

WHEREAS Faculty Council's Personnel and Benefits Committee has expressed its interest in extending the provisions of the [Faculty Housing Assistance Program](#) (FHAP) beyond the currently eligible tenure-track/tenured faculty to the full-time instructional, research, and clinical (IRC) faculty throughout the four campuses of the University of Colorado;

WHEREAS the provision of a housing assistance benefit to IRC faculty has featured as a topic of our Personnel and Benefits Committee's meetings on Friday, September 2, 2022, and in subsequent fiscal years;

WHEREAS Treasurer Usha Sharma and Chief Financial Officer Chad Marturano spoke with Faculty Council on this subject on Thursday, April 3, 2025, thereby prompting a discussion and subsequent correspondence between administrative and faculty representatives over the eligibility of full-time IRC faculty for the FHAP under the terms of [C.R.S. § 23-20-134](#), which authorizes for "full-time faculty members" the provision of "secured loans [...] made pursuant to a faculty housing assistance plan";

WHEREAS President Todd Saliman, in response to an inquiry conveyed through Faculty Council Chair Jorge Chavez, informed the Faculty Senate on Thursday, October 23, 2025, that he had asked the Treasurer and the Chief Financial Officer to look into the prospects for extending the FHAP to full-time IRC faculty on the same terms then offered to tenure-track/tenured faculty;

WHEREAS the Treasurer and the Chief Financial Officer on Friday, April 3, 2026, spoke with the Personnel and Benefits Committee and identified an unspecified Regents' resolution as the basis for capping the FHAP funds at 1.5% of Segment 3 of the Treasury Pool (henceforth "Authorized FHAP Funds"), and, in response to an inquiry, the Treasurer and the Chief Financial Officer affirmed that they would furnish the resolution to the Personnel and Benefits Committee;

WHEREAS the Personnel and Benefits Committee heard from the Treasurer and the Chief Financial Officer on Friday, April 3, 2026, that tenure-track/tenured faculty had utilized approximately 35% of the Authorized FHAP Funds, thereby suggesting that the remaining portion of the funds could be considered for utilization by full-time IRC faculty;

WHEREAS the Treasurer and the Chief Financial Officer worked with faculty representatives on the IRC Housing Assistance Program Steering Committee in Summer 2026 to develop plans for extending the FHAP to IRC faculty;

WHEREAS the Treasurer and the Chief Financial Officer reported the outcome of the Summer 2026 initiative to the Personnel and Benefits Committee on Friday, September 4, with a document about the IRC Faculty Housing Assistance Program (FHAP-IRC), which would offer a benefit very similar to that of the FHAP for tenure-track/tenured faculty;

WHEREAS the Personnel and Benefits Committee expresses its gratitude to the Treasurer and to the Chief Financial Officer for their work in developing the FHAP-IRC;

October 22, 2026

WHEREAS the Personnel and Benefits Committee heard from the Treasurer and the Chief Financial Officer on Friday, September 4, 2026, about uncertainty over the future utilization rates of the Authorized FHAP Funds under the ongoing terms of the FHAP-T/TT and the soon-to-be implemented terms of the FHAP-IRC;

WHEREAS the Treasurer and the Chief Financial Officer invited feedback from the Personnel and Benefits Committee on how to apportion the Authorized FHAP Funds in the event that the utilization rate extends from the current approximate figure of 35% to a much higher figure approaching the cap;

BE IT RESOLVED that the Personnel and Benefits Committee, with its membership drawn from the ranks of IRC and tenure-track/tenured faculty, supports the IRC Faculty Housing Assistance Plan (FHAP-IRC) as presented in the document on Friday, September 4, 2026, with the following advice:

- That the Authorized FHAP Funds be made available on a first-come, first-served basis to applicants, regardless of whether the faculty member is IRC or tenure-track/tenured, and regardless of the campus at which the faculty member is rostered.