Condominiums
30	8.45%		Yes, Cardiff Terrace Townhomes
9	2.54%		Yes, Hagar Meadow Townhomes
18	5.07%		Yes, Hagar Court Condominiums
26	7.32%		Yes, Ranch View Terrace Homes
3	0.85%		Yes, Provost House
6	1.69%		Yes, Other (please specify)
257	72.39%		No
355	Respondents		

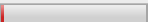

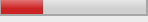
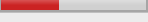
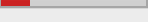
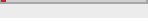
Q9. Which of the following best describes your current housing status?

Count	Percent		
46	18.33%		Rent
201	80.08%		Own
4	1.59%		Other (please specify)
251	Respondents		

Q10. In which type of housing do you live?

Count	Percent		
23	9.16%		Apartment
11	4.38%		Condominium
5	1.99%		Duplex/Triplex/Fourplex
14	5.58%		Attached Townhouse
195	77.69%		Single Family Detached Home
3	1.20%		Other (please specify)
251	Respondents		



Q11. How many bedrooms are there in your current residence?

Count	Percent		
7	2.01%		Studio
19	5.46%		1
101	29.02%		2
140	40.23%		3
70	20.11%		4
11	3.16%		5 or more
348 Respondents			

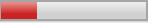
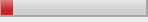
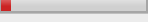
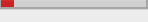
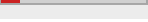
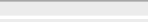
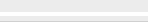
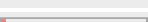
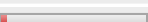

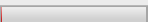

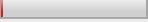
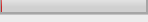
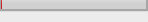
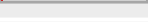
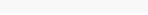
Q12. What is the total number of adults (18 or over, including yourself), living in your current residence?

Count	Percent		
42	12.14%		1
255	73.70%		2
36	10.40%		3
9	2.60%		4
4	1.16%		5 or more
346 Respondents			

Q13. Do you have children (18 and under) living with you? SELECT ALL THAT APPLY

Count	Respondent %	Response %	
141	40.87%	40.75%	 Yes (please specify number of children)
205	59.42%	59.25%	 No, I have no children living with me
345 Respondents			
346 Responses			

Q14. What is the approximate monthly rent/mortgage payment for your entire household? (Does not include other costs such as utilities, property taxes, insurance or association dues)

Count	Percent		
84	24.56%		Less than \$1,000
29	8.48%		\$1,000 - \$1,249
23	6.73%		\$1,250 - \$1,499
31	9.06%		\$1,500 - \$1,749
45	13.16%		\$1,750 - \$1,999
36	10.53%		\$2,000 - \$2,249
17	4.97%		\$2,250 - \$2,499
23	6.73%		\$2,500 - \$2,749
11	3.22%		\$2,750 - \$2,999
13	3.80%		\$3,000 - \$3,249
8	2.34%		\$3,250 - \$3,499
2	0.58%		\$3,500 - \$3,749
7	2.05%		\$3,750 - \$3,999
5	1.46%		\$4,000 - \$4,249
1	0.29%		\$4,250 - \$4,499
3	0.88%		\$4,500 - \$4,749
0	0.00%		\$4,750 - \$4,999
4	1.17%		More than \$5,000
342 Respondents			


Q15. What is your approximate amount of other monthly housing costs? (Costs would include property taxes, property insurance or association dues)?

Count	Percent		
47	14.24%		Less than \$250
67	20.30%		\$250 - \$499
63	19.09%		\$500 - \$749
57	17.27%		\$750 - \$999
46	13.94%		\$1,000 - \$1,249
19	5.76%		\$1,250 - \$1,499
9	2.73%		\$1,500 - \$1,749
4	1.21%		\$1,750 - \$1,999
18	5.45%		More than \$2,000
330 Respondents			

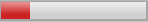
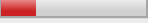
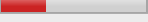
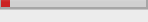
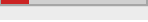
Q16. What is your entire household's approximate average monthly cost for utilities? (Water, Gas, Electric, Sewer and Trash)?

Count	Percent		
14	4.22%		Less than \$50
41	12.35%		\$51 - \$100
56	16.87%		\$101 - \$150
78	23.49%		\$151 - \$200
61	18.37%		\$201 - \$250
31	9.34%		\$251 - \$300
23	6.93%		\$301 - \$350
13	3.92%		\$351 - \$400
15	4.52%		More than \$400
332	Respondents		

Q17. What is the zip code at your current residence?

Count	Percent	
239	100.00%	
239	Respondents	

Q18. How important a factor was the cost of housing in the Santa Cruz area in your decision to work at UCSC?

Count	Percent		
66	19.94%		Very important
80	24.17%		Somewhat important
102	30.82%		Neutral
20	6.04%		Somewhat unimportant
63	19.03%		Very unimportant
331	Respondents		

Q19. How satisfied are you with the following aspects of your current housing situation? SELECT ONE RESPONSE FOR EACH FACTOR - Total cost of rent/mortgage and utilities

Count	Percent		
135	41.28%		Very satisfied
73	22.32%		Somewhat satisfied
55	16.82%		Neutral
38	11.62%		Somewhat dissatisfied
26	7.95%		Very dissatisfied
327	Respondents		

Q20. How satisfied are you with the following aspects of your current housing situation? SELECT ONE RESPONSE FOR EACH FACTOR - Type of housing

Count	Percent		
176	53.99%		Very satisfied
87	26.69%		Somewhat satisfied
30	9.20%		Neutral
27	8.28%		Somewhat dissatisfied
6	1.84%		Very dissatisfied
326	Respondents		

Q21. How satisfied are you with the following aspects of your current housing situation? SELECT ONE RESPONSE FOR EACH FACTOR - Size of housing

Count	Percent		
155	47.69%		Very satisfied
82	25.23%		Somewhat satisfied
34	10.46%		Neutral
42	12.92%		Somewhat dissatisfied
12	3.69%		Very dissatisfied
325	Respondents		

Q22. How satisfied are you with the following aspects of your current housing situation? SELECT ONE RESPONSE FOR EACH FACTOR - Quality of housing

Count	Percent		
144	44.86%		Very satisfied
101	31.46%		Somewhat satisfied
33	10.28%		Neutral
34	10.59%		Somewhat dissatisfied
9	2.80%		Very dissatisfied
321	Respondents		

Q23. How satisfied are you with the following aspects of your current housing situation? SELECT ONE RESPONSE FOR EACH FACTOR - Location within certain school districts

Count	Percent		
115	36.28%		Very satisfied
43	13.56%		Somewhat satisfied
132	41.64%		Neutral
16	5.05%		Somewhat dissatisfied
11	3.47%		Very dissatisfied
317	Respondents		

Q24. How satisfied are you with the following aspects of your current housing situation? SELECT ONE RESPONSE FOR EACH FACTOR - Travel time to campus

Count	Percent		
190	57.75%		Very satisfied
48	14.59%		Somewhat satisfied
23	6.99%		Neutral
34	10.33%		Somewhat dissatisfied
34	10.33%		Very dissatisfied
329	Respondents		

Q25. How satisfied are you with the following aspects of your current housing situation? SELECT ONE RESPONSE FOR EACH FACTOR - Proximity to/availability of child care

Count	Percent		
60	19.54%		Very satisfied
35	11.40%		Somewhat satisfied
181	58.96%		Neutral
13	4.23%		Somewhat dissatisfied
18	5.86%		Very dissatisfied
307	Respondents		

Q26. How satisfied are you with the following aspects of your current housing situation? SELECT ONE RESPONSE FOR EACH FACTOR - Convenience of access to campus facilities, resources, and amenities

Count	Percent		
135	42.06%		Very satisfied
54	16.82%		Somewhat satisfied
55	17.13%		Neutral
40	12.46%		Somewhat dissatisfied
37	11.53%		Very dissatisfied
321	Respondents		

Q27. Is owning a home a critical consideration in your continuing employment at UCSC?

Count	Percent		
10	22.73%		Definitely yes
13	29.55%		Probably yes
7	15.91%		Not sure
6	13.64%		Probably no
8	18.18%		Definitely no
44	Respondents		

Q28. What is your personal level of interest in a University-sponsored employee housing program?

Count	Percent		
105	31.63%		Very interested
66	19.88%		Interested
72	21.69%		Neither uninterested nor interested
38	11.45%		Uninterested
51	15.36%		Very uninterested
332	Respondents		

Q29. What type of University-sponsored housing arrangement would be of most interest to you?

Count	Percent		
26	15.48%		Rental unit
125	74.40%		For-sale unit
17	10.12%		Other (please specify)
168	Respondents		

Q30. Are you considering moving to a new/different residence?

Count	Percent		
117	35.24%		Yes
215	64.76%		No
332	Respondents		

Q31. When are you considering moving to a new/different residence?

Count	Percent		
30	25.64%		Within 1 year
31	26.50%		1 - 2 years
30	25.64%		3 - 5 years
4	3.42%		More than 5 years from now
22	18.80%		Don't know
117	Respondents		

Q32. Are you considering purchasing or renting your next residence?

Count	Percent		
91	78.45%		Purchasing
25	21.55%		Renting
116	Respondents		

Q33. Which type of residence would best meet your needs?

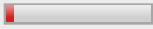
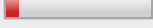
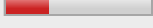
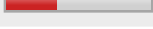
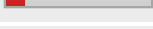
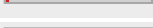
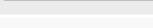
Count	Percent		
13	11.11%		Apartment
10	8.55%		Condominium
4	3.42%		Duplex/Triplex/Fourplex
9	7.69%		Attached Townhouse
75	64.10%		Single Family Detached Home
6	5.13%		Other (please specify)
117	Respondents		

Q34. If your first choice were not available, which other type of residence would you consider?

Count	Percent		
11	9.82%		Apartment
18	16.07%		Condominium
13	11.61%		Duplex/Triplex/Fourplex
50	44.64%		Attached Townhouse
12	10.71%		Single Family Detached Home
8	7.14%		Other (please specify)
112	Respondents		



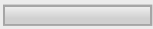
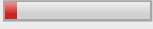
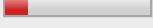
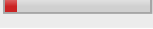
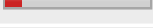
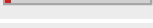

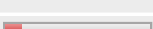



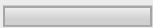
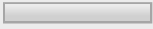
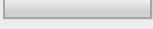
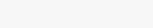
Q35. What is the minimum number of bedrooms you would require in your next residence? SELECT ALL THAT APPLY

Count	Respondent %	Response %	
9	7.69%	5.96%	 Studio
14	11.97%	9.27%	 1
45	38.46%	29.80%	 2
54	46.15%	35.76%	 3
20	17.09%	13.25%	 4
3	2.56%	1.99%	 5 or more
6	5.13%	3.97%	 Loft
117 Respondents			
151 Responses			

Q36. Which areas are you considering for your next residence?

Count	Percent	
89	100.00%	
89 Respondents		

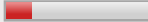
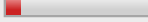
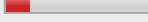
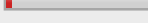
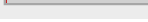
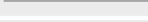
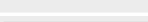
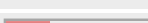
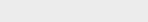
Q37. In which of the following price ranges are you most likely to rent a new/different residence?

Count	Percent		
0	0.00%		Less than \$500
2	8.00%		\$500 - \$699
4	16.00%		\$700 - \$899
2	8.00%		\$900 - \$1,099
3	12.00%		\$1,100 - \$1,299
1	4.00%		\$1,300 - \$1,499
6	24.00%		\$1,500 - \$1,699
0	0.00%		\$1,700 - \$1,899
3	12.00%		\$1,900 - \$2,099
2	8.00%		\$2,100 - \$2,299
1	4.00%		\$2,300 - \$2,499
1	4.00%		\$2,500 - \$2,699
0	0.00%		\$2,700 - \$2,899
0	0.00%		\$2,900 - \$3,000
0	0.00%		More than \$3,000
25 Respondents			

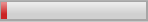
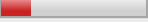
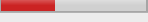
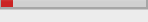
Q38. In which of the following price ranges are you most likely to purchase a new/different residence?

Count	Percent		
1	1.14%		Less than \$200,000
7	7.95%		\$200,000 - \$299,999
11	12.50%		\$300,000 - \$399,999
11	12.50%		\$400,000 - \$499,999
9	10.23%		\$500,000 - \$599,999
14	15.91%		\$600,000 - \$699,999
13	14.77%		\$700,000 - \$799,999
11	12.50%		\$800,000 - \$899,999
2	2.27%		\$900,000 - \$999,999
9	10.23%		More than \$1,000,000
88 Respondents			


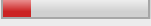
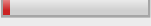
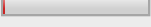
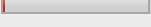
Q39. If University-sponsored housing were provided in the cities/places listed below, which of the places would you consider living? SELECT ALL THAT APPLY

Count	Respondent %	Response %	
49	29.88%	18.42%	 Scotts Valley
28	17.07%	10.53%	 San Jose
44	26.83%	16.54%	 Los Gatos
11	6.71%	4.14%	 Watsonville
3	1.83%	1.13%	 Gilroy
6	3.66%	2.26%	 Salinas
16	9.76%	6.02%	 Monterey
27	16.46%	10.15%	 Other (please specify)
82	50.00%	30.83%	 I would not consider University-sponsored housing off campus or outside the City of Santa Cruz
164 Respondents			
266 Responses			


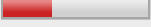
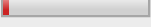
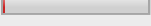
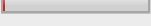
Q40. How long would you be interested in living in a University-sponsored rental/lease housing unit?

