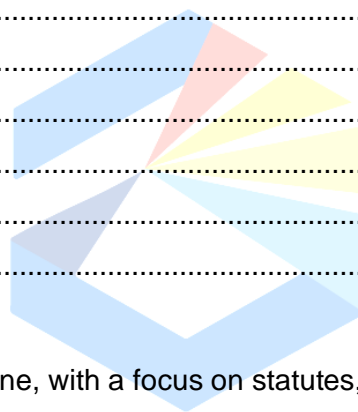


History of Professional Qualifications for Montana Librarians

1915 to present

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The content of this document is organized in a timeline, with a focus on statutes, rules, and policy documents related to professional qualifications and public library standards.

Terms

RCM – [Revised Codes of Montana](#). Montana’s statutes from 1889 until implementation of 1972 Constitution.

MCA – [Montana Code Annotated](#). Montana’s statutes from 1978 to present.

ARM – [Administrative Rules of Montana](#). Formal business rules adopted by state agencies granted rule making authority.

History of Professional Qualifications for Montana Librarians

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Observations

Montana's State Library Commission most recently adopted certification requirements for public library directors of 60 hours of continuing education earned over a 4-year period on June 14, [2023](#). With some variations this has been in place since 1990. However, professional library education has been an important part of qualification to work in Montana's libraries since the earliest enabling legislation was enacted in [1915](#).

Qualification for employment as a county library director has assumed completion of a professional library degree from a recognized library school since 1915.

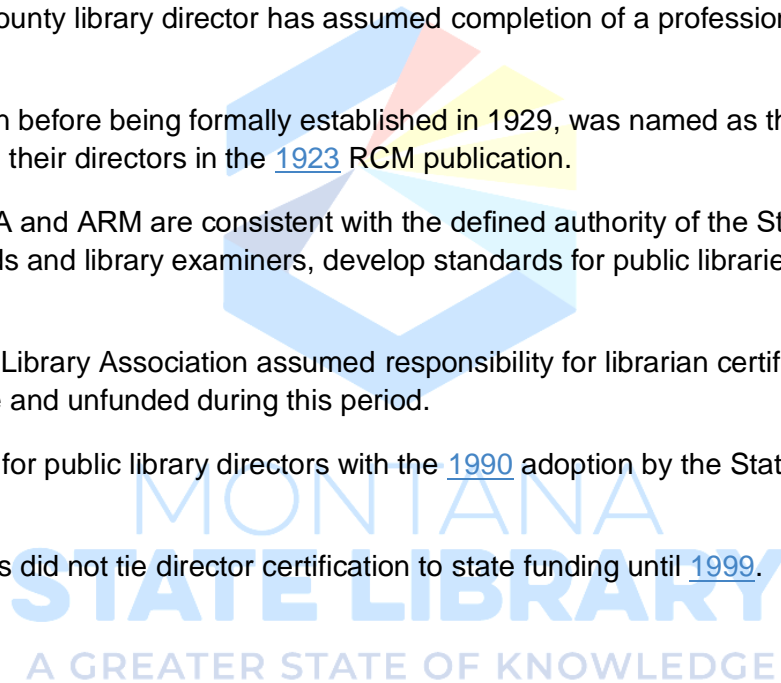
The State Library Commission, even before being formally established in 1929, was named as the body to set the standards and qualifications for public libraries and their directors in the [1923](#) RCM publication.

The connection between RCM, MCA and ARM are consistent with the defined authority of the State Library Commission to "act as a state board of professional standards and library examiners, develop standards for public libraries, and adopt rules for the certification of librarians."

From 1931 until 1945, the Montana Library Association assumed responsibility for librarian certification. The Montana State Library Extension Commission was inactive and unfunded during this period.

Certification became the term of art for public library directors with the [1990](#) adoption by the State Library Commission of a certification program.

The ARM for public library standards did not tie director certification to state funding until [1999](#).

