UCSF Faculty Relocation and Moving Expense Payments: Comparison Guide

- **Reimbursement of reasonable moving expenses pursuant to APM 560 and UC Policy G13**

  Faculty appointed to all five faculty series (Adjunct, in Residence, Ladder Rank, Clinical X, HS Clinical) are eligible for reimbursement of up to 100% reasonable moving expenses. Reasonable expenses are those allowable under UC Policy G-13.

- **UCSF Faculty Housing Allowance Program (FRAP) pursuant to APM 190**

  The Faculty Recruitment Allowance Program allows the disbursement of payments to senate faculty for the primary purpose of providing support for housing costs; however, the recipient may use the allowance to support childcare expenses, education, tuition assistance, or any family/housing related expenses.

Note: This guide is a general overview for the purpose of comparison only; it is not intended to be comprehensive guide to policy and therefore additional restrictions and processing requirements may apply.

Reimbursement of Moving Expenses	
Pros	**Cons**
• All faculty titles are eligible; not restricted to Senate series • Some expenses may not be subject to state income tax • Not subject to maximum reimbursement dollar amount. Departments may offer up to 100% of all allowable expenses • Requests for payments may be submitted directly to accounts-payable upon departmental approval • May be paid in addition to Faculty Housing Allowance Program (FRAP) payment if eligible • Payments may be made in advance of payroll in some cases	• Reimbursement payments are limited to those allowable expenses listed in APM 560 and UC Policy G-13. Receipts or invoices are required for all payments, therefore no lump-sum payment of relocation allowance may be offered • Requires submission of moving and relocation expense reimbursement requests within 60 days • Repayment provision applies for voluntarily separations within 12 months from initial date of appointment

UCSF Faculty Housing Allowance Program (FRAP)	
Pros	**Cons**
• No restrictions on allowable expenses; no receipts or invoices required • May be paid in addition to the reimbursement of reasonable moving expenses per APM 560 and UC Policy G-13 • Payments may be requested up to two years from initial eligible appointment • No payback provision on payments $50,000 or less http://tiny.ucsf.edu/fraprepayment) • May be disbursed in a single payment, or may be paid out in equal or unequal amounts over a period up to ten years	• Eligibility is restricted academic appointees in an Academic Senate title (in Residence, Ladder Rank, and Clinical X) or Acting Professor title. Requests for exceptions are limited and require written justification and dean's office and VPAA approval; http://tiny.ucsf.edu/frapexceptions • Subject to all federal and state income tax and payroll deductions • Payments over $50,000 are subject to payback provision for voluntary separations within 5 years. (Departments/Schools repayment policies may be more restrictive) http://tiny.ucsf.edu/fraprepayment • Maximum amount of disbursement is set by system-wide policy; exceptions are also capped and require VPAA approval • Candidate must be in a paid appointment prior to the disbursement of funds (i.e. no advance payments)