Why Work for CUIT?

Our Mission: CUIT is committed to delivering high-quality, stable and secure technology solutions and services to the Columbia community while providing the IT Leadership required to guide the University on its path toward the future.

Core Values: Innovation; Trust; Performance; Respect; One Team (ITPRO), are the cornerstones of our organization. These values underlie our work, how we interact with each other and which strategies we employ to fulfill our mission.

Benefits: Columbia University provides a comprehensive package of benefits designed to allow eligible faculty and staff to create a program suited to your needs and those of your family. You and your eligible dependents—your spouse or same-sex domestic partner and your eligible children—are eligible for benefits on your date of hire.

- **Comprehensive Medical Benefits**
  Choose from 4 competitive plan options, including a Health Savings Plan, which can be paired with a tax-advantaged Health Savings Account.

- **Columbia Dental Plan**
  Visit the Columbia College of Dental Medicine Faculty, or utilize one of the hundreds of in-network and out-of-network providers covered by our plan.

- **Vision**
  All employees and their covered dependents who participate in any of Columbia's medical plan options are covered by a vision benefit.

- **Retirement Programs**
  We offer both a Voluntary Retirement Savings Plan and an Officers Retirement Plan. Depending on eligibility, Columbia will make contributions on your behalf.

- **Tuition Programs**
  Choose from three tuition benefit programs to support the education of you and your eligible dependents, including tuition coverage for programs at Columbia University, Barnard College and Teachers College.

- **Salary Continuation & Long Term Disability**
  Columbia provides this automatic coverage to ensure continuation of your income if you become ill or injured and cannot work.

- **Flexible Spending Accounts (FSA)**
  Set aside pre-tax dollars to pay for qualified health care and dependent care expenses. Eligible Officers can also elect to receive up to a $2,000 contribution from Columbia to a Dependent Care Flexible Spending Account.

- **Flexible Work Arrangements (FWA)**
  The University offers Flexible Work Arrangements as a way to meet the needs of our staff, including variation in scheduled work hours and location.

- **Transit/Parking Reimbursement Programs**
  A convenient way to pay commuting expenses using pre-tax dollars.

- **Holidays**
  Columbia University Information Technology observes twelve paid company holidays each year.

- **Paid Time Off**
  New employees receive three personal days and up to a maximum of twenty-three paid vacation days per fiscal year, increasing to twenty-eight days after twenty years of employment.

- **Additional Benefits**
  Columbia offers generous benefits for fertility treatment, as well as adoption and surrogacy assistance.

Find out more at hr.columbia.edu