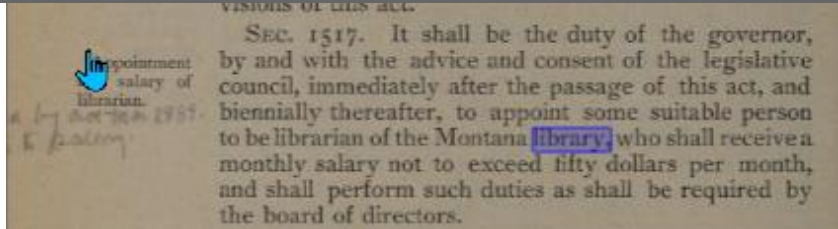


History of Professional Qualifications for Montana Librarians

1915 to present

Timeline

1887 - 1929

Year	Detail	Source
1887	 <p>VISIONS OF THIS ACT. SEC. 1517. It shall be the duty of the governor, by and with the advice and consent of the legislative council, immediately after the passage of this act, and biennially thereafter, to appoint some suitable person to be librarian of the Montana library, who shall receive a monthly salary not to exceed fifty dollars per month, and shall perform such duties as shall be required by the board of directors. "Some suitable person . . ."</p>	Territorial Library https://archive.org/details/compile_dstatutes00unse/page/1064/mode/2up?q=library https://en.wikipedia.org/wiki/Education_for_librarianship#Historical_development
1909	Melvil Dewey establishes the first library school in the U.S. at Columbia University University of Montana initiates Library Science courses of instruction with enrollment for Fall 1909.	https://scholarworks.umt.edu/cgi/viewcontent.cgi?article=1062&context=coursecatalogs_asc
1915	RCM Appointment and Qualification of Librarian. Section 3. Upon the establishment of a county free library the Board of County Commissioners may appoint a county librarian, who may be removed for or without cause. Any person who is a graduate of a library school, or has had one year's practical experience in library work, shall be eligible to the office of county librarian. "graduate of a library school"	https://archive.org/details/1915supplementto00unse/page/1058/mode/2up?q=library
1919	University of Montana offers Library Economy bachelor's degree course of study, University Librarian Gertrude Buckhous, department chair and assistant professor	https://scholarworks.umt.edu/cgi/viewcontent.cgi?article=1072&context=coursecatalogs_asc

History of Professional Qualifications for Montana Librarians

1915 to present

Year	Detail	Source
1927	<p>4565. County librarian—appointment and removal—salary—qualifications. Upon the establishment of a county free library, the board of county commissioners may appoint a county librarian who shall receive not less than one hundred dollars per month and who may be removed for cause, after the hearing, by said board. Any person who is a graduate of a library school, or has had two years' practical experience in a library of not less than three thousand volumes, shall be eligible to the office of county librarian; provided, that, from and after the creation and organization of a state board of library examiners no person shall be eligible to the office of county librarian, unless, prior to his appointment, he has received from said board of library examiners a certificate of qualification for the office.</p> <p>History: En. Sec. 3, Ch. 45, L. 1915; amd. Sec. 2, Ch. 137, L. 1917; re-en. Sec. 4565, R. C. M. 1921; amd. Sec. 1, Ch. 56, L. 1923.</p>	<p>https://archive.org/details/revisedcodesofmo02unse_1/page/998/mode/2up?q=library</p>
1928	<p>University of Chicago Graduate Library School opens, first US institution to confer a master's degree in library science.</p>	<p>https://en.wikipedia.org/wiki/Education_for_librarianship#Historical_development</p>



History of Professional Qualifications for Montana Librarians

1915 to present

1943 - 1969

Year	Detail	Source
1943	<p>44-203. (4565) County librarian—appointment and removal—qualifications. Upon the establishment of a county free library, the board of county commissioners may appoint a county librarian, who may be removed for cause after a hearing by said board. In counties of the first, second, third, fourth, and fifth classes, no person shall be eligible to the office of county librarian except a person who is graduate of a library school, or has had two years practical experience in a library of not less than three thousand volumes, provided that after the creation and organization of a state board of library examiners no person shall be eligible to the office of county librarian in counties of such class, unless, prior to his appointment, he has received from said board of library examiners a certificate of qualification for the office. Upon the establishment of a county free library in any county of the sixth or seventh class, if no experienced librarian is available, the county superintendent of such county may be the librarian, and may, with the permission of the county commissioners, appoint an assistant or assistants at a salary or salaries to be fixed by the board of county commissioners.</p> <p>History: En. Sec. 3, Ch. 45, L. 1915; amd. Sec. 2, Ch. 137, L. 1917; re-en. Sec. 4565, R. C. M. 1921; amd. Sec. 1, Ch. 56, L. 1923; amd. Sec. 2, Ch. 202, L. 1943.</p> <p>Collateral References Counties 63, 64, 74(1). 20 C.J.S. Counties §§ 101, 102, 120.</p> <p>University of Montana discontinues Library Economy B.A. degree program</p>	<p>https://archive.org/details/revi-sedcodesofmo3241unse/page/106/mode/2up?q=%22county+librarian%22</p> <p>https://scholarworks.umt.edu/cgi/viewcontent.cgi?article=1093&context=coursecatalogs_asc</p>




