

8-13-2018

Staff Housing Survey Results

Staff Senate
Santa Clara University

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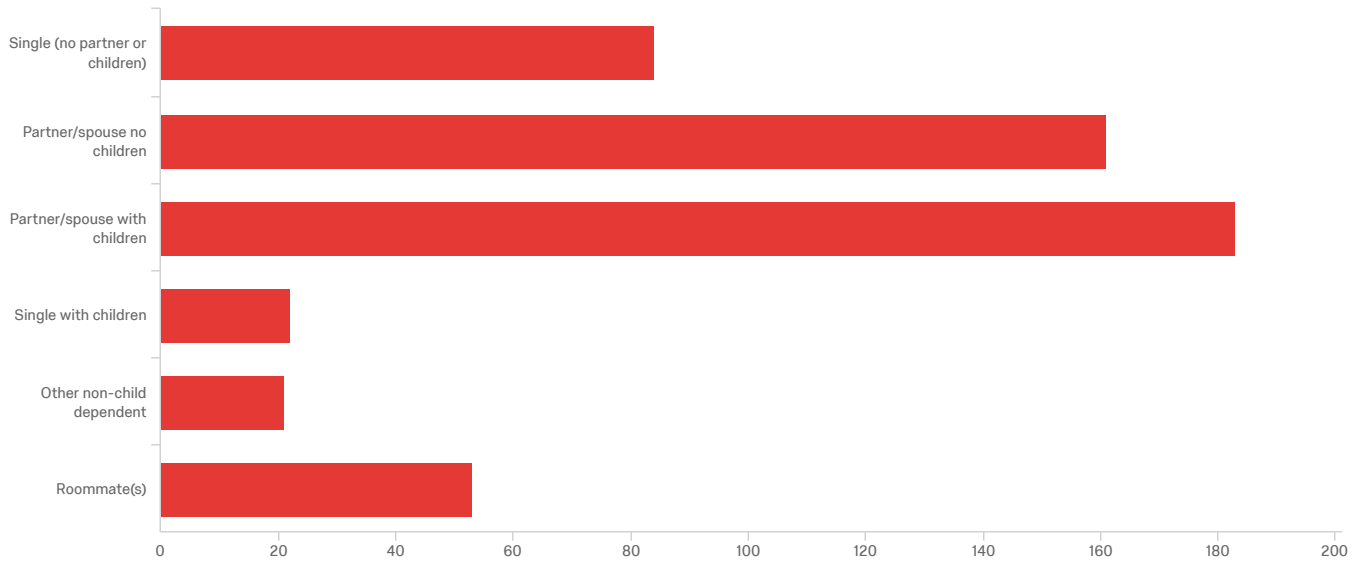
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Default Report

Staff Housing Survey

August 13, 2018 9:26 AM PDT

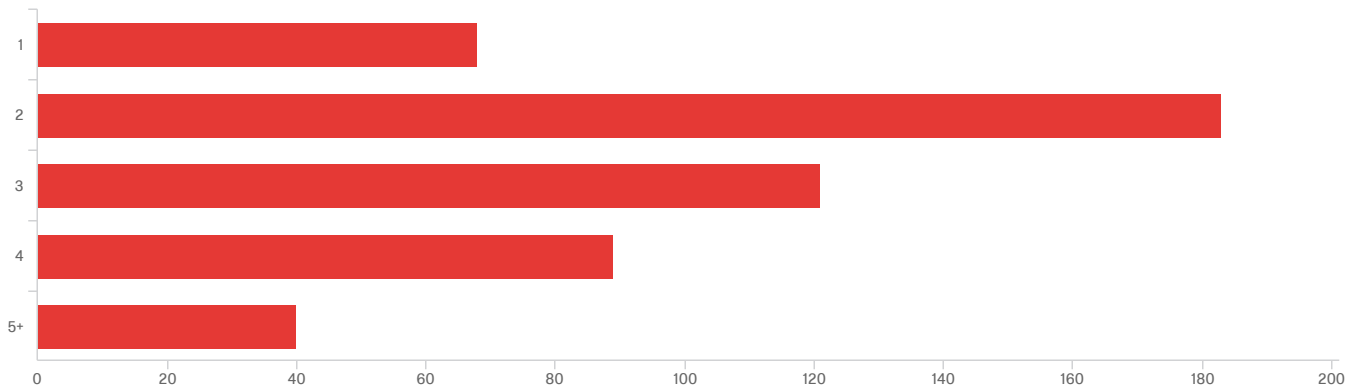
Q1 - Who currently lives in your household with you? Select all that apply.



#	Field	Choice Count
1	Single (no partner or children)	16.03% 84
2	Partner/spouse no children	30.73% 161
3	Partner/spouse with children	34.92% 183
4	Single with children	4.20% 22
5	Other non-child dependent	4.01% 21
6	Roommate(s)	10.11% 53
		524

Showing Rows: 1 - 7 Of 7

Q2 - How many individuals (including yourself) currently live in your household?

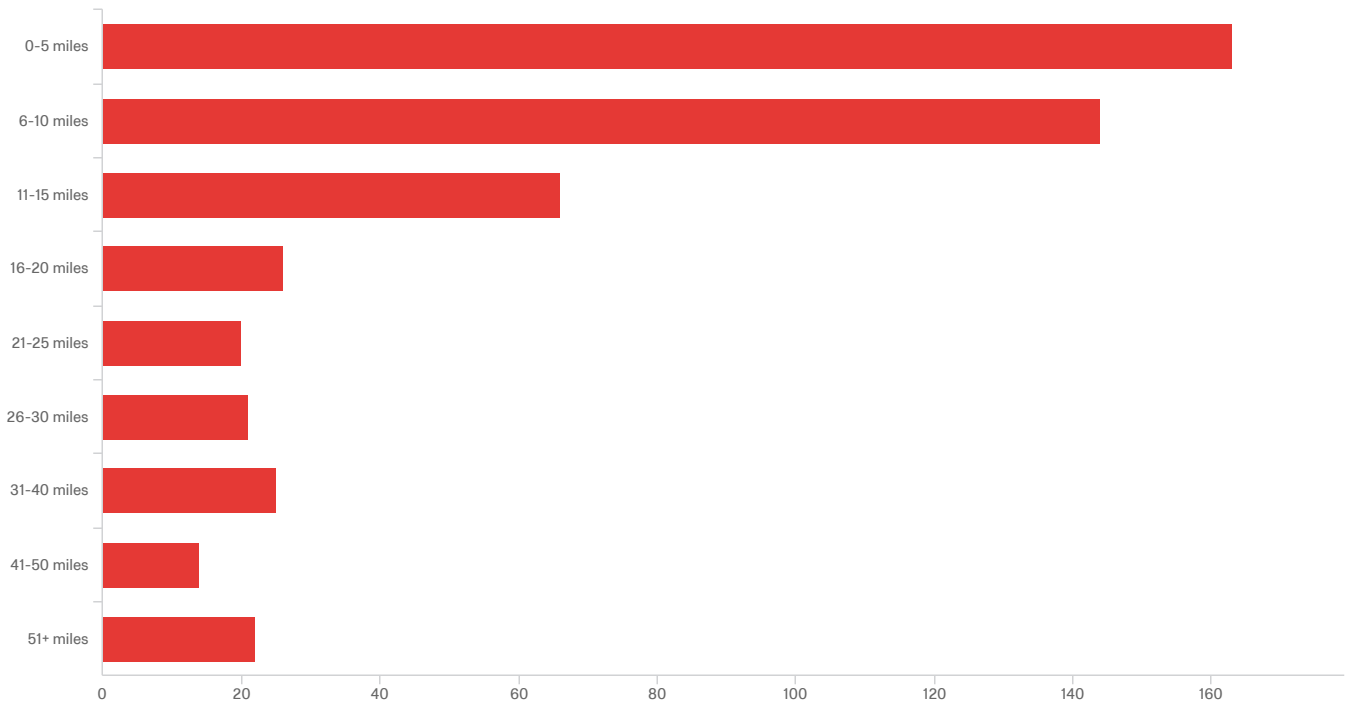


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	How many individuals (including yourself) currently live in your household?	1.00	5.00	2.70	1.15	1.32	501

#	Field	Choice Count
1	1	13.57% 68
2	2	36.53% 183
3	3	24.15% 121
4	4	17.76% 89
5	5+	7.98% 40
		501

Showing Rows: 1 - 6 Of 6

Q3 - How far away from campus do you currently live?

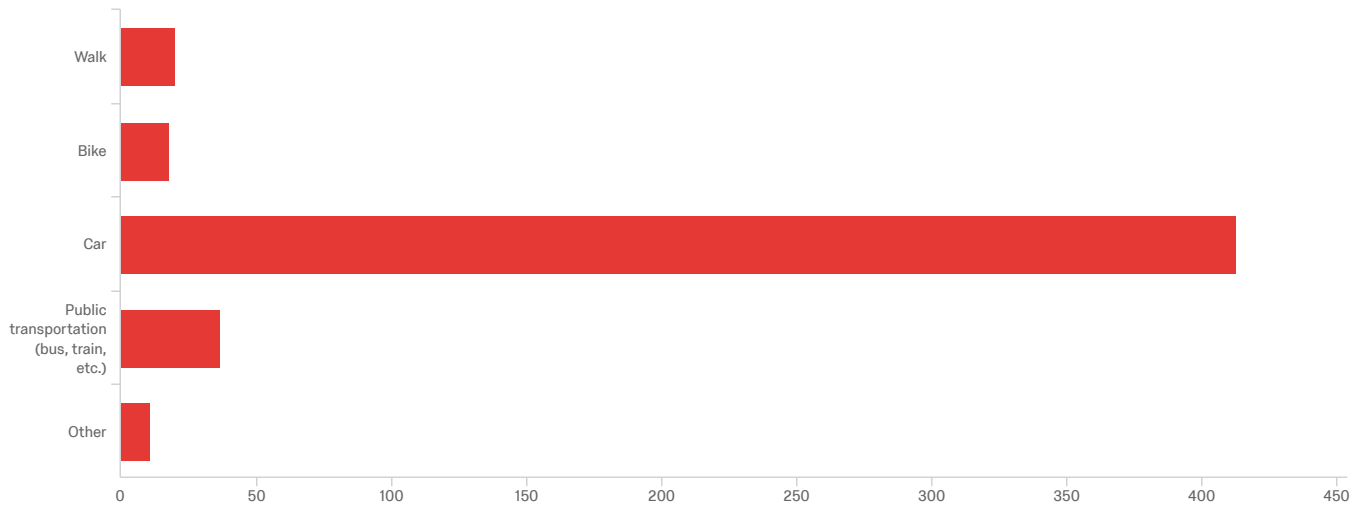


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	How far away from campus do you currently live?	1.00	9.00	2.92	2.29	5.25	501

#	Field	Choice Count
1	0-5 miles	32.53% 163
2	6-10 miles	28.74% 144
3	11-15 miles	13.17% 66
4	16-20 miles	5.19% 26
5	21-25 miles	3.99% 20
6	26-30 miles	4.19% 21
7	31-40 miles	4.99% 25
8	41-50 miles	2.79% 14
9	51+ miles	4.39% 22

Showing Rows: 1 - 10 Of 10

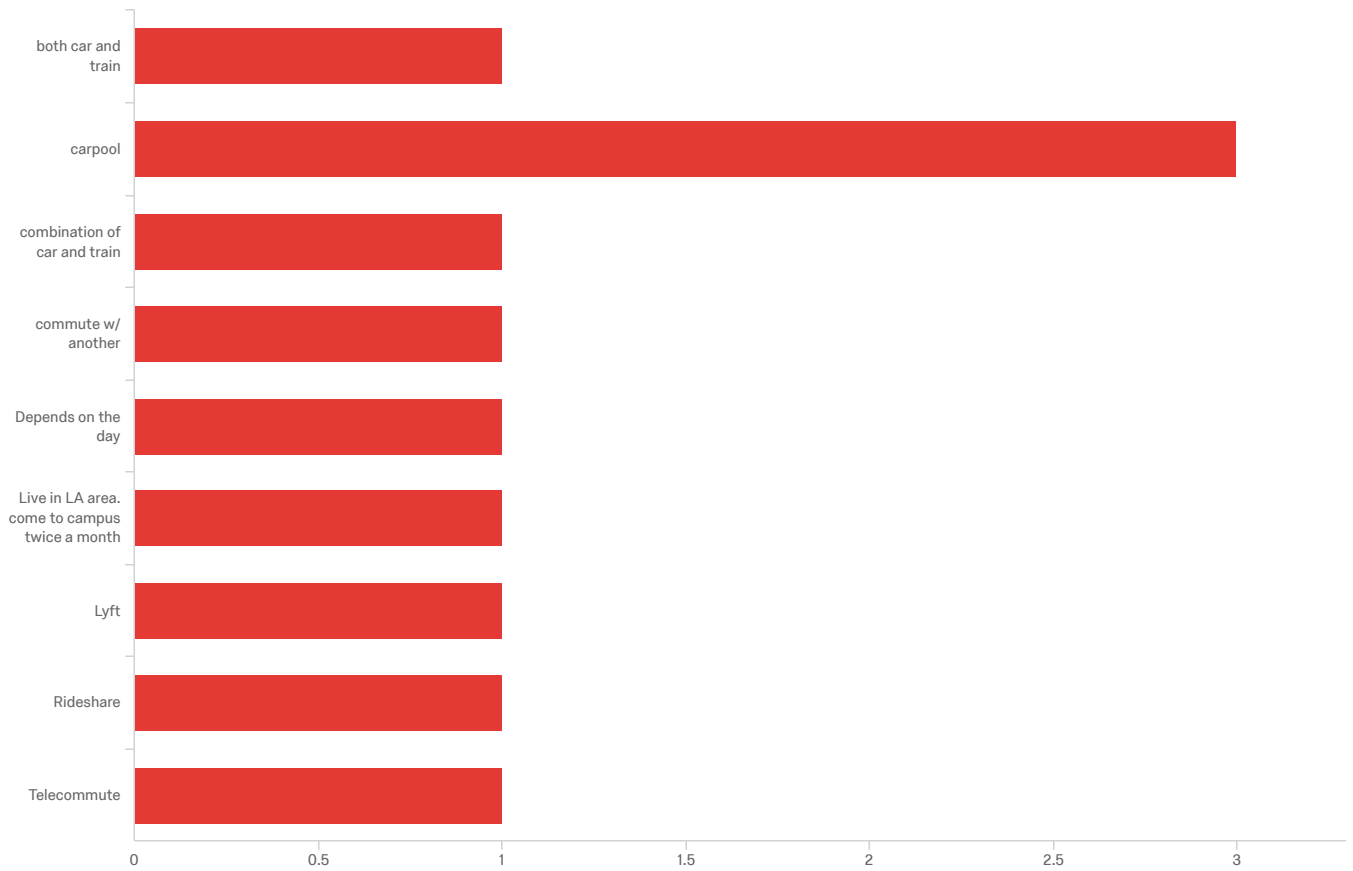
Q30 - How do you currently commute to campus on most days?




#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	How do you currently commute to campus on most days? - Selected Choice	1.00	5.00	3.00	0.60	0.36	499

#	Field	Choice Count
1	Walk	4.01% 20
2	Bike	3.61% 18
3	Car	82.77% 413
4	Public transportation (bus, train, etc.)	7.41% 37
5	Other	2.20% 11
		499

Showing Rows: 1 - 6 Of 6

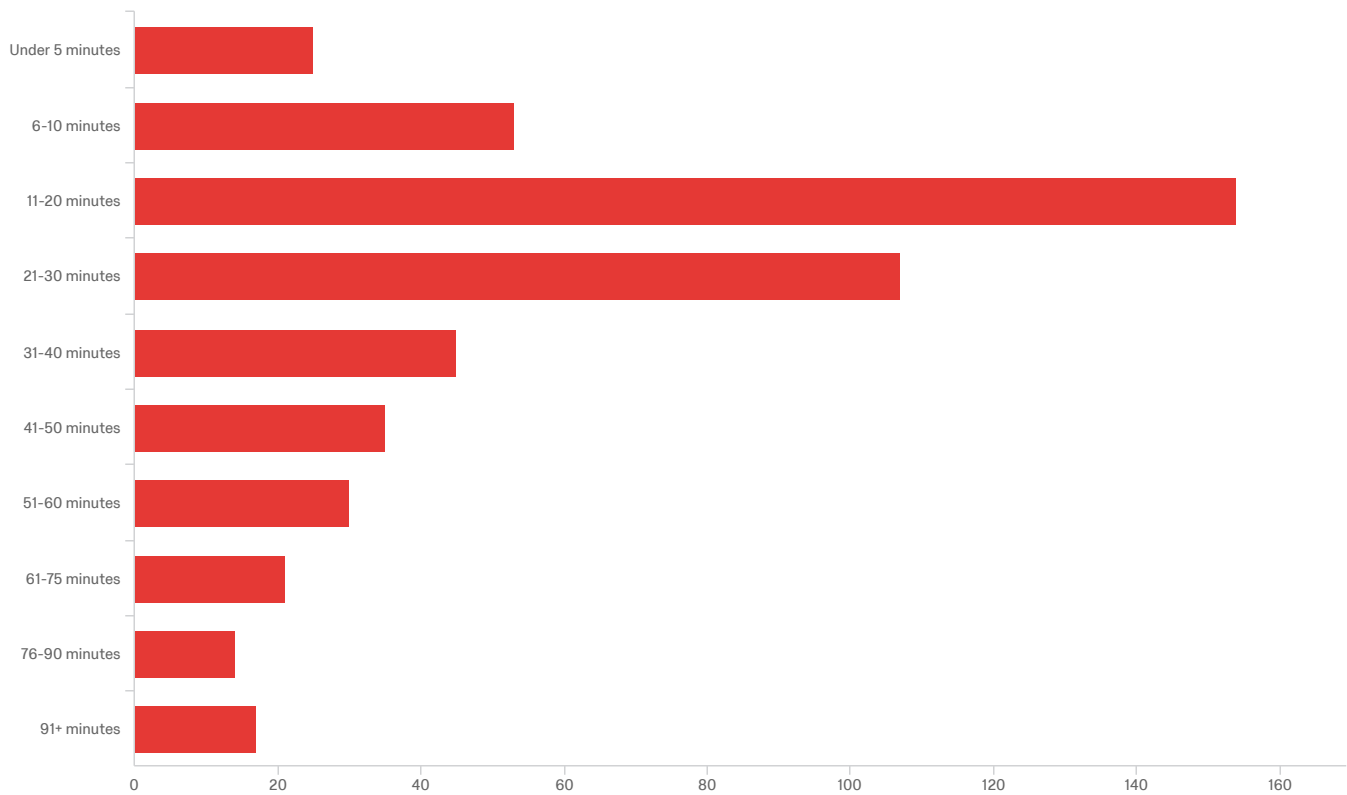



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#	Field	Choice Count
1	both car and train	9.09% 1
2	carpool	27.27% 3
3	combination of car and train	9.09% 1
4	commute w/ another	9.09% 1
5	Depends on the day	9.09% 1
6	Live in LA area. come to campus twice a month	9.09% 1
7	Lyft	9.09% 1
8	Rideshare	9.09% 1
9	Telecommute	9.09% 1

Showing Rows: 1 - 10 Of 10

Q32 - How much time does your commute, one-way, normally take?