Count	Percent	
1	4.17%	 Less than 1 year
5	20.83%	 1 - 2 years
9	37.50%	 3 - 4 years
2	8.33%	 5 - 6 years
4	16.67%	 More than 6 years
3	12.50%	 Through retirement
24 Respondents		


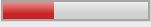
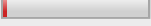
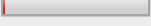
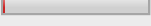
Q41. How important are each of the following factors to you in your decision of where to live? SELECT ONE RESPONSE FOR EACH FACTOR - Total cost of rent/mortgage and utilities

Count	Percent		
79	73.83%		Very important
21	19.63%		Somewhat important
5	4.67%		Neutral
1	0.93%		Somewhat unimportant
1	0.93%		Very unimportant
107	Respondents		


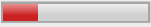
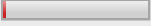
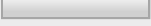
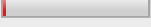
Q42. How important are each of the following factors to you in your decision of where to live? SELECT ONE RESPONSE FOR EACH FACTOR - Type of housing

Count	Percent		
65	60.75%		Very important
36	33.64%		Somewhat important
4	3.74%		Neutral
1	0.93%		Somewhat unimportant
1	0.93%		Very unimportant
107	Respondents		

Q43. How important are each of the following factors to you in your decision of where to live? SELECT ONE RESPONSE FOR EACH FACTOR - Size of housing

Count	Percent		
64	59.81%		Very important
38	35.51%		Somewhat important
3	2.80%		Neutral
1	0.93%		Somewhat unimportant
1	0.93%		Very unimportant
107	Respondents		

Q44. How important are each of the following factors to you in your decision of where to live? SELECT ONE RESPONSE FOR EACH FACTOR - Quality of housing

Count	Percent		
76	71.70%		Very important
26	24.53%		Somewhat important
2	1.89%		Neutral
0	0.00%		Somewhat unimportant
2	1.89%		Very unimportant
106	Respondents		

**Q45. How important are each of the following factors to you in your decision of where to live? SELECT ONE RESPONSE FOR EACH FACTOR - Location within certain school districts**

Count	Percent		
25	23.58%		Very important
18	16.98%		Somewhat important
34	32.08%		Neutral
7	6.60%		Somewhat unimportant
22	20.75%		Very unimportant
106	Respondents		

**Q46. How important are each of the following factors to you in your decision of where to live? SELECT ONE RESPONSE FOR EACH FACTOR - Travel time to campus**

Count	Percent		
47	44.34%		Very important
35	33.02%		Somewhat important
15	14.15%		Neutral
5	4.72%		Somewhat unimportant
4	3.77%		Very unimportant
106	Respondents		

**Q47. How important are each of the following factors to you in your decision of where to live? SELECT ONE RESPONSE FOR EACH FACTOR - Proximity to/availability of child care**

Count	Percent		
16	15.38%		Very important
11	10.58%		Somewhat important
40	38.46%		Neutral
6	5.77%		Somewhat unimportant
31	29.81%		Very unimportant
104	Respondents		

**Q48. How important are each of the following factors to you in your decision of where to live? SELECT ONE RESPONSE FOR EACH FACTOR - Convenience of access to campus facilities, resources, and amenities**

Count	Percent		
33	30.84%		Very important
32	29.91%		Somewhat important
29	27.10%		Neutral
5	4.67%		Somewhat unimportant
8	7.48%		Very unimportant
107	Respondents		

**Q49. Please indicate the extent to which each of the following factors is an obstacle for you to buy a new/different residence. SELECT ONE RESPONSE FOR EACH FACTOR - Monthly payments**

Count	Percent		
29	33.72%		Major obstacle
32	37.21%		Workable obstacle
12	13.95%		Neutral
13	15.12%		Not an obstacle
86	Respondents		

Q50. Please indicate the extent to which each of the following factors is an obstacle for you to buy a new/different residence. SELECT ONE RESPONSE FOR EACH FACTOR - Down payment

Count	Percent		
30	34.88%		Major obstacle
30	34.88%		Workable obstacle
8	9.30%		Neutral
18	20.93%		Not an obstacle
86	Respondents		

Q51. Please indicate the extent to which each of the following factors is an obstacle for you to buy a new/different residence. SELECT ONE RESPONSE FOR EACH FACTOR - Property taxes

Count	Percent		
24	28.24%		Major obstacle
32	37.65%		Workable obstacle
18	21.18%		Neutral
11	12.94%		Not an obstacle
85	Respondents		

Q52. Please indicate the extent to which each of the following factors is an obstacle for you to buy a new/different residence. SELECT ONE RESPONSE FOR EACH FACTOR - Scarcity of homes in desired price range

Count	Percent		
61	73.49%		Major obstacle
14	16.87%		Workable obstacle
3	3.61%		Neutral
5	6.02%		Not an obstacle
83	Respondents		

Q53. Please indicate the extent to which each of the following factors is an obstacle for you to buy a new/different residence. SELECT ONE RESPONSE FOR EACH FACTOR - Knowledge about buying/owning

Count	Percent		
2	2.38%		Major obstacle
18	21.43%		Workable obstacle
12	14.29%		Neutral
52	61.90%		Not an obstacle
84	Respondents		

Q54. What is your primary mode of transportation between UCSC and your primary residence?

Count	Percent		
175	53.85%		Car, drive alone
21	6.46%		Carpool (with at least one other person)
4	1.23%		UCSC Vanpool
52	16.00%		Public transportation/bus
45	13.85%		Bicycle
3	0.92%		Motorcycle
19	5.85%		Walk
6	1.85%		Other
325	Respondents		

Q55. What is your typical one-way time in minutes from your residence to UCSC?

Count	Percent		
20	6.12%		Less than 5 minutes
104	31.80%		5 - 15 minutes
86	26.30%		16 - 25 minutes
50	15.29%		26 - 35 minutes
21	6.42%		36 - 45 minutes
14	4.28%		46 - 55 minutes
9	2.75%		56 minutes - 1 hour 5 minutes
5	1.53%		1 hour 6 minutes - 1 hour 15 minutes
10	3.06%		1 hour 16 minutes - 1 hour 30 minutes
8	2.45%		1 hour 31 minutes or more
327 Respondents			

Q56. Would you be willing to increase your commute time in order to achieve a better, or more affordable, housing situation?

Count	Percent		
63	19.33%		Yes
172	52.76%		No
91	27.91%		Maybe
326 Respondents			

Q57. How far would you be willing to commute in order to achieve a better, or more affordable housing situation?

Count	Percent		
86	57.33%		Less than 30 minutes
58	38.67%		31 - 60 minutes
4	2.67%		61 - 90 minutes
2	1.33%		More than 91 minutes
150 Respondents			

Q107. Please let us know if you have any other comments regarding UCSC's Employee Housing program:

Count	Percent	
123	100.00%	
123 Respondents		

**Exhibit C2**  
**Staff Survey Data**

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# University of California Santa Cruz Spring 2014 Housing Master Plan

Description:

Date Created: 4/7/2014 1:30:39 PM

Date Range: 4/14/2014 12:00:00 AM - 5/20/2014 11:59:00 PM

Total Respondents: 4693

## Q1. What is your current status at UCSC?

Count	Percent		
0	0.00%		Undergraduate student
0	0.00%		Graduate/professional student
0	0.00%		Faculty
1248	100.00%		Staff
1248	Respondents		


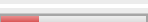
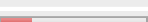
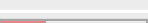
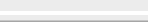
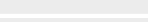
## Q2. Are you a part-time or full-time UCSC employee?

Count	Percent		
1085	89.97%		Full time
121	10.03%		Part time
1206	Respondents		

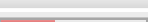
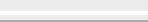
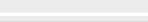
## Q3. How long have you been employed at UCSC?

Count	Percent		
153	12.41%		Less than 1 year
219	17.76%		1 - 3 years
102	8.27%		4 - 5 years
277	22.47%		6 - 10 years
206	16.71%		11 - 15 years
110	8.92%		16 - 20 years
67	5.43%		21 - 25 years
99	8.03%		More than 25 years
1233	Respondents		

## Q4. What is your age?

Count	Percent		
99	8.08%		Under 30
322	26.26%		30 - 39
261	21.29%		40 - 49
382	31.16%		50 - 59
155	12.64%		60 - 69
7	0.57%		70 or older
1226	Respondents		

## Q5. Are you:

Count	Percent		
456	37.22%		Male
734	59.92%		Female
35	2.86%		Prefer not to answer
1225	Respondents		

Q6. Marital status:

Count	Percent		
759	62.06%		Married or domestic partner
408	33.36%		Single
56	4.58%		Prefer not to answer
1223	Respondents		

Q7. Which of the following best characterizes your household income attributes (i.e., income for yourself, your spouse or resident partner, and any children, but not including roommate income)?

Count	Percent		
391	31.92%		Single income without a spouse/partner
160	13.06%		Single income with a spouse/partner
651	53.14%		Dual income with a spouse/partner
23	1.88%		Other (please specify)
1225	Respondents		

Q8. Do you currently live in a UCSC sponsored housing unit?

Count	Percent		
21	1.71%		Yes, Laureate Court Apartments
4	0.33%		Yes, Laureate Court Condominiums
4	0.33%		Yes, Cardiff Terrace Townhomes
1	0.08%		Yes, Hagar Meadow Townhomes
21	1.71%		Yes, Hagar Court Condominiums
13	1.06%		Yes, Ranch View Terrace Homes
1	0.08%		Yes, Provost House
29	2.36%		Yes, Other (please specify)
1136	92.36%		No
1230	Respondents		

Q9. Which of the following best describes your current housing status?

Count	Percent		
515	46.06%		Rent
582	52.06%		Own
21	1.88%		Other (please specify)
1118	Respondents		

Q10. In which type of housing do you live?

Count	Percent		
148	13.20%		Apartment
79	7.05%		Condominium
76	6.78%		Duplex/Triplex/Fourplex
75	6.69%		Attached Townhouse
656	58.52%		Single Family Detached Home
87	7.76%		Other (please specify)
1121	Respondents		

Q11. How many bedrooms are there in your current residence?

Count	Percent		
58	4.78%		Studio
157	12.94%		1
426	35.12%		2
403	33.22%		3
133	10.96%		4
36	2.97%		5 or more
1213	Respondents		

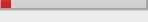
Q12. What is the total number of adults (18 or over, including yourself), living in your current residence?

Count	Percent		
218	18.09%		1
757	62.82%		2
130	10.79%		3
68	5.64%		4
32	2.66%		5 or more
1205	Respondents		

Q13. Do you have children (18 and under) living with you? SELECT ALL THAT APPLY

Count	Percent		
374	31.11%		Yes (please specify number of children)
828	68.89%		No, I have no children living with me
1202	Respondents		

Q14. What is the approximate monthly rent/mortgage payment for your entire household? (Does not include other costs such as utilities, property taxes, insurance or association dues)

Count	Percent		
198	16.61%		Less than \$1,000
126	10.57%		\$1,000 - \$1,249
158	13.26%		\$1,250 - \$1,499
182	15.27%		\$1,500 - \$1,749
162	13.59%		\$1,750 - \$1,999
105	8.81%		\$2,000 - \$2,249
79	6.63%		\$2,250 - \$2,499
62	5.20%		\$2,500 - \$2,749
30	2.52%		\$2,750 - \$2,999
34	2.85%		\$3,000 - \$3,249
13	1.09%		\$3,250 - \$3,499
15	1.26%		\$3,500 - \$3,749
6	0.50%		\$3,750 - \$3,999
10	0.84%		\$4,000 - \$4,249
4	0.34%		\$4,250 - \$4,499
3	0.25%		\$4,500 - \$4,749
0	0.00%		\$4,750 - \$4,999
5	0.42%		More than \$5,000
1192	Respondents		

Q15. What is your approximate amount of other monthly housing costs? (Costs would include property taxes, property insurance or association dues)?

Count	Percent		
485	41.77%		Less than \$250
215	18.52%		\$250 - \$499
196	16.88%		\$500 - \$749
93	8.01%		\$750 - \$999
53	4.57%		\$1,000 - \$1,249
36	3.10%		\$1,250 - \$1,499
16	1.38%		\$1,500 - \$1,749
13	1.12%		\$1,750 - \$1,999
54	4.65%		More than \$2,000
1161	Respondents		

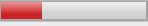
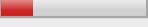
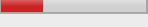
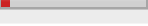
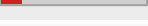
**Q16. What is your entire household's approximate average monthly cost for utilities? (Water, Gas, Electric, Sewer and Trash)?**

Count	Percent		
110	9.42%		Less than \$50
201	17.21%		\$51 - \$100
226	19.35%		\$101 - \$150
211	18.07%		\$151 - \$200
159	13.61%		\$201 - \$250
109	9.33%		\$251 - \$300
67	5.74%		\$301 - \$350
45	3.85%		\$351 - \$400
40	3.42%		More than \$400
1168	Respondents		

**Q17. What is the zip code at your current residence?**

Count	Percent	
1081	100.00%	
1081	Respondents	

**Q18. How important a factor was the cost of housing in the Santa Cruz area in your decision to work at UCSC?**

Count	Percent		
329	28.12%		Very important
256	21.88%		Somewhat important
343	29.32%		Neutral
73	6.24%		Somewhat unimportant
169	14.44%		Very unimportant
1170	Respondents		

**Q19. How satisfied are you with the following aspects of your current housing situation? SELECT ONE RESPONSE FOR EACH FACTOR - Total cost of rent/mortgage and utilities**

Count	Percent		
324	27.67%		Very satisfied
272	23.23%		Somewhat satisfied
172	14.69%		Neutral
241	20.58%		Somewhat dissatisfied
162	13.83%		Very dissatisfied
1171	Respondents		

**Q20. How satisfied are you with the following aspects of your current housing situation? SELECT ONE RESPONSE FOR EACH FACTOR - Type of housing**

Count	Percent		
472	40.52%		Very satisfied
353	30.30%		Somewhat satisfied
129	11.07%		Neutral
140	12.02%		Somewhat dissatisfied
71	6.09%		Very dissatisfied
1165	Respondents		

Q21. How satisfied are you with the following aspects of your current housing situation? SELECT ONE RESPONSE FOR EACH FACTOR - Size of housing

Count	Percent		
421	36.23%		Very satisfied
320	27.54%		Somewhat satisfied
130	11.19%		Neutral
206	17.73%		Somewhat dissatisfied
85	7.31%		Very dissatisfied
1162	Respondents		

Q22. How satisfied are you with the following aspects of your current housing situation? SELECT ONE RESPONSE FOR EACH FACTOR - Quality of housing

Count	Percent		
398	34.40%		Very satisfied
372	32.15%		Somewhat satisfied
159	13.74%		Neutral
170	14.69%		Somewhat dissatisfied
58	5.01%		Very dissatisfied
1157	Respondents		

Q23. How satisfied are you with the following aspects of your current housing situation? SELECT ONE RESPONSE FOR EACH FACTOR - Location within certain school districts

Count	Percent		
319	27.88%		Very satisfied
163	14.25%		Somewhat satisfied
577	50.44%		Neutral
53	4.63%		Somewhat dissatisfied
32	2.80%		Very dissatisfied
1144	Respondents		

Q24. How satisfied are you with the following aspects of your current housing situation? SELECT ONE RESPONSE FOR EACH FACTOR - Travel time to campus

Count	Percent		
441	37.92%		Very satisfied
276	23.73%		Somewhat satisfied
119	10.23%		Neutral
198	17.02%		Somewhat dissatisfied
129	11.09%		Very dissatisfied
1163	Respondents		

Q25. How satisfied are you with the following aspects of your current housing situation? SELECT ONE RESPONSE FOR EACH FACTOR - Proximity to/availability of child care

Count	Percent		
125	11.25%		Very satisfied
80	7.20%		Somewhat satisfied
825	74.26%		Neutral
35	3.15%		Somewhat dissatisfied
46	4.14%		Very dissatisfied
1111	Respondents		

Q26. How satisfied are you with the following aspects of your current housing situation? SELECT ONE RESPONSE FOR EACH FACTOR - Convenience of access to campus facilities, resources, and amenities

Count	Percent		
235	20.43%		Very satisfied
198	17.22%		Somewhat satisfied
402	34.96%		Neutral
179	15.57%		Somewhat dissatisfied
136	11.83%		Very dissatisfied
1150	Respondents		

Q27. Is owning a home a critical consideration in your continuing employment at UCSC?

Count	Percent		
108	21.56%		Definitely yes
136	27.15%		Probably yes
90	17.96%		Not sure
106	21.16%		Probably no
61	12.18%		Definitely no
501	Respondents		

Q28. What is your personal level of interest in a University-sponsored employee housing program?

Count	Percent		
353	29.97%		Very interested
291	24.70%		Interested
258	21.90%		Neither uninterested nor interested
144	12.22%		Uninterested
132	11.21%		Very uninterested
1178	Respondents		

Q29. What type of University-sponsored housing arrangement would be of most interest to you?

Count	Percent		
268	41.94%		Rental unit
323	50.55%		For-sale unit
48	7.51%		Other (please specify)
639	Respondents		

Q30. Are you considering moving to a new/different residence?

Count	Percent		
580	49.53%		Yes
591	50.47%		No
1171	Respondents		

Q31. When are you considering moving to a new/different residence?

Count	Percent		
201	34.84%		Within 1 year
179	31.02%		1 - 2 years
99	17.16%		3 - 5 years
17	2.95%		More than 5 years from now
81	14.04%		Don't know
577	Respondents		

Q32. Are you considering purchasing or renting your next residence?

Count	Percent		
285	50.09%		Purchasing
284	49.91%		Renting
569	Respondents		

Q33. Which type of residence would best meet your needs?

