

“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

Columbia University Office of Work/Life

Low Library
535 W. 116th Street, MC: 4337
New York, NY 10027

Phone: 212-854-8019

Fax: 212-854-6323

Email: worklife@columbia.edu

Web: www.worklife.columbia.edu

June 2009

COLUMBIA UNIVERSITY WORK | LIFE



The Office of Work/Life promotes the University's commitment to a working and learning environment supportive of its academics, staff and students in their pursuit of productive, fulfilling professional and personal lives.

Parenting, Child Care & Schooling

- Columbia has many **family-friendly leaves and other policies** related to childbirth, parenting and caregiving.
- The **Adoption Assistance Program** provides reimbursement of specified adoption-related expenses for eligible academics and staff.
- The **Breastfeeding Support Program** includes private **Lactation Rooms** equipped with hospital-grade breast pumps for nursing mothers to express milk while they are on a Columbia campus. The program also provides educational resources and sells breast pump attachments at cost.
- 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, including after-school and summer programs.
- The Columbia University **Affiliated Child Care Centers** are independent centers conveniently located on or near Columbia campuses and/or University housing.
- **The K-8 School at Columbia University** serves children of Columbia and community families.
- There are several Columbia-affiliated **Summer Programs** offered for school-age children.
- **Primary Tuition Scholarships (PTS)** pay a portion of tuition for grades K-8 at independent schools within New York City, for the children of full-time, salaried Officers of the University who reside within the five boroughs.
- The **Tuition Exemption Benefit Program for Officers** provides free undergraduate tuition at Columbia University and Barnard College for eligible Officers, and their children, spouses and same-sex domestic partners. The program also covers courses for eligible Officers at many CU graduate schools, and Teachers College.
- **College Tuition Scholarships (CTS)** pay 50% of undergraduate tuition costs, up to an annual limit, for the children of eligible Officers, who attend degree programs at accredited colleges and universities other than Columbia and Barnard.

Housing & Relocation

- The **Housing Information and Referral Service** provides individual consultation for renting or purchasing apartments or homes in the New York Metropolitan Area.
- The **Faculty Recruitment and Relocation Service** assists faculty who are being recruited to Columbia in finding housing, child care, schools, elder care, and **Dual Career** employment opportunities for spouses/partners.
- 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.

Additional Programs & Benefits

- The **Bulletin Board** on the Work/Life website provides a forum for people at Columbia to exchange information on topics such as elder care, child care, carpooling, and buying and selling household items.
- The **Backup Care Program** is a nationwide program that provides affordable care for children, adults and elders when normal care arrangements are interrupted.
- The **Employee Assistance Program (EAP)** provides confidential counseling and assessment on a range of topics including relationship and family issues, emotional well-being, workplace challenges and everyday concerns. It also offers **Adult/Elder Care** information and referrals.
- The University offers **Flexible Work Arrangements** for administrators and librarians, such as telecommuting, flextime, and the Nine-, Ten-, and Eleven-Month Employment Programs.
- Healthcare, dental and other **Benefits at Columbia** are competitive, and include Flexible Spending Accounts for healthcare and dependent care expenses.

For Details & Eligibility Information

web: www.worklife.columbia.edu

email: worklife@columbia.edu

phone: 212-854-8019