

Work/Life at Cornell University

Cornell University is committed to addressing the work/life and work/family needs of its faculty, staff, and students. Below is information on a variety of programs available.

Dependent Care

Cornell Child Care Center, managed by Bright Horizons Family Solutions – located at 150 Pleasant Grove Road, just north of the “A” parking lot – serves the part and full time child care needs of faculty, staff, and students.

Child Care Grant Subsidy Program – This program provides assistance (up to \$5,000) to benefits-eligible Cornell faculty and staff on a pre-tax basis for child care expenses.

Dependent Care Consultant – Available to speak with Cornell caregivers about issues pertaining to dependent care options, such as child care and elder care, either locally or nationally. Options may include informal care arrangements such as hiring an in-home or private care provider as well as resources for those traveling with their family to/from Ithaca for the purpose of work.

Day Care and Child Development Council of Tompkins County – a local agency that is available to assist residents with locating child care providers, including centers and licensed home providers. The Council may be reached at (607) 273-0259 or <http://www.daycarecouncil.org/>.

Adoption Assistance Program – Provides up to \$5,000 for the adoption of a child by a benefits eligible Cornell faculty or staff member (\$6,000 for the adoption of a child with special needs).

Flexibility In the Workplace

Cornell University provides flexible work arrangements (flextime, flexplace, compressed work weeks, and job share arrangements) for staff employees. The Flexibility In the Workplace Policy, available at <http://www.ohr.cornell.edu/workLife/flex/index.html>, information is accessible on these arrangements for supervisors and staff employees.

Other Work/Life Services and Program

- Lactation Support Program, including an educational series on breastfeeding, designated campus locations for pumping/expressing, and networking opportunities

- Educational series on work/life concerns such as parenting, effective relationships, pet ownership, and more
- Information for veterans and individuals with disabilities
- e-Lists for Cornell parents, elder caregivers, adoptive families, families with children that have special needs, and a “school closing announcement list” for parents of school aged children.

For more information, please contact:

Office of Workforce Diversity and Inclusion

160 Day Hall

(607) 255-3976

<http://www.ohr.cornell.edu/worklife/>