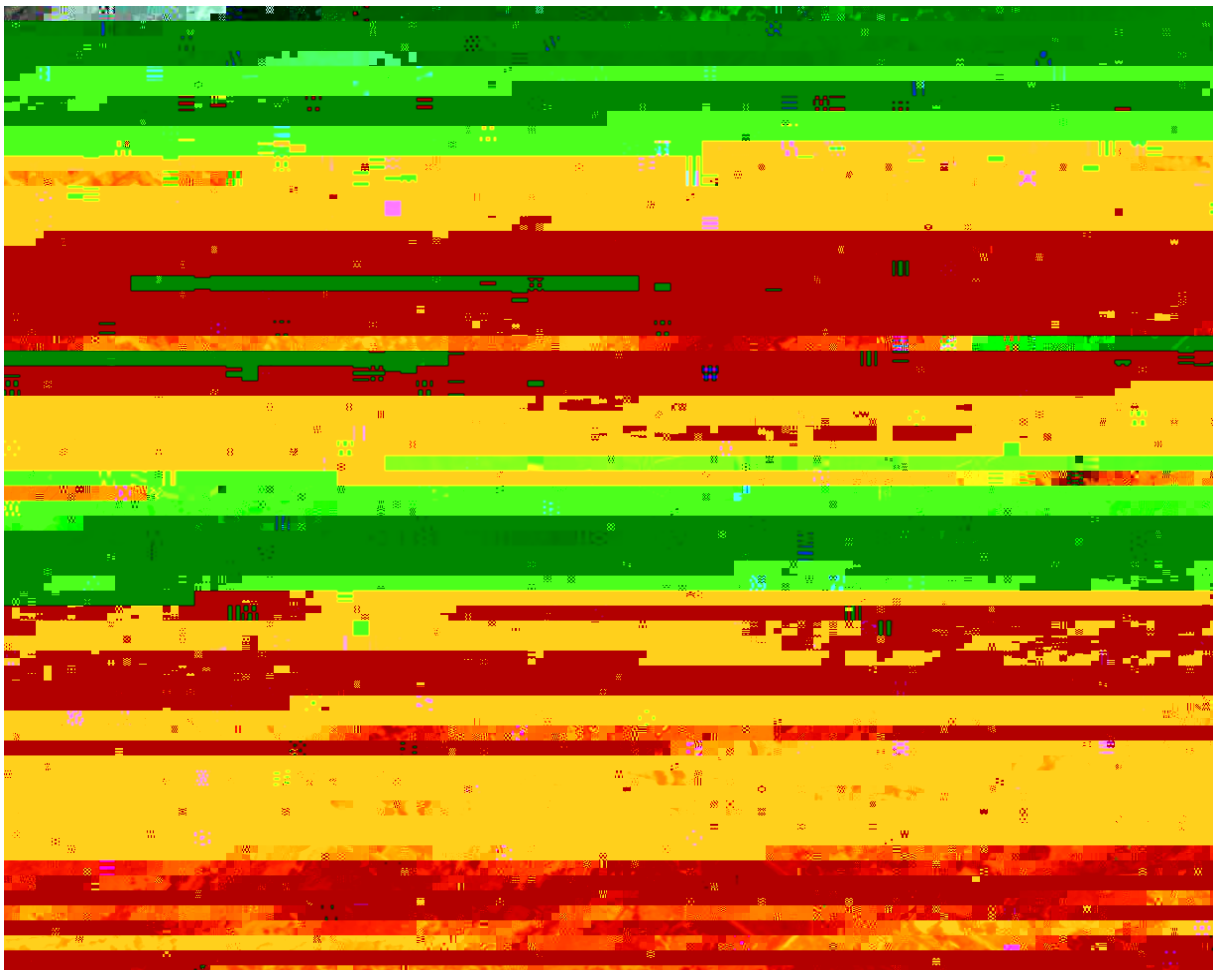
Faculty and Staff Housing Task Force Report

September 24, 2020



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Faculty and Staff Housing Task Force Report

In 2019, President Leroy M. Morishita commissioned a Faculty and Staff Task Force to develop short, medium, and long-term goals with the following list of objectives:

- Evaluate potential sites for development of faculty and staff housing.
- Explore master leases with local apartment complexes that reserve nearby, affordable units for university employees.
- Consider short term solutions, such as loans and other measures to both ease the transition of new hires into the Bay Area and to ease the struggle for our existing employees.
- Work with banks, the Chancellor's Office and other elected officials for subsidies, such as below market interest rates or down payment assistance programs for employees of the CSU.
- Consider or brainstorm other housing solutions for the Cal State East Bay community.

