Family-Friendly Programs and Policies

- The Adoption Assistance Program provides reimbursement for eligible adoption-related expenses.

- The Backup Care Program is a nationwide program that provides affordable care for children, adults and elders when normal care arrangements are interrupted.

- The Breastfeeding Support Program includes private and centrally located Lactation Rooms equipped with hospital grade breast pumps for nursing mothers to express breast milk while they are on a Columbia campus. Additionally, the program provides informational resources and programs for breastfeeding, and sells breast pump attachments at cost.

- Healthcare, dental and other Benefits at Columbia are competitive, and include Flexible Spending Accounts for healthcare and dependent care expenses.

- The Faculty Handbook contains information about tenure clock stoppage, child care leaves of absence, workload relief, and part-time career appointments for parents.
Faculty Recruitment & Relocation

Relocating to Columbia University may affect the people in your life, including your spouse or partner, children, parents and others. The Faculty Recruitment and Relocation Service assists with housing, child care, schools, elder care, and spouse/partner employment opportunities.

Housing

- The Housing Information and Referral Service provides individual consultation to Officers of Instruction for renting or purchasing apartments or homes in the New York City metropolitan area.
- Columbia University offers rental apartments to eligible Officers of Instruction.
- The Provost’s Faculty Assistance Program provides some funds to help eligible Officers of Instruction rent or purchase a home in the area.

Spouse/Partner Dual Career Services

- Columbia offers Dual Career Services that help a spouse or partner seek career and employment opportunities locally.
- Columbia is a member of the Higher Education Recruitment Consortium (HERC), a valuable resource for academic and non-academic careers in the greater New York Metropolitan Area and Southern Connecticut.

“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 Bollinger

Child Care & Schooling, Elder Care

- The School & Child Care Search 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.
- The Columbia University Affiliated Child Care Centers are independent centers conveniently located near the Columbia campuses and/or University housing.
- The K-8 School at Columbia University serves children of both eligible Columbia Officers of Instruction and community families.
- There are several Columbia-affiliated Summer Programs offered for school-age children.
- Primary Tuition Scholarships (PTS) are available to the children of full-time, salaried University Officers of Instruction who reside within the five boroughs. These scholarships pay a portion of tuition in grades K-8 at independent schools within New York City.
- An Adult/Elder Care Consultant is available to help Officers of Instruction considering a move to the New York area gain access to local adult and elder care resources.

College and University Tuition

- The Tuition Exemption Benefit Program for Officers provides free undergraduate tuition at Columbia University and Barnard College for the children, spouses and same-sex domestic partners of eligible Officers of Instruction.
- The College Tuition Scholarship (CTS) pays 50% of undergraduate tuition costs, up to an annual limit, for the children of qualifying Officers of Instruction, in degree programs at accredited colleges and universities other than Columbia and Barnard.

For Details & Eligibility Information
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