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	How much time does your commute, one-way, normally take?	1.00	10.00	4.25	2.15	4.62	501

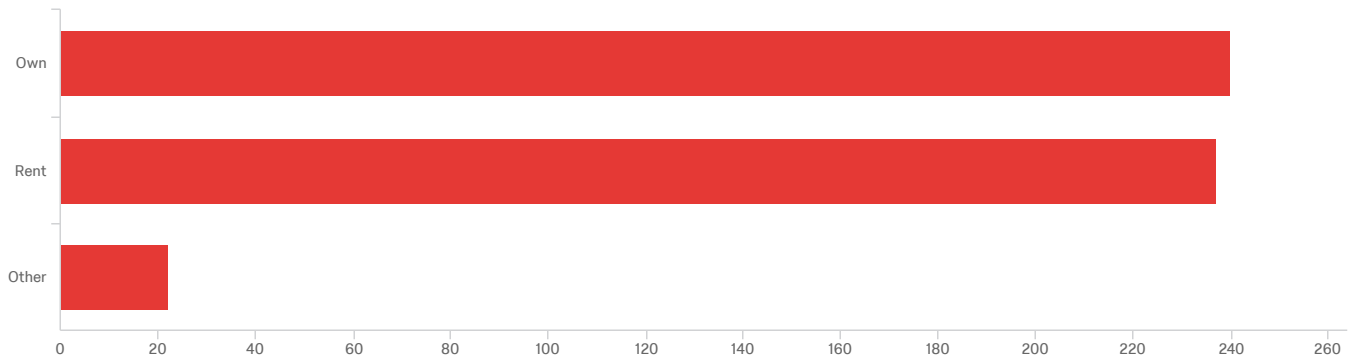
#	Field	Choice Count
1	Under 5 minutes	4.99% 25
2	6-10 minutes	10.58% 53
3	11-20 minutes	30.74% 154
4	21-30 minutes	21.36% 107
5	31-40 minutes	8.98% 45
6	41-50 minutes	6.99% 35
7	51-60 minutes	5.99% 30
8	61-75 minutes	4.19% 21

9	76-90 minutes	2.79%	14
10	91+ minutes	3.39%	17

501

Showing Rows: 1 - 11 Of 11

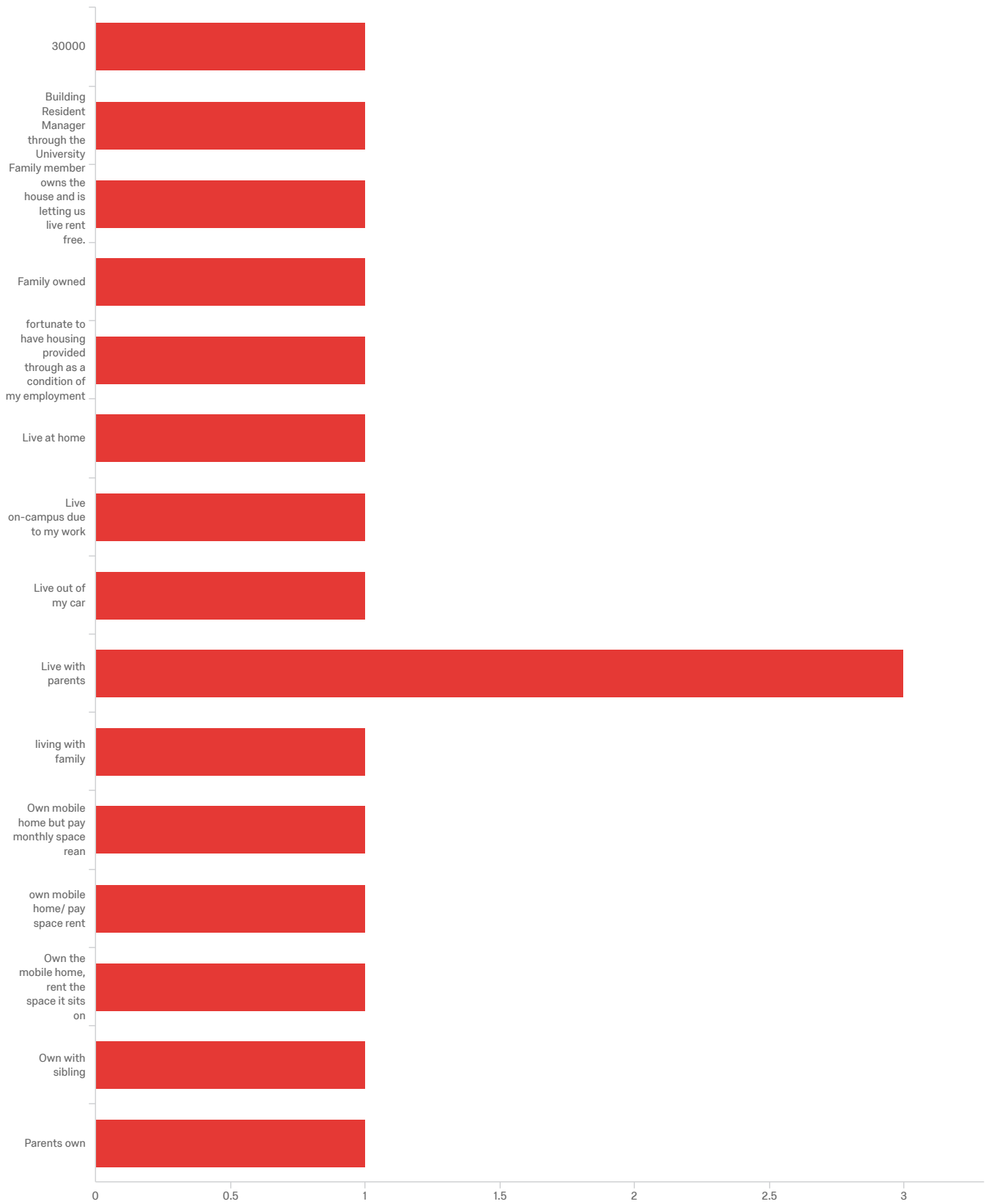
Q4 - For your primary residence do you currently:




#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	For your primary residence do you currently: - Selected Choice	1.00	3.00	1.56	0.58	0.33	499

#	Field	Choice Count
1	Own	48.10% 240
2	Rent	47.49% 237
3	Other	4.41% 22
		499

Showing Rows: 1 - 4 Of 4




 Data source misconfigured for this visualization.

#	Field	Choice Count
1	30000	5.88% 1
2	Building Resident Manager through the University	5.88% 1
3	Family member owns the house and is letting us live rent free.	5.88% 1
4	Family owned	5.88% 1
5	fortunate to have housing provided through as a condition of my employment	5.88% 1
6	Live at home	5.88% 1
7	Live on-campus due to my work	5.88% 1
8	Live out of my car	5.88% 1
9	Live with parents	17.65% 3
10	living with family	5.88% 1
11	Own mobile home but pay monthly space rean	5.88% 1
12	own mobile home/ pay space rent	5.88% 1
13	Own the mobile home, rent the space it sits on	5.88% 1
14	Own with sibling	5.88% 1
15	Parents own	5.88% 1

17

Showing Rows: 1 - 16 Of 16

Q5 - How much do you pay in rent/mortgage every month?

How much do you pay in rent/mortgage every month?

3500

4500

2500.00

\$3475

1100

1660

\$0

\$3500

0

\$2400

4000.00

2700

1400

4,330

\$4400

3000

\$7800.00

4500

\$1400

\$1300

3000.00

1000

2200

\$3,160.00

4750

2900

4,000

0

1,000

\$4000.00

2000.00

3,600

4400

0

2040

1500

5000

A lot; prefer not to answer

~\$5000

1600

2,750.00

3500

0

3000

3,300

2600

\$2200

0

0

\$500.00

950

2000

2400

2350

1825

1350

2,300.00

\$1000

\$3,200

1425

3500

3500

3500

2,400

\$1800

2300

1890

4500

1200

3,000

\$3320.00

0

3000

2800

1275

3,800.00

\$1200

no mortgage

\$4,500

3000

3500

\$3400

3600.00

2100

3,000

4,500

1,250

1000

2600

2154

2,000.00

1500

3400

3600.

2000

1407.76

1200

2565

1500

3107

\$3300

3000

2500

3200

2400.00

3500

2100

\$2,800

2300

0

2,200.00

2400

N/A

2800

\$2025

5,000

4400

\$1600

3250

2000.00

1200

3900 (1000 per person)

3000

2000

2000

4000.00

\$4,900

2100

2600

\$2000

1900

\$800

1800.00

2,100

1800.00

3000

\$2,300.00

2800

1450

\$3000

3600

3,300

\$3600

2100

\$2700

4,000

2100

3,600

2300

1224.00

\$4,000

5000

3,500

2700

2100.00

2800

2100

2250

4000

\$2548

1100

0

1600

2200

\$2,200

1600

1550

\$1,590

2935

\$3500

9500.00

1800

\$2,000

\$2550

3500

1600

770

2100

1200

\$2400.00

3,300

4300

2350.00

2300

2500

1500

2850

\$1825

3600

2200

\$3500

2200

920

2700

\$2600

1600

\$1,000.00

\$860

3200

\$3,000

500.00

1200

\$4,300

4300

2900

2600.00

4100

3000

3,000

2600

2400

\$670 for my own room and utilities and a shared bathroom

5000

\$2000

Mortgage paid \$0

1800

4475

~\$3800

2,300.00

\$2100

1400

2600

1370

3000

1600

\$4,300.00

2300

2,000.00

\$1150

3,500.00

2800

\$3500

\$2200

1700.00

1000

0

2700

1300.00

\$4000

\$1700

3000

\$2250

4,009

3100

2970

3500.00

2,000.00

810

900.00

1290.00

1974

4100.00

1300

3200

1175

0, but market rate would be \$4,000

1700

\$0

\$3000

2150

3500

2800

0 - House is paid off

3000.00

1800

2800

2,150.00

\$3K

2100.00

\$1600

2100

3,600 for the household

\$2,000.00

500

2800

\$1900

2000

1500

1450

\$2,310

\$4,000.00

3800

1800

\$2,845

3000.00

2150

2800.00

1500

3,200

approximately \$2100.00

3200

3325.00

1980

1,700

4100.00

2500

875.00

3,600

\$1800.00

\$3000

4500

3500

4000

\$2330

1000

2,900

2800

1800

3000

3040

2960.00

3000

13,000

2750

\$3,700

1400

2340.00

2,000

\$3000

2780

\$2,350

3000.00

2,322.00

1600

\$6000

1200

\$1523

2400

2600

3000

2600.00

\$4000

3000.00

4000

\$3,100

My housing is provided to me through the University, but it's value is easily \$3,000 a month

3100

\$3995

2,900

1100

2700

\$3,000

\$2,500

1900

1700

0

1950.00

\$2900.00

1300

1200

2100.00

2000

\$4650.00

2,900

1900

1350

2500

2,000.00

\$900 for a bedroom

5600

680 + community fees

\$2,000

Too much!

2200.

2600

\$1350

4600

2200

1800

\$2000

1900.00

1300

2500

2100

4100

3600

\$1100

0

1800

\$4,500

600

0

3000

\$3000

3500

1330

2700

3500

2300

0

3k

Way too much!

1050

\$1600.00

2800

2,300

\$3,000

\$2400

\$2,100

2600

2230

\$1500

\$2,800

2700

3,200

2000

0

3500

4600

\$2100

2800

\$2,700

4600

1000.00

3800

\$3800

1030

3000

2350

2210

0

1800

500

1400

2400

3200

\$2,800

825

\$2,000

750

1025

na

2500

\$1895.00

2,680

2100

\$1755

\$2,300

1500

1500

2600

2395

600

1125

\$1825

2300

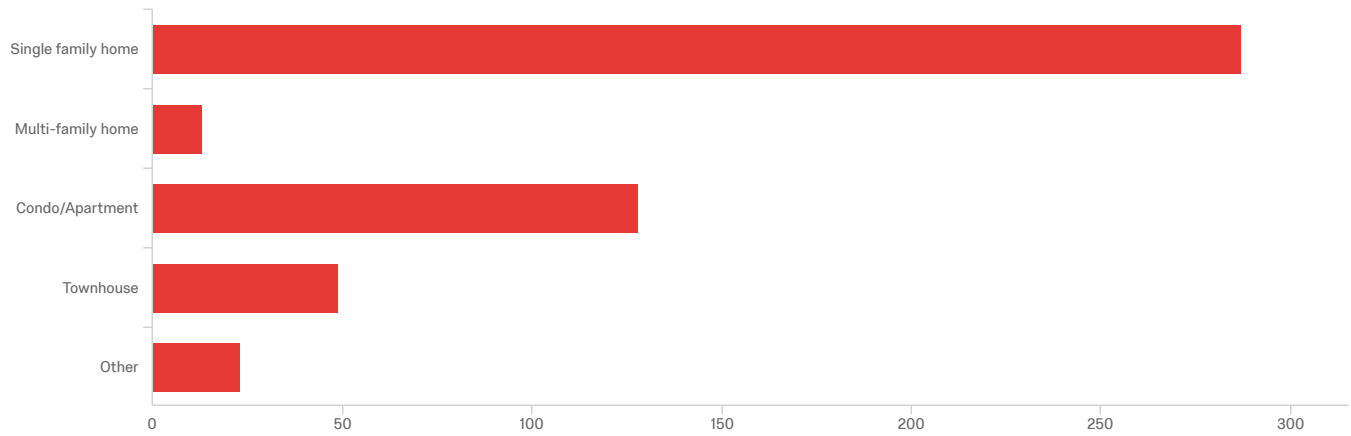
\$2,200.00

2695

N/A

4,000

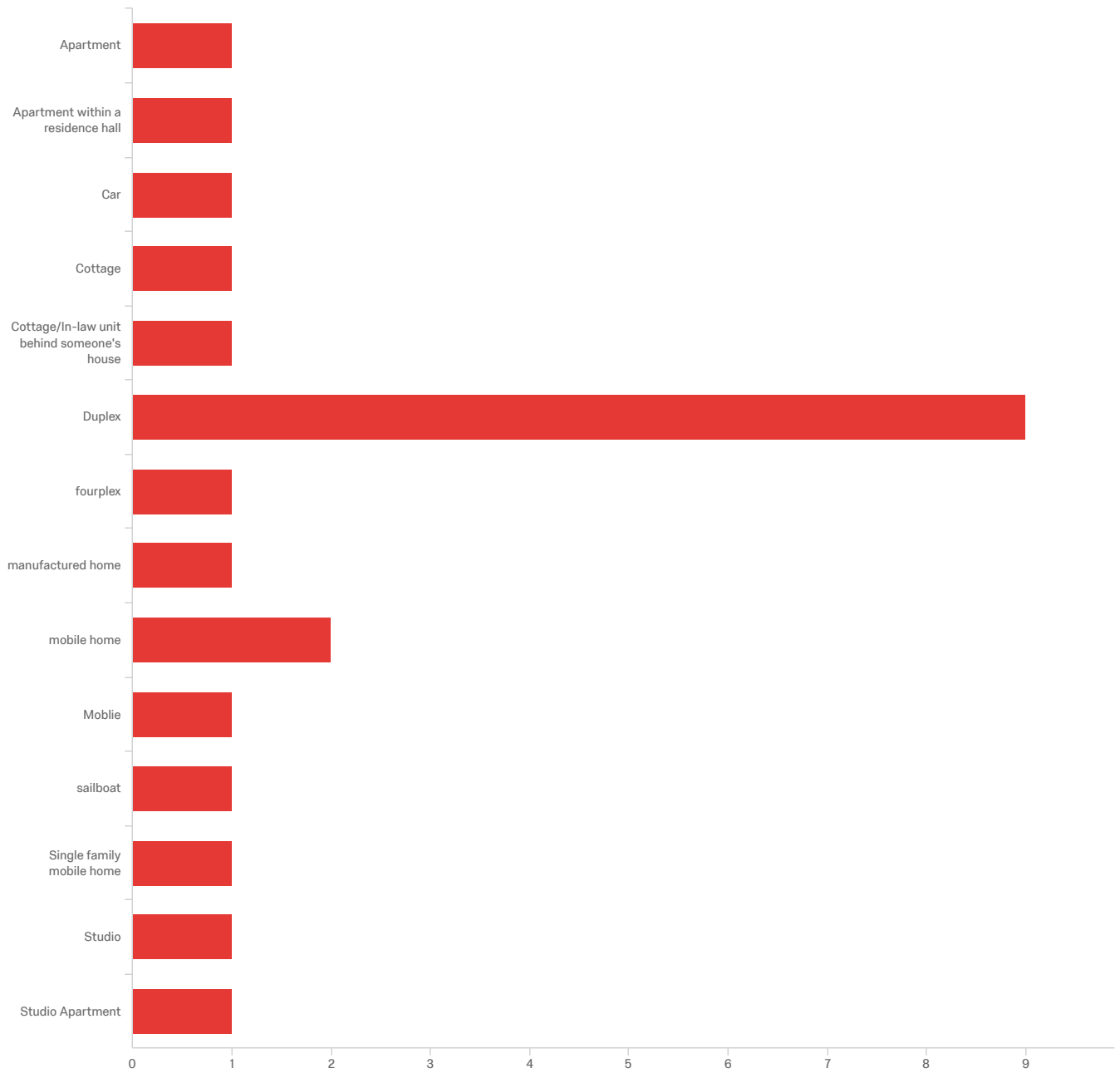
Q6 - What is your current housing type?