Faculty and Staff Housing Task Force

Members of the Faculty and Staff Task Force included representatives from faculty, staff, and administrators as noted below:

Chair: Debbie Chaw, Vice President Admin & Fin/CFO, Administration and Finance

Meeting Attendance

Members were very engaged in all meeting discussions with over 70% attended each meeti
Through constructive dialogue, the group generate many creative ideas some with low cost impact to address faculty and staff housing needs.

Presentations

- Faculty and Staff Housing Options on the Hayward Campus: The PDC department of FD&O presented a preliminary review of five possible locations for Faculty and Staff Housing on the Hayward Campus: Campus Drive, Harder Road/West Loop, Grandview, Parking Lot P and Stadium North. Campus Master Plan noted three of these sites under the Land Use and Site Development Framework.
- City of Hayward Real Estate Market Overview: Current and projected price data for homes

	A - Scoring: 10 - Easy	B - Scoring: 10 - Very	A+ and Very Desirable)	Medium <= 3years Long		
Brief Description of Idea	Doability	Desirability	Total Score	Timeframe	Comments	
Review faculty and staff housing noted on Campus Master plan	10 10 20	Short Complete				
Housing demand study funding approval	9 9 18	short				
Relocation financial support for faculty and staf	8 10 18	short				
Online resource portal for short term housing with information to legal support, tenants' rights, lease agreements, rent control; FAQs; faculty and staff could post vacancies or housing/roommates' search	8 10 18	short				
Links to Alumni real estate agents	8 10 18	short				
Faculty, staff and students they live and their survey to assessment where commute pattern	7 9 16	short				
Partner with hotels on or near campus for short-term						

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- Provide online resource portal for short term housing with information to legal support on housing rental.
- Provide links to Alumni real estate agent.

Impact of COVID 19 on the University

The Taskforce did not have the opportunity to discuss the impact of the current pandemic on this validity of the ideas generated and presented in the recommendation.

APPENDICES

Appendix 2

Faculty and Staff Housing Task Force
December 5, 2019
Meeting Notes

Attendees: Anna Alexander (via Zoom), Debbie Chaw, Danvy Le (via Zoom), Satinder Malhi (via Zoom), Arnab Mukherjea, Randyl Pamphlet, Bhavesh Patel, Ian Pollock, Winnie Kwofie

- Welcome – Chair Debbie Chaw welcomed the members of the task force.
- Review Agenda – Members reviewed the agenda for the December 5, 2019 meeting.
- Introductions – members introduced themselves: name, position, length of time at CSUEB and housing situation (home ownership or rental.)
- Charter review – task force members reviewed the charter.
- Brainstorming Session
  a. Information from Members
     - Academic Senate has set up a Housing Committee.
     - CalPERS used to sponsor a home ownership financial assistance program (CalPath Loan) until 2012. Program offered low interest and closing costs. Program no longer exist.
     - SFUSD provides housing assistance – CSUEB could find more about this program.
  b. Ideas
     - Faculty, staff and student survey to evaluate where they live and commute patterns *(ST)*
     - Define the problem that we are trying to solve *(ST-MT)*
     - Partner with hotels on or near campus for short-term needs (e.g., "Castle" hotel for a night or two) *(ST-MT)*
     - Need to get faculty here first with a short-term housing solution so they can get acclimated *(ST-MT)*
     - Review faculty and staff housing on campus per Campus Master Plan *(ST)*
     - Build new faculty and staff housing *(LT)*
     - Link this effort to climate change and carbon neutrality *(MT-LT)*
     - Address commute to campus which is the largest carbon emission contributor *(ST-MT)*
     - Short term housing need as a recruitment strategy *(ST-MT)*

- Create web page with online resources for newcomers to learn about different communities; find short-to-mid-term accommodations; advertise faculty/staff who have rentals; tenants' rights; legal services for housing

