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Associate Provost and Director
Office of Work/Life

Virginia Kneeland Frantz Society for Women Faculty
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**Work/Life at Columbia**

- **Mission Statement**: 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.
- Covers the lifecycle, birth to death.
- Office established in February 2007.
- **Goals**:
  - 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 of the Office of Work/Life

- 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
Meeting you wherever you are!
Parenting

- Adoption reimbursement
- Breastfeeding support program/lactation rooms
Parenting Policies

- Pregnancy/birth–related disability leave
- Family Medical Leave Act (FMLA)
- Child care leave
- For tenure-track faculty:
  - Part-time career appointment
  - Tenure clock stoppage
Child Care & Schooling

- Affiliated child care centers
- School and Child Care Search Service
- Pre-K and Kindergarten Newsletter
- Primary Tuition Scholarship for K-8 (PTS)
- The Columbia K-8 School
- College tuition assistance for self, partner, spouse, and children
- Child Care Benefit
- CU Arts Initiative
- Annual Child Care Fair (Fall)
Housing and Relocation Services

- **Housing:**
  - Housing Information and Referral Service
  - Affinity Mortgage Lending Program

- **Faculty Recruitment & Relocation Service:**
  - Child care, elder care, housing, and schools
  - Spouse/Partner Dual Career Service:
    - Career Counseling and Referral
    - Higher Education Recruitment Consortium (HERC)
Wellness

- Walk to Wellness
- Weight Watchers at Work
- Mindfulness Based Stress Reduction
- Computer Workstation Ergonomics
- Healthy Lifestyle Challenge
- Wellness Discounts
- Wellness Listserv
Additional Programs and Services

- Backup Care Program
- Employee Assistance Program (EAP)
  - Provides adult/elder care services
  - Counseling, assessment and referral
  - Convenience Services
- Workshops/Events
Additional Benefits and Policies

• Flexible Spending Accounts
  ▪ Pre-tax paycheck deduction for health care, dependent care, and transportation expenses

• Flexible Work Arrangements (FWA) (For Administrators)
  ▪ Flexttime, Telecommuting, Part-time, Nine, Ten, and Eleven-Month Employment Program
Work/Life Website, Bulletin Board, Calendar, & Workshops

• Web address:  
  http://worklife.columbia.edu/

• Electronic bulletin board to share information:  
  ■ e.g. buying/selling household items and carpooling.

• Work/Life Events Calendar

• Work/Life Workshops
For suggestions, comments, or questions, please contact the Office of Work/Life:

- WorkLife@columbia.edu
- 212-854-8019