#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	What is your current housing type? - Selected Choice	1.00	5.00	2.02	1.28	1.64	500

#	Field	Choice Count
1	Single family home	57.40% 287
2	Multi-family home	2.60% 13
3	Condo/Apartment	25.60% 128
4	Townhouse	9.80% 49
5	Other	4.60% 23
		500

Showing Rows: 1 - 6 Of 6




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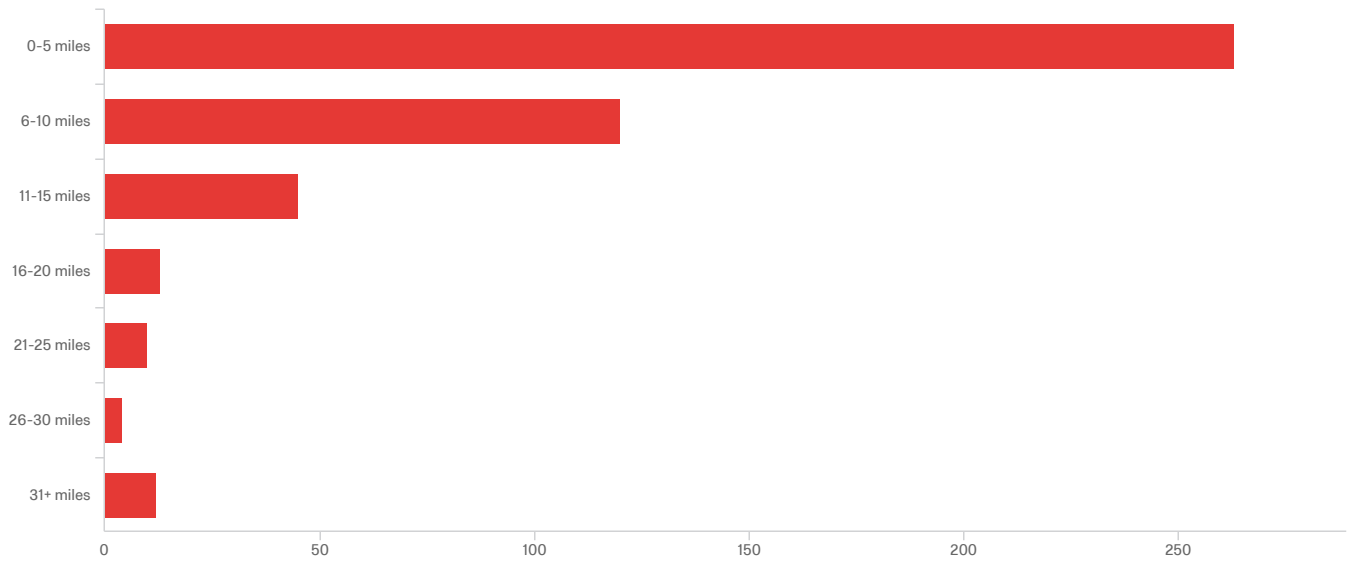
#	Field	Choice Count
1	Apartment	4.35% 1
2	Apartment within a residence hall	4.35% 1
3	Car	4.35% 1

4	Cottage	4.35%	1
5	Cottage/In-law unit behind someone's house	4.35%	1
6	Duplex	39.13%	9
7	fourplex	4.35%	1
8	manufactured home	4.35%	1
9	mobile home	8.70%	2
10	Moblle	4.35%	1
11	sailboat	4.35%	1
12	Single family mobile home	4.35%	1
13	Studio	4.35%	1
14	Studio Apartment	4.35%	1

23

Showing Rows: 1 - 15 Of 15

Q7 - How far away from campus would you prefer to live?

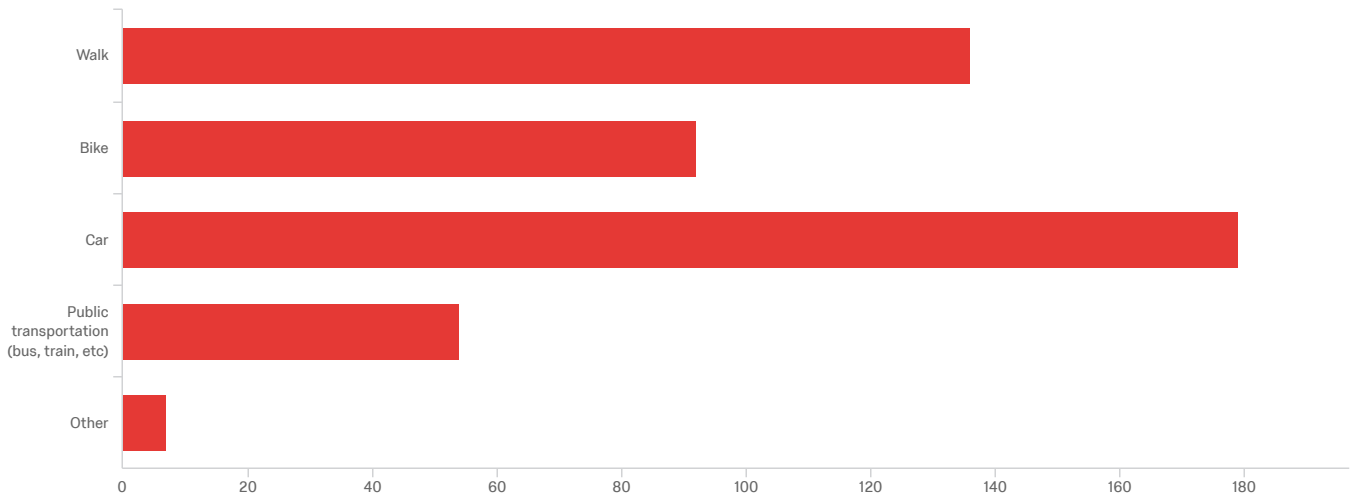


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	How far away from campus would you prefer to live?	1.00	7.00	1.82	1.31	1.71	467

#	Field	Choice Count
1	0-5 miles	56.32% 263
2	6-10 miles	25.70% 120
3	11-15 miles	9.64% 45
4	16-20 miles	2.78% 13
5	21-25 miles	2.14% 10
6	26-30 miles	0.86% 4
7	31+ miles	2.57% 12
		467

Showing Rows: 1 - 8 Of 8

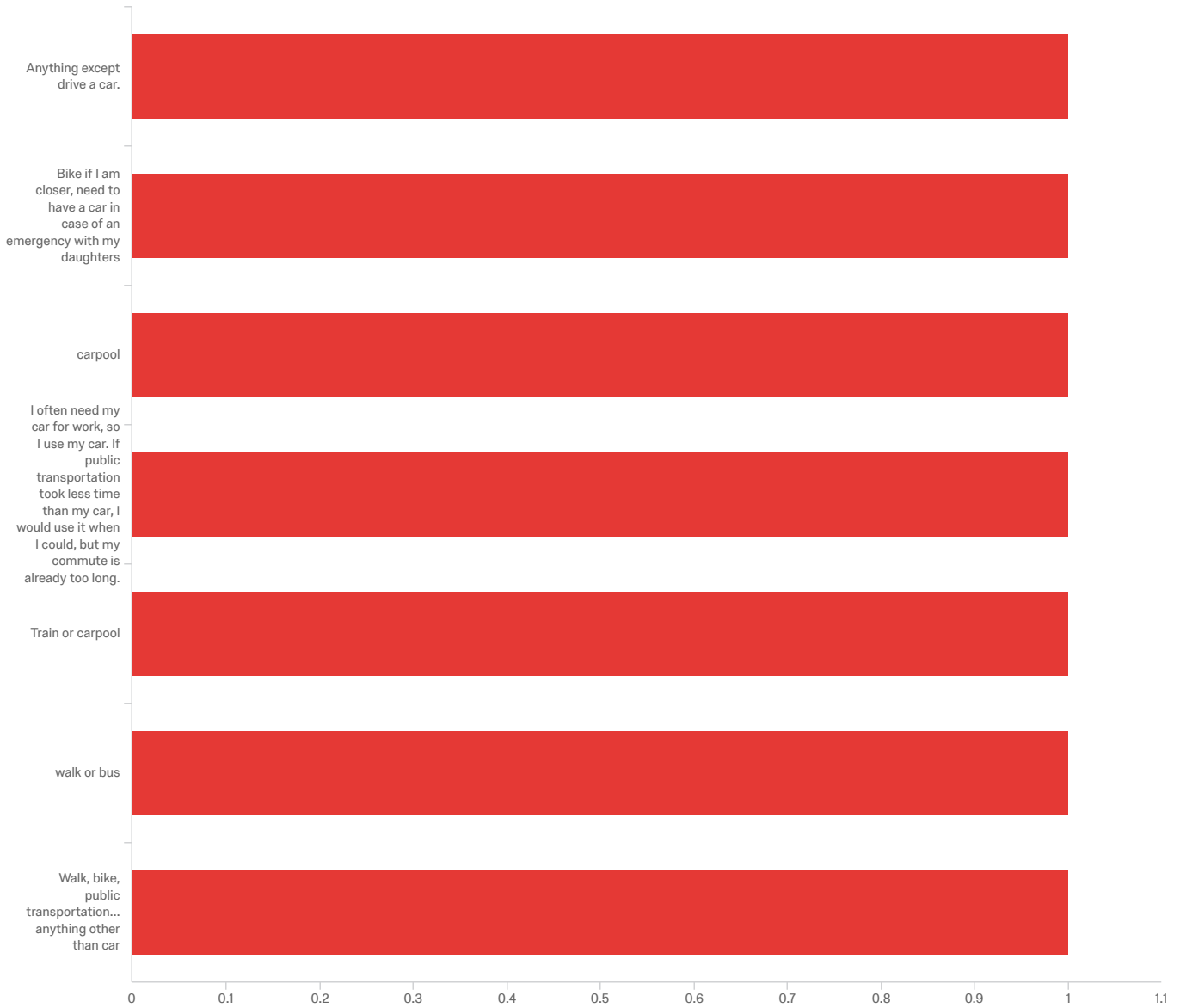
Q8 - How would you prefer to commute to campus?




#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	How would you prefer to commute to campus? - Selected Choice	1.00	5.00	2.37	1.06	1.13	468

#	Field	Choice Count
1	Walk	29.06% 136
2	Bike	19.66% 92
3	Car	38.25% 179
4	Public transportation (bus, train, etc)	11.54% 54
5	Other	1.50% 7
		468

Showing Rows: 1 - 6 Of 6




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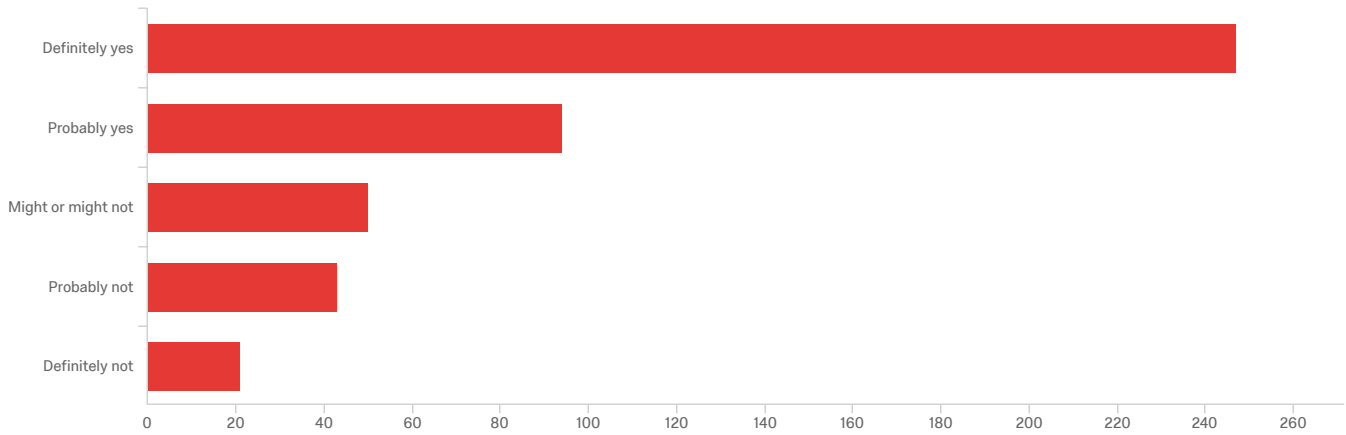
#	Field	Choice Count
1	Anything except drive a car.	14.29% 1
2	Bike if I am closer, need to have a car in case of an emergency with my daughters	14.29% 1
3	carpool	14.29% 1
4	I often need my car for work, so I use my car. If public transportation took less time than my car, I would use it when I could, but my commute is already too long.	14.29% 1

5	Train or carpool	14.29%	1
6	walk or bus	14.29%	1
7	Walk, bike, public transportation...anything other than car	14.29%	1

7

Showing Rows: 1 - 8 Of 8

Q9 - If you were financially able to, would you want to purchase a home in the Bay Area in the next 5 years (either as a first-time homebuyer or to purchase a home that better fits your ideal housing situation)?



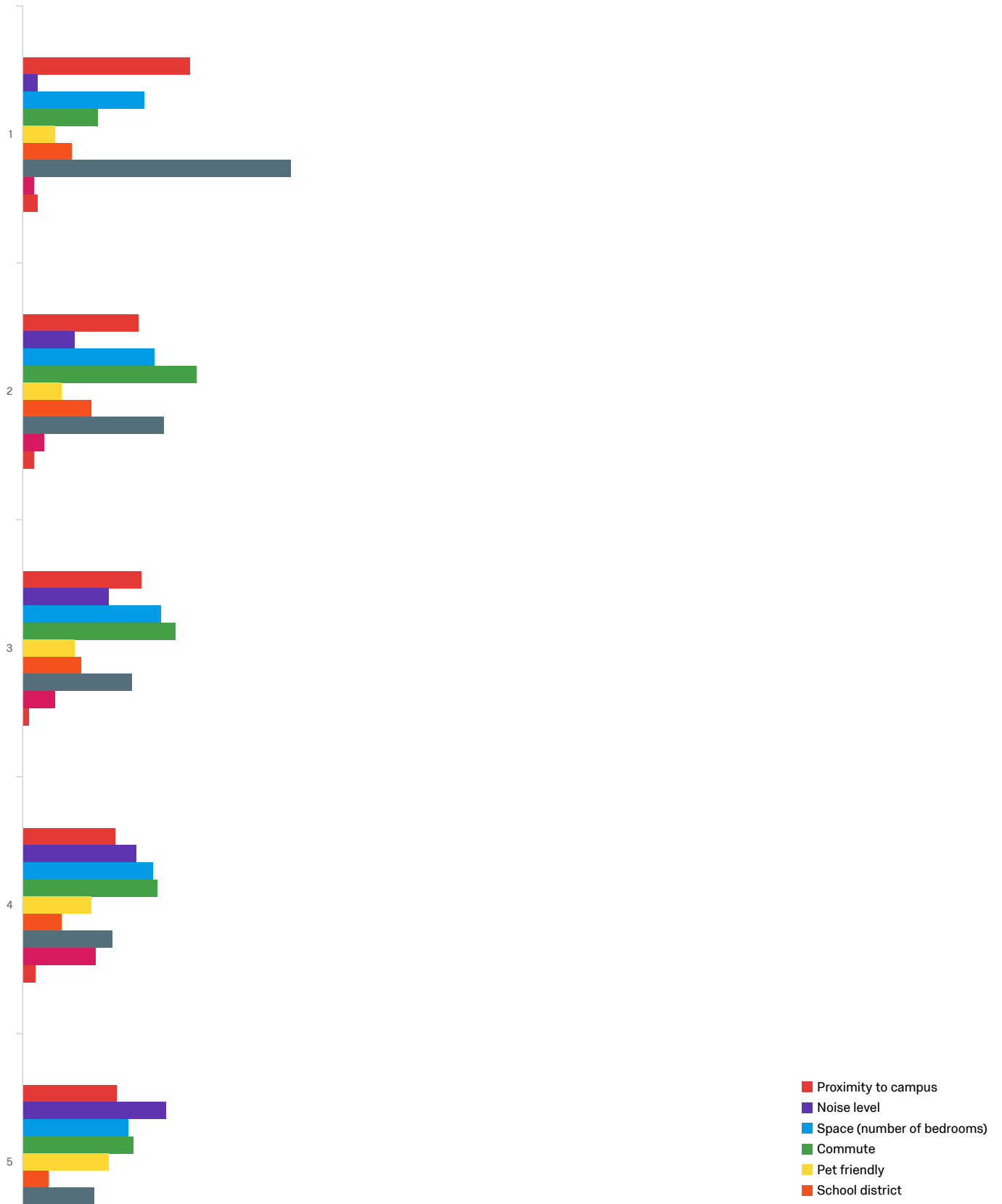
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	If you were financially able to, would you want to purchase a home in the Bay Area in the next 5 years (either as a first-time homebuyer or to purchase a home that better fits your ideal housing situation)?	1.00	5.00	1.89	1.20	1.44	455

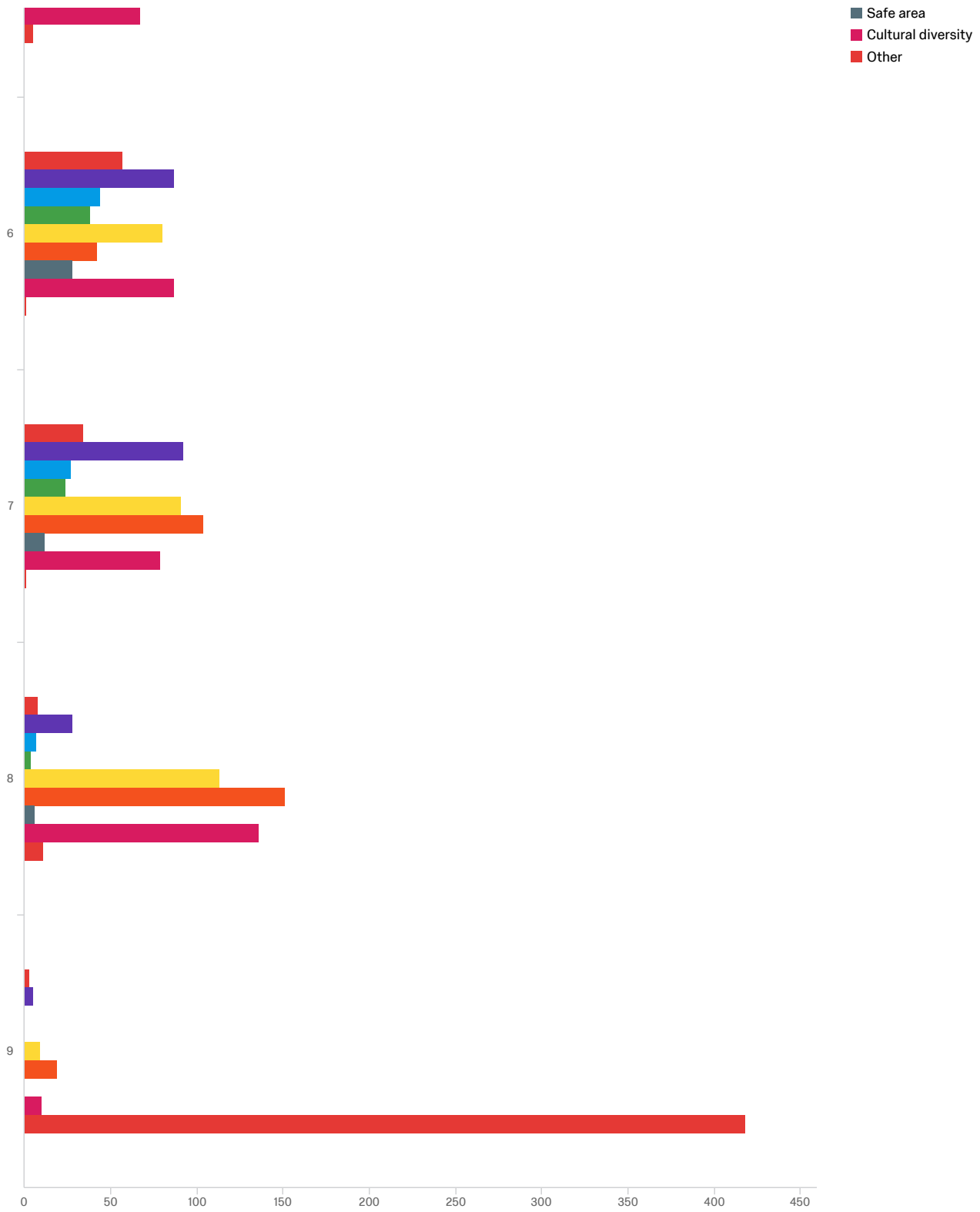
#	Field	Choice Count
1	Definitely yes	54.29% 247
2	Probably yes	20.66% 94
3	Might or might not	10.99% 50
4	Probably not	9.45% 43
5	Definitely not	4.62% 21
		455

Showing Rows: 1 - 6 Of 6

Q10 - Leaving cost aside, rank in order of preference, how important these are to you. To

put in rank order, just drag and drop.