Faculty and Staff Housing Task Force
January 24, 2020
Meeting Notes

AttendeesDebbie Chaw, Danvy Le, Arnab Mukherjea (via zoom), Randyl Pamphlet, Bhavesh Patel, Winnie Kwofie (via zoom)

- Welcome -Chair Debbie Chaw welcomed the members of the task force.
-

Housing
programs in the
Bay Area

Faculty and Staff Housing Task Force

February 14, 2020
Meeting Notes

Attendees:
Present Debbie Chaw, Anna Alexander (via zoom), Arnab Mukherjea, Danvy Le (via zoom), Winnie Kwofie, Ian Pollock, Satinder Malhi

Absent: Bhavesh Patel, Randyl Pamphlet

Topic	Discussion/Action needed	Responsible party
• Welcome • Review Agenda	Chair Debbie Chaw welcomed the members the task force	VP Chaw

	Discussion with President for possible funds for Housing demand study	Debbie Chaw
• Define the problem that we are trying to solve	Example of problem definition: To provide resources to assist faculty and staff meet their short to long term housing needs.	

- Identify factors faculty and staff consider in meeting their housing needs (school districts for children, affordability, travel time, financial assistance, family needs etc., amenities, pets, etc.) *(ST – part of survey?)*
- Possible public private partnerships with nonprofits, property managers, homeowners, or for profits like AirBnB (e.g. San Jose State) *(ST-MT)*
- Create web page with online resources for newcomers to learn about different communities; find short-to-mid-term accommodations; advertise faculty/staff who have rentals; tenants' rights; legal services for housing issues (i.e., rent control) *(ST)*
- Partnering with financial institution to offer low interest rate loans; can we use the buying power of CSU for loans? *(ST-MT – feasibility?)*
- Ability to use relocation/moving expenses for first and last month's rent; need to pay back if person leaves CSUEB within one year *(ST)*
- Determine what the current inventory is (campus and off-campus) and forecasted developments in surrounding areas; take into consideration transportation needs *(ST)*
- Timeframe - Discussed definition of short-term, mid-term and long-term time frames. Faculty might think in terms of 1 yr. (1st year), 7 yrs. (tenure decision) and after y yrs., we agreed that the definitions need to apply to both faculty and staff. Most task force members thought we should categorize ideas into the three categories using definition of timeframe it would take to accomplish idea or come up with a solution.
- Spring Semester Schedule – members decided to meet on the 2nd and 4th Friday of the month from 10 am – 11 am. First meeting will be on January 24. Zoom capability will be available for all meetings

Appendix 3

California State University
Faculty and Staff Housing Programs

Campus	Location	Campus Constructed/ Acquired	Oversight/Policy Strategy	Maintenance Strategy	Housing Type (s)	Housing Capacity

