



HARVARD UNIVERSITY

FACULTY OF ARTS AND SCIENCES

Office for Faculty Affairs
University Hall
Cambridge, Massachusetts 02138

Tenure-Track and Tenured Faculty Resources for Parents

If you have any questions about your resources or benefits, please contact the [assistant 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-child-care>. Harvard has resources for finding on-campus childcare, off-campus childcare, in-home childcare and babysitters, nanny placement services, and nanny payment service. There is also a one-time grant of \$6,000 to help FAS tenure-track faculty defray the costs of [nanny placement services](#).

Support for Off-Cycle Entry into Campus Child Care [Please complete the [“Support for Off-Cycle Entry into Campus Child Care” form](#)]: Enrollment in Campus Child Care (CCC) begins in late August, but the Faculty of Arts and Sciences is aware that not all faculty parents have children who are old enough to enroll in care at this time. Often, parents must pay for unused months between the start of the semester and the date when their child becomes age-eligible to attend in order to secure a spot. As a support for faculty parents, the FAS will fund these unused months for tenured, senior non-ladder, and tenure-track parents for up to 5 months (August through December). The FAS will engage in a cost-sharing (50% paid) arrangement with tenured or senior non-ladder faculty and will fund 100% of these costs for tenure-track faculty.

Back-up care: <https://hr.harvard.edu/back-up-care-babysitters>. 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.

ACCESS Program through Faculty Development and Diversity:

<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.

Dependent Care Funds (under the “Resources for Parents” tab):

<https://facultyresources.fas.harvard.edu/worklife-benefits-family>. Dependent Care Funds (DCFs) provide financial assistance to scholars who must travel for a professional event or research program to advance their academic careers and who have dependent-care obligations that might otherwise impede such travel.

Lactation support: <https://hr.harvard.edu/lactation-support>. 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/adoption-resources>. 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/schools-and-after-school-programs>. Resources for

schools, after-school programs, summer camps, and school vacation programs.

Disability resources: <https://hr.harvard.edu/disability-resources>. 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.