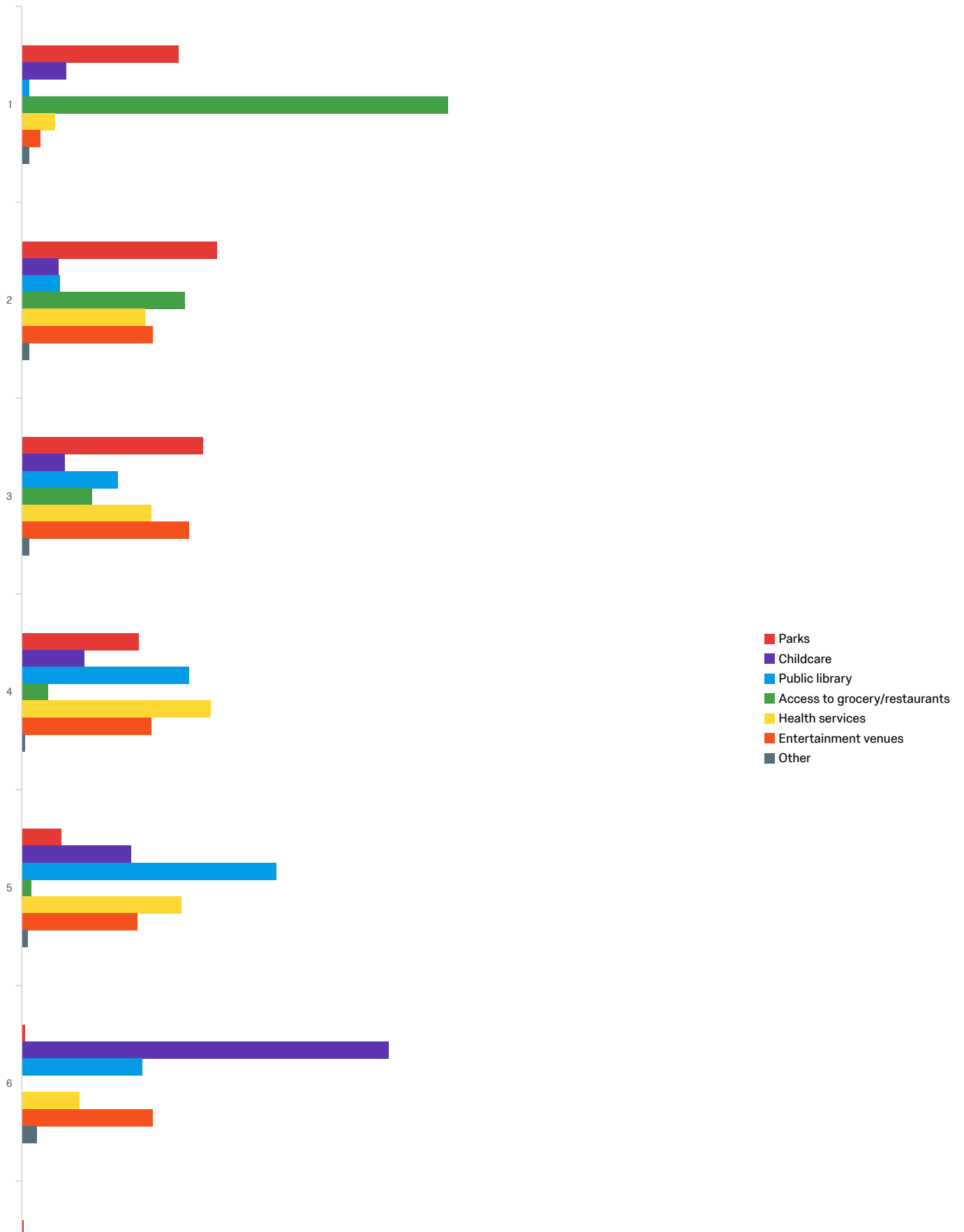
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Proximity to campus	1.00	9.00	3.56	2.07	4.29	464
2	Noise level	1.00	9.00	5.14	1.79	3.21	464
3	Space (number of bedrooms)	1.00	8.00	3.55	1.85	3.42	464

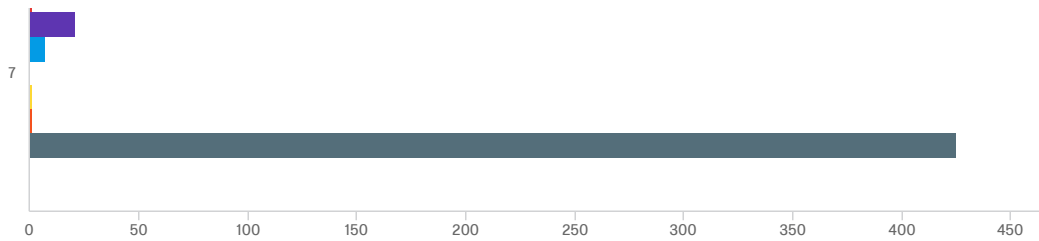
4	Commute	1.00	8.00	3.54	1.70	2.88	464
5	Pet friendly	1.00	9.00	5.82	2.08	4.31	464
6	School district	1.00	9.00	5.94	2.43	5.90	464
7	Safe area	1.00	8.00	2.76	1.82	3.33	464
8	Cultural diversity	1.00	9.00	6.17	1.80	3.25	464
9	Other	1.00	9.00	8.52	1.65	2.72	464

#	Field	1		2		3		4		5		6		7		
1	Proximity to campus	22.20%	103	15.30%	71	15.73%	73	12.28%	57	12.50%	58	12.28%	57	7.33%	34	1.72
2	Noise level	1.94%	9	6.90%	32	11.42%	53	15.09%	70	18.97%	88	18.75%	87	19.83%	92	6.03
3	Space (number of bedrooms)	16.16%	75	17.46%	81	18.32%	85	17.24%	80	14.01%	65	9.48%	44	5.82%	27	1.51
4	Commute	9.91%	46	23.06%	107	20.26%	94	17.89%	83	14.66%	68	8.19%	38	5.17%	24	0.86
5	Pet friendly	4.31%	20	5.17%	24	6.90%	32	9.05%	42	11.42%	53	17.24%	80	19.61%	91	24.35
6	School district	6.47%	30	9.05%	42	7.76%	36	5.17%	24	3.45%	16	9.05%	42	22.41%	104	32.54
7	Safe area	35.56%	165	18.75%	87	14.44%	67	11.85%	55	9.48%	44	6.03%	28	2.59%	12	1.29
8	Cultural diversity	1.51%	7	2.80%	13	4.31%	20	9.70%	45	14.44%	67	18.75%	87	17.03%	79	29.31
9	Other	1.94%	9	1.51%	7	0.86%	4	1.72%	8	1.08%	5	0.22%	1	0.22%	1	2.37

Showing Rows: 1 - 9 Of 9

Q11 - Rank in order of preference, the community amenities that are important to you.



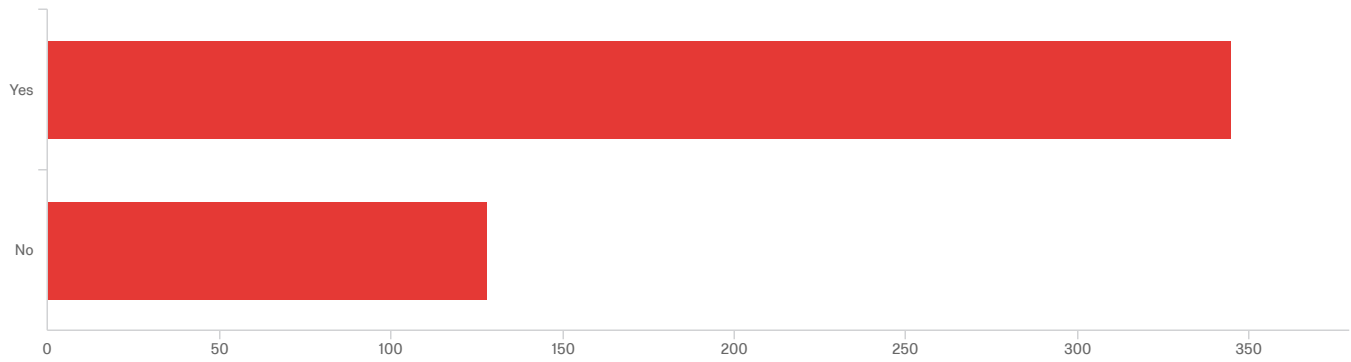


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Parks	1.00	7.00	2.57	1.21	1.47	456
2	Childcare	1.00	7.00	5.00	1.59	2.54	456
3	Public library	1.00	7.00	4.48	1.19	1.42	456
4	Access to grocery/restaurants	1.00	5.00	1.60	0.91	0.82	456
5	Health services	1.00	7.00	3.72	1.35	1.83	456
6	Entertainment venues	1.00	7.00	3.85	1.47	2.15	456
7	Other	1.00	7.00	6.78	0.95	0.89	456

#	Field	1	2	3	4	5	6	7
1	Parks	22.59% 103	28.07% 128	26.10% 119	16.89% 77	5.70% 26	0.44% 2	0.22% 1
2	Childcare	6.36% 29	5.26% 24	6.14% 28	8.99% 41	15.79% 72	52.85% 241	4.61% 21
3	Public library	1.10% 5	5.48% 25	13.82% 63	24.12% 110	36.62% 167	17.32% 79	1.54% 7
4	Access to grocery/restaurants	61.40% 280	23.46% 107	10.09% 46	3.73% 17	1.32% 6	0.00% 0	0.00% 0
5	Health services	4.82% 22	17.76% 81	18.64% 85	27.19% 124	23.03% 105	8.33% 38	0.22% 1
6	Entertainment venues	2.63% 12	18.86% 86	24.12% 110	18.64% 85	16.67% 76	18.86% 86	0.22% 1
7	Other	1.10% 5	1.10% 5	1.10% 5	0.44% 2	0.88% 4	2.19% 10	93.20% 425

Showing Rows: 1 - 7 Of 7

Q35 - Would you like to complete the following questions on potential rental assistance?

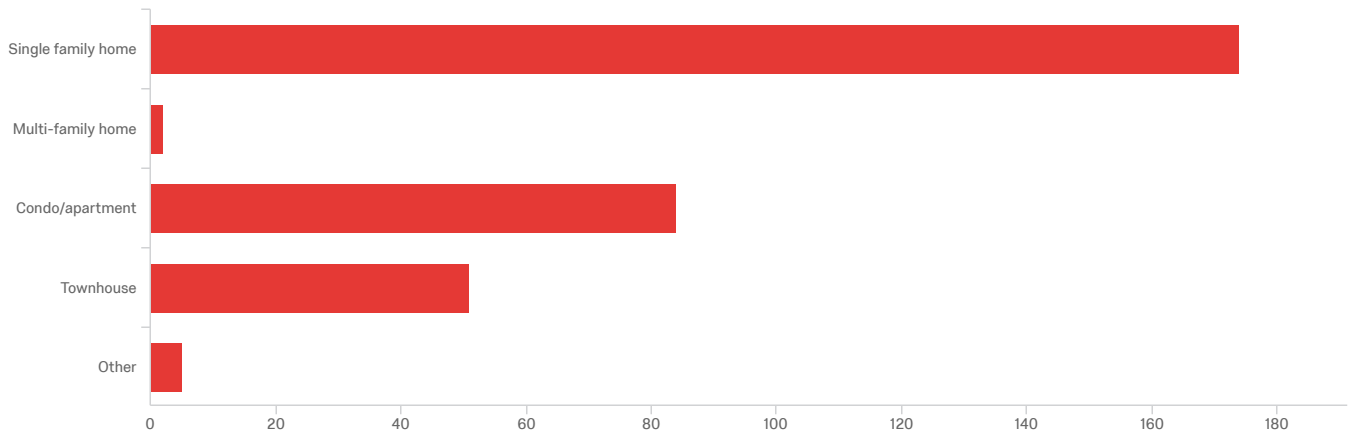


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Would you like to complete the following questions on potential rental assistance?	1.00	2.00	1.27	0.44	0.20	473

#	Field	Choice Count
1	Yes	72.94% 345
2	No	27.06% 128
		473

Showing Rows: 1 - 3 Of 3

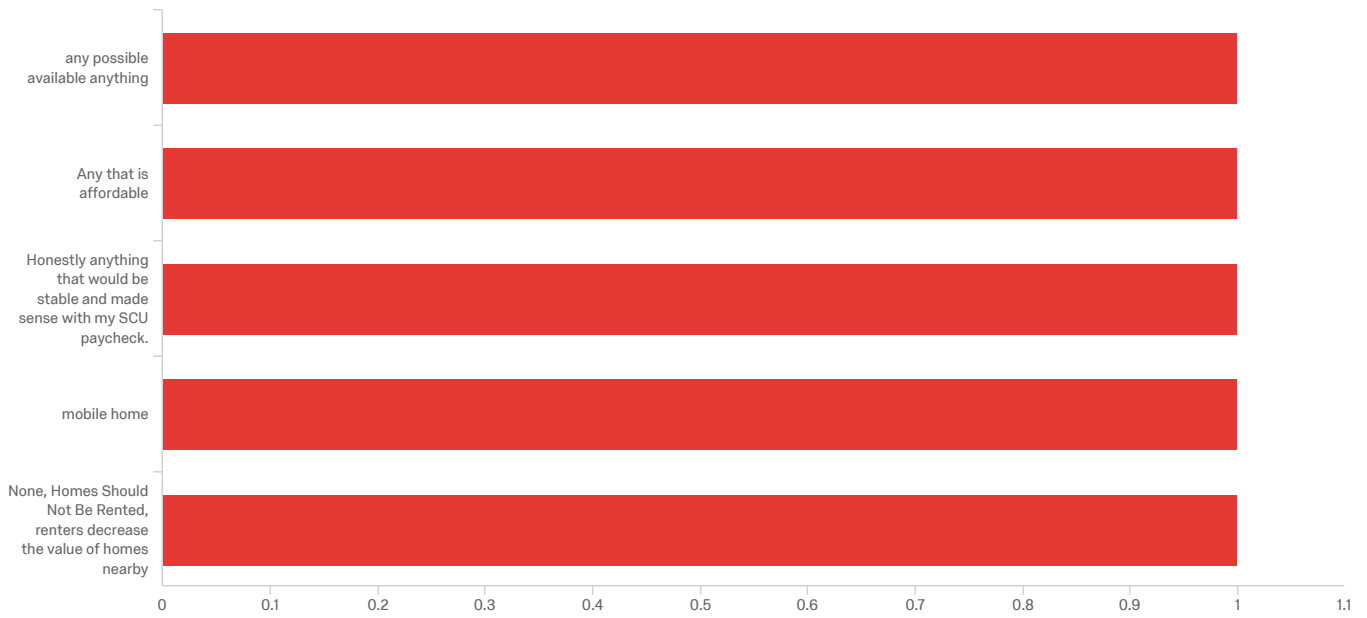
Q13 - What type of rental would you be most interested in?




#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	What type of rental would you be most interested in? - Selected Choice	1.00	5.00	2.09	1.26	1.60	316

#	Field	Choice Count
1	Single family home	55.06% 174
2	Multi-family home	0.63% 2
3	Condo/apartment	26.58% 84
4	Townhouse	16.14% 51
5	Other	1.58% 5
		316

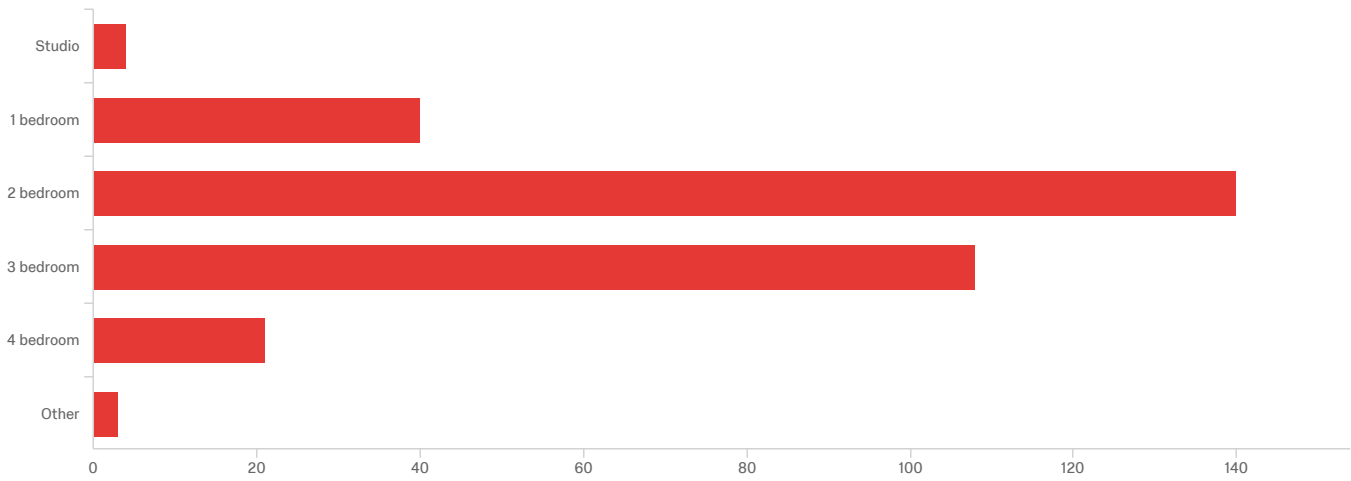
Showing Rows: 1 - 6 Of 6




 Data source misconfigured for this visualization.