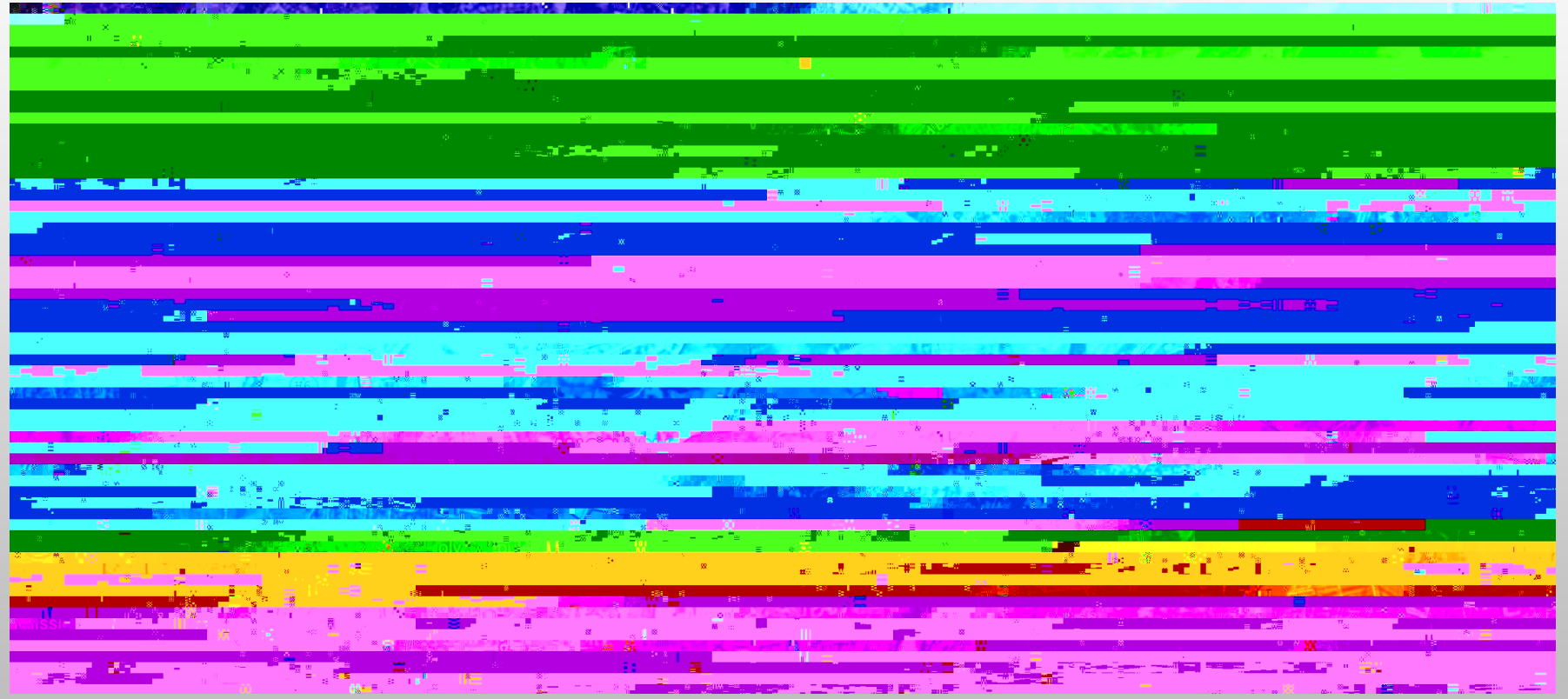
HAYWARD HOUSING DEVELOPMENT

Appendix 6

FACULTY AND STAFF HOUSING

SITE EVALUATION

FACULTY AND STAFF HOUSING SITES



- 1 - Campus Drive
- 2 - Harder Rd/West Loop
- 3 - Grandview Ave
- 4 - Parking Lot P
- 5 – Stadium North

- H1 – Mixed-income townhome
- H2 – Median density residential, retail, and office
- H3 – Single family residential and some townhome
- H4 – Suburban density residential
- H5 – Residential open space
- H6 – Median density townhome, student housing and retail
- H7 – Urban general zone - commercial

GRANDVIEW AVE

Grandview Ave Site:

- Sloped site with view of San Mateo bridge and Golden Gate Bridge
- Single family houses with lot size of approx. 5,000 sf across street
- Approximately 6.89 Ac, 246’ x 1,200’
- Major street improvements needed
- Site is accessible through campus and Grandview Ave
- An access road can be developed to connect to campus
- Part of larger residential neighborhood
- Potential for phased development
- Development Potential: 175 townhouses
- 35 – 1 BD units, 105 – 2 BD units, and 35 - 3 BD units

PARKING LOT P

Parking Lot P:

- Level lot at campus entrance
- Direct access to campus
- Protected/sunken building pad
- View to the bay at upper levels
- Close to future mixed-use development with a small grocery store
- Opportunity to develop a 2 to 4 story building(s) over parking structure
- Approx. 1.31 ac, 355’ x 160’, of building area
- Additional 2.46 ac of park area
-

