

DRAFT

Faculty Quality of Life Committee

Impact of Key Issues for Provost

3/31/10

A. Child Care, K-12 Schooling, and College Tuition

Critically review all child care/school subsidies with the goal of making them more equitable across the spectrum (child care-college).

1. Child Care:

- Costs of child care in NYC are prohibitive: child care from birth until kindergarten can cost \$18,000 - \$30,000 per year, dependent on the age of child. Costs also very high in suburbs, though not as high as Manhattan.
- If a junior faculty has two children under six, child care costs would use the majority of the income.
- Columbia is the only peer university who doesn't offer any financial assistance to any population (undergrads, grads, postdocs, staff, officers of administration, research, library, instruction) for child care costs.
- Insufficient availability of infant/toddler care and full time, full year care

Affects:

- Columbia's competitive profile among our peer institutions.
- Faculty recruitment and retention, especially the recruitment of junior faculty, women, and minorities.
- The diversity mission of the university and targeted goals such as increasing the number of women and faculty of color in the natural sciences.
- Demand for 2 or more bedroom faculty apartments for families
- Financial ability to have a family and career at Columbia University and live in NYC

Options:

- Providing financial assistance for child care to low income faculty (and employees)
- Develop more infant/toddler child care by adding more affiliated centers, and/or expanding current affiliated centers, and/or converting one or two Columbia apartments or retail spaces into child care centers

2. K-12 Schooling and The School:

- There is a lack of satisfactory, quality NYC public elementary and middle schools available to many families in Columbia housing as those housing locations are not zoned for the acceptable public schools.
- The cost of independent schools, an option favored by some parents without access to quality schools, is prohibitive at about \$35,000 per year.

Affects:

- Faculty recruitment and retention
- Assignment of Columbia housing in school districts with quality K- 8 public schools

- Financial ability to have a family and career at Columbia University and live in NYC
- Morale of faculty (and employees and doctoral students) is negatively affected by the low numbers and the process for admission to The Columbia K-8 School

Some Options:

- Recalibrate the Primary Tuition Scholarship (PTS) benefit in terms of percentages and salary ranges.
- Review if PTS benefit should be consistent with college tuition benefit for dependents in terms of reimbursement based on tuition, or amount owed on tuition. (Currently people who have more resources and less need for financial aid have a greater benefit than those who require financial aid).
- Reassess the eligibility for the benefit to extend to various educational situations, such as special needs schooling, requirements for living in NYC and school location in NYC.
- Apply the same PTS benefit amounts to faculty whose children attend The School as those who attend other independent/private schools
- Consider expansion of K-5 at The School, eliminate grades 6-8.

3. College Tuition for Dependents and for Self (Tuition Exemption Program and College Tuition Scholarships):

- Assists with senior faculty recruitment and retention.
- Most generous program of all the peers. Only Johns Hopkins matches this benefit and some have no college benefits at all.

Affects:

- Faculty recruitment and retention
- Faculty development if needing/desiring additional degree
- The availability of fringe funds to apply to PTS and child care

Some Options:

- Review and make recommendations on both programs, including criteria for use by employees for selves, use of benefit for community college and graduate school for dependents, and overall program design
- Explore changing the dependent benefit both for Columbia tuition (currently 100%) and for other universities (currently 50%) in order to decrease the amount of fringe funds required to cover the benefit to be able to fund other educational benefits (child care and PTS)

B. Faculty Retirement:

- Facilitating retirement decision-making and providing access to necessary resources to support faculty retirement

Affects:

- The availability of faculty housing, in particular large apartments, for newly recruited junior and senior faculty.

- More faculty lines to become available to hire a more diverse junior and senior faculty thus contributing to the diversity mission of the University.

Some Options:

- Develop a handout/checklist for all matters that need to be addressed by the final retirement date (e.g. process of moving out of office and moving libraries and files), including post-retirement resources.
- Analyze past retirement and phased retirement packages for typical arrangements. Based on the analysis, develop a document that provides guidance for negotiations of retirement packages.
- See Faculty Retirement report for full recommendations

C. Faculty Family Policies:

- Though some of Columbia's faculty family policies are excellent, there is much room for improvement for both parental policies, and the addition of family policies for adult/elder illness and disability.

Affects:

- Recruitment of junior faculty, in particular women and people of color
- Ability for faculty to be retained in good academic standing, again contributing to the diversity of the faculty
- Morale and well-being of faculty struggling with meeting family demands while being productive with teaching and research

Option:

- Adopt recommendations from Faculty Family Policy Review Report & Recs.

D. Housing

- There is insufficient housing, in particular two or more bedroom apartments to house faculty, post docs, and graduate students.
- The cost of large apartments is high, in particular for junior faculty.

Affects:

- Recruitment and retention of faculty, in particular from other regions of the country where there are large homes and outdoor spaces.
- The ability of faculty to move into larger apartments when they add family members.
- The apartment assignment process leads to low morale.
- The ability of faculty to cover housing plus child care / schooling expenses.

Some Options:

- Tie rent increases to promotion and raises, not annually.
- Clarify the housing assignment process
- Ensure information regarding family size and needs for apartment allocation is equitably applied to accommodate LGBT, extended families, and other "non-traditional" family situations in recognition of the diversity of family structures.

- Assign faculty with school age children to housing in catchment districts of quality public schools.
- Convert some buildings to family housing, in particular for doctoral students and post docs.
- Convert some buildings to retiree housing
- Purchase additional housing in the school zones with the better public schools
- Purchase buildings/apartments and then resell to faculty