#	Field	Choice Count
1	any possible available anything	20.00% 1
2	Any that is affordable	20.00% 1
3	Honestly anything that would be stable and made sense with my SCU paycheck.	20.00% 1
4	mobile home	20.00% 1
5	None, Homes Should Not Be Rented, renters decrease the value of homes nearby	20.00% 1

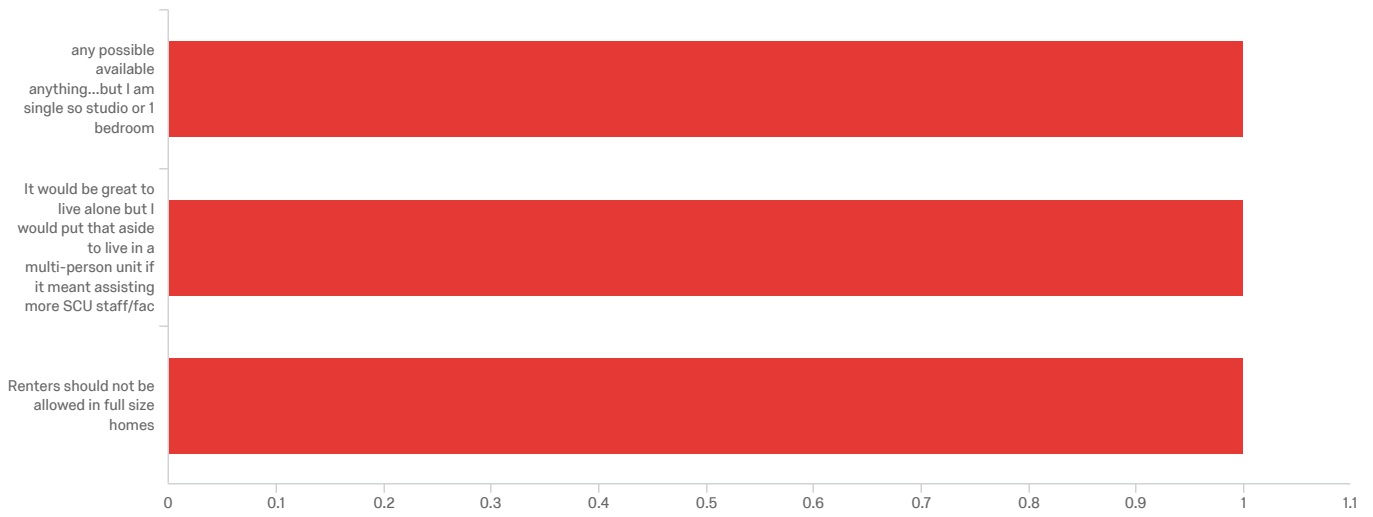
Q14 - What would be your ideal size of residence?




#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	What would be your ideal size of residence? - Selected Choice	1.00	6.00	3.35	0.86	0.75	316

#	Field	Choice Count
1	Studio	1.27% 4
2	1 bedroom	12.66% 40
3	2 bedroom	44.30% 140
4	3 bedroom	34.18% 108
5	4 bedroom	6.65% 21
6	Other	0.95% 3
		316

Showing Rows: 1 - 7 Of 7

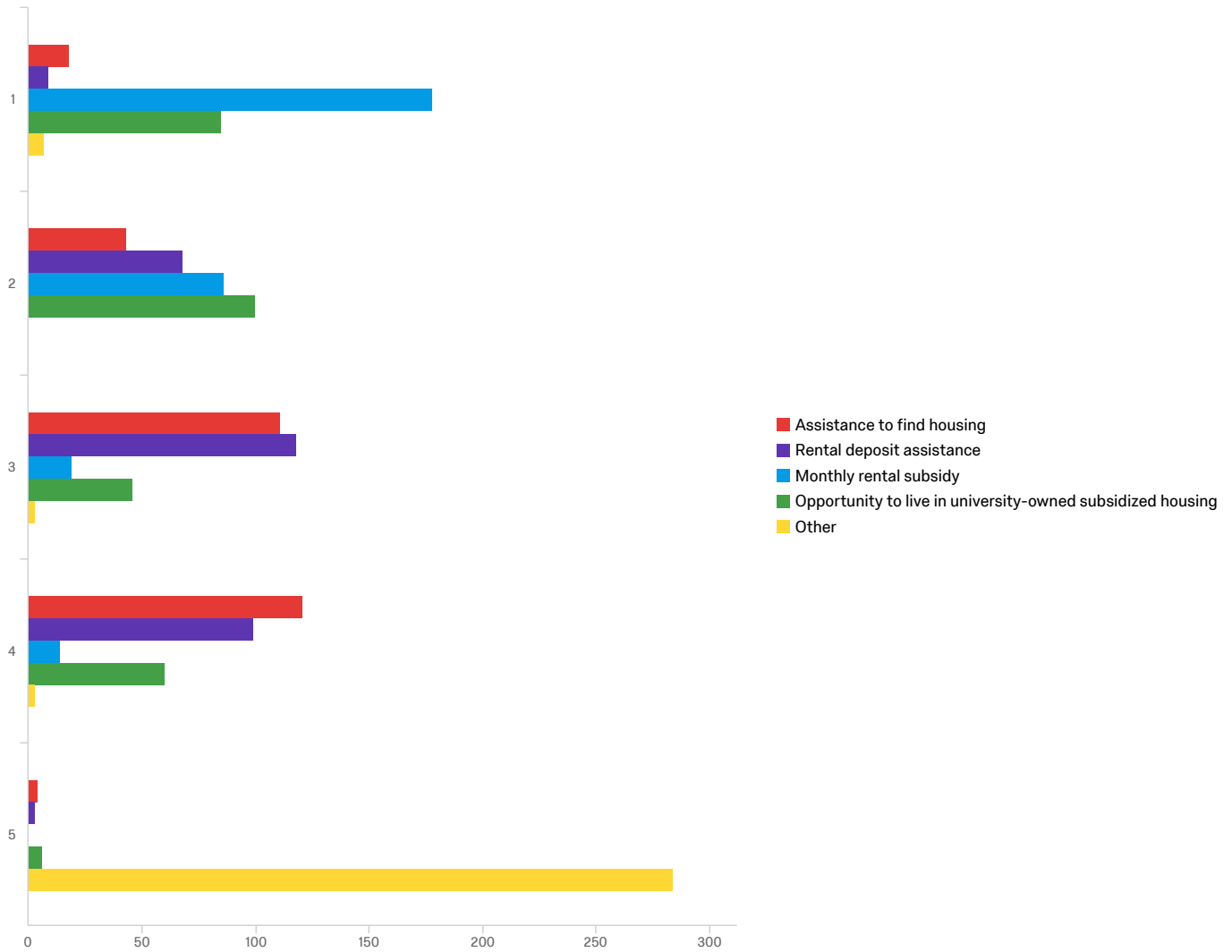



 Data source misconfigured for this visualization.

#	Field	Choice Count
1	any possible available anything...but I am single so studio or 1 bedroom	33.33% 1
2	It would be great to live alone but I would put that aside to live in a multi-person unit if it meant assisting more SCU staff/fac	33.33% 1
3	Renters should not be allowed in full size homes	33.33% 1
		3

Showing Rows: 1 - 4 Of 4

Q15 - What kind of rental support would you be interested in? Please rank in order of priority.

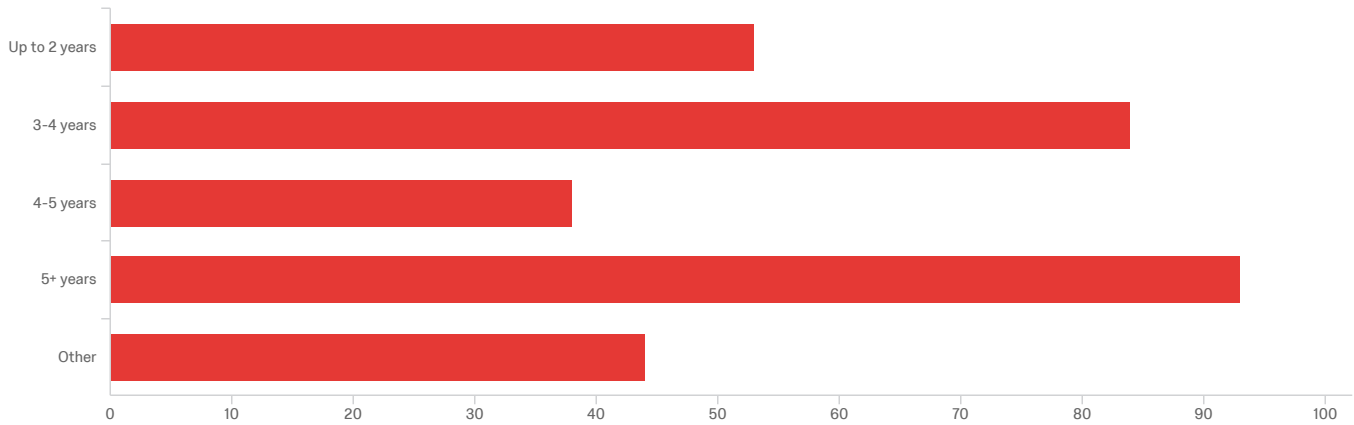


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Assistance to find housing	1.00	5.00	3.17	0.91	0.82	297
2	Rental deposit assistance	1.00	5.00	3.06	0.85	0.72	297
3	Monthly rental subsidy	1.00	4.00	1.56	0.81	0.66	297
4	Opportunity to live in university-owned subsidized housing	1.00	5.00	2.33	1.15	1.32	297
5	Other	1.00	5.00	4.88	0.64	0.41	297

#	Field	1		2		3		4		5		Total
1	Assistance to find housing	6.06%	18	14.48%	43	37.37%	111	40.74%	121	1.35%	4	297
2	Rental deposit assistance	3.03%	9	22.90%	68	39.73%	118	33.33%	99	1.01%	3	297
3	Monthly rental subsidy	59.93%	178	28.96%	86	6.40%	19	4.71%	14	0.00%	0	297
4	Opportunity to live in university-owned subsidized housing	28.62%	85	33.67%	100	15.49%	46	20.20%	60	2.02%	6	297
5	Other	2.36%	7	0.00%	0	1.01%	3	1.01%	3	95.62%	284	297

Showing Rows: 1 - 5 Of 5

Q16 - If SCU introduced a rental assistance program, how long should the assistance last?



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	If SCU introduced a rental assistance program, how long should the assistance last? - Selected Choice	1.00	5.00	2.97	1.35	1.81	312

#	Field	Choice Count
1	Up to 2 years	16.99% 53
2	3-4 years	26.92% 84
3	4-5 years	12.18% 38
4	5+ years	29.81% 93
5	Other	14.10% 44
		312

Showing Rows: 1 - 6 Of 6



as long as employed
by SCU



as long as employed
by SCU or until a
residence is
purchased



as long as employed
with SCU



As long as I am so
woefully underpaid
that it's
practically
impossible to live
in this area. ie in
perpetuity of my
time at SCU.



As long as needed
pending cost of
living vs. salary
provided by SCU



as long as person
worked at SCU



As long as renter is
a staff member



staff member



As long as salary is not aligned with housing market



As long as the staff member is employed



As long as you are an SCU employee



As long as you are employed by the university. Especially since salaries are not keeping up with the cost of living.



at the wage of staff
I am unsure how staff is supposed to eventually afford Santa Clara rents...at this point I suppose 5+ years but there is not a time period should as someone who has below a specific salary and then based on the salary, the assistance should be a specific percentage. i.e. someone who starts out in a low level Campus Safety Officer position should receive more assistance that someone who starts out in a VP position and then the assistance should match the growth of



the person in the position as this is not equally distributed between departments.

Based on years of service



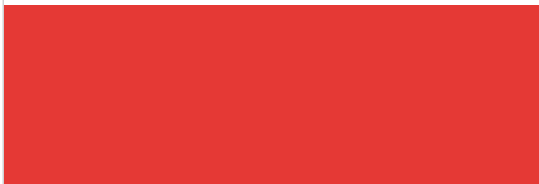
dependent on income of individual using the assistance



Depends on the salary grade. Lower salary grades should have longer term assistance. Ex: Salary grade 8: 4-5 years assistance with an additional year or two to phase out the assistance.



Depends on the type of assistance. If doing a monthly subsidy, will want to ensure that the employee's pay has increased enough so that the subsidy is no longer needed.



duration of employment



Duration of employment or until salaries become market competitive



Duration of high



cost of living out
of sync with salary



Employment Length



Given the current
climate, as long as
fully employed at
SCU!



I would think it
would last
indefinitely while
you're a staff
member until you
reach a certain pay
grade, perhaps?



I'd look at this
from a different
angle... It would be
beneficial for
people to live
closer to where they
work, and within
that context if the
assistance is not
"as long as needed",
then SCU needs to
address salaries
contrasted with
living in this area.



Indefinitely



Indefinitely, unless
SCU is dramatically
going to increase
it's salary levels.
I only make \$24 an
hour. I literally
have to throw in a
third of my paycheck
every month, not
including utilities
just for rent. That
is insane.



Indefinitely, unless the University is willing to pay a liveable wage.



Ongoing



SCU Should not assist for renters, buyers only.



There should be criteria considered which determines amount of help and length of term assistance lasts



Unitil I can afford to buy a home



Unless SCU raises all of our salaries to the 25th percentile immediatly (and come on, SCU, what's the point of having ranges that go higher than the 50th Percentile if NONE of us can ever get there?), not just the strangely selected "Market Rate" positions, the assistance should be permanent.



until I can purchase



Until rent is less than 45% of income.



Until salary earned makes housing affordable



Until Salary equals average rental need



until SCU pays employees at a Silicon Valley scale

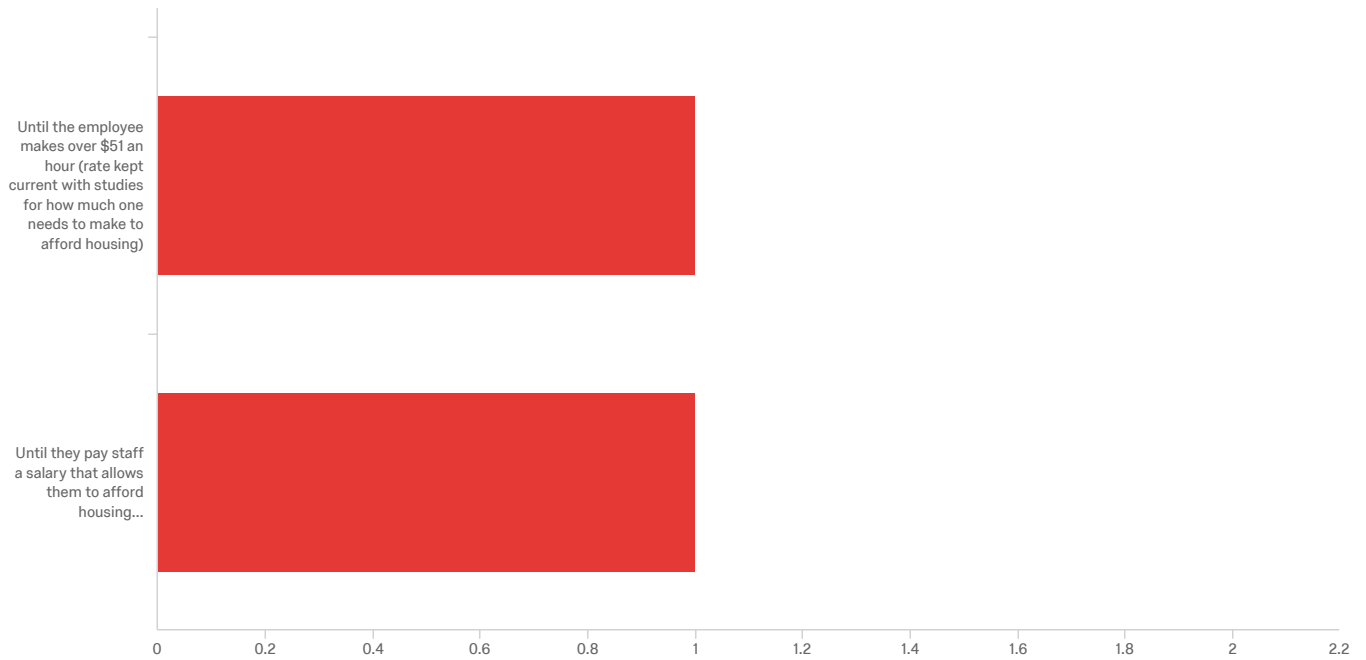



until SCU salaries catch up to cost of living



Until that employee is able to move into university subsidized housing, or able to purchase property in the area






 Data source misconfigured for this visualization.

