

# Faculty Housing

---

## HAP/HOUSING ALLOWANCE PROGRAM:

A monthly cash supplement to assist a home buyer with mortgage payments and other housing costs. HAP is a twelve-year program with payments that decline by one-twelfth each year. The amount in the first year is \$30,770, with a twelve-year total of \$200,000. HAP is a taxable benefit.

## HAP II:

A second benefit that is identical to HAP. It is available to certain faculty, at the time of tenure or at the time of promotion to continuing term for non-tenure line positions, who purchase a new home or renovate an existing home. HAP II is a taxable benefit.

## MAP/MORTGAGE ASSISTANCE PROGRAM:

An interest only loan. The loan amount is 60% of the market value of the home up to a maximum of \$700,000. MAP has a market based interest rate that is fixed at the time the loan is originated. During the life of the loan, however, only a low current interest rate of 3% is paid. Deferred interest will be due at the time of a prepayment or when the loan is paid in full. The deferred interest is the lesser of: the share of appreciation; or the difference between the fixed interest rate and the current interest paid, compounded annually.

## DIP/DEFERRED INTEREST PROGRAM:

A loan with interest that is deferred until the loan is repaid. DIP used together with MAP is available for the purchase of a home. There are no monthly payments. The loan amount is 20% of the market value of the home up to a maximum of \$250,000. The deferred interest is calculated as a share of appreciation. The maximum loan term is 30 years.

DIP-T/DEFERRED INTEREST PROGRAM AT PROMOTION:

A loan with interest that is deferred until the loan is repaid. DIP-T is available to faculty at the time of promotion to tenure or promotion to continuing term for nontenure line positions. DIP-T may be used to purchase a first home together with MAP, a new home together with MAP, or for a major remodel of an existing home. DIP-T, alone or in combination with a DIP loan (above), has a maximum amount of \$350,000 or 20% of the market value of a home, whichever is less. The deferred interest is calculated as a share of appreciation. Up to \$100,000 of the deferred interest on the DIP-T loan is credited at the time that the loan is repaid, if the loan has been outstanding ten years or more. The maximum loan term is 30 years.

RIP/REDUCED INTEREST PROGRAM:

A reduced interest loan, currently at zero percent, up to \$300,000 that is used together with MAP and DIP is available for the purchase of a home. There are no monthly payments, but the principal must be repaid. The maximum loan term is 30 years.

ZIP/ZERO INTEREST PROGRAM:

A zero interest loan up to \$100,000 that is used together with MAP, DIP, and RIP is available for the purchase of a home. With approval of the Dean, 10% of the principal may be forgiven each year over ten years. The forgiveness begins after five years for faculty with tenure or continuing appointments and after approximately one year for faculty without tenure or continuing appointments. The amount forgiven is subject to state and federal taxes.

ELIGIBILITY:

All assistant, associate and full professors who are appointed at 50% time or more and who are Members of the Academic Council are eligible for some or all of the housing assistance programs. Also eligible are Senior Fellow members of the Academic Council at Special Policy Centers and Institutes, faculty in the University Medical Line Professoriate and certain staff. Eligibility for specific programs is limited and individuals must meet the applicable criteria for each individual program. For a complete program description of each program please refer to their respective brochure for more information.

FOR SPECIFIC INFORMATION AND ELIGIBILITY REQUIREMENTS REGARDING HOUSING PROGRAMS OR AN APPOINTMENT FOR A COMPLETE EXPLANATION, PLEASE CONTACT FACULTY STAFF HOUSING. NOTHING IN THIS DOCUMENT SHOULD BE CONSTRUED AS AN OFFER OR COMMITMENT OF ANY KIND. INTERPRETATION OF PROGRAM GUIDELINES REMAINS THE SOLE RESPONSIBILITY OF STANFORD UNIVERSITY. PROGRAMS AND ELIGIBILITY REQUIREMENTS ARE SUBJECT TO CHANGE OR DISCONTINUATION WITHOUT NOTICE AT STANFORD UNIVERSITY'S SOLE DISCRETION.