



Amy Rabinowitz

Associate Provost & Director, Office of Work/Life

Presentation to the CUIMC Faculty

10.7.19

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

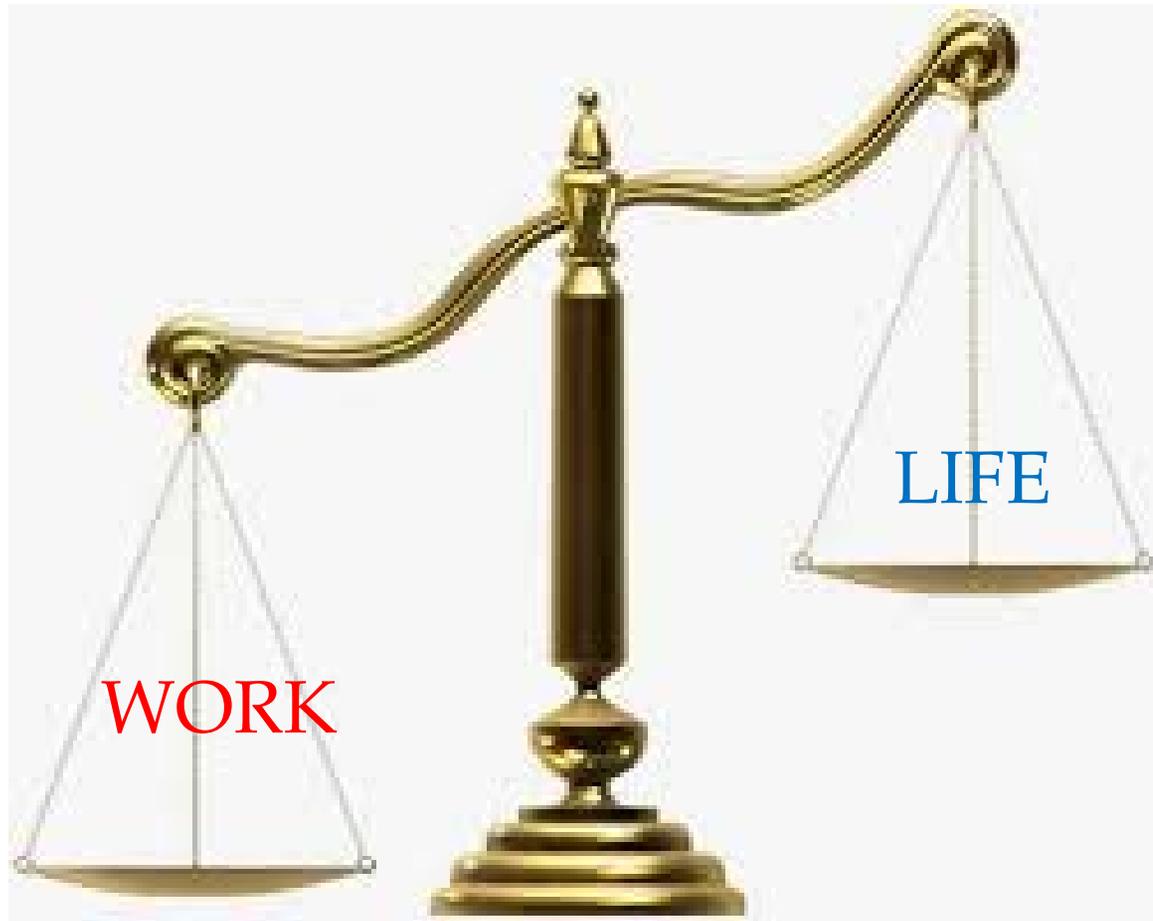


Work/Life

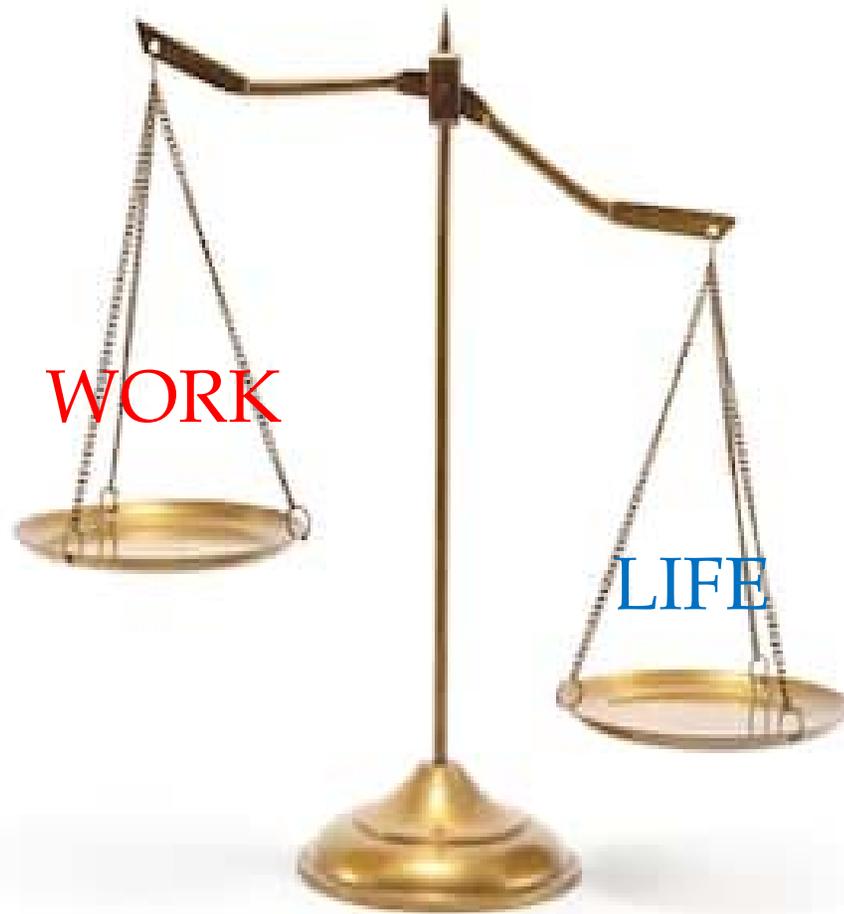
Balance???



Sometimes This.....



Or This?



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COLUMBIA UNIVERSITY
WORK | **LIFE**

