

**NAME:** Logan Rath

**Application for Promotion to Librarian**

**November 2020**

The Drake Library APT Committee has reviewed Logan Rath's application for promotion to Librarian and its supporting documentation. During the years included for this portfolio Logan has compiled an impressive record of activities and accomplishments in Scholarship and Service.

The APT committee has carefully reviewed the portfolio Logan submitted for promotion to Librarian and interviewed librarians to help inform the committee's recommendation as per the APT bylaws. We have reviewed and weighed carefully all the information and application materials we received.

The Drake Memorial Library Appointment, Promotion, and Tenure (APT) bylaws break the criteria for promotion into 3 areas.

In Scholarship, Logan has consistently performed well above expectations. From a scholarly perspective, Logan is a prolific writer and presenter on library and library interdisciplinary subjects including collaboration with academic departments, introducing technology in the classroom, and online instruction.

In Service, Logan has demonstrated a high level of service to the college, as well as to state-wide organizations. His service includes active participation in the SUNY Library Association, the University Faculty Senate – State University of New York, the College Senate - SUNY Brockport, and many college committees.

In Librarianship, Logan's performance in the areas of library administrative knowledge, creativity and initiative in planning and problem solving, demonstration of knowledge and growth gained on the job, competence in assigned functions within the library, and continuing professional growth have all been at rank or higher.

Article IV, section D of the APT bylaws defines the main criteria for in-service personnel actions. Section B of the definition of Librarianship states:

Ability to work in a positive, collegial manner with library staff, teaching faculty, students, and administration. This includes qualities such as the willingness to communicate and cooperate, to accept decisions gracefully.

It is in this area the APT committee found major concerns, as reported by a number of our librarian colleagues. In addition, while some reported seeing a modicum of improvement over the last 10 months, this improvement is outweighed by a lack of trust, and a fear of repercussion and retaliation. This renders his performance in librarianship ineffective.

According to Article IV, section C of the Drake Library's APT bylaws: "For all personnel actions, Effective Performance in Librarianship shall be given the greatest weight."

As a result of our review and findings, the Committee cannot recommend Logan for promotion to the rank of Librarian at this time.

Respectfully,

*Ken Wierzbowski*

*Linda Hacker*

*Pam O'Sullivan*

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