

# Erling Oelz's Visit to Finland

In July 1971, I began my library career at the [University of Montana](#) in Missoula . I moved there from the University of Illinois at Urbana-Champaign, where I received my M.S. degree in Library and Information Science in 1966. My responsibilities in Montana have primarily been as the Library's Director of Public Services. My most recent assignment is to coordinate the user assessment program. I hold the academic rank of full Professor.

The University of Montana maintains a formal international exchange agreement with both the University of Helsinki and Joensuu University , the only two participating Nordic countries. I began my five-month visit to Finland on 10 January in Joensuu. The Helsinki segment of the exchange began on 18 March and will conclude here the end of May.

My exchange objectives have focused primarily on library assessment and information literacy. It has been attempting to gain an insight and understanding of each Library's instructional role/strategy within the University. Additionally, I has attempted to identify how assessment of library-related activities is being addressed, especially the role which students and instructors will play in the process.



I'm very interested in promoting international exchange opportunities for librarians, especially those where the librarian receives full recognition and the financial support of one's university. My first exchange experience occurred with the University College of Belize in 1998.

## Librarian Responsibilities, Compensation & Evaluation A Montana Scenario

For the benefit of those unable to attend any of my presentations, I have been asked to provide an overview of the "librarian" at The University of Montana-Missoula. For purposes of comparison, let me begin by first giving you some information about my university.

The University of Montana

- Founded in 1893
- 7 Schools (Business, Journalism, Law, Education, Fine Arts, Forestry, Pharmacy & Allied Sciences) and College of Arts & Sciences (comprised of 32 departments & specialized programs)
- 500 Instructional Faculty; 185 temporary/part-time faculty
- 1,145 Support Staff (clerks, secretaries, janitors, accountants, etc.)
- 10,800 Undergraduate/Baccalaureate students
- 1,500 Graduate (Master's/PhD) students
- 250 Law School students



#### The Library - An Overview 2004

- Personnel
  - 17 librarians
  - 41 support staff (clerks, technicians, IT, media & non-print)
  - 100+ student employees
- Collections: 1.5 million volumes
- Seating for 1,144
- 150 public computer workstations
- Circulation of Materials
  - 156,556 items loaned
  - 680,147 instructor assigned electronic reserve transactions
- Interlibrary Lending
  - 21,184 items Borrowed
  - 23,817 items Loaned
- 93 Hours of Library Access per week
  - Monday - Thursday 7.30 - 23.30
  - Friday 7.30 - 19.30
  - Saturday 10.30 - 19.30
  - Sunday 10.30 - 23.30
- 474 Information Literacy classes provided

#### Librarian Responsibilities

Every librarian is assigned liaison responsibility for collection development and instruction encompassing all academic programs of the University. Librarians work 4-6 hours per weekday at the Reference/Information Center;

work one weekday evening from 18.00 - 21.00; and work approximately 5-6 Sunday's (September - July) at the Reference/Information Center from 13.00 - 21.00.

All University faculties, including librarians, are represented jointly by the American Federation of Teachers (AFT) and the American Association of University Professors (AAUP) in collective bargaining.

### Librarian Compensation

Librarians have academic rank; most hold a single Master's degree; several possess a second Master's. Minimum salary floors for 12 months work are:

- Assistant Professor \$36,669.00 USD  
(Except in unusual circumstances, four (4) or more years of full-time service in rank as assistant professor are required prior to the date of promotion as associate professor)
- Associate Professor \$45,754.00 USD  
(Except in unusual circumstances, five (5) for more years of full-time service in rank as an associate professor are required prior to the date of promotion to full professor)
- Professor \$57,554.00 USD

### **Demographic Academic Rank of Montana Librarians**

- 3 Professors
- 6 Associate Professors
- 8 Assistant Professors (all hired within the past 3 years)

Every day of the term (Autumn/Spring/Summer) is considered a regular day of employment except those for which there is a legislative, regential, or employer authorization to be absent from University employment (viz: holidays (10/11 per year), leave with or without pay, annual leave, sabbatical, sick leave, and weekends when not assigned or requested for performance of the regular employment obligation.

- Sick Leave: Earn 1 day per month
- Personal Leave: 5 days per year
- Vacation Leave: 1.75 days per month - 21 days per year, with limits on accumulated leave time
- Professional Leave Undetermined, but with approval

### Librarian Performance Evaluation

Evaluation of librarians (peer review) occurs annually and is used for purposes of promotion, tenure, salary determination, and recommendation for retention. Both University standards and individual unit (Library) standards must be addressed as part of the evaluation process. The appraisal addresses three (3) areas:

- Practice of Librarianship (what you do in your job)

- Scholarly Research and Creative Activities
- Service (participation in local, state, regional, national, international professional associations) and OutReach

If you have any questions or comments about the above information, please feel free to contact me through the end of May at [erling.oelz@helsinki.fi](mailto:erling.oelz@helsinki.fi)

In conclusion, I wish to thank all Finnish librarians who have shared their time and expertise with me over these past five months. This has truly been a most memorable experience for me and I am most grateful. I trust that you will give consideration to applying for an international exchange from your University, thus affording me and my colleagues the opportunity of sharing a Montana experience with you!

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