STADIUM NORTH

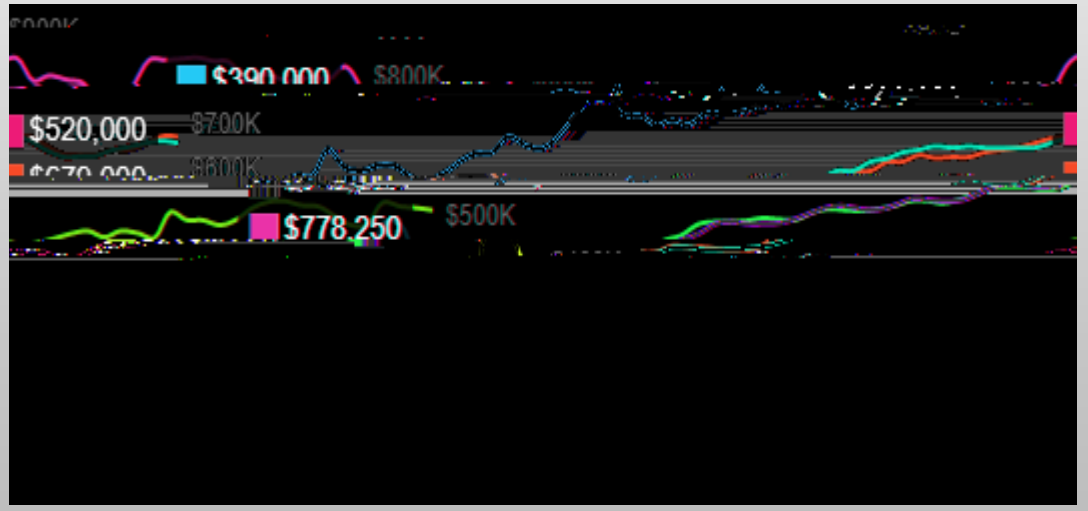
Stadium North:

- Sloped site at campus entrance
- Direct access to campus
- Adjacent to Stadium, fields, and event parking
- Shared access
- Close to future mixed-use development with a small grocery store
- Approx. 0.64 ac, 350’ x 80’
- Development potential: 16 townhouses
- 3 - 1 BD units, 10 -2 BD units, 7 – 3 BD units

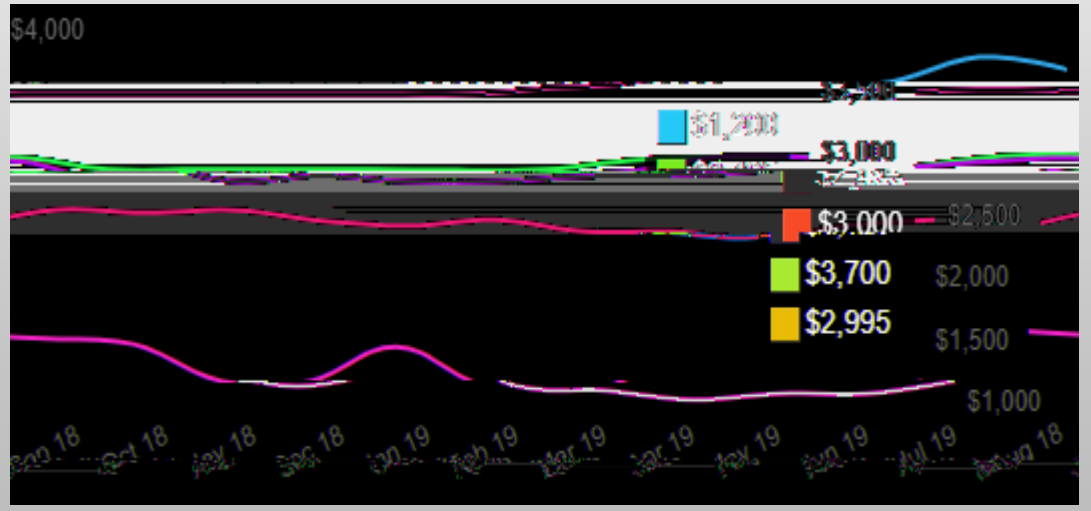
HAYWARD REAL ESTATE MARKET OVERVIEW

MEDIAN PRICE PER SQFT = $475

MEDIAN SALES



MEDIAN RENT



UNIT TYPES

Units:

- 1 BD, 1 BA – 800 sf
- 2 BD, 2 BA – 1,000 sf
- 3 BD, 2 BA – 1,200 sf

Construction:

- Wood framed with Stucco finish, Tile roof
- 2/3 stories with garages or car ports
- Central air heating and cooling
- Double pane windows
- Full size kitchen and bath
- LEED Gold or better
- Solar system