Work/Life at Columbia

Mission: The 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.
Goals of the Office

- Promote awareness and utilization of existing work/life initiatives
- Improve work/life policies, benefits, programs, and culture
- Enhance the experience of Columbia University as a family-supportive institution
Goals for Today

• Provide an overview of the programs and services available to faculty
• Focus on ways we can help you throughout the life cycle.
• Delineate ways we can assist with retention and recruitment
Evolution of name/concept

Work/Family

Work/Life
Balance???
Sometimes This.......
Or This?

WORK

LIFE

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Does worrying about balance produce stress?

Stress:

• A state of mental or emotional strain or tension resulting from adverse or demanding circumstances.

• Something that causes a state of strain or tension.
Evolution of name/concept

Work/Life Balance

Work/Life Integration or Work/Life Management or Work/Life Effectiveness or just plain: Work/Life!
Work/Life as a puzzle
Housing/Relocation
Schooling
Recruitment & Retention
Workshops, Programs & Events
Well-Being
Adult/Elder Care
Back-up Care
Work/Life Benefits & Policies
Child Care

MEETING YOU WHEREVER YOU ARE!

COLUMBIA UNIVERSITY WORK | LIFE
Housing and Relocation

• Housing Information and Referral Service (non-Columbia Housing)
• Affinity Mortgage Lending Program
• RE-NYC Housing Newsletter
• You can set up an individual consultation!
School & Child Care Search Service: Child Care

- Expertise in family child care, in-home care, center/school-based care
- Affiliated Early Learning Centers
- Annual Child Care Fair
- Workshops
- New for 2020: increased Columbia contribution to $4000 for Child Care Benefit/Flexible Spending Accounts
- Pre K/Kindergarten NYC Newsletter
- Any faculty member can set up an individual consultation!
School & Child Care Search Service: School-Age

- Expertise in public, private, charter, parochial schools throughout NYC and region
- Pre K/Kindergarten NYC Newsletter
- Workshops
- Primary Tuition Scholarship for K-8 (PTS)
- The School at Columbia (K-8)
- Any faculty member can set up an individual consultation!
Back-Up Care

• Care for children, adults/elders, and self when normal arrangements are disrupted
• Professional caregiver in your home 24/7 or drop-off at a qualified child care facility
• *Recent change: increased to 150 hours per year; 50 additional hours for infant transition*
• Small co-pay for services
• Services are nationwide, with some international locations
• Available locally when on business travel
Recent Additions:

• Bright Horizons Care Advantage:
  – Preferred enrollment/wait list priority at 5 centers
  – Tuition discounts at network centers
  – Free access to Sittercity
  – Free access to The Years Ahead (elder care)
  – Discounts through BrightStudy for tutoring, test prep
New! College Coach

• Program through Bright Horizons to help:
  – Navigate the complex college admissions process
  – Select high school courses and extracurricular activities
  – Narrow options and select a college or university for your child
  – Choose a college savings plan
Parenting

- Adoption assistance (HR)
- Surrogacy assistance (HR)
- Breastfeeding support program
- Lactation rooms
- Prenatal class and child care discounts
- Many resources listed on Work/Life website
Related Benefits and Policies

- Flexible Work Arrangements
- NY State Paid Family Leave
- NYC Earned Sick Time Act
- Pregnancy/birth-related disability leave
- Family Medical Leave Act (FMLA)
- CUIMC Faculty Parental Leave
Employee Assistance Program (EAP)

• Vendor is Humana
• Counseling, Assessment, and Referral
• Adult and Elder Care Information and Referral
• Convenience Services
• Life Coaching
• All services are confidential
EAP Convenience Services

Convenience Services include (but are not limited to):

- Caterers
- Gift Ideas
- Home Improvement
- Pet Care
- Travel
- Utilities/Home Services
- Home Ownership
- Recreational Activities
- Restaurants
- Exercise Facilities
- Dry Cleaners/Laundromats
- Night Life
- Concerts
Well-Being

- Ergonomics (new!)
- Walk to Wellness
- Take the Stairs Campaign
- Bicycle Friendly University
- EAT 5 Food & Nutrition Program
- Mindfulness Training for Stress Reduction
- Yoga @ Work
- Tai Chi
- Wellness Challenge Programs
- Wellness/Gym Discounts
- Wellness Newsletter
- Exploring programming around faculty ‘burnout’ issues
Workshops, Events, & Presentations

• Workshops are offered each semester on all topics related to Work/Life
  – Many on CUIMC campus
• University-wide email with schedule
• Listings on Work/Life website
• Departmental presentations and workshops available
• Suggestions for new programs are welcome
Recruitment and Retention

• How can we assist you to recruit and retain the best possible faculty?
• **The sooner we are contacted for assistance, the better we can work together and the more helpful we can be!**
• Child care, elder care, housing, and K-12 schooling
• Faculty Spouse/Partner Dual Career Service:
  – Career Counseling and Referral
  – Higher Education Recruitment Consortium (HERC)
  – Colleges/Universities in commuting distance of Columbia
Work/Life Locations

Call in advance to schedule a consultation at one of the following locations:

Morningside Campus: Low Library, 4th Floor
516 W. 112th Street

CUIMC: Georgian Building, 2nd Floor

.....or at other locations that may be more convenient for the recruits or for you....
We’re here to help!
Contact Information

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