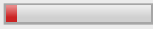
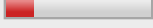

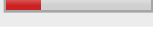
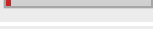
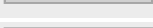
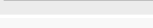
Count	Percent		
77	13.39%		Apartment
45	7.83%		Condominium
34	5.91%		Duplex/Triplex/Fourplex
58	10.09%		Attached Townhouse
322	56.00%		Single Family Detached Home
39	6.78%		Other (please specify)
575	Respondents		

Q34. If your first choice were not available, which other type of residence would you consider?

Count	Percent		
40	7.16%		Apartment
111	19.86%		Condominium
103	18.43%		Duplex/Triplex/Fourplex
213	38.10%		Attached Townhouse
53	9.48%		Single Family Detached Home
39	6.98%		Other (please specify)
559	Respondents		



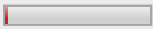
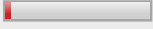
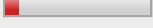
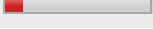
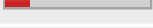
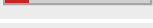

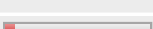



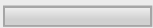
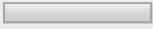
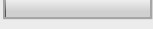
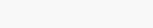
Q35. What is the minimum number of bedrooms you would require in your next residence? SELECT ALL THAT APPLY

Count	Respondent %	Response %		
60	10.43%	7.67%		Studio
152	26.43%	19.44%		1
319	55.48%	40.79%		2
191	33.22%	24.42%		3
27	4.70%	3.45%		4
3	0.52%	0.38%		5 or more
30	5.22%	3.84%		Loft
575 Respondents				
782 Responses				

Q36. Which areas are you considering for your next residence?

Count	Percent	
480	100.00%	
480 Respondents		

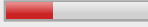
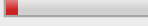
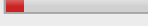
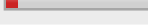
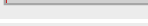

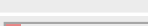
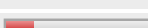
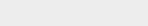
Q37. In which of the following price ranges are you most likely to rent a new/different residence?

Count	Percent		
5	1.82%		Less than \$500
12	4.36%		\$500 - \$699
27	9.82%		\$700 - \$899
34	12.36%		\$900 - \$1,099
48	17.45%		\$1,100 - \$1,299
45	16.36%		\$1,300 - \$1,499
34	12.36%		\$1,500 - \$1,699
25	9.09%		\$1,700 - \$1,899
19	6.91%		\$1,900 - \$2,099
10	3.64%		\$2,100 - \$2,299
5	1.82%		\$2,300 - \$2,499
9	3.27%		\$2,500 - \$2,699
0	0.00%		\$2,700 - \$2,899
0	0.00%		\$2,900 - \$3,000
2	0.73%		More than \$3,000
275 Respondents			

Q38. In which of the following price ranges are you most likely to purchase a new/different residence?

Count	Percent		
17	6.25%		Less than \$200,000
46	16.91%		\$200,000 - \$299,999
56	20.59%		\$300,000 - \$399,999
60	22.06%		\$400,000 - \$499,999
45	16.54%		\$500,000 - \$599,999
26	9.56%		\$600,000 - \$699,999
11	4.04%		\$700,000 - \$799,999
4	1.47%		\$800,000 - \$899,999
4	1.47%		\$900,000 - \$999,999
3	1.10%		More than \$1,000,000
272 Respondents			


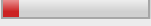
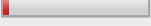
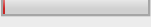
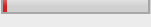
Q39. If University-sponsored housing were provided in the cities/places listed below, which of the places would you consider living? SELECT ALL THAT APPLY

Count	Respondent %	Response %	
335	54.03%	32.59%	 Scotts Valley
85	13.71%	8.27%	 San Jose
127	20.48%	12.35%	 Los Gatos
88	14.19%	8.56%	 Watsonville
9	1.45%	0.88%	 Gilroy
14	2.26%	1.36%	 Salinas
58	9.35%	5.64%	 Monterey
111	17.90%	10.80%	 Other (please specify)
201	32.42%	19.55%	 I would not consider University-sponsored housing off campus or outside the City of Santa Cruz
620 Respondents			
1028 Responses			



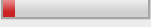
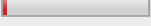
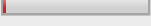
Q40. How long would you be interested in living in a University-sponsored rental/lease housing unit?

Count	Percent	
5	1.97%	 Less than 1 year
55	21.65%	 1 - 2 years
66	25.98%	 3 - 4 years
26	10.24%	 5 - 6 years
40	15.75%	 More than 6 years
62	24.41%	 Through retirement
254 Respondents		



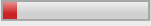
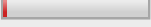
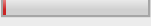
Q41. How important are each of the following factors to you in your decision of where to live? SELECT ONE RESPONSE FOR EACH FACTOR - Total cost of rent/mortgage and utilities

Count	Percent		
455	81.11%		Very important
63	11.23%		Somewhat important
21	3.74%		Neutral
8	1.43%		Somewhat unimportant
14	2.50%		Very unimportant
561	Respondents		


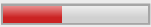
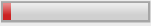
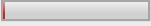
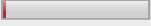
Q42. How important are each of the following factors to you in your decision of where to live? SELECT ONE RESPONSE FOR EACH FACTOR - Type of housing

Count	Percent		
247	44.03%		Very important
241	42.96%		Somewhat important
48	8.56%		Neutral
13	2.32%		Somewhat unimportant
12	2.14%		Very unimportant
561	Respondents		

Q43. How important are each of the following factors to you in your decision of where to live? SELECT ONE RESPONSE FOR EACH FACTOR - Size of housing

Count	Percent		
204	36.62%		Very important
272	48.83%		Somewhat important
55	9.87%		Neutral
15	2.69%		Somewhat unimportant
11	1.97%		Very unimportant
557	Respondents		

Q44. How important are each of the following factors to you in your decision of where to live? SELECT ONE RESPONSE FOR EACH FACTOR - Quality of housing

Count	Percent		
280	50.54%		Very important
225	40.61%		Somewhat important
32	5.78%		Neutral
8	1.44%		Somewhat unimportant
9	1.62%		Very unimportant
554	Respondents		

**Q45. How important are each of the following factors to you in your decision of where to live? SELECT ONE RESPONSE FOR EACH FACTOR - Location within certain school districts**

Count	Percent		
90	16.33%		Very important
72	13.07%		Somewhat important
230	41.74%		Neutral
28	5.08%		Somewhat unimportant
131	23.77%		Very unimportant
551	Respondents		

**Q46. How important are each of the following factors to you in your decision of where to live? SELECT ONE RESPONSE FOR EACH FACTOR - Travel time to campus**

Count	Percent		
236	42.14%		Very important
229	40.89%		Somewhat important
62	11.07%		Neutral
11	1.96%		Somewhat unimportant
22	3.93%		Very unimportant
560	Respondents		

**Q47. How important are each of the following factors to you in your decision of where to live? SELECT ONE RESPONSE FOR EACH FACTOR - Proximity to/availability of child care**

Count	Percent		
51	9.32%		Very important
62	11.33%		Somewhat important
252	46.07%		Neutral
24	4.39%		Somewhat unimportant
158	28.88%		Very unimportant
547	Respondents		

**Q48. How important are each of the following factors to you in your decision of where to live? SELECT ONE RESPONSE FOR EACH FACTOR - Convenience of access to campus facilities, resources, and amenities**

Count	Percent		
103	18.59%		Very important
200	36.10%		Somewhat important
183	33.03%		Neutral
38	6.86%		Somewhat unimportant
30	5.42%		Very unimportant
554	Respondents		

**Q49. Please indicate the extent to which each of the following factors is an obstacle for you to buy a new/different residence. SELECT ONE RESPONSE FOR EACH FACTOR - Monthly payments**

Count	Percent		
107	39.63%		Major obstacle
121	44.81%		Workable obstacle
25	9.26%		Neutral
17	6.30%		Not an obstacle
270	Respondents		

Q50. Please indicate the extent to which each of the following factors is an obstacle for you to buy a new/different residence. SELECT ONE RESPONSE FOR EACH FACTOR - Down payment

Count	Percent		
130	47.97%		Major obstacle
86	31.73%		Workable obstacle
21	7.75%		Neutral
34	12.55%		Not an obstacle
271	Respondents		

Q51. Please indicate the extent to which each of the following factors is an obstacle for you to buy a new/different residence. SELECT ONE RESPONSE FOR EACH FACTOR - Property taxes

Count	Percent		
53	19.78%		Major obstacle
141	52.61%		Workable obstacle
51	19.03%		Neutral
23	8.58%		Not an obstacle
268	Respondents		

Q52. Please indicate the extent to which each of the following factors is an obstacle for you to buy a new/different residence. SELECT ONE RESPONSE FOR EACH FACTOR - Scarcity of homes in desired price range

Count	Percent		
218	80.15%		Major obstacle
38	13.97%		Workable obstacle
13	4.78%		Neutral
3	1.10%		Not an obstacle
272	Respondents		

Q53. Please indicate the extent to which each of the following factors is an obstacle for you to buy a new/different residence. SELECT ONE RESPONSE FOR EACH FACTOR - Knowledge about buying/owning

Count	Percent		
17	6.27%		Major obstacle
87	32.10%		Workable obstacle
57	21.03%		Neutral
110	40.59%		Not an obstacle
271	Respondents		

Q54. What is your primary mode of transportation between UCSC and your primary residence?

Count	Percent		
660	57.39%		Car, drive alone
100	8.70%		Carpool (with at least one other person)
70	6.09%		UCSC Vanpool
116	10.09%		Public transportation/bus
136	11.83%		Bicycle
25	2.17%		Motorcycle
37	3.22%		Walk
6	0.52%		Other
1150	Respondents		

Q55. What is your typical one-way time in minutes from your residence to UCSC?

Count	Percent		
43	3.75%		Less than 5 minutes
271	23.63%		5 - 15 minutes
305	26.59%		16 - 25 minutes
217	18.92%		26 - 35 minutes
141	12.29%		36 - 45 minutes
80	6.97%		46 - 55 minutes
44	3.84%		56 minutes - 1 hour 5 minutes
16	1.39%		1 hour 6 minutes - 1 hour 15 minutes
11	0.96%		1 hour 16 minutes - 1 hour 30 minutes
19	1.66%		1 hour 31 minutes or more
1147	Respondents		

Q56. Would you be willing to increase your commute time in order to achieve a better, or more affordable, housing situation?

Count	Percent		
289	25.07%		Yes
487	42.24%		No
377	32.70%		Maybe
1153	Respondents		

Q57. How far would you be willing to commute in order to achieve a better, or more affordable housing situation?

Count	Percent		
320	48.19%		Less than 30 minutes
313	47.14%		31 - 60 minutes
26	3.92%		61 - 90 minutes
5	0.75%		More than 91 minutes
664	Respondents		

Q107. Please let us know if you have any other comments regarding UCSC's Employee Housing program:

Count	Percent	
341	100.00%	
341	Respondents	

# Exhibit **C3**

## Survey Comments

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# SURVEY COMMENTS

## FACULTY COMMENTS – RESIDENT

1. Blocked access (leaving/re-entering) to campus during protests/strikes when entrances are blocked is a serious concern for many.
2. I am glad that you are doing this survey. I have long had interest in campus planning for housing, and I look forward to seeing new proposals for housing.
3. I am not "single" and I am not "married or domestic partner." What about "cohabitating" as a category? Why is there not any oversight of faculty and staff who are subleasing? This activity is widely known, even publicized, and never seems to result in any action by the program.
4. I currently live in campus housing on Hagar Dr. Two aspects that could be improved are: 1) to allow residents to modify the units in substantial ways that used to be possible - i.e. adding on a room or other significant additions. 2) Allow and encourage more communal use of common space to foster more interactions in the community. This could include turning the grassy area along Coolidge into a grass field for sports, allowing the building of an outdoor pizza oven, etc.
5. I do wonder what the university does with the money it gets when someone sells a unit back to the university for X amount and the university then sells it to someone else for a substantial amount over X to the next buyer (I know of an instance where the university seemed to "make" \$30K on such a transaction).
6. I indicated that I drive to work, which is true most days. I also walk on occasion, when I have more time. We love living at Ranch View and the proximity to campus. It would be great, however, if there was something other than the 7-11 within walking distance (to have a coffee, buy bread, etc.)
7. I like the idea of UCSC housing projects in other nearby cities. One problem I don't like about owning a Ranch View home is not owning the land.
8. It is impossible for me to rationalize why it costs the University so much to build a house on campus when it does not have to pay for the land. There is a fundamental flaw in the way these places are being developed that is driving the price higher and higher. The University made a mistake in allowing individuals to enlarge Dickens Way townhomes from the smallest and least expensive units to the very large two story places that now exist. Taking the most affordable homes out of circulation makes no sense in the long term.
9. It's crucial given the combination of exorbitant housing costs and eroding support for education in California. Many faculty won't come / stay here without the housing program because their salaries would go so much further in other parts of the country.
10. More affordable quality housing will keep me here.
11. My responses are going to be anomalous: I am a provost, living on campus, with no expenses or commute related to my current residence, but paying mortgage and property taxes on the home we own in another town.
12. My situation is excellent, but I came to UCSC in 1987. As a faculty member, I am highly concerned with how housing costs in SC affects the recruitment of new faculty.
13. Please build the next round at Ranch View.

14. Please consider a faculty housing program located in/near downtown Santa Cruz.
15. Please create some affordable housing that doesn't have such a long wait list!
16. Please provide apts, condominiums larger than 1100 sqft. It feels like living in a fish bowl in a 840 sqft apt in Laurent Court. It is ok to travel from Scotts Valley or Capitola. I also appreciate living in a University affiliated neighborhood for multiple reasons.
17. Ranch View is nice, but I really wish we had a little yard. The common areas are hideous and not useful, and not ours to improve.
18. RVT is convenient but expensive and tightly spaced. I would NOT want to see an expansion of phase II. I doubt it would be cost effective for either new buyers or the university. A better path would be to better subsidize staff/faculty thru an expansion of MOP loans for off-campus housing.
19. Some of the questions don't really make sense given that I'm already in Cardiff Ter.
20. Some of the questions on this survey were not written to include those of us happy in our current situation in housing we have purchased
21. Steve Houser is very difficult to work with. He forms personal opinions about faculty with requests that he does not want to deal with and it affects his job performance. For example, he makes it difficult for people to modify their purchased homes EVEN WHEN they are not asking for capital improvements. Someone else in his position would make university housing much more attractive to many different people.
22. The employee housing program is a good idea in principle. In practice it is not very good. The university hobbles our ability to minimize costs, and in some ways, actually increases our costs and the headaches of living within such a community. I am grateful to be living in faculty housing but the university's lack of support and even outright discrimination against a disabled member of my family have definitely been very disappointing.
23. The financial contract for Ranch View homes is not acceptable. In the contract, residents accepts unlimited downside risk of price depreciation with only extremely limited upside gain. The campus should consult with several members of the Economics faculty before designing new contracts. It should also consider revising existing contracts.
24. The owner of 504 Hagar lives in town and rents 504 out to visiting scholars at a premium. This has been going on since September 2012. He has been on campus full time.
25. The Ranch View houses are nice, but are (i) too big and (ii) too suburban (nothing within walking distance). I note that your questions ask about distance to campus, schools, childcare etc. But what is more important is walking distance to shops and services - grocery stores, cafes, etc. Ranch View does not even have a walking path to the main entrance!
26. The selling price of the longer-owned homes are often not commensurate with their value, by large amounts. E.g. outside evaluators have estimated the value our home at well over \$450K and some even over \$600K, while the selling price back to UC is less than \$280K. After being sold back to UC at the low prices, UC then makes some relatively small upgrades and sells the homes to new buyers at much higher prices. There should be some additional adjustments made from time to time, enough to encourage some turnover for the benefit of new faculty rather than making existing owners reluctant to move due to the low selling price.
27. The single most important issue for our family is that our monthly housing expenses are too high, given our family income.
28. The water bill thing is unequal
29. There is too little attention paid to recreational/social amenities. In RVT, the play equipment is for children about 3 and under. There is nothing for older children and nothing to cultivate community among adults. This is surprising, given

UCSC's commitment to community building. Compared to other UCs, it is inferior. I believe we are all about to be assessed a sum in order to provide this, but in my view it should have been or should now be supplied as a basic feature of community housing.

