**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 2½ 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).

Looking for off campus childcare?

**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!

**Family Care Rooms at MSU**  
The Family Care Rooms are a dedicated space for women to breastfeed or pump milk 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 bathroom lounge in 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.)

**Family Care Network Contacts**  
Sept. 2017  

**Sara Rushing:** Professor of Political Science, Wilson 2-140, 406-994-5165, srushing@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
**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](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.