Columbia University’s Office of Work/Life fosters the well-being of the Columbia community and its people in their pursuit of meaningful and productive academic, personal and work lives. We provide you with tools and resources to navigate your work/life needs and challenges while working or studying at Columbia University in the City of New York.
Easing the Process of Finding Housing and Relocating

Relocating to Columbia University can be challenging, affecting you and the people in your life, including your spouse or partner, children, parents and others. To help meet these challenges, Columbia University has developed comprehensive programs to assist with housing, and all other aspects of relocation.

Housing Information and Referral Service
This service provides individual consultation and information resources for renting or purchasing apartments or homes in the New York metropolitan area.

Affinity Lending Program
Through Columbia’s preferred lenders, you may be eligible to refinance your current mortgage, consolidate debt, or purchase a new home.

Faculty Recruitment and Relocation Service*
Faculty being recruited to the University can receive assistance with finding housing, child care, school, and elder care options in the New York metropolitan area; and spouse/partner employment opportunities through our Faculty Spouse/Partner Dual Career Service. An additional resource to assist with dual career job searches is the Metro NY-Southern Connecticut Higher Education Recruitment Consortium (HERC), an online tool for academic and non-academic careers.

Assisting with Adult and Elder Care Needs

Many people in the Columbia community have responsibility for the care of adults and elders who, due to illness or disability, are unable to fully care for themselves. Columbia offers programs for caregivers of adults and elders to help individuals meet these demands.

Adult and Elder Care Services*
The Employee Assistance Program (EAP) helps with the management of adult and elder care responsibilities by providing information on healthcare, housing options, legal and financial referrals, and more, anywhere in the United States. The EAP also can assist current or future caregivers with emotional and family support often needed when faced with adult and elder care responsibilities.

Backup Care*
Columbia provides subsidized backup care for adults and elders nationwide when their normal care arrangements are interrupted or when you need to provide short-term care.

*For eligibility details, see the Work/Life website.
Supporting Parents, Child Care, and Schooling Needs

The New York metropolitan area offers a wide range of parenting, child care, and schooling options. Columbia parents and parents-to-be can find assistance at Columbia through a variety of resources, programs, and services designed to help you make the choices that are best for you and your family.

Breastfeeding Support Program
To encourage a successful return to work or school, private lactation rooms equipped with hospital-grade breast pumps are available on all Columbia campuses for nursing mothers to express milk. Columbia sells breast pump attachments at cost to room users, and provides educational resources and breastfeeding workshops each semester.

School and Child Care Search Service
The service provides information and individual guidance to parents exploring all types of child care, as well as educational opportunities within public, parochial, independent and special needs schools, including after-school and summer/holiday programs. Columbia families can also subscribe at no charge to EduProfile, an online school finder, which contains more than 2,500 profiles of public and private nursery, elementary, middle and high schools in New York City.

Backup Care*
Columbia provides subsidized backup care for children for those occasions when your normal care arrangements are interrupted—your child is mildly ill and cannot attend school, the babysitter cancels, school is closed—but you still need to attend to your Columbia responsibilities.

Affiliated Child Care Centers
These independent centers, located on or near Columbia campuses, provide quality care and greater access for Columbia families.

The School at Columbia University*
The K-8 School at Columbia serves children of eligible Columbia families and families from our neighboring community.

*For eligibility details, see the Work/Life website.
Offering Family-Friendly Benefits

Parenting, caregiving, and self-care can often come at a high cost. Columbia University offers a variety of generous benefits for its faculty and staff to support family life, education, and spending smartly.

**Adoption Assistance Program**
Columbia provides reimbursement of specified adoption-related expenses for eligible academics and staff.

**Child Care Benefit**
Eligible Columbia families may receive access to some funds towards early child care expenses.

**Primary Tuition Scholarships (PTS)**
To assist with the affordability of independent school, eligible families can apply for a stipend paying a portion of tuition for grades K-8 at independent schools within New York City.

**Tuition Exemption Benefit Program / College Tuition Scholarship**
Depending on your eligibility, Tuition Exemption pays for Officers’ courses at Columbia University, Barnard College, and Teachers College. An eligible Officer’s dependent children may also be eligible for Tuition Exemption. If an Officer’s child is registered as an undergraduate at an institution other than Columbia or Barnard College, he or she may be eligible for a College Tuition Scholarship (CTS).

**Discounts**
There are many discounts available to the Columbia community, including discounts for computers, phones, arts, travel, theme parks, gym memberships, and more.

*For more details on current benefits being offered at Columbia, including eligibility, see the Human Resources website at hr.columbia.edu.*

“There are a broad range of family and personal issues all of us must contend with outside the workplace. …Columbia’s strength as an institution is inextricably linked to the health and well-being of the people who work here.”

President Lee C. Bollinger
**Promoting Health and Well-Being**

Columbia University offers a number of programs to promote physical and mental health and well-being. These programs and benefits help to create a supportive and healthy Columbia community.

**Wellness Programs**
Programs include a Walk to Wellness Program, Healthy Lifestyle Challenge, Weight Watchers at Work, gym discounts, special fitness classes and workshops, and more. Those interested in wellness opportunities and Healthy Monday tips are encouraged to join the CUWellness listserv.

**Employee Assistance Program (EAP)**
This confidential service provides counseling and assessment, at no charge, for Columbia employees and household members on a range of topics including relationship and family issues, emotional well-being, alcohol/drug concerns, and other life challenges.

**Related HR Benefits**
**Healthcare** and **dental** insurance for you and your family; **retirement** plans; **Flexible Spending Accounts** for healthcare and dependent care expenses; and a pre-tax Transit/Parking Reimbursement Program are available.

**Addressing Career And Work Flexibility**

Columbia University recognizes the importance of flexibility in meeting professional and personal needs. University policies support faculty, staff, and student careers by offering scheduling and other flexibility.

**Family Policies**
There are a variety of policies to facilitate having a successful career while also having a family, including maternity disability leave, Family Medical Leave Act (FMLA), and child care leave of absence; additional policies for some academics include tenure clock stoppage, parental workload relief, part-time career appointments for parents; and for some graduate students, suspension of responsibilities, and extension of time to degree completion.

**Flexible Work Arrangements (FWA)**
Columbia University allows flexible work arrangements, subject to meeting the needs and operational goals of the department, and with the approval of the department manager. The FWA policy for administrators and librarians includes telecommuting, flextime, part-time appointments, and the Nine-, Ten-, and Eleven-Month Employment Programs.

*For eligibility details, see the Work/Life website. For more details on current benefits being offered at Columbia, including eligibility, see the Human Resources website at hr.columbia.edu.
Find Out More…

In addition to the program and services described, the Office of Work/Life offers workshops and events each semester on a variety of topics.

Visit the Work/Life website and events calendar at worklife.columbia.edu for more details and program eligibility information. On the website you can also participate in the bulletin board, a forum for people at Columbia to exchange information on work/life-related topics.

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The information in this brochure is a summary only, prepared for general informational purposes, and is not a complete description of the University's policies and benefits. No decisions affecting your family or your future should be based solely on the information presented in this brochure.