30. University-sponsored housing is key to both recruitment and retention of faculty. The lack of good housing had significant impact on my departments inability to recruit several faculty candidates, and played a role in retention of at least one faculty member.
31. We are quite happy were we are, although we are thinking about what to do after retirement, in 5-6 years.
32. We feel extremely fortunate to live in university-sponsored housing.
33. We live in faculty housing and find it frustrating that many professors don't live in Santa Cruz and rent out their houses. Of our closest 6 neighbors, this applies to 2 of them. One of them has a big 3 bedroom house. It would be great if a young staff member and family could move in, and the faculty member could rent a room at Laureate Court when he periodically stops into Santa Cruz.
34. Why not offer faculty the opportunity to build a custom home on the Ranch View property where the second wave of homes is supposed to go in? Or why not build that second wave?
35. Would really love to see new housing opportunities in San Francisco, coupled with carpool service.

**FACULTY COMMENTS – NON-RESIDENT**

1. #14 does not offer an option for paid-off mortgage. This would be the option for many older employees.
2. Also relevant: Desire to live in the Santa Cruz community versus in an academic enclave. I can see advantages to both. It would be cool if the university could sponsor a community-based assisted living facility for emeritus faculty, as the faculty ages. The Claremont colleges have some facilities like this (but I don't think that the colleges sponsor them).
3. As there are so many commuter faculty and staff, I would hope that UCSC would consider commuter housing as an option-- spaces that are available as a 1 - 3 night per week rental.
4. At this point, I am well settled in non-university housing. At earlier times in my career I would have been interested in university housing, but there was not transparent access for non-ladder faculty.
5. Could be interested in 4 years if I am still employed!
6. Did not choose campus housing over two issues: - pets not allowed - requirement to return housing back to campus at non-market rate.
7. don't know anything about it
8. Even with the "perks" offered to faculty, we are not competitive in the buying market in Santa Cruz. I have been actively looking to buy a single-family home for over two years now.
9. For those who cannot purchase housing at market prices this program is important. I used to live in faculty housing and it was really helpful financially.
10. good work! Seems like RVT phase 1 has been a big success. Also - my personal situation now is anomalous (I live on campus). So I answered the questions as if I were living in my usual residence off campus. thanks
11. Having a short commute is a big plus for quality of life, as is the ability to bicycle to campus. I answered that I would "maybe" be willing to increase my commute time for better/more affordable housing, but the gradient in price/quality would have to be very strong for it to be worth the extra commute time. On the plus side, making it possible to afford housing a short distance from campus (but not necessarily on campus) is a very effective way to make it appealing to accept a position in Santa Cruz. Our MOP loan has been a key reason we regard our move to Santa Cruz as a good choice.
12. Having been at UCSC 12 years, we have a tiny, but affordable house - total costs of that- using the MOP program of that time- consumed my \*entire\* salary when I was hired (all other expenses came from my parnter- who is K-12 teacher. We had no children when we came here- so this was possible). Looking at median prices, and relative stagnation in salaries- the current situation appears actually worse- if we had to decide to come today, with a child and knowing what expenses actually are- (had no idea back 12 yrs ago) - very likely would have turned down the job (unless there are new programs I am unaware of, beyond the MOP )
13. Housing prices in the UCSC housing program were not, at least in the past, appreciably below the very high price of the general market.
14. I am not in need of it but I am in favor of UCSC continuing to work on affordable housing for faculty and staff. It is a major problem in recruiting young faculty.
15. I am on the verge of retirement. The Employee Housing program should be for Junior faculty. It is very important because our area is very expensive.
16. I believe this program is essential in recruiting and retaining both faculty and staff.

17. I commute to Santa Cruz from San Francisco to teach several days a week and wish there were some form of small efficiency apartments -- or even hotel suites -- available on campus for commuting faculty who wish to stay overnight and participate in on-campus activities after work hours.
18. I considered Ranch View but it was the same price to buy in the city, and that was more attractive because of potential increase in value.
19. I don't know anything about it. More info would be good. I've never owned a home, so the whole thing is very confusing . . .
20. I found most questions about money invasive and refused to answer them.
21. I hope this program expands--it is much needed and I would be very interested in participating in the program.
22. I lived in Cardiff Terrace for 27 years. I moved because I wanted a house with a backyard suitable for serious vegetable gardening. We very much liked our neighborhood in CT, but this was the tipping point in favor of a house "in town."
23. I lived in Hagar Ct. for 5 years and enjoyed it. I was able to buy a house off campus during the market dip. Affordable housing for faculty/staff is very important.
24. I moved here long enough ago to have good housing. New faculty and staff do not have this option so I do think UCSC employee housing is IMPORTANT!
25. I teach online, from New Mexico. So my commute takes a few seconds.
26. I think it should be available to lecturers who are close to full time. There are many lecturers on this campus who are 90%+ time but cannot achieve a 100% contract because of structural issues concerning how classes are weighted. The result is that many are ineligible for faculty housing, and I think this unfair.
27. I took advantage of the housing program earlier in my career, and being able to buy cheap housing on campus was invaluable at the time. At that stage of my life, living on campus was great, and I was able to save up to later buy off campus. Now that I have a place off campus, I no longer have a personal need for the housing program, but I want to support the housing program for all the new faculty we are currently hiring, as it would have the most impact for our junior faculty.
28. I was a graduate student at UCSC prior to being faculty. I never considered UCSC housing because it is not maintained well, it is very overpriced, and you do not allow dogs.
29. I was very interested in the 40-year MOP but it seems to have gone away!
30. I would actually be most interested in an affordable studio apartment or cabin on campus. I would only use it 3-4 days a week.
31. I'm not personally interested in living on campus, but it would be very helpful to increase the number of houses under the UCSC Housing Program.
32. In my case, housing choices have been constrained by need to be close to my spouses workplace in Los Gatos. There are some number (perhaps not huge) of faculty/staff with similar constraints.
33. In my experience, UCSC faculty and staff need more help and institutional backing finding, financing, and navigating housing in the city of Santa Cruz and surrounding areas, something more akin to the sorts of comprehensive support that colleagues at Stanford encounter, and not more on-campus housing options per se; the university campus is not currently, and is unlikely to become, a location that many faculty or staff would be willing to live. If UCSC truly wishes to change that, they would do well to invest in social and cultural hubs and spaces on campus, such as used to exist at "the pizza junction", the whole earth cafe, etc, and art galleries, small music venues and student driven initiatives. These could be

integrated into existing housing areas with great success. Until then, most people I know would prefer to live in the city of Santa Cruz, or, more frequently, in San Francisco.

34. Incredibly important for recruitment and retention. Please do continue to develop housing for new, young faculty.
35. It did not meet our needs nor can you possibly build enough housing to accommodate the demand. The campus should focus on mortgage assistance for new faculty and rentals, not for purchase housing.
36. it is particularly important to provide affordable housing for incoming assistant professors
37. It is too expensive. The configuration of the new units (no yards) does not work well for families with children.
38. It would be good to have some temporary housing facilities available to visiting faculty/artists-in-residence, etc.
39. It's a shame that Hagar Court rentals were "sold." As rentals, they provided a dynamic community for young faculty/staff with small children. By selling those places, and other on campus housing, the University is creating an ever-growing retirement village that will be super hard to ever dissolve. It's a mess in the making.
40. It's not a horrible idea providing housing for employees, although personally I wouldn't want to live on campus and work there as well. It kind of ruins the sense of community with the surrounding area (town) by making campus a completely self-sustained system. As an employee, it's nice to have a sense of separation from work and my personal life. Furthermore, I disagree with the LRDP, and feel strongly that UCSC should not expand upwards along Chinquapin Road north of campus. This will only make student transit times to classes longer, and require more bus routes. Also, it will destroy the redwood forest in the region, which would be a tragedy.
41. It's really a matter of faculty (lecturer) salary- difficult to get a downpayment for a house and afford monthly rent in the area.
42. Less important to me now but such a program would have been very helpful when I was a new hire.
43. Lived in UCSC's Housing program for 14 years and found it very attractive. Moved out last year and am not interested personally any more. As department chair I found it a very important recruitment tool.
44. Living on campus, or very near campus, is appealing to me. However, with 3 kids, four bedrooms is a minimum, and the overall house footprint needs to be large. The main issue with the Ranch View Terrace houses is that they just weren't large enough for my family.
45. Most Art and Humanities faculty live in the Bay Area because of accessibility to research related resources and communities critical to our work. It would be nice if UCSC had affordable faculty apartments for those living far so we could spend the night without having to "couch surf" or pay hotels. This would keep our presence on campus engaged and accommodating.
46. My personal feeling is that it's important at every level -- for my family, town-gown relations, the campus, faculty research and engagement outside the academic bubble, and society as a whole -- for us collectively to live integrated with the rest of the community and not in a separate little universe. Employee housing programs that facilitate this are in the long-run best interest of everyone and align best with the mission and goals of the UC system.
47. my situation is complicated; i live in San Francisco and I rent a small room in Santa Cruz; would prefer to relocate my family to Santa Cruz area
48. Need to build more affordable employee housing on campus. I only teach one course and have another job so access to the University is not an issue for me. I also live close to a bus route and have paid off my mortgage. But I know that I am the exception and younger staff and faculty struggle with the high housing costs in the community.
49. none

50. not relevant for me as spouse works in Silicon Valley 5 days a week and i can commute against traffic 3 days a week so doesn't make sense to live in SC
51. not relevant to me but I recognize it is important to others.
52. Now that the campus is hiring again and that the real estate market is up, we need to reactivate our campus housing program to be able to offer units to new hires, both for sale and for rent.
53. On-campus housing is unattractive to me because it is cut off from the rest of the city.
54. please be careful not to make policies that only help a few individuals. faculty and staff housing should help the most number of individuals.
55. Prior to this survey, I was unaware that a UCSC Employee Housing program even existed. I'm not sure what kind of publicity the program currently receives, but it might be useful to expand that, if the program seeks to expand.
56. Rather than a physical program, how about a fiscal one? Help with loans, etc.
57. Restrictions on increase in value of housing are unacceptable to us, given that home ownership is as a critical mechanism of funding our retirement and second mortgage to finance our children's college costs. Therefore, MOP loan is the key reason we can tolerate housing costs in SC. If university would facilitate mass transit in SC, more faculty and staff could find reasonable housing more distant from campus (e.g., Watsonville).
58. Since lecturers teach over half of the undergraduate classes (the University and its primary mission is completely dependent upon our labor) and yet we are paid much less than ladder rank faculty, UCSC's Employee Housing program should make it much easier for long-time lecturers to buy affordable housing. I've worked here for 16 years. My "buy-in" to my job and community is obviously strong. I wish the University's "buy-in" to my family's needs were as strong! Thank you.
59. The apartment units are way too expensive for junior faculty like myself that come from low-income backgrounds and have student loans to pay off. Monthly salary barely covers all basic living costs in such a situation. UCSC needs more affordable one bedrooms and studio apartments.
60. The cost of living is difficult in Santa Cruz, housing is a large part of that difficulty.
61. The housing program is extremely important for new faculty recruitment, especially faculty members who have or plan to have young children
62. The last housing project, RVT, was far inferior in quality and price to similar programs on other campuses, such as Irvine. Unless the process is greatly improved, it should not be attempted again.
63. The MOP program has been great.
64. The possible answers to Q. 38 are mis-phrased. I think you meant "important" rather than "satisfied" there. I wish there were a way that I could live on or near campus. Part-time faculty have a hard time of it -- can't live on campus, can't afford to live near it.
65. The steady increase in prices for RVT and then the ridiculous increase in price of Cardiff and Hagar made me no longer interested in faculty housing. You priced it 20% below market in ca. 2005, meaning it was relative to the peak of the first housing bubble. As such, it makes no sense to buy on campus where one doesn't own the land and has to lease it. You've had a temporary reprise with prices lately but understand that this market is manipulated, it's due to quantitative easing, artificial low interest rates and investor purchases with all cash. Once that dries up, faculty housing will again make no sense. The ridiculous price of RVT is clear: I had a colleague who could not get house insurance for the purchase cost because the company correctly said that it's overpriced. The campus should switch back to the old prices

for Cardiff and Hagar which were a hiring incentive rather than price gouge our own faculty and turning them into homedebtors. The same is true for rentals on campus, for both faculty and students. They are overpriced by design because the campus compares to in town. That is not in the best interest of the campus. We necessarily lose good graduate students and sometimes even faculty recruits because they can go elsewhere with lower living costs. The housing program as it's set up does not help with recruiting as it was originally designed to do. Look at UCSB for instance, large townhouses for a reasonable cost.

66. There are factors not addressed/asked here which for some people are very relevant: e.g. partner/spouse working in a job far from campus with hours that offer no commuting flexibility. This affects our decision to be far from campus, as does having a son with special needs who needs access to a school--also far from campus (SF area). So our situation is a bit particularâ€
67. there is a problem with one of the question's Likert response options "very satisfied" instead of "very important," etc.
68. There is an unacceptable shortage of ADA housing.
69. There should be an option for commuters. Reasonably priced and subsidized apartment complex for people who have partners who live elsewhere or cannot reside in SC for some other reason. I rent a space in SC fairly close to campus but would prefer a location with other commuters that is close to campus. It would allow greater participation for more people like me (most of whom cannot find accommodation for a reasonable price in town). These should be rentals and available by the quarter or year. Other staff and faculty who are single might also choose this option.
70. This mattered 25 years ago when I came to Santa Cruz. UCSC promised housing for a long time, and we waited, and it did not come. So we bought a house off campus. Now none of the questions on the survey are relevant anymore. It used to matter a lot, but not any longer.
71. Though I am officially a part-time lecturer, I work 98% of full time and will probably be here until I retire in 20 years. I own a home in another county which I would be willing to sell or rent in order to eliminate my horrendous commute if I had reasonable options here in Santa Cruz. The lack of property tax reciprocity between Alameda and SC counties is a deterrent to buying, and so is the lack of subsidized housing for UC lecturers.
72. UCSC has been irresponsible in housing both its students and its employees.
73. very important for faculty recruitment
74. We are waiting to hear about our application to faculty housing.
75. we ended up not being able to afford Univ. housing. The landlease and HOA fees put us above our monthly allowable mortgage. Our house off campus ended up being about \$200 less / month. Otherwise we would have probably purchased on campus.
76. We have paid off our house, so have no interest in the housing program.
77. We live where we do because of location of my wife's work
78. We need to improve the down payment program so that individuals can more easily meet the down payment amount. This is actually a bigger, more challenging problem than the MOP loan repay amounts.
79. We will be unable to attract excellent faculty and retain those we have unless the cost of living is offset. Combined with the low wages of a public university, the high cost of living is a huge negative factor in faculty recruiting and retention.
80. When I arrived at UCSC in 1991 the waiting list was long, so I never seriously considered it. Once in the local market I was not interested in University housing. The UC mortgage origination program, however, was very helpful in purchasing my house in 1992.



