Child Care Options on Campus

MSU Child Development Center
105 Herrick Hall / 406-994-5010

The MSU CDC offers a year-round early education program for Bozeman area young children, ages 3 to 5 years. 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 childcare and educational activities for preschoolers aged 2 ½ to 6 years. The center is open to children of MSU students, staff and faculty, and is accredited by the National Academy for Early Childhood Program Accreditation (NAEYC).

Family Care Rooms at MSU

The Family Care Rooms are a dedicated space for breastfeeding or pumping women on campus, and often includes a sink, comfy chair, changing table, resource information, microwave, and a growing library on parenting topics. These rooms are available for use by faculty, staff and students.

Family Care Rooms are located in:
- Jabs Hall 440
- 3rd Floor Leon Johnson Hall
- 1st Floor SUB (right across from the Bookstore)
- Reid Hall 316
- Hamilton Hall 123 (A sign-up sheet is in the room and a reserved parking space is available. Ask a Family Advocate for a parking pass.)

Child Care Connections
www.childcareconnections.info / 406-587-7786

Child Care Connections supports families and the local economy by encouraging quality childcare and safety through a variety of services. Call for more information.

Ask a Family Advocate for other resources on the many pre-schools in Bozeman!

Looking for off campus childcare?

Family Care Network Contacts

Jessi Smith: Professor of Psychology, Traphagen 428D
406-994-5228, jssmith@montana.edu

Bridget Kevane: Professor of Spanish, Gaines 118 B
406-994-6446, bkevane@montana.edu

Michelle Miley: Professor of English, Wilson 1-114
406-994-6770, michelle.miley@montana.edu

Kasia Maison-Franklin: HR Work-Life Specialist
406-994-2629, k.maisonfranklin@montana.edu

Megan Young: Student Family Support
406-994-7627, megan.young5@montana.edu

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

familyadvocate@montana.edu
The Role of MSU’s Family Advocates

MSU’s Family Advocate program 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 Family Advocate...

HELPS parents and other family members navigate the university system and learn about the policies and programs available at MSU to meet their individual and family needs.

SERVES as a “first stop” for faculty, students and staff to receive support and information regarding who to contact with questions about:
* Arranging leave for childbirth or adoption, or to care for a sick child, partner or elder
* The Family Medical Leave Act
* Breastfeeding on campus
* The Family Care Rooms
* Childcare on campus and around town
* Title IX protections for pregnant or parenting students

The Family Advocates and HR can also advise employees about MSU’s Donated Sick Leave Pool!

Family & Parental Leave Policies in a Nutshell

Faculty and staff have several choices for family and parental leave. Chat with a Family Advocate and consult your Human Resource specialist for information.

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

Parental Leave: In accordance with state law, birth fathers or adoptive parents may take a leave of absence of 15 workdays immediately following the 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. They may also qualify for donated sick leave and FMLA.

Tenure Track faculty, both men and women, may take Faculty Modified Duties (FMD) for family care-giving by working with their Department Head, Dean and the Provost on a one semester “modified duties, active service” for qualifying parental, elder or partner care.

Leave Without Pay: LWOP 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 extend their tenure review date: The tenure review period established at the time of hire may be extended for one year, up to three times, for birth, adoption or other qualifying major life events.

Family and Medical Leave Act

The Family and Medical Leave Act (FMLA) allows employees to take up to 12 weeks of leave to care for a family member. Those eligible for FMLA are required by federal law to be placed on FMLA leave. MSU will continue to provide the State contribution towards health insurance benefits for the duration of the FMLA leave. For eligibility requirements and relevant policy information regarding FMLA and other leaves please consult the MSU Personnel Policy and Procedures Manual – Benefits and Leave section 1000.00: http://www2.montana.edu/policy/personnel/per1000.html#1000.00. Please contact the Family Advocate and Human Resources Specialist concerning all policy and leave questions.

Breastfeeding at MSU

Montana State University supports the practice of breastfeeding, accommodates breastfeeding needs of employees and students, and provides 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 nursing 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 a “please do not disturb” caption and the breastfeeding logo from the Family Advocate.

Request your breastfeeding sign today!