

# MSU INVESTMENT PROPOSAL FOR INSTITUTIONAL PRIORITIES

## PROPOSAL OVERVIEW

<b>Title</b>	Family Care Room	<b>Request Date</b>	December 201
<b>Department</b>	(Cross-Department) Women's Faculty Caucus	<b>Email</b>	burroughs@math.montana.edu
<b>Requestor</b>	Elizabeth Burroughs	<b>Phone</b>	X3322

## STRATEGIC ALIGNMENT

**Core Themes and Objectives (check all that apply)**

### Educate Students

- Our graduates will have achieved mastery in their major disciplines
- Our graduates will become active citizens and leaders
- Our graduates will have a multicultural and global perspective
- Our graduates will understand the ways that knowledge & art are created and applied in a variety of disciplines
- Our graduates are prepared for careers in their field
- We will provide increased access to our educational programs
- Communities and external stake holders benefit from broadly defined education partnerships with MSU

### Create Knowledge and Art

- Students, faculty, and staff will create knowledge and art that is communicated widely

### Serve Communities

- We help meet a fundamental need of the citizens of Montana by providing degree programs for our students
- We help meet the educational needs of the citizens of Montana by providing a wide range of educational opportunities to a variety of students
- Our students, faculty, staff, and administrators reach out to engage and serve communities
- Our students, faculty, staff, and administrator reach in to build the university community

### Integrate Learning, Discovery, and Engagement

- Each graduate will have had experiences that integrate learning, discovery and engagement
- Outreach activities will educate students and address the needs of the communities we serve
- Students, faculty, and staff will create knowledge and art that addresses societal needs
- MSU is a community that will be characterized by synergy within and across disciplines, roles and functions.

### Stewardship

- The public trusts the institution to operate openly and use resources wisely
- The faculty and staff are well-qualified and supported
- MSU will support Native American students, programs, and communities
- MSU will be an inclusive community, supporting and encouraging diversity
- Our publicly provided resources are used efficiently and effectively
- Natural resources are used efficiently and sustainably
- MSU nurtures a culture of resource conservation and ecological literacy among students, faculty and staff
- Our physical infrastructure (e.g., building, equipment, open spaces) will be well-maintained and useful

**INSITUTIONAL BENEFIT**

<b>Campuses</b>	<input checked="" type="checkbox"/> Bozeman <input type="checkbox"/> Billings <input type="checkbox"/> Havre <input type="checkbox"/> Great Falls <input type="checkbox"/> FSTS <input type="checkbox"/> Extension <input type="checkbox"/> MAES
<b>Cross Depts</b>	Please List: _____

**TIMEFRAME**

<b>Proposed Dates</b>	Start: When available	End: Ongoing
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**COST AND REQUIREMENTS**

Funding Type	One-Time (\$)	Multi-Year (\$)			Base (\$)	FTE
		Year 1	Year 2	Year 3		
Personnel ( <i>w/benefits</i> )						
Materials & Supplies						
Travel						
Contracted Services						
Capital						
Other Operations	\$10,000					
<b>TOTAL</b>	\$10,000					

<p><b>Please comment, if necessary, regarding cost and requirements.</b></p>	<p>Cost is dependent on the site identified. A family care room should be a private location with a locking door, and electrical outlet, and a water source. The cost for renovation depends on the existing features of the location.</p>
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## PROPOSAL SCOPE

### Describe the Proposal

This proposal is to create a second Family Care room on campus, a location that would provide convenience and privacy for nursing mothers to express milk. A location on the west side of campus would be ideal and would complement the existing location in Hamilton Hall. It is important that MSU identify additional dedicated spaces on campus for nursing mothers to breastfeed or express milk. A new location in Cheever, Reid or Gaines Hall would be ideal.

The most relevant Montana State law pertaining to workplace and other public support of breastfeeding mothers is:

#### **39-2-215. Public employer policy on support of women and breastfeeding -- unlawful discrimination.**

(1) All state and county governments, municipalities, and school districts and the university system must have a written policy supporting women who want to continue breastfeeding after returning from maternity leave. The policy must state that employers shall support and encourage the practice of breastfeeding, accommodate the breastfeeding-related needs of employees, and ensure that employees are provided with adequate facilities for breastfeeding or the expression of milk for their children. At a minimum, the policy must identify the means by which an employer will make available a space suitable for breastfeeding and breast pumping for a lactating employee, including the provision of basic necessities of privacy, lighting, and electricity for the pump apparatus. The space does not need to be fully enclosed or permanent, but must be readily available during the term that the employee needs the space.

(2) It is an unlawful discriminatory practice for any public employer:

- (a) to refuse to hire or employ or to bar or to discharge from employment an employee who expresses milk in the workplace; or
- (b) to discriminate against an employee who expresses milk in the workplace in compensation or in terms, conditions, or privileges of employment unless based upon a bona fide occupational qualification.

→ → → In response to this law, MSU has adopted the following policy:

In accordance with [§§ 39-2-215 to 217, Mont. Code Ann.](#), 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 the employee's child as provided below.

It is an unlawful discriminatory practice to refuse to hire or employ or to discharge an employee who expresses milk in the workplace or to discriminate against an employee who expresses milk in the workplace.

#### **PROCEDURE:**

1. Any employee who wishes to breastfeed or express milk in the workplace shall make a request to her supervisor. The supervisor shall then be responsible for identifying space suitable for such use, including providing privacy, lighting, and electricity needs. Private space does not need to be fully enclosed or permanent, but must be readily available during the time the employee needs the space. Toilet stalls are not suitable space for such purpose. The supervisor shall also assure that there is a convenient facility for milk storage.

2. MSU shall provide reasonable unpaid break time each day for employees who need to express breast milk for their children. The break time must, if possible, run concurrently with any break time already provided to the employee.

→ → → To facilitate breastfeeding accommodation, MSU opened the first Family Care Room in Hamilton Hall in Spring 2010. To date, the room is well-used and much appreciated by students, faculty and staff.

**PROPOSAL SCOPE**

**Describe the broader impacts and benefits of this proposal**

Creating a second Family Care Room on the west side of campus allows MSU to better meet the needs of working mothers on campus, and allows MSU to fulfill Montana Law. A Family Care Room directly benefits faculty, staff, students, and community members who visit campus.

**ADDITIONAL INFORMATION**

**Implementation Plan** *(Please describe with timelines)*


Upon identification of suitable space, renovation of that space into a Family Care Room can begin immediately, or as Facilities construction can be scheduled.

**Assessment Plan** *(Please describe with indicators)*

Users of the room will be asked to sign in. A record of use will be maintained. The University Family Advocate will advertise the availability of the room, with the goal of daily use.

**If assessed objectives are not met in the timeframe outlined, what is the plan to sunset this proposal?**

Should the room go unused despite aggressive advertising, it could be returned to office space or designated for other use.

SIGNATURES		
<b>Department Head</b> <i>(please print)</i>	<b>Signature</b> <i>(required)</i>	<b>Date</b>
<b>Dept Head Priority</b> <i>(please circle one):</i> Very High    High    Medium    Low    Very Low		
<b>Dean/Director</b> <i>(please print)</i>	<b>Signature</b> <i>(required)</i>	<b>Date</b>
David Singel		January 3, 2012
<b>Dean/Director Priority</b> <i>(please circle one):</i> <b>Very High</b> High    Medium    Low    Very Low		
<b>Executive/VP</b> <i>(please print)</i>	<b>Signatures</b> <i>(required)</i>	<b>Date</b>
<b>Executive/VP Priority</b> <i>(please circle one):</i> Very High    High    Medium    Low    Very Low		