81. When I started working at UCSC, faculty housing was fairly dismal for a family of 4. Hagar Court was small, and then we were forced to relocate to an even smaller unit at Laureate Court. The wait list for a 3-bedroom unit was long. We were forced to find off-campus housing. When Ranch View Terrace finally started construction, the cost was much higher than we anticipated. On a separate note, I think there should be a few affordable units set aside for visiting faculty, for 1-3 quarter duration.
82. When I was hired I was told there was such a long waitlist for the type of faculty housing I required that there was no point going on the waitlist. It's ridiculous that there isn't always housing available for Visiting Faculty, and that there are so few single-person housing options available. The monthly rent I was quoted for single-person was also ridiculously expensive, as if the University wanted to make a profit off of faculty housing, rather than provide a service to help out faculty moving cross-country and trying to find affordable housing on a non-tenure-track level salary. Now I have to live in an old lady's basement.
83. Years ago (1992, I think) my then-partner and I purchased one of the townhomes at Hager Meadows. We really liked it, and the staff in the housing program were great about every issue, including when we sold the unit. I can't praise the staff enough!
84. You offered no option for people who own their own homes and have no mortgage.
85. Housing price is a serious recruiting problem for attracting junior faculty, but the lack of infant care and child care for faculty is even bigger.

## STAFF COMMENTS – RESIDENT

1. Affordable housing is important given that UC and wages for staff are limited and generally don't make enough money to even qualify to own. Realistic opportunities are needed for staff to be able to afford to live and thrive.
2. As a single person who is also carrying a significant amount of student loan debt, I am equally concerned about available, affordable housing and my earning power here at UCSC. I enjoy working with students but I also don't see many opportunities for me to increase my income in my field. My current position provides me with an apartment but there's no way to move on in my field without taking a significant pay cut. So, while employee housing holds some appeal, I'm also not confident in my ability to afford it.
3. Commute time / cost is very expensive and getting more so every day. Therefore campus housing that is not on the campus makes very little sense. You would likely charge market rate or closer to it off the campus which would nullify any saving with added commute. Finish RanchView and make the next wave affordable. (Condos)
4. Consider high rise housing off campus
5. First and foremost we do NOT NEED ADDITIONAL HOUSING. Monthly costs of renting houses is what needs to be reduced. The University makes enough money to reduce those costs.
6. I am a non-senate academic employee. I am neither real faculty nor staff. You did not have an employee category for me.
7. I am going to move off campus due to the repeated strikes and the campuses lack of commitment in ensuring I can get off campus and back to my home when there is a strike. It is unacceptable to not ensure residents on campus can get on and off campus to their homes.
8. I am very happy with my current residence which is on campus, but I do think it's a program that should be expanded so that more employees can take advantage of it, with both for-sale and rental options.
9. I am very lucky to live on campus though the Santa Cruz Measure ~~â€œOâ€~~ process. The landi afford to live and work in Santa Cruz. I was forced to short sell my house in Antioch, CA to take a job in Santa Cruz. I looked at the opportunities to buy in Santa Cruz, and saw the availability of staff housing on campus (within my price range). I quickly got on the waiting list, but found out with the recent mortgage crises I could not gain a mortgage for on-campus housing because of UCSC owning 50% of the property. To further my dilemma I can only rent on campus for three years before I have to find other living arrangement for my family. To live outside of UCSC is not an option for a proper work/life balance that I am looking for my family. My new wife and I are in the process of adopting our toddler grandson (I was not blessed with children of my own), and to give him opportunities his father was not given due to an absentee father, but with a single hard-working mother). My family is stuck in a catch-22 â€ We cannot gain a mortgage, and we cannot rent past three years for on-campus housing. I heard most staff leave UCSC jobs after three years to find other jobs close to home. I love my job and do not want to leave â€ I told my supervisor I would stay if I can rent for term of my employment or purchase campus housing (what a large hiring and training expense UCSC goes thru). I like the idea of on-campus housing, but if the University offers housing in Downtown Santa Cruz or on-campus similar to Cal State Monterey Bay (CSUMB) housing model that would be a positive step â€ for example, 1010 Pacific Ave or Sycamore Street Common apartments. We are looking at a three bedroom because my 16 year old step-son is coming to live with us this summer as well as our toddler grandson. The UC decided on Santa Cruz to open a college and not the Almaden Valley in San Jose where low-income housing is available. We now live and work in Santa Cruz that is Paradise and are trying to have a work/life balance. A work/life balance is paramount for a happy content stress-less work force. To live in

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EXHIBIT C3: SURVEY COMMENTS

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Aptos is an hour commute â€" Watsonville three hours â€" San Jose is two hours. I have been fortunate to live with-in 5 to 15 minutes of work â€" I have had transitional periods with one to three hour commutes for a few years, but I lost a Marriage over the long commutes. In summary, UCSC must provide a CSUMB rental model to its staff (2 & 3 bedrooms w/ two car garage) for on-campus housing or allow mortgages for staff the same as UC offers faculty. Thank you for your time and consideration.

10. I appreciate the under market values that the University has provided in the past.
11. I have just recently (as of this weekend) moved out of the Laureate Court Apartments due to the rental time limit imposed on staff. This has been a huge financial challenge and inconvenience for me and my family. I strongly believe that UCSC should provide affordable and locationally reasonable rentals (and for-purchase housing) for campus staff. Now that my housing situation has drastically changed I am questioning my long term career goals at UCSC, as I know I can provide my valuable work experience to other employers where I can live in much more affordably reasonable housing situations compared to Santa Cruz. I have been able to achieve so much and contribute to UCSC's goals as a staff member largely due to my living situation at the Laureate Court Apartments and this is no longer an option for me. PLEASE consider adding more housing available to staff and lift the time limit restriction! I would gladly continue to rent from UCSC if this was allowed (I would also gladly purchase housing from UCSC if I was given a fair opportunity to do so).
12. I live on campus with my student spouse; probably not indicative of others, but I still participated in the survey.
13. I really benefit living in the measure O Laureate Court apartments. I hope that there can be more housing like this and that it can be extended. Right now I have to leave in 3 years and I may have to quit my job if I cannot find affordable housing in Santa Cruz.
14. I think it's great. It's the only way I can afford to live in a nice place in Santa Cruz.
15. I would have considered a rental property on campus if pets were allowed. That is, honestly, our biggest barrier to finding housing in Santa Cruz.
16. I would have left UCSC long ago if I did not have affordable employee housing. It was very important to retaining me at UCSC, otherwise I would be at another UC now.
17. It is my understanding that there is a waitlist, that employees cannot access housing after 2 years employment and that the cost is not lower than other housing in SC. Changes on these points would be a good start. You might want to look at Santa Barbara Cottage Hospital's new employee housing community - a very good model.
18. It needs to serve single staff living on one income. Currently homes are unaffordable to a single employee, as are rents. Single employees have no studios available and pay the same price in rentals as do a family of 5 crammed into a one-bedroom, even though we cost the university virtually no wear-and-tear, while families require an apartment be totally gutted upon move-out. We also pay the whole cost for a water meter, even though we use far less water, and we pay the whole cost for garbage even though we produce far less garbage. Some of us have job requirements or health issues that require we be close to campus, but the rent is raised yearly without any improvements to our apartments, which are already over market rents and without any comparable raises on campus to our salaries. The university appears to be balancing its housing budget on the backs of its employees, especially its single employees who cannot move.
19. It seems that on campus housing is less affoprable than community housing. This is unfortunate.
20. It would be nice if the University offered faculty/staff housing downtown and possibly beachfront ...maybe purchase a hotel and convert it or convert one of the bigger buildings into lofts.

21. It would be nice to have more employee rentals so employees don't always have to be placed on a wait list. Also having more employee units for purchase thus giving employees more of an option to either rent or buy.
22. It would be wonderful if HOA regulations were enforced -- not strictly enforced but some token effort. For example, keeping the fronts and backs of our units tidy and clear of clutter. Other than that Hagar Ct. is a wonderful place to live.
23. Its wonderful, it would be great to have more sport/play areas for kids at Ranch View.
24. John Thompson has been fabulous
25. More housing options are desperately needed at UCSC. All of our new staff have struggled to find a suitable place to live. I plan to leave UCSC and leave Santa Cruz entirely before my 3 years at Laureate Court are up because that's how much of a nightmare it is to find somewhere livable in the area that I can even remotely afford on my crappy UCSC salary. It's easier to find a new job than it is to find a place to live in Santa Cruz.
26. My hobbies and interests include living a recluse shut in life with my cat, cindikins. we read books about the follies of western religion and the general steezy nature of American principals. Other hobbies include: being alone without my cat, trying to foster actual normal human relationships with actually real people that aren't insane. fending off masses of fucking gentlemen that think they want to get to know me. Coping with the fact that women are treated like god damn property in this country instead of people. Turn offs include in order of actual for serious relevance; people, surfers, christians, liars, sneaky butt faces, bad food. Turn ons include ; general capacity to communicate real motives and intentions through non deceitful methods. real people who give real shits about things instead of pretending to. food, I enjoy good food. Kind of like that food critic from ratatouille. Can't eat if its shitty food. Cant eat. Cant eat especially if the food is bad.
27. My impression is that the City of Santa Cruz limits development to the extent that property prices are inflated by limited supply. I nearly decided not to take my current position because the cost of living is so much higher than average in Santa Cruz. Affordable Employee Housing options are crucial when remaining options primarily consist of being "house-poor," commuting through polluting traffic, or working for a different university. I know of hardworking colleagues who plan to leave UCSC simply because they cannot afford to live in Santa Cruz.
28. My position obliges me to reside at Lick Observatory, Mount Hamilton, which is a mountain-top location experiencing weather extremes and is remote from UCSC. The majority of available housing (some houses have been condemned and not dealt with) is over 60 years old, in poor condition, subject to frequent infestations of vermin, infiltrated by rodents and inefficient to operate (heating in winter is a major expense). Living in accommodation of this quality during the 4--6 month winter period is a test of endurance, bordering on hardship. Many housing structures contain hazardous materials which prevent large-scale improvements (e.g. replacement double pane windows) and also preclude the opportunity to develop a family life and have guests (since we are not permitted to have children in the residence). Despite the best efforts of the maintenance staff on Mount Hamilton, the accommodations mountainwide have been in a state of deterioration for many years due to declining budgets and the philosophy of "out of sight, out of mind" on the part of the campus services --- one example in recent years has been the withdrawal of UCSC policing for this isolated (and therefore at risk) UC community of dedicated round-the-clock staff. Many residents keep-up the properties in their own time, with their own resources and out of their own pockets. The limited choice and poor quality of the accommodation has probably the largest detrimental effect on staff morale.
29. NA

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EXHIBIT C3: SURVEY COMMENTS

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30. Need more space at Hagar Court. maybe creating carports w/ solar panels to generate income for the association and to build individual storage space for each unit. Soundproofing is a huge problem. need more single story units.
31. none
32. Nothing
33. Our department receives \$-0- for housing maintenance, so tenants must pay for and perform all maintenance personally. We do this to avoid losing the housing.
34. Please note: I have a live-in position. This means that UCSC provides me with an apartment for free, located within undergraduate housing. It is a very nice apartment. It is financially affordable (given that it's free), however I am required to be on-cal 24-hours a day, 7-days a week, 365-days a year and my neighbors are all 18-21 year old students... so it does have other "costs" associated with it. I am looking to change jobs, and I would love to stay at UCSC where I've built up so many relationships and campus-knowledge. However, unless I get a significant salary increase in my next position (which is unlikely) there is no way I can afford to live in Santa Cruz. A small one-bedroom apartment (of dubious quality in a dubious neighborhood) would cost me about 1/2 of my current salary. I'm too old to be paying half my salary to live in poorly maintained accommodations designed to capitalize on student tastes and income. My only option is to live in San Jose, where there are more options and I have friends I can apartment share with. This, however, means a 1-hour commute over the 17. Not fun. As a result, I will most likely be leaving UCSC to somewhere with more affordable options in housing and/or somewhere that pays enough for me to live within the general area.
35. Rental prices of university-owned units are artificially inflated and also help inflate non-university owned rental prices for private units. Rather than solely price at square footage or number of bedrooms, percentage of income paid toward housing should be factored. Rental prices of university-owned units appear to be matched to private equivalents, yet they are often not close to "apples-to-apples" in terms of value and amenities. This seems to be in conflict with policies regarding campus recharge operations/units. Not only does UCSC seem to be competing with private entities, but also seems to be placing the burden on employees whose UCSC salaries have not kept pace with this area's cost of living. Longer rental terms are needed, as well.
36. Steve Houser does a great job in helping prospective home owners or renters understand the pros and cons of University housing.
37. The decision to freeze additions at Cardiff Terrace was unwise and should be rescinded. The reasoning, that "A" (small, 2 bed single floor) units were being lost to enlargement is specious: no one wants these tiny places. Hagar Court did not sell out to faculty precisely because the units were too small (you should have combined two apartments into one unit-- then you would have sold out to faculty families in 24 hours.) Whatever you end up doing, remember: no one wants these postage stamp sized homes.
38. The program is fantastic but limited. Further expansion to meet the needs of employee's is critical.
39. The re-pricing process really screwed up employee housing on this campus. I was offered a hagar unit about 2 years ago after waiting on the list for several before that. At that time, the cost of the unit I was interested had jumped ~\$75,000 in the time I had been on the list and when push came to shove, I could no longer afford it. It made zero sense that the newest units should jump in cost by 40% in essentially the blink of an eye. AT that time, the Hagar units were MORE expensive than mostly identical units off-campus I was looking at, both west-side, and behind the freeway by the cemetery. It is what it is, but my coworker bought one of the units a year earlier for close to 200k, when I was offered one, the cost was 290k.... /le sigh

40. There are numerous parking and safety issues with living on campus and any future development should try to mitigate these problems. Privacy is also an issue. Also bike parking that is secure and covered from the elements.
41. There aren't any housing rentals that allow dogs, which is needed. We are currently renting from professor on sabbatical in Cardiff terrace.
42. This survey doesn't really apply well to those staff who are required to live on campus (CREs) -- we don't pay rent, mortgage or utilities, but we do live in University housing. So questions like #28 -- would I consider a move farther away for more affordability, doesn't really work for us because 1) we aren't allowed to live anywhere but where we are assigned to live, and 2) it doesn't get more affordable than free... That's just one example. And all the housing related costs questions, again, I chose less than the lowest amount offered, but that's \$0 for us, so is that really helping you gather accurate data. I'd suggest that in the future, CREs are excluded from participation in this survey, or the questions should be modified to be more inclusive of our experience.
43. While I have been very thankful to have the apartment, it is still very difficult to pay 2/3 of my net pay on rent. It leaves a family of 3 with just over \$1,000 month for utilities, food and all other expenses. The boys love their school and I would really like to stay in the area for 4 more years so they can graduate and I can work at UCSC, but I don't know how to survive financially with such a high housing cost.
44. Would love for you guys to move forward with Ranch View Terrace Phase 2!!!

