

**Temporary Suspension of New MOP Nominations and Updated Home Loan Program Criteria
Overview and Frequently Asked Questions
Effective May 29, 2025; Extended pending re-review Spring 2026**

A reminder about offers of home loan program support: The Mortgage Origination Program (MOP) is an additional incentive available to the schools to support specific recruitment needs by offering to assist qualifying new faculty to purchase a first home near campus using a below-market rate mortgage funded by the University. Funding for the MOP is through a limited allocation from UCOP, and campuses are expected to limit offers of this incentive within their allocations. UCSF's priority for this recruitment assistance is junior faculty. This is not a faculty entitlement but rather a finite resource schools should apply strategically rather than routinely to recruitment actions.

Departments may offer to support a nomination for UC home loan program participation but cannot guarantee funding for a home purchase. Approval of nomination requests for home loan program support are limited by provisions which are included in the approved language for offer letters. Specifically noted is that home loan program support is limited to "the availability of mortgage funds allocated to UCSF through this UC program."

For reference, the following is the official home loan program section for offer letters, which should only be included for eligible title codes and as necessary for recruitment:

UC Home Loan Programs

If you wish and if funding is available, the Department will support a request for your participation in the UC home loan programs (the Mortgage Origination Program, or MOP) to assist you in purchasing a primary residence in the Bay Area. Provision of home loan program support is subject to faculty eligibility requirements, your ability to qualify for financing, and the availability of mortgage funds allocated to UCSF through this UC program. UCSF reserves the right to cap the maximum loan amount at less than the UC Program limit to accommodate as many faculty as possible. A request to participate must be made within the first three years of your eligible UCSF appointment. If you anticipate using UC home loan program support for your purchase, you should not enter into a purchase contract until an allocation reservation has been approved, all loan documentation has been submitted, and a pre-approval certificate has been issued. More information is available at <http://tiny.ucsf.edu/homeloanprograms>.

Funding for Mortgage Origination Program loans is limited. Due to over nomination and expanded participation in the program, and the elimination of the central pool from which the campus has been able to borrow to cover this overage, UCSF is not able to currently accept new nominations for MOP loans until we can cover our currently outstanding loan obligations with the funding available. For specifics regarding the activity and financial state of the program at UCSF, and the revised criteria to operate within budget going forward, please refer to the communication issued by the Executive Vice Chancellor and Provost on May 28, 2025. This communication notified the campus that new nominations for home loans are to be suspended. The financial support for this program continues to be monitored, and in August 2025 the suspension was extended pending a re-review of financial opportunities in January 2026. Please refer to the [communication issued by the Executive Vice Chancellor and Provost August 25, 2025](#).

Additional guides, FAQs, and step sheets of the home loan program process are published on the Home Loan Program Resources Page at <https://tiny.ucsf.edu/homeloanprograms>.

Frequently Asked Questions

1. If people are already in the MOP pipeline, are they OK?

Yes. The suspension of new nomination requests from the UCSF MOP allocation does not affect anyone who already has an active allocation reservation. The campus funding available is being used to cover these commitments. Currently active reservations have a specific eligibility expiration date, and under current conditions the campus cannot grant any extensions.

2. What are the options for chairs or directors who have recently recruited faculty who would otherwise be eligible for nomination, or have extended offer letters that mention home loan program support but these offers have not yet been accepted?

The options available to chairs or directors with incoming or recent candidates for whom they deem home loan program support essential are:

- A. Fund the home loan from department resources. This will look in every way as, will be treated as, and usually referred to as a MOP loan, but at closing these campus-funded MOP loans will technically fund under the Supplemental Home Loan Program (SHLP) instrument which allows financial transfers to and from campus accounts. For these cases, the loan will not be supplemental loan at all but will be in the first position and have all the criteria as Standard MOP loans (The 5/1 MOP structure is not an option.). The SHLP mortgage instrument is merely the technical mechanism that makes a campus-funded home loan possible. To avoid confusion, these loans are referred to “Campus-funded MOP loans” (or sometimes “MOP-like loans”) and not referred to as SHLP loans in conversation or informational documentation. All other campus references to SHLP refer to standard Supplemental Home Loan Program loans.

The department or funding agency will receive principal and interest payments back to the original UCSF funding source (COA) on an annual basis, less a 0.25% servicing fee. The loan term is 30 years. On average, MOP participants pay off/refinance their loans in about 15 years. Department-funded “MOP-like” loans require submission to and approval from the dean’s office. The loan requests are made using the usual [MOP/SHLP Allocation Request Form](#) and checking the appropriate box and completing the COA field at the top. As of this writing, the School of Medicine Dean’s Office has managed four such cases and is familiar with the process.

