

Resources for Parents and Families

At Cornell, your family matters.

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

Child Care

Work/Life consultant: Looking for child care or summer camp options? Contact the university's work/life consultant: worklife@cornell.edu. The work/life consultant helps employees assess their needs and identify formal and informal options.

The Cornell Child Care Grant Program for faculty and staff 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. hr.cornell.edu/wellbeing-perks/parenting/cornell-child-care-center

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.

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

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. ucns.cornell.edu

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.

Breastfeeding Support

The university supports breastfeeding mothers in the workplace in a variety of ways. Time away from work for the purpose of pumping/expressing breastmilk is available, as well as thirty-eight 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 breastfeeding. Breastpumps and supplies are covered under the health insurance programs. Consultations are available for employees/supervisors seeking guidance on breastfeeding support policies and resources. hr.cornell.edu/wellbeing-perks/parenting/lactation-and-breastfeeding-support



Faculty Support

Cornell academic parental leave provides up to one semester of partial relief with full pay for a primary or coequal care-giving parent. Untenured faculty who become a parent by birth or adoption are also granted an automatic extension of the tenure clock for one year. Contact your local HR representative.

The Faculty Dependent Care Travel Fund: provides financial assistance for qualified dependent-care expenses incurred by tenure track and tenured faculty while traveling for professional reasons.

Family Helper List

Looking for a babysitter? Help with yard care or other tasks? The Cornell Family Helper List is made up of Cornell students and community members who are interested in being hired to provide a variety of services, including:

- babysitting and elder companionship
- pet and house sitting
- tutoring and sports lessons
- yard care
- running errands

hr.cornell.edu/wellbeing-perks/family-helpers-list

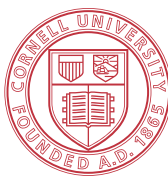
Workplace Flexibility

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

<https://hr.cornell.edu/benefits-pay/pay/flexible-work>

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Elder & Adult Care

Work/Life consultant: Are you providing care to an aging parent or relative? Contact the university's work/life consultant at worklife@cornell.edu. The work/life consultant 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." hr.cornell.edu/wellbeing-perks/parenting/parenting-workshops

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/benefits-pay/retirement-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

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/benefits-pay/retirement-finances/life-and-optional-insurance-programs

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. wellness.cornell.edu

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.

- **Career/Life Digest** (emailed to all non-academic employees)
- **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-List** (interactive list): email parents-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:

- Bring A Child To Work Day
- Employee Celebration Days
- Homecoming
- College of Veterinary Medicine Open House
- Insectapalooza

Contacts

Work/Life

HR Service Center
395 Pine Tree Road, Suite 130
worklife@cornell.edu
(607) 255-0388
hr.cornell.edu/wellbeing-perks

Benefit Services

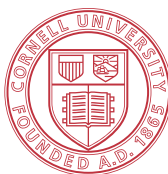
HR Service Center
395 Pine Tree Road, Suite 130
benefits@cornell.edu
(607) 255-3936
hr.cornell.edu/benefits-pay

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
wellness.cornell.edu



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