## STAFF COMMENTS – NON- RESIDENT

1. Housing on campus would be my preference because of the access to UCSC resources but housing in a great school district would be o.k.
2. 1. It is hard to say what price range I would shop in since the market is so volatile in Santa Cruz. 2. I don't know anything about UCSC's employee housing program, but I do remember when the Ranch View Terrace homes went on the market the prices were very high, possibly higher than a comparable home in Santa Cruz, off campus.
3. 1.) questions 40-47 were very confusing to me. Most important for me is affordability, the next most important to me is to be nearby work, unless I can use a vanpool. Nearby shopping, doctors, neighborhood, etc. are the third most important thing about where I live. 2.) I tried to check into the university low income housing but did not qualify because of the time constraints put on it, in that it is only for the first 3 years of employment. 3.) I don't mind getting paid less than every other university, but at least if they offered affordable housing it would help. Even if it is condensed housing (apts)
4. A housing program that focuses on the reality of true average UCSC staff income level and ability to purchase a house in Santa Cruz. Even with dual income it is very challenging to be able to afford a home in the area. In the long term this would mean having to move out of the area if we wanted to purchase a home even though staying at UCSC would be the preference. This is a common conversation I have with many people in Santa Cruz, even rent is too high for a dual income family with the average 3 bedroom being at least \$2,400 rent per month which is not affordable on a UCSC staff salary. So many people rent as long as they can and when they want to purchase a home they end up leaving Santa Cruz altogether and go to a more affordable area, sometimes even out of state. Also, if the campus had child care available for staff at a reasonable cost that would help immensely with budget, commute, convenience. So many employees on campus have young children it is hard to understand why there is not childcare for staff and faculty. My income alone cannot cover childcare and rent only one or the other. I don't know how single parents manage.
5. About ten years ago we got on the list for on campus housing at staff and faculty housing, however we were told that faculty have preference and it would be unlikely that we would get to the top of the list. We have since been able to purchase a home off campus.
6. accessibility a big issue. only one campus shuttle has lift for wheelchair.
7. affordable housing
8. affordable housing near/on campus. 500+ for a 9x10 room is B.S.
9. Affordable housing to build a closed-net community to support quality life style. Provide community transit service with bike racks to allow employees to have a little more freedom.
10. Affordable housing would be a huge help to my continuing employment at UCSC
11. Almost impossible to live closer to campus due to my low income from working here.
12. any possibility of retirement housing?
13. Any university housing out of the area should have busing / van pool leaving from the housing unit(s).
14. As a full time staff member that relocated for my job here at UCSC, I am very depressed to see so few housing opportunities for my family here. We most likely will be moving from this area, not because my job or not having enough monthly income... But because there are no opportunities for us to buy a home here.
15. As a low-income single guy, I could save a bit by cutting down on my transportation costs, living on campus or close enough to bike/walk. I work a night shift so bus transport is not an option for the commute home.

16. As a single person it is very difficult to find an affordable place to live that is not falling apart, molding or super tiny which is where I live now. I know my survey states that I live in a "single family home," however this home is literally two feet away from the next home. The bathroom windows face each other and you can hear and see everything, so even though some of these places may sound nice, they can be uncomfortable. I just want to say that I know it is difficult for families, but please don't forget that it is also difficult for singles! If you do find/build housing for staff please consider making nice thick walls so we do not have to hear each other.
17. As a staff member, I would have loved to have had the chance to buy a condo on campus in 1998 and not have had to buy a house in town.
18. As a staff person I was never made aware in any way of my options for UCSC housing.
19. As Asst. Director for a campus research center, we have a very strong need for campus supported rentals. We regularly have visiting researchers and new postdocs that need temporary rentals. We also have new employees moving to Santa Cruz and it would be very helpful to be able to offer them a 1-3 month rental while they are getting settled and finding permanent housing. The University Center would fit our needs if it were available to these types of employees and visiting graduate students.
20. As I shared it would be very helpful to have staff housing that is available for continuing staff since Laurette Court is only available to new staff. Rent in Santa Cruz has spiked and it is out of control. As a single professional, with one income it's important that I find housing that is reasonably priced and in a safe area. I hope UCSC will take an in depth look at how to provide more housing for staff. The costs are very discouraging.
21. Assistance with first time home buying or options would be great, but not interested in living on campus.
22. Because I work with animals and am often on-call, being in close proximity to UCSC's marine campus (Long Marine Lab) is critical
23. Better idea of where you are on the wait list. More options available so wait lists aren't so long.
24. Better visibility & outreach. I did not know that this was an option.
25. Campus housing should include composting and residences should be powered by sustainable electrical such as solar energy. We can do this! Also, housing should be modest -- but built to last. Let's not build cheap housing that will lose its value over time.
26. Campus needs to facilitate affordable housing for its employees either through direct subsidies or loan co-owner (pay the down payment); or you can increase salaries comparable to cost of housing in City of Santa Cruz (median \$675,000)
27. commute time: home to UCSC 15 min. UCSC to home 45+ min
28. Commute times are different going to the campus versus going home. My commute is 20-25 minutes coming in and a minimum of 45 minutes going home.
29. Commute times are seriously different coming to campus vs. going home and all of these questions pertained to coming to campus not going home!
30. Consider down payment assistance programs. Also, possibility of creating communities in north campus area, aka Bonny Doon. Consider ways to perhaps make land available for employees to design and construct their own homes. Potential to set up micro grids for on site utilities, perhaps use excess campus generation to supplement. Cooperative housing arrangements may allow greater flexibility in size of private space. Based in commute travel patterns, one would think areas along highway 1 north of Santa Cruz could be highly desirable (eg Davenport.)
31. Consider the impacts on resources, especially water, in this drought area.



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EXHIBIT C3: SURVEY COMMENTS

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32. Considered UCSC housing when I first started at the university, but the lack of availability was a hindrance. By the time, I got notified, I had already discounted campus housing and purchased something in Santa Cruz.
33. Cost is the biggest factor followed by stability. I currently rent, but there is always the risk of the landlord increasing the rent or deciding to do something else with the apartment.
34. Desirable square footage for living is important. We have an extended family
35. Disappointing, but understandable, that housing isn't available to long term part-time employees.
36. Employee housing would have been very attractive -- if not transformative -- at different points in my career/life but once certain decisions were made, the potential benefits of employee housing became irrelevant
37. For long term planning, the houses we looked at were cramped with no view. For short term the Laureate Court was adequate.
38. For me the most important part of my obstacle is to get a down payment for the house. If there was a way for me to barrow from my retirement plan that would help me.
39. FWIW, I don't work on campus, but at UARC in Mountain View.
40. fyi-Length and the amount of time it takes to commute to work are really not very relevant. Location of residence has everything to do with the amount of time it takes to commute to work.
41. Gasoline is very, very, expensive and the rent and housing costs within Santa Cruz County are astronomical considering my current wages at UCSC.
42. Generally, the housing available close to campus is small, old, and very expensive. We chose to live in Live Oak because the house was relatively new, energy efficient and almost the right size. It is still at the edge of affordability.
43. great idea...but not enough houses!
44. Great idea..the University-being the County's biggest employer but not necessarily one of the highest paid jobs-should be working on a program to help their employees access affordable housing in one of the nation's most expensive places to live.
45. Have you considered co-housing facilities?
46. Having more housing options on campus would be wonderful for faculty; however, housing off-campus is rather unhelpful unless the rates are significantly lower. I would be much more likely to continue living where I am to remain close to campus than to move further for slightly cheaper rent.
47. help me pursue development of an old faculty home on campus
48. Hmm... seems like it needs to be very well advertised to recruiting managers, if you want to increase participation. I have been a manager on the campus for >5 years, and I'm only vaguely aware of the program and how it could be utilized in the recruiting cycle.
49. Honestly, I'm just thrilled that you're even considering potential new housing for staff and faculty. My dream is to be here until retirement and hope that in the near future I can purchase a home with the University. Thank you for this survey!
50. hopefully housing condition of building are in better condition than the buildings currently on the ucsc campus at this time.
51. Housing affordability vs. wages ratio is the single most important factor in determining where to live and whether to remain employed at UCSC. Home purchase would be the ideal, but realize this is not obtainable in the current situation. UC sponsored housing w/b appealing if there was some level of independence & detachment from the university. I would not want the UC to be both my employer & landlord, nor my employment to be a lifetime condition of housing.

52. Housing costs are extremely high in this area. It is high enough to be a strong deterrent to settling in this area to live and work. If there is any way to address that fact that would make the largest positive impact on the quality of living and working in this area.
53. Housing costs in and around Santa Cruz are ridiculous. You need to pay your employees more to be able to afford to live here.
54. Housing for staff needs to increase to meet the school's employment goals.
55. Housing in the Santa Cruz area is extremely expensive, especially considering the wages UCSC offers the majority of it's staff.
56. Housing is exorbitant in Santa Cruz, to the point where it almost certainly affects recruitment and retention of employees.
57. Housing should be family-friendly. University-sponsored housing should also allow better work-life integration by cutting down on commute time (time spent away from both family AND work), build community with fellow staff, and make it affordable for employees to live close to work.
58. I am a new employee here. I have found the housing price and living expenses are very high for some reasons but with very moderate difference of living quality compared to the other places I have lived with much lower living expenses. I came from Los Angeles. So it is important to build affordable houses for employees to rent or purchase to increase faculty and staff retention. The discount prices of university houses for renting and purchase could be serve as an incentive to attract high-qualified faculty and staff to serve the university. I think people/families always try to balance the benefits of working in a place with the benefits, quality of life and income and expenses to make an affordable living for their career goals. I don't know about the faculty/staff retention rate here. Hope you can do a research about this for your housing planning. Thanks.
59. I am glad to see some effort made to provide housing for UCSC employees. It wasn't available to me when I joined the staff ~20 years ago. It has been very helpful for new recruits, to give them a place to live while they adjust to the community and university.
60. I am interested in finding out more about his program and will research these options further. Thank you for the opportunity to do this survey!
61. I am interested in seeing such a thing succeed to help in our employee recruiting efforts.
62. I am not interested in moving into an employee housing facility. My husband and I have benefited from the MOP loan program to buy our house. I currently telecommute to my job so transportation is not an issue.
63. I am on wait list for housing
64. I am unaware of the options I have, I'm a postdoc.
65. I appreciate your efforts, but I still can't afford to buy a home in Santa Cruz. I gave up that dream years ago.
66. I attempted to use Staff/Faculty Housing as a current resource as I sell my home and was told I did not qualify.
67. I believe a transitional housing option, probably apartment rentals or possibly townhouses is an important option for new faculty, staff and postdocs considering the high cost and limited availability of housing near the campus.
68. I believe it is in the Universities best interest to build housing for its employees. As this generation retires, the next generation has no affordable housing. The UC invests time and money into new employees, just to have them leave for affordable housing somewhere else.
69. I believe that there are no dogs allowed in UCSC employee housing which would preclude me from considering it.

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EXHIBIT C3: SURVEY COMMENTS

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70. I could not find an affordable two bedroom townhouse near the campus when I was looking for a more permanent place to live (August 2012.) I very much wanted to find a place with a garage.
71. I did not know it existed.
72. I didn't even know there was a program!! I'm not sure what it does, or who it even helps.
73. I didn't know that ucsc had such program.
74. I didn't purchase home because it was close to UCSC, I took job at UCSC because it was close to my home.
75. I do not expect an employer to furnish housing for staff, including faculty. Students yes, professional adults, no.
76. I do not know how to take advantage of this program. I would like to learn more.
77. I don't find the prices for rentals available through UCSC to be much different than what is available elsewhere. It's really only the fact that rentals are close to campus that is the main draw to rent through UCSC. And, someone told me you are there is a time limit to how long one can rent a UCSC apartment as well. That turned me off.
78. I don't know enough about it to comment.
79. I don't know if I'm eligible; I've never heard of it or been made aware of it. It would be great if it were addressed to new hires, or at the same time as benefits are explained.
80. I don't know much about the Housing program and I would like to know more.
81. I don't think the University could offer housing at a price that would make me want to buy a house in Santa Cruz. With the Housing market bubble gearing up to burst again. I don't think buying a house is a good investment. Particularly for someone who may retire in 10 years or less.
82. I don't want to see employee housing built in north or upper campus.
83. I feel it is very important to provide affordable housing to UCSC staff. It is almost impossible to find affordable rentals in Santa Cruz. Especially on a single salary. I have a medium size dog and due to the shortage of housing it is even more difficult. I also feel that at my age I should not have to share my housing with a stranger. The competition to find housing at a reasonable cost is fierce and I have to compete with two or three income parties. Compared to when I first came to this country in the early 80's the ratio from income to cost of housing has changed dramatically. Santa Cruz housing is now more expensive than Switzerland.
84. I found the personal information questions unsettling and recommend that you put a disclaimer at the front about why you need the info and those questions should be moved to the back of the questionnaire.
85. I had looked into buying into the faculty/staff housing on campus, but was not eligible because I'm only 75% time. It would be great if those restrictions were loosened.
86. I had not looked at staff housing before. I might be interested if available!
87. I have a limited one-year, part-time appointment at UCSC and have maintained my residence in the Bay Area. Under other circumstances, I would be very interested in an employee housing program and support the campus's efforts to pursue this idea.
88. I have an adult daughter living with me. The survey only asked about children under the age of 18.
89. I have been an employee here since the mid 90's, and have had to leave several times because of the cost of housing in SC. Any help you could possibly give would be so appreciated. Thank you!!
90. I have been on the staff wait list for on-campus housing since 2004 (10 years). I think you should allocate a certain percentage of on-campus housing for staff. We outnumber faculty but there is very little housing set aside for us.

91. I have been on the wait list for housing for years, listed for a three bedroom, because of changes in my circumstances and my ability to close on a mortgage for the unit where I live, am now trying to decide if I should remove myself from the list or change my preference to a two bedroom unit. The idea of living on campus, with practically zero commute time, is still appealing, I just need to sort out my options.
92. I have found that most sponsored housing programs eliminate many of the benefits of ownership. Improvements, as well as increases in property value, are often by contract of no benefit, yet the risks of ownership are borne by the occupant.
93. I have friends who live in faculty/staff housing and it seems like a good option.
94. I have looked into housing before but I am a little concerned with the HOA fees, they seem high.
95. I know that many of my colleagues have a difficult time with paying the high rents here in town on their small-ish salaries, so it would benefit so many employees to have affordable housing. If I did not currently own a house I would be extremely interested in the Employee Housing Program, especially if it were to be extended to longer than two years maximum.
96. I know this is a housing survey but for me housing relates to transportation. My major issue is the commute. I grew up in Aptos and remember when you could drive to Santa Cruz in about 10 minutes or less. Now, if I leave late in the morning it takes about 20 minutes. The evening commute, however, is a nightmare at times. In the evening it takes me 30 to 45 minutes in stop and go traffic. In the past, I've had easier commutes in the bay area where there are a lot more people on the roads. I moved back to Santa Cruz to escape urban over-crowding, but in some ways coming back to Santa Cruz has been a major disappointment. We need better urban planning here.
97. I lived in Laurate Court for 1.5 years. The utility in the units were too old to work properly. The major reason my family moved out was the rent. It is too pricy for a university housing. Not practical.
98. I lived on campus as a student, and at Laureate Court as an employee and both were fine though expensive. I realize this is a problem within Santa Cruz itself, but it would be helpful as a staff member with minimal chance of cost of living increases or raises to have stable and affordable housing.
99. I love working for UCSC and living in Santa Cruz, but the lack of affordable, decent housing might eventually cause me to leave the area.
100. I put my name in on some list a decade ago and never heard another word about it. I think that was the last time you did a survey.
101. I really hope improvements are made, I tried applying for housing a year ago and they told me that the waiting list was ridiculously long. I put my name down and still haven't received a call.
102. I recently moved here for a permanent staff position from an expensive area in So. California. My husband and I are both employed with 3 college age kids, 2 of whom live with us while they attend school. We have a dog - a golden retriever! There is serious discrimination in the rental market here, including from UCSC housing, against dog owners. We can afford to pay market rents unlike most staff and young faculty but we can not find anywhere to live, not because of our college age kids or income but because we have chosen not to get rid of our beloved family pet. (We own a house in So. California.) Also UCSC should consider lowering rents on campus. We suspect it would lower rents in town. We have had many realtors tell us that the room and board rate on campus sets the bar for rental rates in town. We just learned that UCSC has the highest room and board in the UC system. Housing has been such a problem. I applied for short-term UCSC housing (without my dog, he lived in So. Cal until this Fall when we found a dog-friendly place) but there was no availability. I still have not been called. We have lived in 4 places in 11 months, including a hotel, a summer sublet, a tiny,

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EXHIBIT C3: SURVEY COMMENTS

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tiny house in a bad neighborhood and finally a mobile home. I have actually thought about looking for a position elsewhere. Rental housing, including housing for responsible tenants WITH dogs, is greatly needed.

