



# HARVARD UNIVERSITY

FACULTY OF ARTS AND SCIENCES

Office for Faculty Affairs  
University Hall  
Cambridge, Massachusetts 02138

## **Non-Ladder Faculty Resources for Parents**

If you have any questions about your resources or benefits, please contact the [associate dean for faculty affairs](#) in your division or the Harvard John A. Paulson School of Engineering and Applied Sciences.

**Finding childcare:** <https://hr.harvard.edu/finding-childcare>. Harvard has resources for finding on-campus childcare, off-campus childcare, in-home childcare and babysitters, nanny placement services, and nanny payment service.

**Back-up care:** <https://hr.harvard.edu/back-up-care>. There are times when back-up and short-notice care is required, such as the illness of your caregiver, stay-at-home spouse/partner or child, when your regular program or center is closed, when you're between caregiving arrangements, or other times when you need to be at work and your regular care is not available. Harvard employees have access to back-up care options to assist you in those situations.

**Lactation support:** <https://hr.harvard.edu/lactation-rooms>. Recognizing the importance and benefits of breastfeeding for working parents and their infants and in promoting a family-friendly work environment, Harvard provides more than 50 formal lactation rooms across the University.

**Adoption resources:** <https://hr.harvard.edu/additional-resources-parents>. The Harvard Adoption Assistance Plan provides up to \$10,000 to assist with adoption costs to benefits-eligible faculty and staff.

**School-aged children:** <https://hr.harvard.edu/additional-resources-parents>. Resources for schools, after-school programs, summer camps, and school vacation programs.

**Disability resources:** <https://hr.harvard.edu/additional-resources-parents>. Whether you are a new parent or new to Harvard, we encourage you to use the information here to explore your options and review our resources available to benefits-eligible faculty and staff.

## **Childcare scholarships:**

- **For senior non-ladder faculty:** <https://faculty.harvard.edu/access-child-care-program>. The ACCESS Program is an initiative to help tenured, tenure-track, and senior non-ladder faculty meet their family caregiving needs while succeeding in their academic careers. The program has two components: priority enrollment in campus childcare centers and a scholarship program.
- **For non-ladder faculty:** <https://hr.harvard.edu/childcare-scholarships>. The Office of Work/Life offers scholarship funds to eligible Harvard employees to help defray the cost of childcare. Funds are awarded based on financial need through an annual application process. The FAS will significantly supplement University childcare scholarship awards so that the total awards will be triple the current University levels for researchers and non-ladder faculty. If you have questions, please reach out to the Associate Dean for Faculty Affairs in your Division/SEAS.