- B. Refer candidates with clinical activity to outside lenders with programs specifically for clinicians: Specifically, BMO Bank offers a Physicians’ Mortgage Program with benefits similar to the MOP with a discounted rate below their standard mortgage products and is developing an expansion of this program for UCSF. Steve Johnson (Steve1.Johnson@bmo.com) is the BMO program specialist for UCSF faculty. See the BMO Physicians’ Mortgage Program [Flyer](#) for more information. Clinical faculty may also be able to take advantage of other “doctor loans” offered by some lenders in the market. See “[Other resources](#)” on the Home Loan Program Resources Page.
- C. Advise candidates that campus leadership is actively negotiating with area lenders to adapt existing physicians mortgage products into a discounted home loan program specifically for new full-time UCSF faculty regardless of clinical activity (and independent of UC funding allocations). The timeline is not known for when these programs will be launched, but this is in process.
- D. Departments now have three years from the effective date of the MOP-eligible appointment to nominate eligible candidates for MOP participation. It is hoped that new nominations will resume, with a finite number of loans for each school, with another round of funding in the FY 26-27 cycle.

3. What are the options for faculty who met the eligibility requirements at their time of hire, but do not meet the current home loan program eligibility criteria?

Such candidates are no longer eligible for nomination. All offer letters should have included some form of the language “Provision of home loan program support is subject to faculty eligibility requirements.”

These requirements are subject to change, and have changed frequently over the years. Options for support for these faculty include points A-C above.

4. Can recently recruited faculty who meet the current criteria for eligibility but have not yet been nominated nor received an allocation reservation be added to a MOP waitlist?

When more funding is provided to the campus to offer new MOP allocation reservations, the number of loans available for the schools to offer will be limited to a specific number. Requests for MOP nominations will be reviewed and granted by the deans’ offices. It is anticipated that these approvals will be based on the funding available and the school’s recruitment priorities. How these approvals will be managed will be determined by each school. Schools may choose to maintain a waitlist, grant approvals as first-come/first-serve, or review requests based on essential recruitment and relocation needs. If the school approves the submission of a nomination request to the Office of Faculty and Academic Affairs, such requests will be approved and an allocation reservation will be granted if the candidate is deemed eligible and there are funds remaining in the campus allocation. When the allocation is fully reserved, new nominations will again be suspended until the next funding cycle.

5. Can a department offer a standard supplemental (SHLP) loan without a MOP loan?

Yes. These tend to be more complicated and may or may not substantially benefit a candidate. The Supplemental Home Loan Program is designed to increase the combined-loan-to-value ratio (CLTV) in conjunction with a MOP to as much as 95%, reducing the down payment burden to as little as 5%. A SHLP loan to an outside first is not likely to affect the LTV requirements of the primary lender. However, offering a SHLP will allow candidates to have a portion of the final financing at a lower rate.

Candidates will need to find a lender who will accept secondary financing and coordinate with the Office of Loan Programs at UCOP. Independent SHLP loans feature the same eligibility criteria, nomination process, loan application, and underwriting requirements as a Standard MOP loan, including the cost of a separate UC-approved appraisal of the subject property.

6. If a chair is interested in using departmental resources to fund a “MOP-like” home loan for a critical mid- or senior-level faculty recruit, to whom could they talk with questions?

Chairs and their representatives may contact Home Loan Program Manager Wilson Hardcastle at wilson.hardcastle@ucsf.edu for assistance. Wilson collaborates with Ken Laslavic, ken.laslavic@ucsf.edu, in the School of Medicine Office of Faculty and Academic Affairs, who is also available as a resource.

Terminology notes:

Allocation: The regents and the UC president periodically divert funds from the UC Short Term Investment Pool (STIP) to the Office of Loan Programs to fund the UC Mortgage Origination Program. These funds are then apportioned and allocated to each of the UC campuses to fund home loans under the Program. There is no set schedule for this allocation, and it can be up to three years between allocation distributions. When they do occur, they usually coincide with the fiscal year in July.

Allocation Reservation: Each campus is allocated a finite amount of funds for home loans from the regents, managed by the Office of Loan Programs (OLP). When the campus submits a nomination for MOP support to OLP, they are certifying that they have reserved a specific amount of money from the campus allocation for the candidate's use to fund a home purchase. Upon submission of the nomination to OLP, candidates are notified by the campus home loan program manager that the campus has approved their allocation reservation.

Nomination: The dean's offices may nominate a recruitment candidate for home loan program support by requesting of the Office of Faculty and Academic Affairs that a portion of the campus' MOP allocation be reserved for that candidate's use to fund a home purchase. This is initiated by the department submitting a completed [MOP/SHLP Allocation Request Form](#), signed by the department chair and with a copy of the offer letter, to the dean's office. For the SOM, these should be submitted to Ken Laslavic.

Departments may not guarantee any home loan funding support for candidates orally or in the offer letter. The limit of their authority in this manner is that, if a candidate meets the eligibility requirements and if funds are available in the school's allocation, they will support sending such a request to their dean's office.

Office of Loan Programs (OLP): The Office of Loan Programs is the agency at UCOP who originate, underwrite, close, fund, and service UC-funded home loans. This agency is formally named the University of California Home Loan Program Corporation, and is a sub-corporation of the Regents of the University of California. The Office of Loan Programs governs all policies and rules of the UC home loan programs. Once a candidate has received an allocation reservation from the campus, they are invited to complete a mortgage application via a secure online portal and work directly with their assigned underwriter at OLP through closing.