History of Professional Qualifications for Montana Librarians

1915 to present

Year	Detail	Source
	<p style="text-align: center;">Library Economy</p> <p>ASSOCIATE PROFESSOR KATHLEEN CAMPBELL; ASSISTANT PROFESSORS M. WINIFREED FEIGHNER, LUCILE SPEER, M. CATHERINE WHITE, RUBY E. EGBERT, INSTRUCTOR.</p> <p>Note: No courses in Library Economy will be given after June, 1943, except course 42, School Libraries. Major and minor work will be discontinued.</p> <p>Major Requirements: 42 or more credits, including Library Economy 14ab, 16ab, 20abc, 22abc, 26, 28abc, and 31. The equivalent of course 13b in both French and German, and course 15 in either language is required.</p> <p>Students who major in this department are required, either in their freshman or sophomore year, to do 100 hours of field work in a library which contains more than 10,000 volumes. No credit will be given for such work. Ability to use a typewriter is necessary.</p> <p>Senior examinations will not be given except to candidates for honors.</p> <p>Students who plan to secure a certificate to teach with minor preparation in Library Economy should consult the course requirements listed on page 97.</p> <p style="text-align: center;">For Undergraduates</p> <p>14ab. Classification. 3 Q. Autumn, winter. 3 cr. each quarter. History of classification; comparison of the systems; a detailed study of the Dewey decimal system. Choice of subject headings for a dictionary catalog. Given in 1942-43. Miss Egbert.</p> <p>16ab. Cataloging. 2 Q. Winter, spring. 3 cr. each quarter. Principles of dictionary cataloging with special reference to choice of forms in author headings. Practice in cataloging. Given in 1942-43. Miss Speer.</p> <p>20ab. Library Administration. 3 Q. Autumn, winter, spring. 3 cr. each quarter. Growth of librarianship as a profession, history and development of American libraries, personnel problems, departmental organization and routines, organization, support, and administration of libraries. Given in 1942-43. Miss Campbell. Miss Feighner.</p> <p>26. History of the Book. 1 Q. Winter. 2 cr. The evolution of the book; emphasis on the important development of printing in the occidental world after 1456. Given in 1942-43. Miss Feighner.</p> <p>28abc. School Libraries—Survey Course. 1 Q. Spring. Summer. 5 cr. Prerequisite, sophomore standing. Organization and management; book selection; cataloging and classification; selection and use of reference materials. Students who have completed Library Economy 28a may not receive credit in this course.</p>	
1945	<p>44-129. (1575.3) Powers and duties of the commission. The work of the commission shall be to give assistance and advice to all libraries in the state and to all communities in the state which may propose to establish libraries, as to the best means of establishing and administering such libraries, or improving established libraries, and aiding in the establishment of traveling libraries; the commission shall act as a state board of professional standards and library examiners and perform all the duties of said board as provided in section 44-203; obtain, each year, from all libraries in the state, reports showing the condition, growth, and development and such other facts and statistics as may be deemed of public interest by the commission; the commission shall make a biennial report to the governor of the state on or before the first day of January covering the work of the commission, and incorporating reports of libraries in the state.</p> <p>History: En. Sec. 3, Ch. 91, L. 1945; amd. Sec. 3, Ch. 55, L. 1961.</p>	<p>https://archive.org/details/revisedcodesofmo3241unse/page/104/mode/2up?q=%22state+library%22</p>
1969	Public Library Standards Published	<p>https://archive.org/details/montanapubliclib00montrich</p>

