

## Child Care Options on Campus

### ***MSU Child Development Center***

105 Herrick Hall / 406-994-5010

The MSU Child Development Center offers a year-round early education program for Bozeman area young children, ages 3 to 5 years. Emphasis is placed on the development of the whole child through playful learning. A university laboratory site for research and learning, the center is licensed by the State of Montana and by the National Association for the Education of Young Children (NAEYC).

### ***ASMSU Day Care***

Louise Shunk Day Care Community Center  
1295 West Garfield Street / 406-994-4370

ASMSU Day Care provides child care and educational activities for preschoolers aged 2½ to 6 years. The center is open to children of MSU students, staff and faculty, and children who are not yet toilet trained are welcome!



**Looking  
for child  
care off  
campus?**

### **Child Care Connections**

[www.childcareconnections.info](http://www.childcareconnections.info) / 406-587-7786

Child Care Connections is the only resource and referral agency in Gallatin and Park Counties. Child Care Connections supports families and the local economy by encouraging quality child care and safety through a variety of services. Call for more information.



## **The Family Care Room in Hamilton Hall IS HERE!**

The Family Care Room in Hamilton Hall is a dedicated space for breastfeeding women on campus and includes a comfy chair, sink, changing table, microwave, resource information and a growing library on parenting topics.

This room is available for use by faculty, staff and students. There is a sign-up sheet in the room. A **reserved parking space** is also available for room users.

**Contact the Family Advocate for details!**



### **Family Advocate Contact Information:**

Sara Rushing  
Assistant Professor of Political Science  
2-140 Wilson Hall 994-5165  
[srushing@montana.edu](mailto:srushing@montana.edu)



## **FAMILY ADVOCACY**



***MSU desires to support the health  
and well-being of its faculty, staff,  
and students and their families.***

## THE ROLE OF MSU'S FAMILY ADVOCATE

MSU's Family Advocate position was established in 2009 with support from the President's Office, the Provost's Office and the Women's Faculty Caucus. First titled "Parent Advocate," the name changed in 2011 to better reflect the diversity of family issues experienced by faculty, students and staff across the lifespan.

### The role of the Family Advocate is to

- **HELP** parents and other family members navigate the university system and learn about MSU's policies and programs available to meet their individual and family needs.
- **SERVE** as a "first stop" for faculty, students and staff to receive information regarding whom to contact with questions about current policies and programs such as:
  - Family and medical leave across the lifespan
  - Childbirth and adoption
  - Breastfeeding
  - The Family Care Room
  - Child care on campus

### Family and Parental Leave Policies in a Nutshell

Faculty and staff have several choices for family and parental leave. Consult your Human Resources specialist for more information.

**Maternity Leave:** New moms may request a maternity leave of absence for purposes of the pregnancy, childbirth, and care of a newborn using a combination of sick leave, annual leave, and leave without pay, and may be eligible for FMLA.

**Parental Leave:** Birth fathers or adoptive parents may take a leave of absence not to exceed 15



working days immediately following a child's birth or adoptive placement. Employees are eligible for parental leave if they are eligible for sick leave and may use accumulated sick leave, annual leave or leave without pay. Ad-

ditionally, they may qualify for FMLA.

**Leave Without Pay:** This leave may be requested by parents who 1) are not eligible for sick leave or FMLA or 2) wish to extend maternity or parental leave.

### Faculty may also take a tenure

**review extension:** The tenure review period established at the time of hire may be extended for good cause, including birth or adoption of a child.

**Be sure to ask the Family Advocate for more information!**

### Family and Medical Leave Act

The FMLA allows parents to take up to 12 weeks of leave to care for a child, typically using a combination of sick/annual leave or leave without pay, following the use of maternity leave or parental leave. MSU will continue to pay the state's contribution towards insurance benefits for the duration of the FMLA leave.

**FMLA is not just for parents!** FMLA also includes leave options for individuals requiring medical care and caregivers providing care to certain family members.

### Breastfeeding at MSU

Montana State University supports and encourages the practice of breastfeeding, accommodates breastfeeding needs of employees, and provides adequate facilities for breastfeeding or the expression of milk. **For procedural information,** consult MSU's Policies and Procedures manual or contact the Family Advocate.

### For Your Information:



Using the international symbol for breastfeeding is one way for breastfeeding mothers on campus to communicate to those around them the need for privacy while nursing or expressing milk.

**You may request a FREE sign, complete with breastfeeding logo and a "please do not disturb" caption, from the Family Advocate.**

**Request your breastfeeding sign today!**