

Faculty Recruitment Allowance Program (FRAP)

The Department of Radiology and Biomedical Imaging provides Faculty Recruitment Allowance Program (FRAP) to eligible faculty recruits in order to support the transition to a faculty position. The primary purpose of the Faculty Recruitment allowance is to provide support for housing costs, but the individual may also use the allowance to support childcare expenses, education or tuition assistance, or similar expenses of newly recruited faculty.

Eligibility:

- The participant must be a full-time (100%) appointee to a Ladder Rank, In Residence, Clinical X, Adjunct, or Health Sciences Clinical Professor titles.
- The participant must be in the campus payroll system before payment can be disbursed.

The terms and conditions of the Department's Faculty Recruitment Allowance including payback conditions and terms are as follows:

- The program allows a one-time payment or disbursements over a period of five years.
- **FRAP payment is contingent upon the faculty member making a commitment to remain in the UCSF Department of Radiology and Biomedical Imaging for five years.** A letter with the terms and conditions of the FRAP will be sent to the faculty for agreement, and a signature will be necessary prior to FRAP disbursement.
 - *Repayment:* If the faculty member separates from UCSF Radiology before the expiration of five years, the gross FRAP payment must be repaid, with the repayment amount decreasing by 20% for each year of service.
- The total amount of the FRAP received is considered wages for the purpose of Federal and State tax reporting, and is subject to withholding, Social Security taxes, worker's compensation, and unemployment insurance.
- Full payment or first of multi-payment plan must be made within the first two years of the eligible appointment at UCSF.
- FRAP is subject to the UCSF School of Medicine Dean's Office approval