#	Field	Choice Count
1	10 years	2.33% 1
2	as long as employed by SCU	2.33% 1
3	as long as employed by SCU or until a residence is purchased	2.33% 1
4	as long as employed with SCU	2.33% 1
5	As long as I am so woefully underpaid that it's practically impossible to live in this area. ie in perpetuity of my time at SCU.	2.33% 1
6	As long as needed pending cost of living vs. salary provided by SCU	2.33% 1
7	as long as person worked at SCU	2.33% 1
8	As long as renter is a staff member	2.33% 1
9	As long as salary is not aligned with housing market	2.33% 1
10	As long as the staff member is employed	2.33% 1
11	As long as you are an SCU employee	2.33% 1
12	As long as you are employed by the unnivarsity. Especially since salaries are not keeping up with the cost of living.	2.33% 1

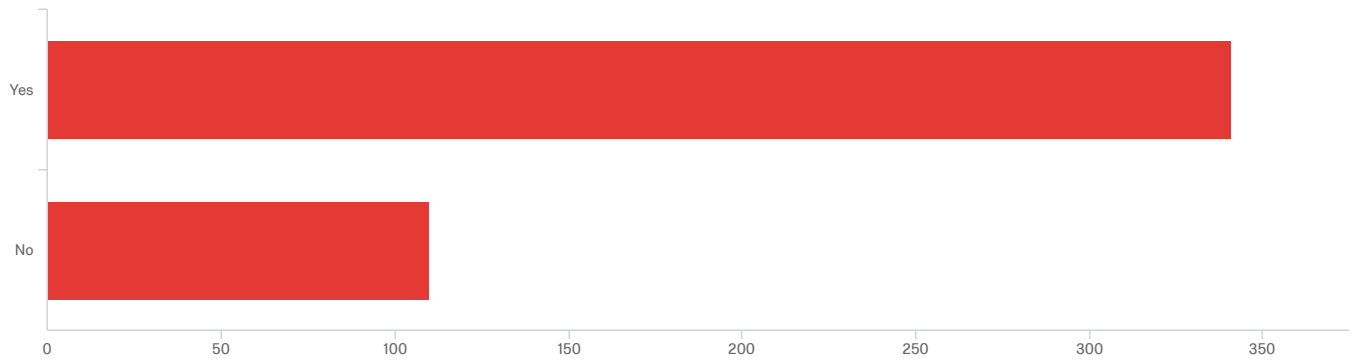
13	at the wage of staff I am unsure how staff is supposed to eventually afford Santa Clara rents...at this point I suppose 5+ years but that does not seem possible or sustainable	2.33%	1
14	Based on data, I think the program should assist anyone who has below a specific salary and then based on the salary, the assistance should be a specific percentage. i.e. someone who starts out in a low level Campus Safety Officer position should receive more assistance than someone who starts out in a VP position and then the assistance should match the growth of the person in the position as this is not equally distributed between departments.	2.33%	1
15	Based on years of service	2.33%	1
16	dependent on income of individual using the assistance	2.33%	1
17	Depends on the salary grade. Lower salary grades should have longer term assistance. Ex: Salary grade 8: 4-5 years assistance with an additional year or two to phase out the assistance.	2.33%	1
18	Depends on the type of assistance. If doing a monthly subsidy, will want to ensure that the employee's pay has increased enough so that the subsidy is no longer needed.	2.33%	1
19	duration of employment	2.33%	1
20	Duration of employment or until salaries become market competitive	2.33%	1
21	Duration of high cost of living out of sync with salary	2.33%	1
22	Employment Length	2.33%	1
23	Given the current climate, as long as fully employed at SCU!	2.33%	1
24	I would think it would last indefinitely while you're a staff member until you reach a certain pay grade, perhaps?	2.33%	1
25	I'd look at this from a different angle... It would be beneficial for people to live closer to where they work, and within that context if the assistance is not "as long as needed", then SCU needs to address salaries contrasted with living in this area.	2.33%	1
26	Indefinitely	2.33%	1
27	Indefinitely, unless SCU is dramatically going to increase it's salary levels. I only make \$24 an hour. I literally have to throw in a third of my paycheck every month, not including utilities just for rent. That is insane.	2.33%	1
28	Indefinitely, unless the University is willing to pay a liveable wage.	2.33%	1
29	Ongoing	4.65%	2
30	SCU Should not assist for renters, buyers only.	2.33%	1
31	There should be criteria considered which determines amount of help and length of term assistance lasts	2.33%	1
32	Until I can afford to buy a home	2.33%	1
33	Unless SCU raises all of our salaries to the 25th percentile immediately (and come on, SCU, what's the point of having ranges that go higher than the 50th Percentile if NONE of us can ever get there?), not just the strangely selected "Market Rate" positions, the assistance should be permanent.	2.33%	1
34	until I can purchase	2.33%	1
35	Until rent is less than 45% of income.	2.33%	1
36	Until salary earned makes housing affordable	2.33%	1

37	Until Salary equals average rental need	2.33%	1
38	until SCU pays employees at a Silicon Valley scale	2.33%	1
39	until SCU salaries catch up to cost of living	2.33%	1
40	Until that employee is able to move into university subsidized housing, or able to purchase property in the area	2.33%	1
41	Until the employee makes over \$51 an hour (rate kept current with studies for how much one needs to make to afford housing)	2.33%	1
42	Until they pay staff a salary that allows them to afford housing...	2.33%	1

43

Showing Rows: 1 - 43 Of 43

Q36 - Would you like to complete the following questions on potential purchase options?

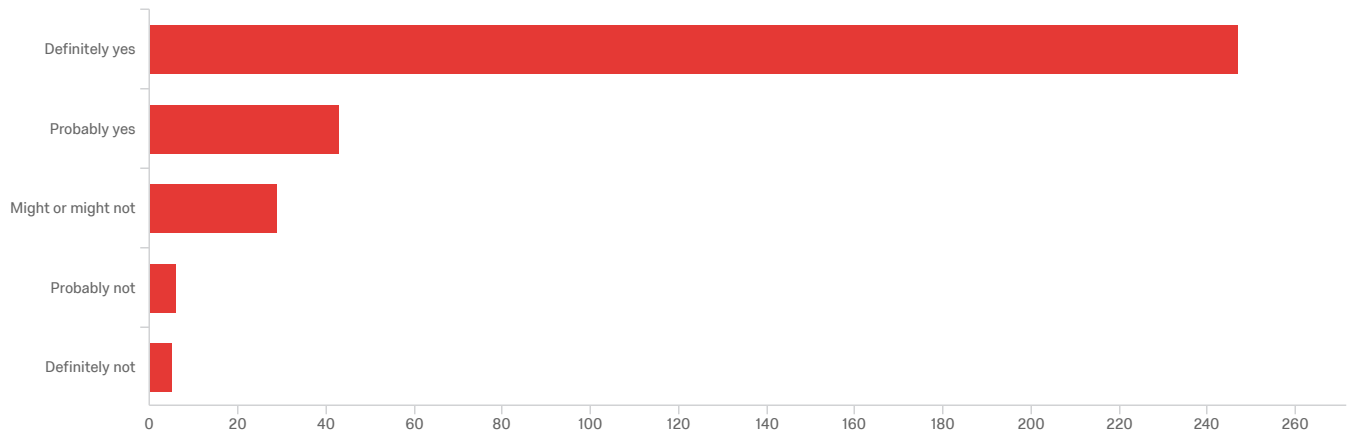


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Would you like to complete the following questions on potential purchase options?	1.00	2.00	1.24	0.43	0.18	451

#	Field	Choice Count
1	Yes	75.61% 341
2	No	24.39% 110
		451

Showing Rows: 1 - 3 Of 3

Q17 - Does your long range plan include a preference for property ownership?

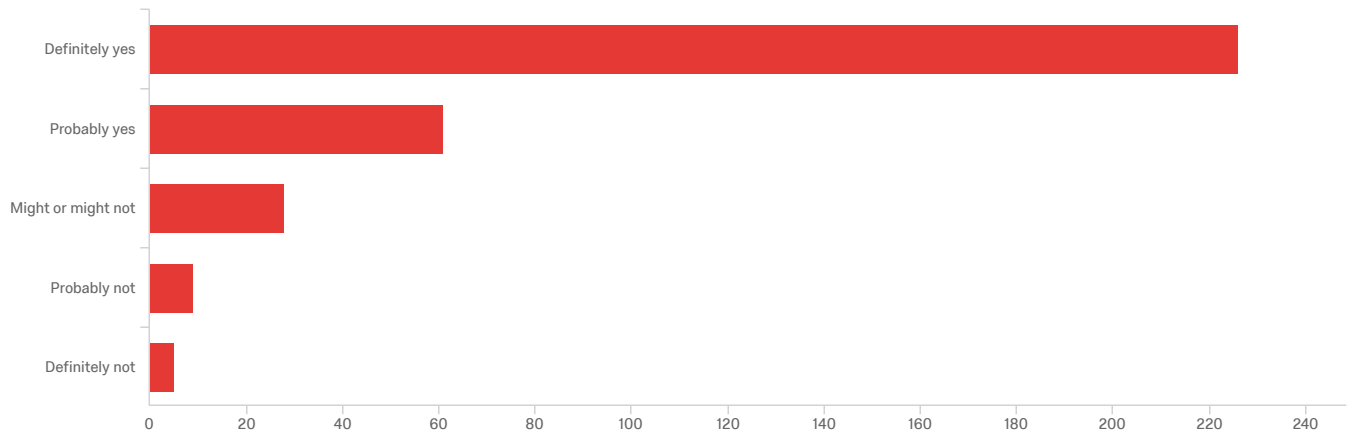


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Does your long range plan include a preference for property ownership?	1.00	5.00	1.42	0.84	0.71	330

#	Field	Choice Count
1	Definitely yes	74.85% 247
2	Probably yes	13.03% 43
3	Might or might not	8.79% 29
4	Probably not	1.82% 6
5	Definitely not	1.52% 5
		330

Showing Rows: 1 - 6 Of 6

Q18 - If there was a University housing purchasing program, would you be interested?

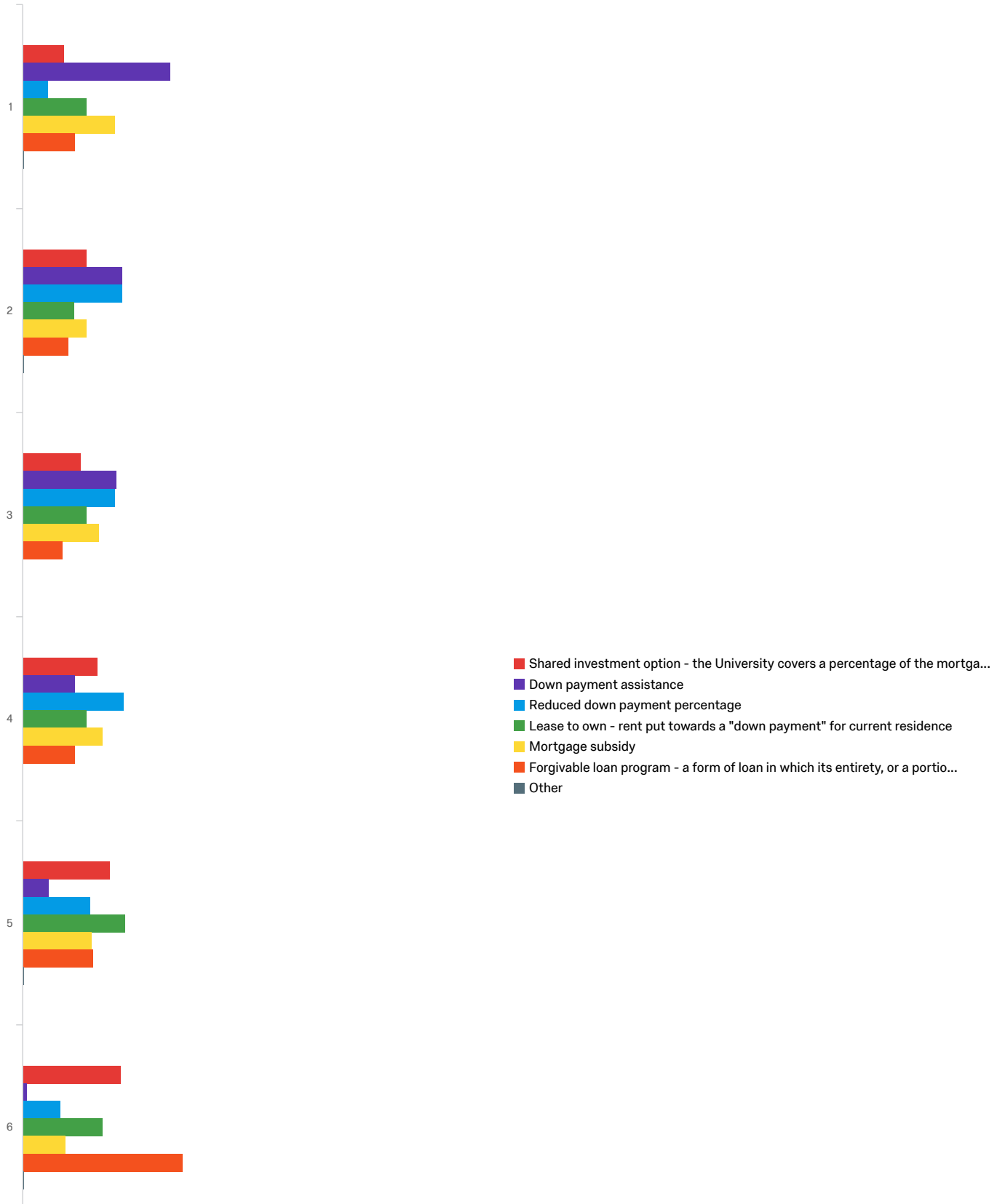


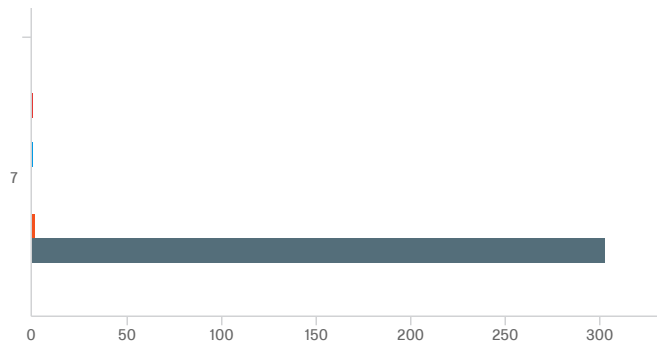
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	If there was a University housing purchasing program, would you be interested?	1.00	5.00	1.50	0.88	0.77	329

#	Field	Choice Count
1	Definitely yes	68.69% 226
2	Probably yes	18.54% 61
3	Might or might not	8.51% 28
4	Probably not	2.74% 9
5	Definitely not	1.52% 5
		329

Showing Rows: 1 - 6 Of 6

Q19 - The following is a list of potential purchase purchasing programs. Please rank in order of priority.





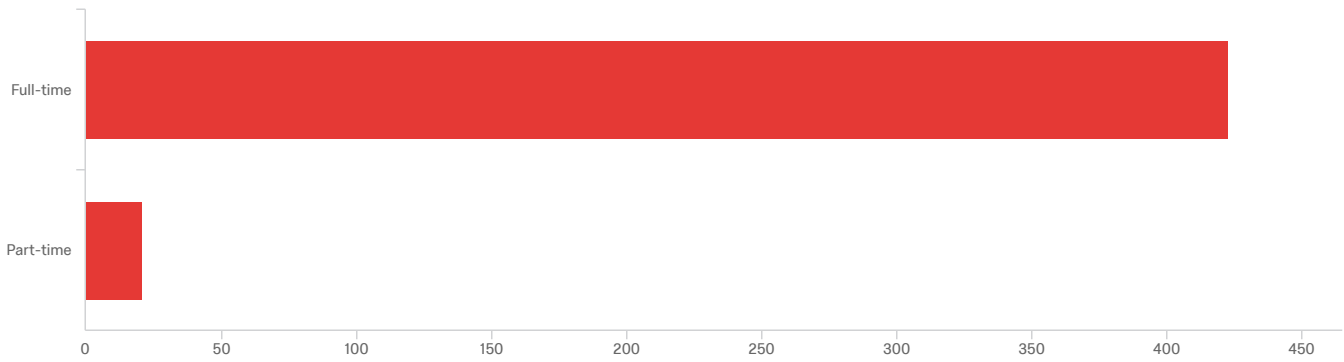
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Shared investment option - the University covers a percentage of the mortgage to be paid back to the University upon resale, plus interest	1.00	7.00	3.95	1.67	2.77	307
2	Down payment assistance	1.00	6.00	2.35	1.29	1.66	307
3	Reduced down payment percentage	1.00	7.00	3.48	1.40	1.96	307
4	Lease to own - rent put towards a "down payment" for current residence	1.00	6.00	3.78	1.71	2.93	307
5	Mortgage subsidy	1.00	6.00	3.23	1.65	2.72	307
6	Forgivable loan program - a form of loan in which its entirety, or a portion of it, can be forgiven or deferred for a period of time by the lender when certain conditions are met.	1.00	7.00	4.26	1.82	3.31	307
7	Other	1.00	7.00	6.95	0.46	0.21	307

#	Field	1	2	3	4	5	6	7
1	Shared investment option - the University covers a percentage of the mortgage to be paid back to the University upon resale, plus interest	9.77% 30	14.98% 46	13.68% 42	17.59% 54	20.52% 63	23.13% 71	0.33% 1
2	Down payment assistance	34.85% 107	23.45% 72	22.15% 68	12.38% 38	6.19% 19	0.98% 3	0.00% 0
3	Reduced down payment percentage	5.86% 18	23.45% 72	21.82% 67	23.78% 73	15.96% 49	8.79% 27	0.33% 1
4	Lease to own - rent put towards a "down payment" for current residence	14.98% 46	12.05% 37	14.98% 46	14.98% 46	24.10% 74	18.89% 58	0.00% 0

5	Mortgage subsidy	21.82%	67	14.98%	46	17.92%	55	18.89%	58	16.29%	50	10.10%	31	0.00%	0
6	Forgivable loan program - a form of loan in which its entirety, or a portion of it, can be forgiven or deferred for a period of time by the lender when certain conditions are met.	12.38%	38	10.75%	33	9.45%	29	12.38%	38	16.61%	51	37.79%	116	0.65%	2
7	Other	0.33%	1	0.33%	1	0.00%	0	0.00%	0	0.33%	1	0.33%	1	98.70%	303

Showing Rows: 1 - 7 Of 7

Q20 - What is your current employment status?