History of Professional Qualifications for Montana Librarians

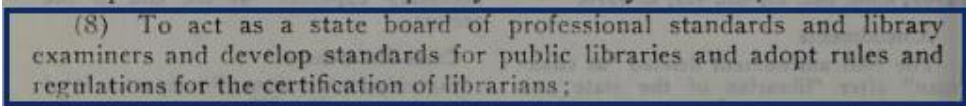
1915 to present

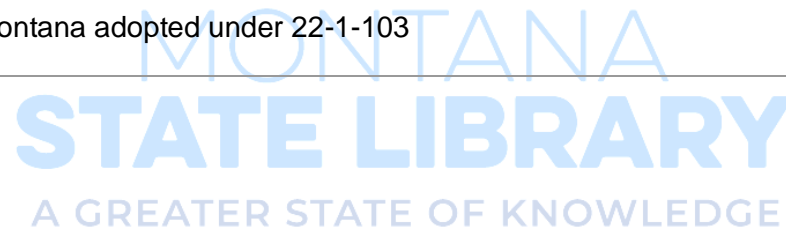
Year	Detail	Source
	<p style="text-align: center;">FOREWORD</p> <p>At the suggestion of the State Library, the Montana Library Association's Library Development Committee began in January, 1969, a project to draft a statement of standards for Montana public libraries. It was the intent that such a draft might be presented to the State Library Commission, when completed, with the recommendation for adoption by the Commission as its official standards pursuant to R.C.M. 44-131 (8).</p> <p>Members of the Committee with the assistance of additional members of the Association, worked throughout the winter and spring of 1969 in the production of a document which was distributed to the entire membership of the Association prior to its annual conference in May, 1969. At this conference and at trustee workshops held around the state in June; at an invitational workshop held in Billings in August attended by librarians who had enrolled in the Loyola University "Public Library Service" course; at federation workshops held early in October; and at numerous meetings of local public library boards throughout the year, this document was tested and applied to libraries across the state.</p> <div style="border: 1px solid red; padding: 5px;"> <p>The MLA Executive Board at its September, 1969, meeting formally approved the work of the Library Development Committee, and forwarded the standards to the Library Commission. On October 20, 1969, the Library Commission unanimously adopted these standards, directed that they be published, and at the same meeting voted its appreciation of the work of the Committee in their preparation.</p> </div> <p style="text-align: right;">Ruth O. Longworth State Librarian</p> 	<p>https://archive.org/details/annualreports19691970montrich</p>

History of Professional Qualifications for Montana Librarians

1915 to present

1970 - 1989

Year	Detail	Source
1971	Montana Administrative Procedures Act defines rulemaking procedures and sets course forward for the Montana State Library Commission to engage in rulemaking related to its authority and duty spelled out in RCM 44-131 and later MCA 22-1-103	https://leg.mt.gov/bills/mca/title_0020/chapter_0040/part_0010/section_0010/0020-0040-0010-0010.html
1972	ARM 10.102.1101 Standards for Public Libraries (eff 12/31/1972)	https://archive.org/details/annualreports19711974montrich/mode/2up
1974	RCM 44-131 	https://archive.org/details/1977rcmsupplv2t12175unse/page/124/mode/2up?q=library
1978	Administrative Rules of Montana adopted under 22-1-103	https://courts.mt.gov/external/mars/1977/1977%20Issue%20No.%2012.pdf



