

I-17
NEW SENATE FACULTY COMMITMENTS
(Revised 6/24)

A "start-up memo" addressing the equipment, space, housing and other start-up needs should be forwarded with the appointment packet. Note that one memo may be written to cover all of these issues. The Dean's New Senate Faculty Commitment Sheet will be prepared and endorsed by the Dean and then forwarded to the Associate Vice Chancellor.

At the time the Chancellor extends an offer of appointment to the candidate, a copy of the approved Commitment Sheet will be forwarded to the Dean indicating what recruitment commitments have been approved.

Please note: Revisions in recruitment commitments require approval by the Associate Vice Chancellor for Academic Personnel. Requests for revisions should be made in memo form to the appropriate Dean's office. For revisions being requested prior to the faculty member's start date, a revised commitment sheet will be completed by the College and forwarded to Academic Personnel for review. For revisions being requested after the faculty member's start date, the Dean may simply endorse the departmental request and forward it to Academic Personnel for review.

Housing

Mortgage Origination Program (MOP) loan commitments are made available for approximately a three-year period from the date of appointment. Extension beyond the expiration date may be possible depending upon financial conditions at the time of the extension request. The actual amount of the loan (up to the maximum specified by the Office of the President) will be based on the individual qualification of the faculty member.

An offer may be extended for placement on the wait list for purchase of University owned housing at West Campus Point and Ocean Walk at North Campus. Senate faculty are eligible for placement on the primary housing wait list. Individuals are added to the wait list at the time of job offer. Under no circumstances may faculty names be added to the top of the list.

Rental of family student housing may be offered to Assistant Professors and Assistant Teaching Professors. Rentals are on an "as available" basis and new faculty should be urged to contact the housing office as soon as possible, once an offer has been extended, if they will be exercising this option.

Faculty Recruitment allowance

The Faculty Recruitment Allowance (also known as a Relocation Allowance, Housing Allowance, or FRA), is made available to help newly recruited faculty meet the costs associated with purchasing a home, usually the down payment or closing costs. It may also be used towards the initial deposit necessary for a rental. Uses beyond those specified here, such as those outlined in APM 190, are exceptional and are rarely approved at UCSB. The maximum allowable allocation is based on the rate on Table 40 of the published Salary Scale at the time of hire. Incoming faculty should be advised of the following to avoid unrealistic expectations about how and when they can receive the money.

Faculty may not be issued their faculty recruitment allowance until they are employees and have been entered into the payroll system. Exceptions to this policy may not be made and the appointment start date may not be modified to accommodate payment. The faculty recruitment allowance is to be paid out as close as possible to the time it will be used (for example, upon entry into escrow), not at the time of initial employment. Faculty are encouraged to consult with their departments prior to entering escrow to ensure the payment may be issued during the escrow period. A Department or College may require proof of entry into escrow or other appropriate documentation prior to payment of the faculty recruitment allowance.

Faculty recruitment allowances are considered wages for Federal and State tax reporting and withholding and for Social Security taxes, workers' compensation, and unemployment insurance. Payment of the faculty recruitment allowance is made through UCPath as one-time additional pay. Requests for payment of the faculty recruitment allowance should be made at least 30 days in advance of the date the money is needed.

Faculty who receive the FRA will be entitled to retain the full amount received if they remain employed by UCSB for at

least 5 years after the funds are disbursed. Termination of employment prior to the expiration of this 5-year period will require a portion of the FRA to be repaid on a pro-rated basis. This repayment is calculated at 20% per year for the 5-year period.