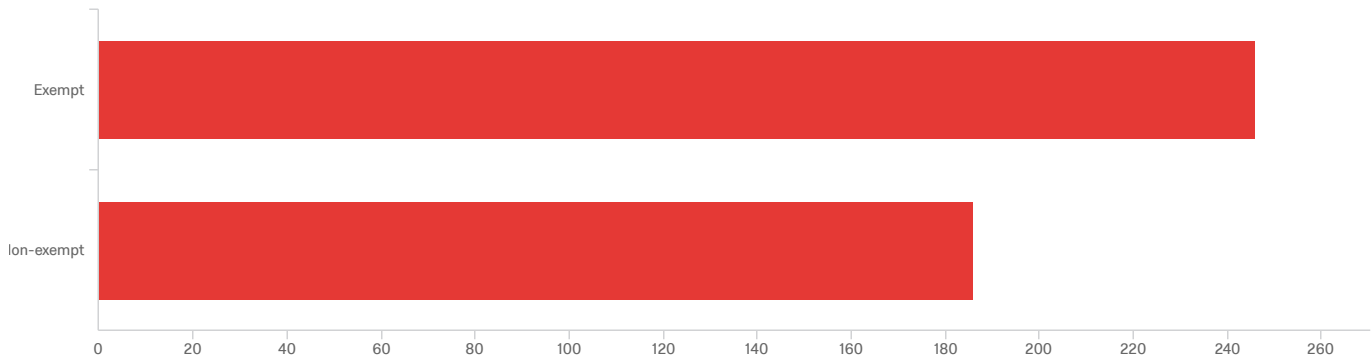


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	What is your current employment status?	1.00	2.00	1.05	0.21	0.05	444

#	Field	Choice Count
1	Full-time	95.27% 423
2	Part-time	4.73% 21
		444

Showing Rows: 1 - 3 Of 3

Q21 - Are you currently:



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Are you currently:	1.00	2.00	1.43	0.50	0.25	432

#	Field	Choice Count
1	Exempt	56.94% 246
2	Non-exempt	43.06% 186
		432

Showing Rows: 1 - 3 Of 3

Q22 - In what area of the University do you currently work?

In what area of the University do you currently work?

Campus Ministry

Graduate Business

University Relations

Financial Aid

Facilities

Graduate Program in Pastoral Ministries

Campus Safety

Alumni Relations

Business School

Sports Medicine

Information Services

finance

University Library

Student Life

HR

University Relations

Information Services

Athletics

Enrollment Services

Housing

Markkula Center

Transportation

non-academic

Loyola Halls

Graduate Engineering Program

Student life

Provost's division

Engineering

Administration

student life

Athletic department

LSB admin

Division of Student Life

operations

Music

Miller Center for Social Entrepreneurship

Law

Mission Santa Clara

Main campus

CAMPUS SAFETY

Law School

Student Services and Credentials

University Relations

Enrollment

University Relations

UMC - Loyola Hall

school of engineering

Administration

Library

Law School

athletics

Finance

University Library

SECP

Lucas Hall

Admissions

Housing

Office of EEO & Title IX

Athletics

Athletics

staff

UR

Arts and Sciences

staff

Accounting

law

Chemistry Department

Psychology Department

School of engineering

Cowell Center

University Relations

Law school

Library

Law

law school

Music

Ignatian Center

Athletics

Human Resources

UR

Operations

Provost's Area - Student Life

University relations

University Relations

Engineering

law

College of Arts & Sciences

LSB

Registrar

IT

Music Department

Athletics

Ignatian Center

provost

athletics

Ethics Center

Student affairs

Ethics Center

Student Life - Off Campus Living

Enrollment Management

css

The kind where I don't get paid a lot

IT

Campus Ministry

Athletics

University Relations

UR

Athletics

Athletics

Don't know

School of Engineering

SECP

University Library

Ignatian Center

UFO

Undergraduate Admission

Enrollment Services

HR

Operations

Global Engagement Office

Information Services

Law school

Athletics

School of Engineering

Athletics

Business School

SCU Presents

Athletics, Sports Medicine

Academic Technology

Arts

Business School

administration

Operations

Information Services

Athletics

Kids 9n Campus

Miller Center

Auxiliary Services

Athletics

University Relations

UMC

Student life

Auxiliary Services

Enrollment Management

Enrollment Services

University Library

Athletics

Grounds

Athletics

STEM

Admin & Finance

Student Life

Development

Development

Athletics

Markkula Center for Applied Ethics

Student Life

Ethics Center

Provost

UFO

University Relations

Athletics

College

Administration

senior lab instructor

Student Life

Law

University Relations

HR

Development Office/Gift Processing

Student Life

Advancement

Walsh Admin

Business School

Provost's Office

CPA/SCU-Presents

Enrollment Management

for a department

Law Admissions

Information Services

Information Services

Development

University Relations

Athletics

Athletics

Enrollment Management

center of distinction

Arts & Science

Library

operations

Cowell

STEM

University Relations

athletics

JST

Enrollment Services

Ignatian Center

IT

UR

Athletics

Law School

Athletics

de Saisset Museum

Academic Affairs

Athletics

University Relations

Division of Student Life

Finance & Administration

HR

Finance and Admin

LSB

Athletics

University Library

International Student Services

University Library

Performing Arts

University Operations

KOC

Law School

IS

University Library

Administration

UFO

Financial Aid Office

Operations

Athletics

operations

Student Services

Jesuit School of Theology

finance and administration

Law School

ECP Admissions

event planning

Provost

University Relations

Business School

Development

UR

College of Arts & Sciences

University Relations

University Relations

Academic

Law School

Library

University Relations

Athletics

Undergraduate Studies

SCU Presents

Chemistry teaching staff

Business School

Facilities

Advancement Services

Graduate

Law school

Alumni Relations

KOC

University Relations - Alumni

CAS

university relations

Law School

University Library

University Relations

a&s dean's office

Library

University Relations

University Relations

Osher Lifelong Learning Institute

Miller Center

Arts and Sciences

University Relations

University Library

Residence Life

Law school

Business School

Student Life

Library

School of Law

library

Business school

north west corner

Sponsored Projects

Financial Aid

IS

Center of Distinction

Ignatian Center

Student Affairs

University Relations

Athletics

IS

Miller Center for Social Entrepreneurship

Kids on campus

Human Resources

Development

Student Life

IT

MATH

A&S

CPA

Law School

University Marketing and Communications

Student Life

Law School

athletics

Jesuit School of Theology

Provost's

Registrar

law school

Leavey School of Business

University Relations

Law School

Law Library

Student Life

Miller Center

CAS

Global

IS

Miller Center

Education and Counseling Psychology

Global Engagement

Administration

Information Services

Support Services

University Relations

Undergraduate Studies

University Relations

University Relations

Athletics

University Library

Provost's Area

HR

Academic Affairs

Library

Athletics

Engineering

Academic Technology

University Relations

Global Engagement Office

Alumni Relations

Global Engagement

University Relations - Development

Provost Office

University Relations

Operations

UR

Athletics

clerical

Development

Student life

IT

Business School

Business School

LSB

IT

Law

Athletics

Enrollment Management

IT

Law

Student Life

Library

Library

Arts and Sciences

Law School

University Finance Office

University Relations

academic department

UR

Academic Affairs

Development

LSB

Operations

Finance Office

Facilities

Housing

University Relations/Development

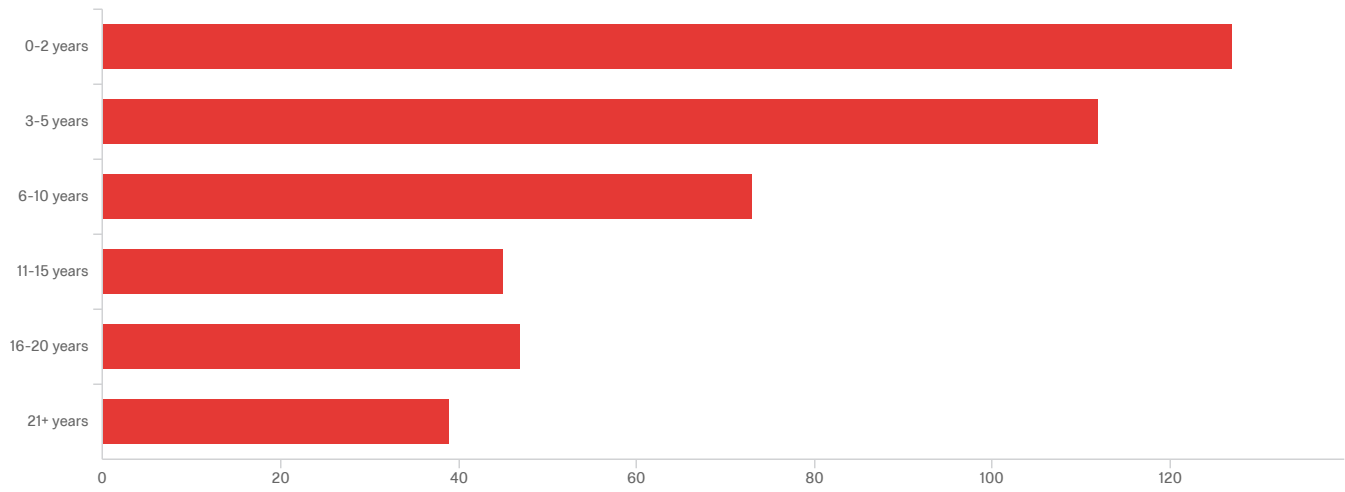
Library

Housing

Academic Technology

Housing and Conference Services

Q24 - How long have you been employed at the University?



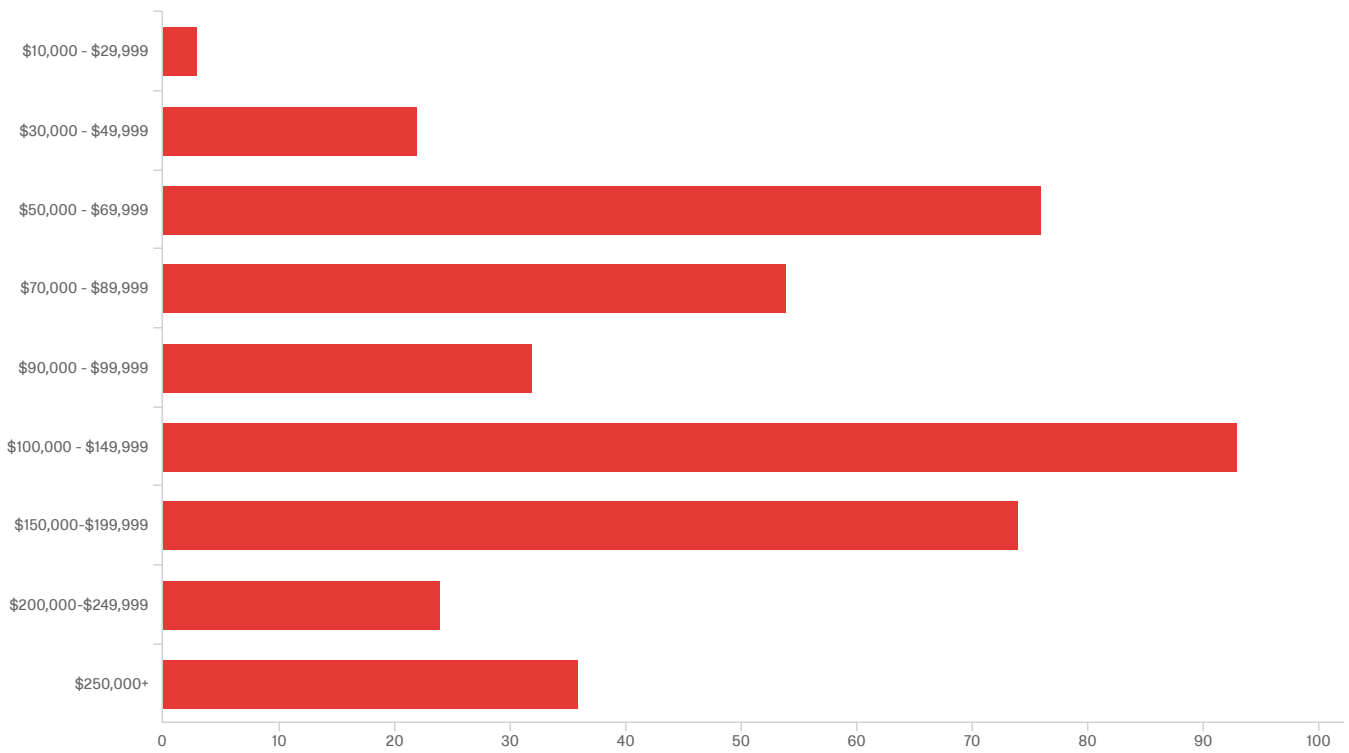
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	How long have you been employed at the University?	1.00	6.00	2.75	1.63	2.66	443

#	Field	Choice Count
1	0-2 years	28.67% 127
2	3-5 years	25.28% 112
3	6-10 years	16.48% 73
4	11-15 years	10.16% 45
5	16-20 years	10.61% 47
6	21+ years	8.80% 39

443

Showing Rows: 1 - 7 Of 7

Q23 - What is your annual household income?



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	What is your annual household income?	1.00	12.00	5.46	2.09	4.36	417

#	Field	Choice Count
1	\$10,000 - \$29,999	0.72% 3
2	\$30,000 - \$49,999	5.31% 22
3	\$50,000 - \$69,999	18.36% 76
4	\$70,000 - \$89,999	13.04% 54
5	\$90,000 - \$99,999	7.73% 32
6	\$100,000 - \$149,999	22.46% 93
7	\$150,000-\$199,999	17.87% 74
8	\$200,000-\$249,999	5.80% 24
9	\$250,000+	8.70% 36

Showing Rows: 1 - 10 Of 10

Q38 - Is there any other information or thoughts you would like to provide to the Task Force?

Is there any other information or thoughts you would like to provide to the...

I am living with a spouse but looking to live on my own. So my answers might not match up.

Why not just increase our pay?

I will need to leave my wonderful job soon because of the high cost of housing and living in this area.

Nothing at this time.

SCU does not provide an annual cost of living adjustment (COLA) for base salaries. How is this policy/practice even thinkable in the Bay Area. As a result, merit increases do not reflect the true recognition or value of an employee. Salary adjustments certainly are not keeping up with the cost of living. It is highly demoralizing for me and my staff. It is impossible to compete with buyers who are paying cash for homes over a million dollars without a home inspection. The cost of rent is also higher than the cost of a mortgage. I could move my family into an area with unsafe schools in a small 2 bedroom, but should I have to in order to work at SCU in order to be able to afford a home?

I appreciate your considering this service to SCU staff. I am a unit lead and most of my staff are not able to afford to purchase homes in the Bay Area due to housing costs and with increased rent process, many are moving farther outside of the Bay Area in order to afford to live here. Also, we typically experience multiple failed searches each time a position becomes vacant (we had 5 failed searches for our most recent opening), often salary and cost of living are cited as a reason when candidates withdraw from the process or when they accept other positions over our opening. Recruiting and retaining talent is becoming a growing issue for us!

I am lucky because I bought my condo in SF in the late 1990's. I can't imagine living in the Bay Area on the salary we are paid at the university trying to pay for a place to live as a single person, far less as a family. As a Jesuit university we are supposed to be about social justice and taking care of the poor. Many of the employees at the university are the poor in the Bay Area when you look at the cost of living.

n/a

As you already know, this area is unrealistic in the long term for employees. I think the best option is rental assistance as buying a house will be unrealistic here for most even with assistance. We knew we would only be here for a fixed amount of time when we took jobs in the Bay Area and will be leaving within the next year or two as we can't foresee ourselves staying here for the long term. Santa Clara is a great place to work though but again just not realistic.

At current rates, it would be hard to imagine buying into this market. I'd suspect that there's a better chance than not that I'd look to live in another metropolitan area.

It is very difficult to survive on my income.

please help

Increase in wages is greatly needed

My husband and I have been looking at relocation to another state where we would be able to buy a home. Living here is not sustainable. Half our paychecks go to paying our rent. It is nearly impossible to have any savings after we pay rent and other bills. We love living and working here, but we may have to leave.

Quite honestly, the only reason I would leave SCU is due to not being able to afford housing in a reasonable distance to commute from.

Housing is the #1 consideration I will take when deciding to stay with the University long term. I also believe that housing is the best investment a person can make and plan to purchase a home as soon as possible. Having the ability to do that would greatly impact my ability to stay with the University, whereas if I am not able to I will be leaving in under 5 years.

I would want to buy a condo or duplex 2 bedroom but cannot afford it.

The university does not pay it's employees enough to live in the Bay Area. We plan to move within the next 5 years unless something changes for us. We need to earn a lot more money to live here. Currently we live paycheck to paycheck, and are in the red several months out of the year.

Thank you for doing this.

We wouldn't even need to be having this conversation if the university paid what the outside, business world pays for comparable work.

Would also be great to evaluate hourly rate of current staff to understand how they can make the payments on increasing property taxes and high mortgages.

Thank you for putting together this survey and creating the task force. This is a real need.

I got a raise of 2.44 percent. The merit pool is so low people ought to be given a raise just to thank them for not leaving. If I could get better raises then I might be able to afford a house one day. Now it would take my whole paycheck just to pay a mortgage. I own a very small condo (1172 sqft) but would very much like to have a house.

If this task force had been created earlier, I wouldn't have decided to leave my position.

I rely on kindness of relatives to find affordable housing.

Any sort of assistance programs for buying would be tremendously helpful for me personally, but also for recruitment of new talent

Those of us who are living in mobile homes could you assistance in paying monthly space rental or mortgage if home not owned.

I do strongly feel we need to do something to help. And I understand that higher-ed does not pay top-rate wages generally. But this area of the valley, state, country, begs a serious question on commute, when paying at the 25th percentile generally (that's what I've been told), means that the employee, if buying now, has to buy a house probably 50+ miles away from work, and is forced to take a train, or commute via car. It's an expensive place to live. I do applaud this effort to try and find people relief.

Thanks for shepherding this survey.

I was fortunate to purchase an affordable home in a very desirable neighborhood during the downturn in real estate, with a very low interest rate and huge help with a down payment. If I was in the market to purchase now, it would be impossible. If I wanted to move, it would be tough to find an affordable place, but again, I am fortunate to be where I am, and that I am happy to stay. Hopefully this Task Force can help others who have not had the same options as I did.

I am incredibly privileged with my housing situation and my salary thanks to SCU and my husband's position and still find it hard to imagine purchasing a home in this area. I have helped some staff members find off campus housing (I work in Off Campus Living) and know that there is a severe need for staff rent and home buying assistance. There seems to be a surplus of faculty housing that goes unused while there are many staff members struggling to find adequate housing and/or make ends meet - some living in garages, renting rooms with multiple roommates, or commuting hours each day. This feels wildly inappropriate considering that SCU has empty properties. We can and should do better. I'm happy to help in any way I can!

Thank you for looking into this.

Thanks for putting this together!! This is long overdue and much needed!

I think it is a better use of the university's effort and investment to work towards paying all staff a market rate salary instead of creating employer-owned subsidized housing. That sounds like more of a plan to increase the school's real estate portfolio than to provide real relief to employees. I have no desire for my employer to also be my landlord. Maybe there could be a development where new staff and staff facing financial hardship could stay temporarily until they find their own place, which they could afford with their market rate salary.

the annual salary raises are critical to staff, and setting the bar so low that they should be 3% or less on average annually, really hurts the staff... as I have been here over 20 years and am only making the 50% mark of my pay scale after 20 years!... that reflects a poor salary/compensation program for this university.

