

An Environmental Scan of Faculty Relocation Programs in the U.S. and Canada

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Relocation Program Categories:

- Comprehensive Coordinated Service
- Comprehensive Centralized Service
- Dispersed Service
- Basic Support

Standard Relocation Services Provided:

■ Housing

- commute times
- loan and mortgage support programs
- neighborhoods
- on-campus
- off-campus
- realtors

■ Children

- activities (e.g., camps)
- child care resource and referral
- resources for children with special needs
- schools

■ Elder care

■ Health care

■ Community links

- cultural and recreational activities
- ethno racial/ethno cultural
- faith
- lesbian and gay
- special interests
- welcome wagon

■ Dual career support

- external consultant
- internal consultant

■ Immigration

- full service external consultant
- internal consultant
- limited service external consultant

■ Financial

- banking
- taxation

■ Personal Adjustment

■ Household (getting settled)

- driver's license
- employee discount programs
- insurance
- moving
- public transit
- utilities

■ University information for new faculty

(orientation, career progression, resources, maps, parking, benefits and pension, etc.)

Program Rationale: Institutional and Individual Benefits

- ensures institutional fit
- promotes cost effectiveness
- facilitates candidate retention
- enhances quality control
- reinforces institution's work/life commitment
- develops institutional expertise on policies that impact faculty relations