

Family Life Resources for Staff

At Cornell, your family matters.

Cornell offers an array of services, programs, and events to support you in caring for your family.

Child Care

hr.cornell.edu/understand-your-benefits/parenting

Cornell Work/Life: Work/Life is available to help employees navigate a variety of family life needs and concerns - including child care. Consultations can occur via phone, virtual meeting, or email! Contact work/life: worklife@cornell.edu.

The Cornell Child Care Grant Program provides financial assistance to benefits-eligible employees. The application period occurs during late summer/early fall.

The Cornell Child Care Center serves children ages 6 weeks to 5 years of age. Hours are 7 a.m. to 6 p.m., and follow the university calendar. The center is accredited and is managed by Bright Horizons Family Solutions. The center is located at 150 Pleasant Grove Road. Contact (607) 255-1010.

Emergency back-up child care is offered at the Cornell Child Care Center for children and infants up to 5 years of age. Employees and students may access this care in the event their regular providers are not available. Contact the CCCC for fees and availability.

UCNS: A cooperative play-based nursery school for children ages 3-5 years old. Cornell families receive enrollment priority and a sliding fee scale is available.

Other programs: A variety of on-campus academic and sports summer camp programs are also available to children of employees.

Parental Leave for Staff

Birth mothers and mothers of adopted children, as well as fathers, domestic partners, and foster parents may take parental leave after one year of employment at Cornell. Up to sixteen weeks of parental leave in a 12-month period is possible. Contact [Medical Leaves Administration](#) or your local HR representative.

hr.cornell.edu/benefits-pay/leaves-disability/parental-leave

Lactation Support

The university provides lactation support in the workplace in a variety of ways. Time away from work for the purpose of pumping/expressing milk is available, as well as over forty dedicated spaces for pumping/expressing breastmilk. Each semester a "Preparing for Baby" education series is offered on campus, free of charge, and includes workshops on lactation. Breastpumps and supplies are covered under the health insurance programs. Consultations are available for employees/supervisors seeking guidance on lactation support policies and resources.

hr.cornell.edu/understand-your-benefits/parenting/lactation-support



CARE@Work

Looking to hire a caregiver or household helper? Benefits-eligible employees and retirees have free access to Care.com through the Cornell Care@Work platform. Sign up now to find:

- Babysitters, nannies, and tutors
- Elder companions
- Pet sitters and walkers
- Housekeepers, house sitters, and yard care

cornell.care.com

Workplace Flexibility

Flexible work practices help departments meet business needs while also supporting the career/life navigation of employees. The university supports integration of flexible work practices in the workplace through arrangements such as:

- remote work
- alternative start/stop times
- job shares
- occasional use flexibility

hr.cornell.edu/benefits-pay/pay/flexible-work

Life Insurance

The Group University Life Insurance Program gives benefits-eligible employees the opportunity to sign up for life insurance coverage for their children and partners.

hr.cornell.edu/understand-your-benefits/insurance/life-insurance

continued

Elder & Adult Care

hr.cornell.edu/culture/wellbeing

Work/Life consultant: Are you providing care to an aging parent or relative? Contact work/life at worklife@cornell.edu. Work/Life assists employees with questions on elder or adult care issues (regardless of the location of the individual receiving care) and helps them find on and off-campus resources and support. FMLA may be an available option (contact Medical Leaves Administration at (607) 255-1177).

The Caregiver Support & Education Network: meets monthly on-campus and provides a forum for caregivers to build connections and find additional support. In addition to the network, free workshops on a variety of caregiving topics are available throughout the year.

Workshops & Lectures

A variety of family life workshops, lectures, and webinars are offered throughout the year, free of charge to Cornellians and their partners. Each semester a "Preparing for Baby" education series is offered on campus, free of charge. Past workshops have included "Fiduciary Responsibilities of Caregivers" and "Downsizing and Decluttering."

Flexible Spending Accounts

Employees may set aside a limited amount of money on a pre-tax basis for child care, adult dependent care, and health care costs. Registration must be completed during the annual open enrollment period each year.

hr.cornell.edu/benefits-pay/retirement-finances/flexible-spending-account

Financial Assistance for Adoption

Assistance is available to benefits-eligible employees who are pursuing the adoption of a child (up to \$5,000 per adoption with a maximum of three adoptions per family).

hr.cornell.edu/understand-your-benefits/finances/financial-assistance/adoption-assistance

Educational Benefits

The Cornell Children's Tuition Scholarship (CCTS) Program provides financial assistance to the children of eligible employees, regardless of whether the child attends Cornell University.

hr.cornell.edu/benefits-pay/education-benefits/ccts

Cornell Wellness

Cornell Wellness offers memberships to faculty, staff, retirees, and their partners. Offerings include gym access, nutrition counseling, educational workshops, group exercise classes, and more.

scl.cornell.edu/recreation/employee-wellness-program/cornell-university-wellness-program

Stay Informed

Family-friendly campus events, educational workshops, and other programs are promoted through various avenues (listed below). Contact Work/Life for more information at worklife@cornell.edu.

- **Employee Weekly Update**
- **Cornell Parents e-News** (bi-weekly newsletter): of interest to Cornell faculty, staff, students, and retirees who are parents and/or grandparents.
- **Cornell Parents e-Lists** (interactive lists): email parents-classifieds-L-request@cornell.edu, parents-undersix-L-request@cornell.edu or parents-K12-L-request@cornell.edu with "join" in the subject.
- **School Closings e-List:** alerts parents of local school closings.
- **Cornell Elder e-News** (monthly newsletter): Connects Cornellians to campus and community based resources that may be helpful.
- **Cornell Elder e-List** (interactive list): email elder-L-request@cornell.edu with "join" in the subject.
- **Other e-Lists:** LGBT Parenting, Adoption, Lactation, Special Needs, Diverse Community Networks, and more. See hr.cornell.edu/e-lists for more listservs.

Annual Events

Throughout the year there are a number of annual events held on campus that are geared toward Cornell families, such as:

- Employee Celebration Days
- Homecoming
- College of Veterinary Medicine Open House
- Insectapalooza

Contacts

Work/Life

395 Pine Tree Road
worklife@cornell.edu
(607) 255-1917

hr.cornell.edu/culture/wellbeing

HR Services and Transitions Center

395 Pine Tree Road, Suite 130
hrservices@cornell.edu
(607) 255-3936

hr.cornell.edu/benefits-pay

Cornell Child Care Center

150 Pleasant Grove Road
cornell@brighthorizons.com
(607) 255-1010

hr.cornell.edu/wellbeing-perks/parenting/cornell-child-care-center

Cornell Wellness

305 Helen Newman Hall
wellness@cornell.edu
(607) 255-5133