103. I spend too much time at work already, I don't want to live here too.
104. I sure wish I knew more about this.
105. I telecommute full-time from Davis, CA. Occasionally I travel to Santa Cruz to meet with my colleagues for a day or two. Although it would be nice to see my coworkers more often, I am very happy overall with telecommuting. I realize this wouldn't work for most University employees!
106. I think a housing program is a great thing, a perk that I feel would keep/bring a lot of employees at/to UCSC.
107. I think it would be a great idea, one of our staff is leaving and one reason is the cost of housing, the need to share a place with someone. Two of our past employees went back to their home states due to the high cost of rent and food.
108. I think it would be great if UCSC could provide additional affordable housing for staff. I have a colleague who lives in university housing at UCI and I am amazed at the extent of their housing.
109. I think it's great the campus is looking into this. The housing situation here is dire.
110. I think people would take advantage of university housing in the community they already live (ie- watsonville or san jose, if they already live there and their kids are in school there). Since I currently live in Santa Cruz, I would like campus housing, santa cruz housing or scotts valley-- to avoid the hwy 1 traffic. I appreciate that UCSC offers housing options for staff and I hope it does expand.
111. I think the program is great but does not fit the needs of all Staff members. Spaces are limited.
112. I think this is a crucial time to work on this program because a lot of home-owners that rent their properties out are now selling their properties, which is putting renters out.
113. I think UCSC Housing is extremely unaffordable. There are three types of 1 bedroom options, the Measure O one is the most affordable at \$1,065, about 50% of my take home income, and the others range from \$1,452-\$1,796 that is between 60%-70% of my take home income!!! Something should be done.
114. I tried to get staff housing when I first started, and the office never got back to me. I was on a "waiting list". Didn't know I had to wait for 3 years and counting...
115. I used to be on the waiting list for the for-sale units on campus. Then I was told that because faculty are always put ahead of staff on the list, that the odds of me going to the top of the list were virtually zero. Faculty also have access to 0% home loans via the university that staff do not. I'm sure many staff would be interested in the Employee Housing program for the above and other reasons.
116. I was always told that there's no reason to apply for University housing because there is a long waiting list and there never anything available. If this is not the case, maybe there needs to be a better way of making this public.
117. I was far more interested previously but when the housing market lowered and I was able to buy something, I lost interest. Also, I was on the list for employee housing and never was called even though the person below me got housing. I didn't complain because I was hoping to be able to buy something that would appreciate.
118. I was interested in Employee Housing previously when I lived further away.
119. I was on "the list" and near to being chosen for some years, then that list was re-done or done away with and I was no longer on the list? I recognize that staff are second class personnel to faculty, but if both Faculty and Staff housing are advertised, then there should be enough that staff have a reasonable expectation of actually being able to use the program. It appears to largely be a myth. I have heard of a few staff who have made it into Campus Housing, but

appeared to have some sort of "special consideration". Again, I believe the primary aim is to provide new and younger faculty the opportunity to get a foothold in the community and/or actually be able to afford to live in Santa Cruz, but they will not be able to fully function without the support of staff. It also appears that an increasing number of units are occupied by retired faculty? Perhaps a bit more consideration could be given to what the aim of a Campus sponsored housing program should be?

120. I was on the list and at the time, could not afford the option offered to me at the time which then removed me from the list. I wish there was a way to remain on the list or go back on the list even though I have worked at the University beyond the time limit to sign up.
121. I was very disappointed that university housing was not available to me. There should be more rental options for faculty/staff who have pets, and there should be more options for purchasing university housing. Although I was able to purchase a small home, I'm still undecided as to whether I will stay at UCSC because the cost of living compared to salary is not sustainable.
122. I will probably be retiring soon, so you might want to include or allow for the kinds of answers retirees might be providing, at least so we don't skew your results.
123. I wish there was more housing available, both rental and for purchasing, and it also has to be more affordable
124. I wish there was more housing available.
125. I would be attracted by a sustainable building/housing unit/neighborhood design.
126. I would like to have housing available for people who work more than 50% (not just 100%)
127. I would need a unit with a yard.
128. I would not support any employee housing that has increased environmental impacts on the campus or its natural resources. I would actively boycott housing that involves expansion of building structures on campus.
129. I would prefer to see the university offer housing stipends to ALL employees, rather than subsidizing low cost housing for SOME employees.
130. I would really like to see a program like "an officer next door" where police officers could live and interact in a campus neighborhood at a discounted rate. An example would be like in a family student housing environment where social challenges do present themselves from time to time. The officer living in the neighborhood would help to alleviate those challenges.
131. I would very much be interested in UCSC employee housing. My understanding previously was that this was pretty much reserved for faculty. If more opportunities were available for staff, we would certainly consider this, depending on the location and my wife's employment situation.
132. I would want a vegetable garden and either a garage or a workshop space for my art studio.
133. I'd like to find housing that allows dogs - don't know if this is available on campus?
134. I'd love to see more in-town housing options.
135. I'm a recalled retiree so I probably don't really fit with your target audience for this survey.
136. I'm a regular bike commuter to work (Sci Hill) so location is big factor in my location consideration. I also don't want to be on campus because then I have to bike uphill for anything outside of work. Here's what would greatly incentivize me to seriously consider UCSC Employee Housing (as a renter): Off-campus housing subsidy if you bike to work. For example, based on range of miles from point of worksite at UCSC correlates to how much the monthly subsidy could be. Also varies by season (winter=more, summer=less?). Another housing incentive program that would also incentivize bike commuting:

Time vouchers if bike commuters (non-exempt). That is, if you bike to work, you get a time voucher based on how far you live from work. For example, if a bike commuter chose to live in Employee Housing (rental) on the East Side, they could earn an extra 15 minute bike-time-credit for biking to work.

137. I'm an adult staff member. I have cats and a dog. The housing market here is terrible for renters with pets. There needs to be a way for adult, responsible pet owners who cannot afford to purchase homes to live in this county.
138. I'm excited that you are offering a survey, it makes me feel like housing concerns are being acknowledged. If you offer rental properties, I would like to suggest offering rent control. Santa Cruz cost of living was really shocking moving here, and I almost wasn't able to get an apartment because my wages are so low in comparison to apartment cost.
139. I'm not aware of any way that the Employee Housing program is helpful at all. (At least to non-faculty employees.) The reality is that the housing in Santa Cruz is unaffordable. Even the latest round of townhouses built on campus is not something one can reasonably purchase without very high income or special allowances. I would not have come to work here if I knew the housing difficulties we faced.
140. I'm not eligible because I work part-time.
141. I'm pleased that there is discussion surrounding the idea of increasing/improving possible housing options for staff. While I'm now a home owner, for many years I was a staff member living in rental units. And during that time, I was frustrated by the scant opportunity to secure any type of University Housing. There was very little available, and statistically faculty seemed to have a higher statistical probability of securing those units.
142. I'm very interested in learning more!
143. If I were made full time I would be more interested in Housing-especially if the rental costs were based upon income.
144. If it works out, UCSC may also benefit from having off-campus apartment complexes like other colleges do.
145. if we could buy out the 2nd and 3rd floor of the UTC and build Loft style apartments I bet many UCSC professionals would be interested
146. If you have pets the housing program isn't very useful, please do something about it!
147. If you house too many faculty and staff on campus, it negatively impacts the proportion of adult/wage-earning households with student/partying households...notice how you separate the on-campus student and faculty/staff housing currently. That is not "the real world."
148. Improve and decrease cost of local public/Univ bus transport for staff. Make it easier to bike into campus by having free shuttles go closer to downtown Santa Cruz.
149. Ineligibility for your other programs, due to part time status, has been a hurdle. I'm budgeted 50% fixed, but work/log up to to 120% (variable) based on season (70% average over the course of the year). Please consider part time hourly workers when creating your eligibility. I would (will) work for UC longer if there is an incentive to, and UCSC Employee Housing would be a great one. I'm 2+ years away from early retirement, and will strongly consider it (at 27 years of service.) Thanks for including lower tiered staff in your survey.
150. Interested
151. It is confusing how the waiting list for for-sale housing at UCSC works, I have been on the waiting list for almost 6 years and it seems like the wait time changes year to year. For example, a couple years ago I was told I was pretty close but now I have been told I am over a year (at least) away. I don't understand how my wait time got longer.

152. It is extremely hard to find housing in this area. I live in Live oak and my rent is considered cheap (1750) but the old house I live in has mold, electrical and plumbing problems on a constant basis and to top this off my rent just went up. It would be nice to have some better and more affordable green housing (solar, insulation, ect.) and an extra bathroom.
153. It is time to follow the lead of medicare bill and change the designation of santa cruz county as "rural" and changes the Geographic Practice Index to make it affordable for people who work at UCSC.
154. It is very expensive to live in Santa Cruz. Wages are not high enough to make housing affordable, especially for families. More University Employee Housing would be great. I previously tried to apply for employee housing, but was a 50% hire at that time and did not qualify.
155. it seems to be just for faculty
156. It seems very difficult to find a residence that meets our needs and also to be selected to participate in the housing program.
157. It would be a great work perk if some sort of housing assistance program were available for employees. This area is so expensive to live/buy, can be very frustrating at times.
158. It would be great if the university offers available lists of housings to rent online (instead of Craigslist). The current one is not popular and the list is small and outdated.
159. It would be great if UCSC could provide more rental housing for staff on or near campus. I gave up because the waiting list was too long.
160. It would be nice for UCSC to offer competitive housing options for their staff who have not received any cost of living adjustments or raises in the last 4-5 years.
161. It would be nice if rental units were available to employees that have been working at UCSC for \*more\* than two years. Currently, that's only available to new employees and those employed less than two years. The wait list is extremely long, and the price for such rentals is often more than the pay of the average employee. It would be nice if UCSC offered an affordable housing option that its own employees could actually afford and still have money to eat at the end of the month. grumble grumble grumble.
162. It would be nice to see occasional news articles or updates as to what is available and what is going on with the employee housing program
163. It would be very attractive if rental housing offering through university would be close to downtown or shopping centers. It might be best if there are university sponsored transportation services to work and shopping centers. This is particularly helpful for people who do not own cars. This would be also helpful in situations where the areas does not have frequent metro services such as Scotts Valley. If San Jose area is being considered, discount on the fare (Amtrak Bus 17) would be helpful. Thank you.
164. It would be wonderful to have a UCSC staff housing program. I for one, would most likely use it. I have to sell my home now because it is just too expensive. I'd lvoe to consider Scotts Valley if that were an option, even though I did not include in questionnaire.
165. It's a good idea. Housing is quite expensive in Santa Cruz County. I know employees who travel from San Benito County and Monterey County. Also the Bay area.
166. It's very expensive if you're single. And you don't have many options between a grad-student tiny room and a bigger apartment designed for married people.



167. Its getting harder and harder to make ends meet while working here at UCSC. As a IT professional I tend to be paid fairly well comparatively speaking but I do think this campus needs to come to terms with what it can afford to pay people juxtaposed to what it costs to live here. We are seriously considering leaving the area for that very reason rather than sign up for a long commute so we can afford a home in a more affordable area.
168. Lack of knowledge of what is available
169. Laureate Court would have been a good housing option if I had been able to purchase a unit. With the land-lease loan issue trying to purchase at Laureate court was a frustrating experience.
170. Make an affordable town home/ nice apartment community with amenities, i.e. laundry, spa, gym, etc... Some where that is close to shops and stores or easy access to that. Shuttle to work from that community. No one should have to pay for parking at the place they work.
171. Make it affordable and not for just new employees!
172. Make more unit to live at low cost and easy payment.
173. My housing situation is great, only because I was able to purchase through a first-time buyers program more than 18 years ago, and recently cut my mortgage in half through a 30 year refinance so I can retire. Staff in my position now can barely afford to live in Santa Cruz.
174. My husband and I had access to the MOP when we first moved here and that was really helpful in getting us into a house. Everyone emphasized that we had to live on the west side and we moved to the east side and have really enjoyed it.
175. My husband and I were previously on list for on-campus fac/staff housing. By the time a house was offered to us, the cost had become unaffordable.
176. My husband Michael and I have been on the waiting list for UC Housing Purchase for about a decade. We recently purchased a home in Watsonville because we felt we would never make it to the top (even though my husband was told he was "next" about 5 years ago).
177. My interest is mainly in keeping and or expanding housing options for staff. I used short term housing when I first came here and it was a big factor in how quickly I could start working. Since then I have hired three people and all have had major difficulties finding places to live that are affordable. My assistant qualifies for measure O housing and that need is temporarily solved with one of the campus condos, but she knows that is only for up to three years. She is actively seeking employment elsewhere because of this.
178. My partner and I currently own a home . When we were looking a year ago we considered faculty housing, but none were available. My partner commutes to San Jose, but we couldn't afford the kind of house we wanted there. Santa Cruz County was more affordable, but still very expensive.
179. None. As a new UCSC employee, thanks for all that you do!
180. not easy for staff to get accepted into program.
181. Not enough information is available for interested staff!
182. Not everyone needs childcare - this survey seemed weighted towards childcare as a factor. You might have asked about pets as well as that is a similar-sized client pool.
183. Off-campus housing in Santa Cruz would be great!
184. One major problem with on-campus housing is easy access to amenities: grocery stores, restaurants, pretty much anything else that one might want access to in a given day. Sure, the UCSC campus is closer, but the rest of life is farther away. And, being at the top of a hill, riding a bike to the grocery store is not practical for most people.