History of Professional Qualifications for Montana Librarians

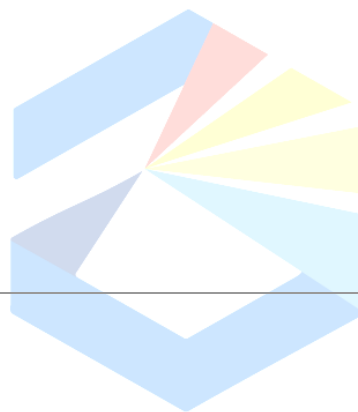
1915 to present

Year	Detail	Source
	<p>ARM 10.102.1139 Professional and Support Staff</p> <p>10.102.1139 PROFESSIONAL AND SUPPORT STAFF (1) Generally the professional (requiring the training acquired by graduation from a library school accredited by the American Library Association) and library assistant (requiring a broad general education strengthened by courses in librarianship, in-service training and/or well supervised library experience) staff in a library system should be approximately one-third of total personnel.</p> <p>(2) Supporting staff, including clerical staff, clerical supervisors and other nonlibrarian staff (excluding maintenance staff) should be approximately two-thirds.</p> <p>(3) Changes in operational procedures brought about by automation or contractual arrangements may change this ratio.</p> <p>(4) Staff on a bookmobile should include at least two persons: a librarian or library assistant and a driver-clerk.</p> <p>(5) Federation specialists in reference, children's services, etc., should work closely with the bookmobile staff in the interest of its patrons.</p> <p>(6) In each library federation, there should be at least one professional staff member with special competence for and experience in each of the following aspects of library service:</p> <ul style="list-style-type: none"> (a) administration; (b) organization and control of materials; (c) selection, information and advisory service for adults; (d) selection, information and advisory service for young adults; (e) selection, information and advisory service for children; (f) extension services, including services to those persons in need of special types of services, such as inmates in correctional institutions, the homebound, the culturally disadvantaged, the blind and handicapped and those living at a distance from library agencies. (g) A library federation may need more than one specialist in several of these fields and may also require subject specialists. (History: Sec. 22-1-103(1) MCA; <u>IMP</u>, 22-1-103(1) MCA; <u>NEW</u>, 1977 MAR p. 1156, Eff. 1/1/78.) 	
1983	Montana Public Library Standards revised and published (no ARM revision – 10.102.1101 was not amended)	https://archive.org/details/montanapubliclib1983montrich/page/n1/mode/2up
1987	<p>ARM 10.102.1101 Standards for Public Libraries (amended eff 9/25/1987)</p> <p>ARM 10.102.1139 Professional and Support Staff Repealed (eff 9/25/1987)</p>	<p>1987 MAR p. 1624</p> <p>https://courts.mt.gov/external/mars/1987/1987%20Issue%20No.%2018.pdf</p>

History of Professional Qualifications for Montana Librarians

1915 to present

Year	Detail	Source
1989	HB 193, passed by the 51 st Legislature provided state support for Montana’s libraries (1) Per capita, per square mile and (2) interlibrary loan reimbursement See History for MCA 22-1-327 and 22-1-328	<p>https://courts.mt.gov/external/mars/1991/1991%20Issue%20No.%2020.pdf (see page 13)</p> <p>https://leg.mt.gov/bills/mca/title_0220/chapter_0010/part_0030/section_0270/0220-0010-0030-0270.html</p> <p>https://leg.mt.gov/bills/mca/title_0220/chapter_0010/part_0030/section_0280/0220-0010-0030-0280.html</p>



MONTANA
STATE LIBRARY
 A GREATER STATE OF KNOWLEDGE

History of Professional Qualifications for Montana Librarians

1915 to present

1990 - 2000

Year	Detail	Source
1990	Montana State Library Commission approved Voluntary Certification Manual	https://archive.org/details/montanacertifica00montrich/mod/e/2up
1991	10.102.4003 DIRECT STATE AID TO PUBLIC LIBRARIES FOR PER CAPITA AND FOR PER SQUARE MILE SERVED (effective 12/27/1991)	https://rules.mt.gov/gateway/RuleNo.asp?RN=10%2E102%2E4003 MAR p. 2604, Eff. 12/27/91. See page 94 of PDF
1994	The Montana Library Association established the Sheila Cates Scholarship in 1994 to provide financial support to association members seeking education in the library and information science field. The Sheila Cates Scholarship provides financial support to Montana Library Association members seeking a graduate degree in library and information science or a graduate school library media program.	https://mtlib.org/Cates-Scholarship
1998	Law Revision Task Force recommendations related to District Library Law, Amendments to Multi-jurisdiction Law, and housekeeping were approved by the Commission	https://ftpaspen.msl.mt.gov/EventResources/19980617_1_9.pdf
1999	ARM 10.102.1101 Standards for Public Libraries (Repealed eff 11/19/1999) New ARM 10.102.1150 PUBLIC LIBRARY STANDARDS Standards, certification, and funding are connected. See MAR Notice comment and response. <u>COMMENT 3:</u> If a library does not receive its state funding due to non-compliance with standards, what will the state library do with these dollars? <u>RESPONSE:</u> The state library commission will leave the funds in the various state aid accounts and disperse the funds, according to its rules, to libraries that meet these standards. Montana Administrative Register 22-11/18/99	1999 MAR p. 2626 https://courts.mt.gov/external/mars/1999/1999%20Issue%20No.%2022.pdf https://archive.org/details/C5721E68-211C-4599-AE85-BB505F4B8EFD/page/n3/mod/e/2up https://web.archive.org/web/20030607003057/http://msl.state.mt.us/admin/libstandards.html https://ftpaspen.msl.mt.gov/EventResources/19991013_1_9.pdf