Housing assistance would be incredibly helpful. I love living in the Bay Area and working at SCU but the one thing that is always on my mind is the cost of living (with housing costs being the most difficult of these to manage). It is hard to imagine being able to make it work long-term here without making large quality of life sacrifices. Most of all, I would greatly appreciate some type of monthly rent/mortgage subsidy, which would allow me to save some money for retirement and/or a down payment on a house someday. I also think the University could make some significant contributions to the conversations surrounding housing and affordability in Silicon Valley. There seems to be an opportunity to use our values of social justice and the common good to advance some of the thinking around the housing stock and many of the current obstacles to making it more affordable for average folks (read: non-tech workers). There are definitely ethical quandaries surrounding the homelessness plight, gentrification, overly strict permitting laws, etc. that I think SCU would be well-suited to grapple with in a way that tech companies aren't.

Assistance should be offered on a sliding scale with greater assistance to those in lower salary grades.

An additional qualifier for this program that could be applied is to make it available for those making below a certain threshold, thereby reducing the number of University Staff who might partake in a potentially expensive (to the University at least) resource.

I was able to purchase a two bedroom condo in a down market in 2009, and that is the only reason I can afford to own a condo in this area. I was extremely lucky in my timing. Since my purchase, I have gotten married and now have a child. Once my daughter is old enough to go to school, we will have difficult decisions because we are in a very poor school district, but we can not afford to move. We have also decided not to have another child because we can not afford a house or condo with more bedrooms.

This assistance should be available to full time employees of all ranks. In my opinion, prioritizing faculty/staff based on level of their position in the university is only undermining those who ultimately need the housing assistance the most. Currently the 1st priority is faculty housing assistance program is offered for tenure-track faculty. the FIFTH priority is staff in their first year of employment. The fifth priority, are those that are moving to the area and will be making the least of all the other employees that qualify.

Thank you! Appreciate.

I do not feel that my pay is nearly adequate for my experience, job responsibilities, education and cost of living. Cost of living here is very very high and I feel the pay here at Santa Clara is not nearly enough to raise a family or save money.

Please be sure to start raising merit increases to at least 5% to compensate for the high cost of living in the bay area. Thank you!

My partner and I would really like to buy a house in the Bay Area, but we can't save any money for a down payment because all of our money goes to rent on an apartment. Additionally, I do not make enough money at SCU to cover even half of our rent. If I were on my own financially, I would be unable to work at SCU and afford housing in the area, and when you get down to it, I shouldn't have to rely on my partner's income to afford rent.

I have owned a house in the area for a long time so this issue does not impact me in ways this impacts many others on our campus. My interest in this issue is related to attracting and hiring staff for vacant positions in my area. My experience is we lose many strong applicants because of the cost of housing in this area in comparison to the rest of the US.

I don't have any kids or a family so my lower ranking choices regarding childcare and such is correlated to that. Thanks!

I am lucky enough to have married someone who bought a house in 1980. I don't know how young people are managing, and I really fear that Santa Clara will not be able to attract top quality staff at the salaries we offer with no housing assistance.

I am thankful that the task force is looking to help solve the housing problem. Companies in our area are helping their employees with housing, which further fuels the competitive market. Unless something significant is done by SCU, the recruiting and retention of talented personnel will get more difficult, if not impossible.

Fingers crossed!

It would be great if University helps those in need of housing.

Based on the brief info. I've obtained, this Task Force sounds amazing! Most definitely, would like to hear more.

This is a really good initiative. Even in my short time here, we are asked about cost of living and housing assistance in interviews, and some good candidates withdraw their applications because of some of our lack of support in this area.

It should be insulting to the University to pay workers in what the County defines as Low Income - and then expect them to live in the County without housing assistance

Owing a home is a very important goal for me for both financial security and peace of mind. My family and friends are all here in the South Bay. I really enjoy my job and co-workers here at SCU. If I lose my long-term lease I will most like have to leave the area and SCU, something I don't want to do. I am currently looking at condos and mobile home parks but there is very little inventory in my price range of what I can qualify for on my own. A mortgage assistance program similar to the Landed Program, currently available to faculty and area teachers, would be of great assistance to staff.

Thank you for all your work on this! It's an important issue for many reasons. As a young professional, I appreciate it. And I also see the tremendous benefit in potentially offering assistance if we truly do want to recruit the best of the best staff and faculty.

I think this is a great initiative. We were fortunate to get into housing in our preferred area a while ago, but it is disheartening to hear from so many friends and colleagues that they don't think they will be able to purchase a home in the area.

I'm a single mom with 2 kids and no child support. I have 2 jobs at SCU (1 FT staff and one PT QAL 1-3 quarters/year). Total income with both is approx \$116,000. Housing assistance would be greatly appreciated.

Increase our pay to the current market. I am currently being Underpaid at my job. Pay us what we are worth and what others here in the bay area make.

The university should consider providing a commuter benefit for those of us who can't afford to live close to campus and need to pay high costs to commute via train or bus

Please consider cost of living in Berkeley as part of this study

As a unit manager, it is essential that some form of housing assistance be implemented OR salaries need to exponentially increase to offset the cost of living here in the Bay Area. We are tasked to provide a great service to the students of this community, however, we are having to do this with interns or those with minimal experience. The area is making it impossible to recruit quality candidates or keep those here that are doing a great job. They are being priced out of the area and home ownership is not even a consideration for most in the current landscape.

No. I am glad you are looking into this for staff.

With the exception of management/executive and level staff positions and specialized staff positions (IT, UR), I believe that the university should only recruit for staff positions locally and regionally. This would reduce the need to staff housing support. The institution does not have unlimited resources and the housing support focus should remain on faculty in order to recruit and retain qualified teaching scholars to advance the education mission of SCU.

Thank you for this work.

I'd rather see SCU beef up salaries than housing assistance. I also think that if the university does provide housing assistance that it should be for critical or higher level positions where it is more difficult for us to recruit for rather than lower level positions like for Admins. This is not meant to be elitist but if the university has limited funds to allocate then it should go towards those in positions we have difficulty competing for and these are the higher level jobs not the lower level jobs. I also feel that if this is offered that there be a contract with the employee that they have to stay here for an long length of time or forfeit all the benefits. Reality is we can't be a charity to all and we should invest in employees that are more likely to be here the longest. I don't know how this program would work if a receiving employee leaves SCU?

The real issue is salaries. SCU does not pay full time hourly employees a wage that allows them to afford housing in Santa Clara. I commute over 3 hours a day because I cannot afford housing close to SCU.

Although I wouldn't likely use the benefit, I think it would be essential to have it available to the many that would! The Santa Clara region is expensive in all areas, housing, is just one. There are current employees that may need to leave the area since SCU salaries do not cover the high prices, or possibly new talented candidates who'd like to be here, but cannot agree to be hired due to the excessive cost of living here. That is a shame!

I assumed you wanted annual household gross income, which is what I put in the field above. My partner's and my gross income is deceiving. Because we both have graduate degrees that we financed through student loans, we are in a lot of student debt. Our combined monthly student loan payment is \$2416. This is why we can't afford to rent closer to campus or purchase a home, even with my partner's tech industry salary. I'm sure there are many other SCU employees in a similar situation.

In spite of being a current homeowner and being a two income household, the idea of moving up to a home that is a good fit for us moving forward seems out of reach.

While right now we are OK on the income level, when we first bought a house the toughest part was the down payment, and we were about half the current income level. We we lucky with the FHA loan, but I feel like others don't even know about that option for just the 3% down. Informational sessions would likely also help, if they are not already provided. We did come on campus for a housing seminar through the alumni office many years ago and it was invaluable.

My husband and I are moving out of the area due to housing prices. Our combined income is \$170k, and even with this, we would never be able to afford housing in the bay area. We are relocating to the greater Sacramento area, and just purchased our first home for \$479k. At that price, we were able to purchase a single-family home, 4 br- 2 ba, upgraded within the past 2 years and a great school district. This area has gotten completely out of control. I feel everyone in this area has accepted this as the new "normal." It took seriously investigating other options for this to come to light for us, as first time home buyers.

I think Condo is different from apartment, just fyi. I think navigating the housing market is difficult - trying to find a place.

Thank you for working on this.

OR.....you could just say people more.....

We have a difficult time recruiting staff and keeping them because of the expense. Other institutions offer higher salaries and subsidies as part of recruitment and retention incentive. There should also be an opportunity to offer relocation assistance.

Obviously anything low-cost would be most beneficial

The only reason we could afford to purchase a place here is because my husband is in tech. If I was single I could not even afford to rent my own place with the pay I currently get here (it would have to be shared housing) - from the recent figures I'm on the "poverty line", getting about 50% of what I would need...

I am concerned for the future of our institution if we cannot hire and retain staff and faculty due to the high cost of living in this area. I hope that something can be done. I also hope that this does not become an issue of equality among employees. I do not personally need housing assistance, nor do I need KOC. Some are against KOC, and it has been on the chopping block, because it does not serve a large percentage of the community. Housing and childcare are vital to quality of life. I hope that this can be embraced by our community with feasible solutions.

Yes, I could use immediate assistance, although I know that can't happen. This survey will change for me because in October I am being forced to move again out of San Jose to Gilroy due to rent increases. So I will now be commuting round trip 82 miles a day (renting a BEDROOM). I have had to move 3 times in 3 years and have to move again in 2018. It's a horrible way to live. I can't even hang a picture, knowing I have to move again every year. Anywayif I can get assistance that would be beyond wonderful. Thank you for looking into this. Andrea

If the average salary needed to rent in San Jose is about \$105,000, then I would like it to be known that I do not currently make that amount of money. Assuming that the non-market position compensation program is actually implemented in August, then I will be about \$1,000 shy of the average salary. I have been here for three years now. I moved across the country for this job. I pay child care expenses and will continue to do so for the next 7-10 years. I have serious doubts about our ability to stay here for the long term. We have little wiggle room in our monthly budget, so if we had a major expense (need to purchase a new car, for example, when our one and only vehicle is no longer repairable) I don't know how we will cover it. In some ways our life is much better here (we moved from a very high crime area) but we very much feel financially insecure.

I am aware that faculty are offered housing benefits and I think it is important for staff to also be offered such benefits. Since SCU is known to lag the market in terms of pay to its employees, I think it is especially necessary to offer this benefit if it wishes to retain its staff employees.

Thanks for your works on this. I do not make much and I would love if half my pay did not go to rent :(

I will need to leave the University within 3 years if we don't have a program to help pay housing costs.

As I look at my future career here at SCU, I have a hard time believing I can afford to stay in the Bay Area with the cost of living. I took a 20k pay increase when I moved to the Bay but I am actually saving no more money than I was in my previous city due to cost of living. If anyone were to ask me my main hesitation in staying at SCU or in the Bay Area, it is absolutely cost of living. With my current situation, I can't imagine staying here much longer than 2-4 years. I currently am unmarried and without children, so that affords me a bit more flexibility with income. I do, however, hope to settle down with my current partner and start a family together in the near future. Should that become a reality, I am worried I won't be able to afford those life changes.

Crucial to have housing support for new staff coming to the university - need to retain our high performing staff and often cost of housing is reason for them moving on.

Our challenge here is a combination of lack of better compensation and the cost of living here. I feel SCU needs to decide either to raise the pay scales or assist in housing, be it to purchase or rent.

Being single and moving to this area has been extremely difficult for housing specifically. Sure, not having dependents gives me flexibility but my SCU pay is so low I have never qualified to live even in a studio in San Jose, Santa Clara, Morgan Hill, Gilroy -which were all areas I looked into. This has meant I have to go into a lease with another person, which my issue is not about sharing space but rather being dependent on another person's income. In less than 2 years I live in 5 different residences mainly because roommates found more cost effective locations throughout CA to live and since I didn't make 2.5-3x the amount of rent I was left with no choice but to leave also.

To make ends meet, I have been renting out 2 out of 3 bedrooms for 5 years - and now, my daughter, her wife, and my 2 grandsons ages 1 & 2 have moved in to help. The price of everything is going up - gas, groceries, PG&E, etc.

I can't believe it is 2018 and we are JUST NOW talking about housing assistance for staff. It's about damn time.

The cost of living in the Bay Area is way too high and the commute from south of campus has gotten horrible. In order to keep working at SCU long-term, not only would housing assistance be great, but so would paying us a living wage that would even just keep up with the cost of rent for a one-bedroom apartment.

Housing assistance would help attract employees from out of state that is needed for strong talent especially at director level and above. We do not pay very well so this would help bring in strong talent needed to move the University forward.

I own my home but it was a major fixer-upper, so I worked on it for 10 years and had to refinance 3 times and still have a mortgage of over \$100,000. My monthly payment is reasonable compared to renting, but housing has eaten half of my take home pay for 20 years.

There needs to be equity for housing assistance programs and other benefits for faculty and non-faculty alike. Faculty should not get preference. We are all employees of the university. Tenure should not be a factor.

I live in a home that I own with my spouse who is an engineer. Without my spouse's income I would not be able to afford to live alone in an apartment, let alone to ever own a home. I am completely committed to SCU (3rd generation alum, staff member etc), but if I was not married, I would have moved away from the bay area a long time ago. It is very important to me that staff are recognized and given the same benefits as faculty. We work just as hard, our work serves the mission of the university just as much and we deserve the same opportunities.

I am lucky in that my spouse and I bought our home close by years ago, and have recently paid it off, so we, not the bank own it. I am amazed by the fact that two houses on either side of ours have sold for 1.4 and 1.5 million dollars, and are being rented for 4K, and 4.6K monthly. I am glad the committee is looking into help for staff housing.

Judging by the model put forth by the City of San Jose, our salary has slipped deep into the abyss!!

Thank you for considering this option.

Your estimates for the average two-bedroom apartment are too low. As we are currently moving, we have not seen a single unit listed in the nearby areas for less than 2,800 per month. With the cost of renting and the housing prices, it will be impossible for my wife and me to live in the area long-term. We will stay long enough for me to finish my degree here and move somewhere where home ownership is possible for "regular" people. This is unfortunate because this is a great university to work for, however for our long-term financial goals the cost of living makes it impossible.

When I joined the University I inquired about housing assistance and was generally surprised the University does not have an established program as of yet; especially given the high cost of living in the area. I'm new to working in higher ed and am from a low cost of living area which is also where I attended college. In that area, a 1 bedroom apartment costs roughly \$650 and the college did have a program assisting new hires.

We currently own, but it would be great to receive a bit of assistance.

Thank you for doing this. I am excited for the recruiting and retention implications.

I was able to buy in 2009 due to the flip in housing - I feel bad for all that are new to this area as the cost is too much and SCU pays little to afford. We are fortunate to have refinanced and our mortgage is a rental fee but other employees have no options as the pay here is too low.

I think an assistance program would be extremely helpful. I am tired of commuting 3+ hours each day to get to work because I live 55 miles from campus since that is all we can afford. I wish that telecommuting would be an option so that I didn't have to come in. I could spend the difference in time working. I am unable to take public transportation because it does not go to my town and would not work with my work schedule plus it would take even longer and I would be unable to drop my son off at day care. I think subsidized living or living in university owned housing would be the best bet for the staff and would really help with staff retention.

This is quite a task, and will most likely be quite difficult to work through so I applaud all efforts. At the end of the day, I think the most important question omitted from this survey is something along the lines of "Have you ever thought about leaving SCU for a more competitive salary in order to survive in the Silicon Valley?" I believe that the University will continue to lose adequate staff to businesses in the area paying a more competitive rate. Look at how many people in this University are currently paid less than the \$104K that is considered the appropriate amount to RENT. This is a big problem, and I am not sure there is enough money in the University to solve it. But here is hoping!

The problem with this study is that it is long past due. Unfortunately many employees have been forced out of Santa Clara County (like myself) because we could not afford to live here with the pay scale at SCU. If this goes through, it seems that other employees will then reap the benefits that were not afforded to us. Seems a little unfair.

Thank you for taking the time to do this.

Santa Clara should also look into waiving the fee for parking on campus for its employees and providing subsidized meals. Or raise its salaries to a level that would allow its employees to actually afford these costs.

Good luck, haha!

I wish the University would pay staff a living wage.

I'm very happy to see SCU is finally addressing a gigantic ethical problem which is a tremendous burden on its staff. I am proud to work here, but the rent is astronomical and many of my colleagues struggle with paying the rent. It is a constant topic of conversation. Many of us have to hold down a second job or find other means to boost our income (selling products online, taskrabbit, uber etc.).

As I am a homeowner at the point of retirement, I don't think I am the audience that you are looking for. I do support living assistance in this area for younger folks wanting to make their homes here and work in academia.

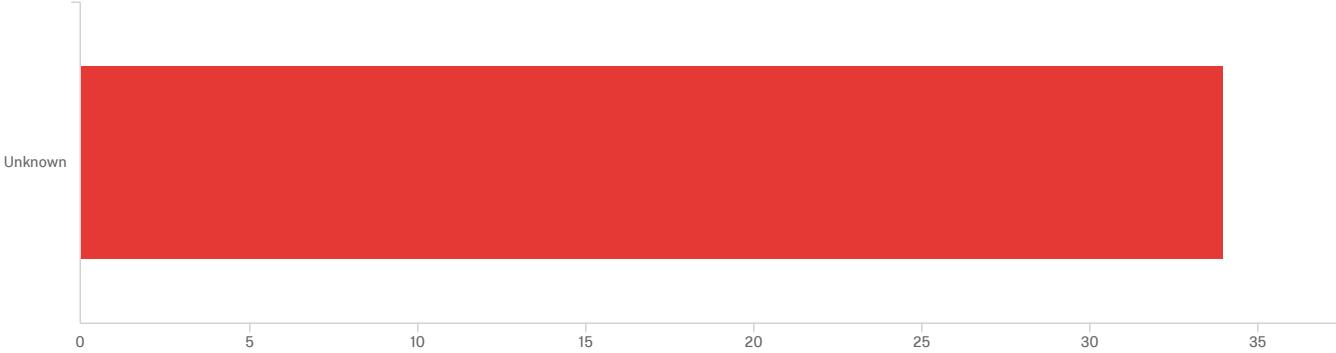
Thanks for the good work you all are doing! This is an important subject area that needs to be studied/explored by the University.

I understand that the faculty assistance program is based on status, would it be the same for staff? I think that lower-paid staff are less likely to be able to afford purchasing a home. Thank you for considering a program.

Test

Thank you for being on this task force. It is difficult to envision staying at SCU without a workable solution to affordable housing in the Bay Area.

Q10_9_TEXT - Topics



#	Field	Choice Count
1	Unknown	100.00% 34

Showing Rows: 1 - 1 Of 1

End of Report