185. Part-time employees should be included in the ability to buy UC housing.
186. Perhaps there could be a system for newly transplanted faculty or staff to be able to move into temporary housing (1 to 2 years?). Not sure how it would work, but could allow for enticing desirable candidates.
187. Pet friendly housing is nice, too!
188. Please consider allowing dogs in employee housing. I pay a "pet rent" of \$50 a month as well as an additional security deposit. I would do the same if you allowed dogs in employee housing.
189. Please do not cut down redwoods to create housing.
190. Please note that my answers reflect proximity to UCSC Extension Silicon Valley
191. Please remember the employees in Silicon Valley. Rents are higher here than in Santa Cruz, but we have campus salaries.
192. Put solar on those roofs!
193. Question 14 didn't anticipate a paid-off/non-mortgaged house Questions 39 - 46 had mislabeled columns My interest is in a place to occasionally spend the night rather than drive back to Belmont where I live.
194. question 38-45 should ask about "importance" not "satisfaction" and the mortgage question should have an option for mortgage paid off
195. Questions 19-26 should have N/A as a choice. You might get some that say Neutral, but that would not be the same, depending on how the question/response is interpreted. Everyone assumes endless growth will continue. UC is very proud of worldwide experts solving problems. Ecology experts need to be given a bigger voice so public policy changes can stabilize population. Otherwise, issues of housing and desal and species extinction and global warming are meaningless. Our society is good at dealing with symptoms, but not at actually fixing root causes.
196. Questions are personal, but does not talk about retirement.
197. Rather than building new housing the UC should give staff and faculty a low interest loan to compensate for the purchase of a home close to campus (say within 10 miles to promote bike use or a bit further if they have an electric vehicle). This loan with added interest would be payable when the home was sold and this money with accrued interest would then be used by another staff or faculty person. Each staff/faculty would be able to avail themselves of this loan only once to get their foot in the door of the local real estate market. Seems this would be much cheaper than building new housing and could help more people.
198. Rental prices seem higher than market rate for campus rentals. Especially considering there are virtually no shops/restaurants/stores within walking or easy cycling distance. This makes you completely automobile dependent for virtually all food, shopping and any outdoor or community activities. Which in turn means a good chunk of your monthly expenses go to gasoline, owning and maintaining an automobile, housing an automobile and saving up for your next automobile, on top of an above market rate rental.
199. Rentals would need to be permanent or month to month. Not three years and then move. When I find a home I usually would like to just live there permanently. I did not choose your housing because of the years restriction. I do not want to move with kids after three years. I would prefer to have my same household.
200. Santa Cruz would be an especially good place to try to create University-sponsored staff housing. Many valuable UCSC employees, particularly the under-30 and single folks, leave their employment prematurely due to the financial pressure of Santa Cruz's cost of living. The rural designation that sets campus salaries levels, despite outsized mortgage and rent prices in Santa Cruz, acts as a negative incentive for staff to remain in the area. The creation of University-sponsored

housing would be one way to attempt to alleviate some of this concern. Thank you for your efforts in researching this subject.

- 201. SC desperately needs more affordable housing!!!!
- 202. Securing housing was really difficult for me and my family when I accepted my position. We have a pet and were not able to rent from faculty & staff housing. A year and a half later, it is still a big issue for my family. We would love to buy a house someday and we know it will never happen in Santa Cruz because of the prices and my pay.
- 203. seems staff are at the lower end of the priorities when it comes to programs and decisions about programs
- 204. Seems that I haven't seen any UC housing information via email. Wellness Ctr, HR Benefits sends out a lot of info. Maybe you can follow suit.
- 205. Seems that this is geared towards the main campus. What about those of us who work in areas with higher costs of living than Santa Cruz?
- 206. Should be UC financing for tier 1 employees.
- 207. Since I have been working here for over 20 years, paid off my mortgage at least once, don't have any children living at home and will be retiring in 2-4 years, many of your questions don't apply to me or don't apply in the same way as would to other younger employees. You should include a "don't apply" answer to many questions. Otherwise I fear my answers will skew your statistics.
- 208. So far what was made available was not affordable, even at a "UCSC manager's salary. According to the NY Times, last week, Santa Cruz is third on "Most expensive places to live, in the US, when you factor in wages paid vs cost of living. UCSC staff get paid less than other equivalent jobs at other UC's. WHY?
- 209. So glad you are researching this, it is a super important topic! I've been looking for better condo to buy for 10 months, and there is nothing in my price range and I keep upping my limit and am afraid I'll overextend myself financially but still almost nothing in the new higher ranges. I get outbid every time. My living situation now is too noisy and affects my quality of life in a bad way. Would love housing help! Housing is super big quality of life issue for me.
- 210. Staff should have same benefits as faculty. There should be equal priority for the on campus housing waiting list and equal access to the Mortgage Origination Program.
- 211. start a program to help employees purchase housing
- 212. Studio Apt or "Tiny House" living might be a good option or dorms for single staff but not shared rooms
- 213. taking the bus back can sometimes be longer than 2.5 hours and return trip was not a question asked.
- 214. thanks
- 215. thanks for asking questions, but how about the parking situation on campus?
- 216. Thanks for asking. I appreciate your efforts.
- 217. Thanks for thinking about this!
- 218. Thanks for trying to better meet our needs!
- 219. The cost of housing here is making us go broke. I have just about burnt through my IRAs from previous jobs, next year we start burning through my spouse's IRAs. Our mortgage is not outrageous and would be similar no matter where we lived. My job is a good one and pays well, but housing takes over %50 of my take-home paycheck. It is not possible to live on a single income in this town but we can't make two incomes. We are considering taking in a student for rent to make living here possible.
- 220. The fact that you must sell after leaving employment with UCSC is a major issue for me.

221. The first question "What is your current status at UCSC?" doesn't have a category that fits my position. I'm a librarian, which is neither staff nor faculty. Maybe add a "non-senate academic" category?
222. The housing is as expensive or more expensive than other areas in Santa Cruz, therefore it is not worth it to live in the University Housing. Making the rent more affordable would be ideal, considering UCSC is classified as a rural campus and the salaries are lower than the cost of living in Santa Cruz.
223. The main reason we didn't try to purchase UCSC Employee housing was the fact that ONLY UCSC affiliates can purchase one, limiting the market when we'd like to sell. That and the fact that you don't own the land, the homes don't appreciate and if I were to separate from UCSC, we'd HAVE to move. Too limiting. May be a different story if both my husband AND I worked at UCSC as the chances of us BOTH leaving UCSC employment would be slim.
224. The only reason I have not been in university sponsored housing has been because I was told I could not have my dogs. In looking at increasing options for people, please look at that rule as well.
225. The program would have to be reasonably priced, easy to apply for, housing must be of good standards, garages or storage is a must, and the location of the housing is somewhat important (neighborhood not a high crime rate area)
226. The reason we chose not to enter into for purchase faculty housing was that the cost and covenant restrictions made housing in the community a preferable option: for the same cost we were able to use and modify a home to our preferences.
227. The reasonably priced housing opportunities for single income staff members working for the University are few and far in between. It is a significant challenge for staff who are trying to find safe, comfortable and affordable housing without having to commute. The fact that students can easily find housing off-campus but staff can't, tells me just how much the University values the hard work and contributes of staff.
228. The survey is a good idea and trying to help meet some of the employee's housing needs makes sense especially if it can help cut the parking expense that employees have to incur to have vehicles on campus.
229. The UCSC own housing units are not available to staff as often or hardly at all as Faculty gets first priority. I have been on the wait list for years now and am getting to an age where it will not matter to me if I own or rent. I would hope this could improve in future years with some units set aside just for staff-maybe 1/3 to 2/3 for Faculty.
230. The university might consider advocating for a change in the city zoning and construction codes with respect to ADUs (accessory dwelling units). These units provide much needed affordable housing in neighborhood settings.
231. The wait is so long I gave up, and at the time I stopped waiting the "expected time to available unit" was over 70 years. It's pretty ridiculous pretending that there is actually staff housing to be had at any price, much less an affordable one.
232. The website to search community rentals is awful. I'm not sure if that's part of the Employee Housing program office or not, but it's a really awful website.
233. There are PLENTY of pet owners out there that are interested in affordable housing, and it's a shame that bad pet owners ruin it for the rest of us. Please consider rentals that allow dogs, and with no size restrictions... we'd be willing to pay extra deposits.
234. There are several individuals that would appreciate a housing program like the one CSUMB offers to their employees but if this comes to full fruition then work life balance needs to be reviewed. Yes, "work life balance" is offered however, not all departments can offer it to their employees as they're short staffed and can't provide alternate workschedules or vanpool opportunities. The commute towards south county is horrific and someone commuting like myself to Watsonville from work takes anywhere from 60 minutes to 90 minutes when it should only take 25 minutes. So if this housing opportunity

"locally" becomes a reality, I believe that there would be less absenteeism. Happy employees and not exhausted commuting employees. Good Luck and I look forward to a follow up to this survey. Elvia

235. there is no such things as a "typical one way commute time" on H1. evenings are generally worse than mornings. . . I said I am a SOV, but I do drop my 3 boys at school in aptos on the way so I am kind of carpooling. IMHO, UCSC should build more and perhaps denser housing on campus and include green features, the most important being water related like rainwater cisterns.
236. There needs to be more of it. The cost of living does not relate to the pay at the University.
237. There should be low interest loans, flexible deposit, etc. for staff regardless of It being UC housing or not.
238. This is a concerning question to me. One of the things that I look for in housing is SAFETY. I am tradesperson, and I need to have a property manager/landlord that I know is open and affirming to trans\* people. This question does NOT make me feel as if UCSC Employee Housing is open and affirming. If you cannot even recognize that gender variant people exist in a survey that is designed to discover my "reasons for not using [UCSC housing] facilities," then it seems to me that you are not actually interested in discovering those real reasons. Perhaps one of my reasons is on of safety. Should I even feel safe in this survey to bring that up? I don't feel invited to as a result of the way this survey question was written. If it is important for you to know my gender, then as that question in an inclusive way. Otherwise I already perceive another barrier to taking advantage of UCSC Housing, and you are not getting accurate statistics about who you are surveying. Are you: Male Female Prefer not to answer I would also ask the University to think about what their pet policies in these housing situations are. One thing that is of VITAL importance to me is that I am able to keep my dog with me. It is exceedingly difficult to find a dog friendly renting situation in Santa Cruz. That is one of the reasons I live so far away.
239. This is a great idea and I hope you can create some additional options for staff members. Thank you!
240. This is difficult because my husband works in Redwood Shores, CA. Our situation is likely not unique, but living in San Jose creates a split in commute time that is "equitable" for the both of us. Thanks!
241. Though it's peripheral to this survey, hauling children to school precludes using public transportation and/or biking. I'd prefer that not to be the case...
242. trip home from UC sometimes is over an hour
243. UCSC needs to have m more housing on campus for faculty, staff, and especially students. Renting in Santa Cruz in very difficult to both availability and the prices that students, (and their parents), are expected to be able to pay.
244. University housing that is not below market value is not of interest. If you are in the market, already own, there is not benefit to any new housing situation that does not significantly reduce housing costs with a lower mortgage.
245. Very few returned messages on University rental housing search website.
246. Very much interested in housing at the UCSC campus. I am also looking if there is overnight stay opportunities for staff that commutes from other locations such as my case, Sunnyvale.
247. We are set after living here for over 12 years. In the beginning, assistance would have helped. Especially the childcare situation is dismal on campus and not great in the whole of Santa Cruz.
248. We are very interested in either renting as an interim to buying with UCSC housing. Being at/close to both the university and the westside k-12 schools is important but the cost of such housing is difficult on staff wages. Schools are a very important factor for our daughter. Rented housing from the university would be better to have pets accommodated.
249. We bought our house before I started working at UCSC, so the housing program is of limited intrest to me.

250. we currently have a measure J affordable housing townhouse in Aptos. I commute with my husband who is a County of Santa Cruz employee. He has Multiple Sclerosis, doesn't drive and can no longer sleep in our upstairs bedroom. We are unable to afford almost anything else here in SC County. It is really depressing.
251. We did stay in Hagar Court when we arrived, and the availability of that option was truly a life-saver as we tried to figure out where we could live here. We eventually found a much better place that we anticipated, but I appreciate and wholly support the University's housing program. I believe it is a crucial aspect of the University's capacity to attract and keep a strong faculty and staff.
252. We had seriously considered purchasing one of the University Terrace houses, but it became less attractive as a long term investment opportunity (restrictions on re-sale prices). This is why we would still consider a rental.
253. We have a very well behaved dog and I would really like to see a dog friendly situation incorporated in any future plans for expanding employee housing opportunities here on campus.
254. We need more housing for new employees, a shorter wait list, and a relaxed pet policy (i.e. allow dogs).
255. We really need staff childcare available on campus.
256. We used to rent from the University at Laurette Court. The monthly rent is very expensive, especially when University is subsidizing it. We found apartment that are within a few blocks of the Laurette Court with better price. We have lived in two separate units and visited many other units where our friends lives. The appliances and the quality of the apartments are generally not up to par with the amount of rent that University is charging. One of the apartment we used to live had a horrible dryer, we have to run it two or three times in order to get our clothes dry. The management refuses to fix it or replace it. Please consider updating the interior of the apartment over other project, such as painting the exterior.
257. We will only consider housing with a garage.
258. What happened to the program for staff access to for sale housing on campus? I was on a wait list at one time but haven't heard anything about this program for years...It would be helpful to send an update to staff on this.
259. What we need more than anything is an adjustment of wages, particularly lower wages. We are \*NOT\* a rural campus within the UC System when it comes to cost of living, and wages should acknowledge the "urban" expense of living in Santa Cruz. More campus housing won't help, as it will just be expensive, too.
260. When I first started at UCSC I tried contacting the employee housing department to get more information. I wanted to move to University housing. However, I was never able to get anyone to respond. I finally gave up. Recently I found out a couple coworkers are living in University housing and I asked them about it. One thing that would stop me now is owning a pet. Dogs should be allowed. It seems that the housing is available for higher paid staff but should be available for all staff.
261. When I started working at UCSC I wasn't of an age to think about anything more than renting a room. After I start thinking of myself as a career employee, I spent 5 years on the wait list to own campus housing before something became available, at which point the campus and market were ridiculously high and nearly matched in price - one with the chance of appreciation, the other not. If the bubble hadn't burst, I would not have been able to buy a house. In all that time, I watched numerous good employees move out of the area and many failed faculty recruitments due to the cost of housing, both significantly changed the employment composition on campus and not for the better. With all the upcoming retirements and the cost of housing still high, I expect it will again be hard to fill positions with qualified people who are committed to the campus without an accessible and truly affordable housing option for employees.

262. When I was previously interested in Ranch View Terrace, I was offered a unit that was outside of the parameters I had selected, and I turned that unit down. I was never offered another unit. At that point, I wasn't interested in pursuing further, but there are obvious flaws in the system of offering units to potential buyers.
263. While I would not take advantage of this program since I recently bought a house, I am very supportive of increasing affordable housing for my colleagues.
264. While I don't need a house myself, I view convenient proximity to campus and affordability of housing as crucial to the campus ability to retain staff. Convenient child care is also of utmost importance for retaining staff, especially staff in lower paid positions.
265. While I now own a house of my own, if I did not I would be very interested in affordable, on-campus (or off-campus but near campus) housing. Santa Cruz is a very expensive location to live for UCSC staff because our pay is not in line with the area's cost of living.
266. While my situation is pretty unique, I do see the need for additional development of campus housing. We lose candidates for jobs in the staff and faculty ranks due to unavailability and costs of housing.
267. While working at UCSC is lovely, it doesn't pay me enough to be able to afford much in our community. I have a studio that was created inside a residence. It's OK but far from ideal as there's no cell service and the wi-fi is very sketchy, no availability for direct computer connection, feels very primitive ^& I have to pay for a land line I shouldn't need. It would be GREAT to live on or closer to campus to cut down parking fees and commute fees. At 65+ I really don't like having to rent part of someone's home with all the limitations involved.
268. Work at UARC at NASA Ames. Survey hardly applies to us, in particular, questions about proximity to campus and its facilities. Next survey should take into account such special situations or skip such staff.
269. Work site is Lick Observatory, not UCSC.
270. Would be nice if staff got the same housing benefits as faculty.
271. Would like to include the difference in what we're willing to pay for each category of available housing. Such as, for a studio-1 bedroom I'd be willing to pay \$700-\$899, as for the 2-bedroom option we'd be willing to pay \$1,100-\$1,599 including utilities. Thanks for the survey opportunity, it really is helpful.
272. Would love to be able to purchase a University Sponsored residence!
273. Would only be interested if it was within walking distance to amenities and if it was lower priced than other locations in community. Tosca Terrace, for example, is not convenient to anywhere but work.