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.

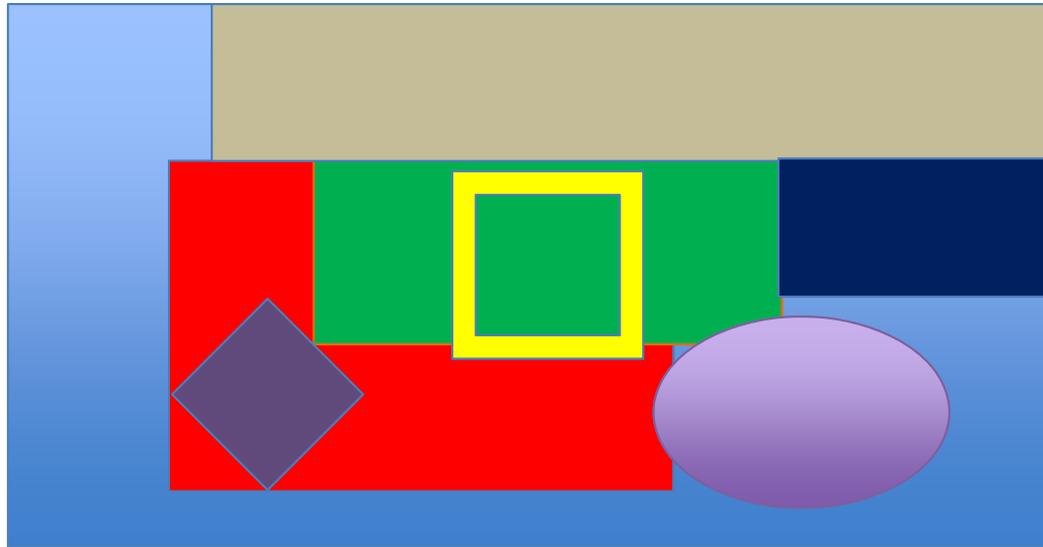
Evolution of name/concept

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 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

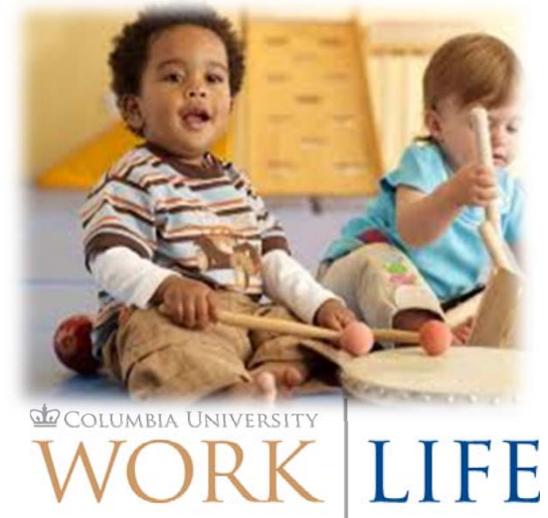
Parenting

- 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

<http://worklife.columbia.edu>

WorkLife@columbia.edu

212-854-8019