History of Professional Qualifications for Montana Librarians

1915 to present


Year	Detail	Source
	<p>10.102.1151 STATE LIBRARY COMMISSION</p> <p>(ii) a library with more than one service outlet may use the total non-overlapping hours of all the library's service outlets to meet the minimum weekly hours open requirement,</p> <p>(iii) if a library has summer hours that differ from its winter hours, the hours for the majority of the calendar year should be the hours used for comparison with the minimum hour table.</p> <p>(iv) if a library notifies the state library that it has a service population that is no more than five percent over the minimum for any of the upper three ranges, then the state library will consider that library in the next lowest range for service population purposes.</p> <p>(h) the library has a telephone and answers telephone inquiries. (History: Sec. 22-1-103, MCA; <u>IME</u>, Sec. 22-1-103, 22-1-326, 22-1-327, 22-1-328, 22-1-329, 22-1-330 and 22-1-331, MCA; <u>NEW</u>, 1999 MAR p. 2626, Eff. 11/19/99.)</p> <p>With adoption of ARM 10.102.1151, the Certification Program was updated to require all library directors of libraries that serve a population of less than 25,000 be certified within three years of hire. (July 1999)</p>	



History of Professional Qualifications for Montana Librarians

1915 to present

2000 - Present

Year	Detail	Source
2004	Professional Education and Employment for Librarians (PEEL) Scholarships awarded to Montana librarians seeking an MLS/MLIS degree.	https://ftpaspen.msl.mt.gov/EventResources/20040425_1_449.pdf
2006	<p>New ARM 10.102.1150A PUBLIC LIBRARY STANDARDS: GENERAL (1) Public libraries receiving state payments must meet the following essential standards by July 2007 and each year following.</p> <p>New ARM 10.102.1150E Human Resources Standards: Library Director d) Libraries that serve more than 25,000 people employ a library director with a graduate degree in library or information science or its equivalent. (e) Libraries that serve less than 25,000 people employ a library director who is or will be within three years of hire certified by the state library.</p>	<p>2006 MAR p. 1571 (June 12, 2006)</p> <p>https://rules.mt.gov/gateway/ShowNoticeFile.asp?TID=2742</p> <p>Effective 6/23/2006</p>
2009	<p>No change to MCA 22-1-102 Librarian and assistants or 22-1-103 State library commission - authority</p> <p>Certification program updated</p>	https://web.archive.org/web/20100204033251/http://msl.mt.gov/news/012610.asp
2010	<p>New certification manual published</p>  <p>Public Library Directors Must Be Certified</p> <p>Certification is mandatory for all public library directors (including those with MLS/MLIS degrees) in order for the library to receive state funding.</p>	https://web.archive.org/web/20100521062918mp_/http://msl.mt.gov/For_Librarians/Training/Certification/certification.pdf
2019	Public library standards task force begins review of public library standards	https://mslservices.mt.gov/aspen/archive/default.aspx?committeeid=1
2021	New ARM 10.102.1158 LIBRARY BOARD, GOVERNANCE, AND WORKING WITH THE DIRECTOR	https://rules.mt.gov/gateway/Subchapterhome.asp?scn=10%2E102%2E11

History of Professional Qualifications for Montana Librarians

1915 to present

Year	Detail	Source
	<p>10.102.1159 SERVING THE COMMUNITY 10.102.1160 PERSONNEL 10.102.1161 STANDARD NOTIFICATION, FINAL ARBITER, AND APPEAL PROCESS 10.102.1162 DEFERRALS</p>	<p>https://rules.mt.gov/gateway/ShowNoticeFile.asp?TID=10535</p> <p>https://msl.mt.gov/libraries/library_development/consulting/standards/</p>
2022	<p>Implementation of ARM 10.102.1158 – 1162</p> <p><u>10.102.1160 PERSONNEL</u> (6) The director is or will be certified by the Montana State Library within the required timeframe mandated by the certification program adopted by the Montana State Library Commission. (7) Directors of libraries that serve over 25,000 people have a Master of Library Science or equivalent degree.</p> <p>History: 22-1-103, MCA; IMP, 22-1-103, MCA; NEW, 2021 MAR p. 1138, Eff. 7/1/22.</p>	<p>https://msl.mt.gov/libraries/library_development/consulting/standards/</p> <p>https://rules.mt.gov/gateway/RuleNo.asp?RN=10%2E102%2E1160</p>
2023	<p>Certification program changes adopted by State Library Commission, June 14, 2023.</p>	<p>https://msl.mt.gov/libraries/learning/Certification</p> <p>https://youtu.be/HJkeHZk75JY</p>
2024	TBD	TBD