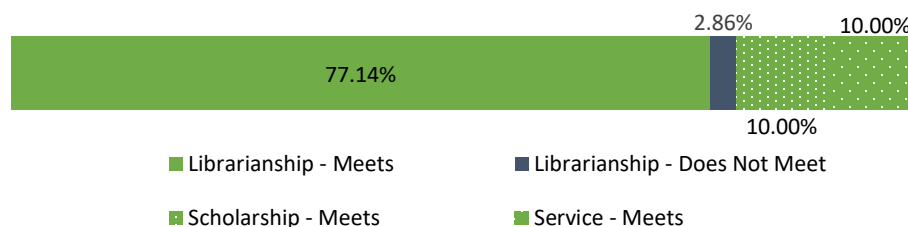


November 24, 2020

Per the Library's APT bylaws section V F, I am writing this statement in response to the Committee's recommendation.

The committee's recommendation clearly states that my "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." Additionally, my scholarship is "consistently performed well above expectations." In service, I have "demonstrated a high level of service to the college, as well as to state-wide organizations." Additionally, I have been consistently placed at rank by the library director ever single year.

Despite these findings, the committee has chosen to focus on one part of the definition of librarianship, and is choosing to weight that greater than all other sections of the portfolio. I find this to be extremely problematic that one-fourth of one-seventh of one section of the APT bylaws can be used to find that a librarian is wholly "ineffective." Mathematically, "ability to work in a positive, collegial manner with library staff" works itself out to be 2.86% of the consideration, given the maximum possible weighting of librarianship at 80% of one's workload (7 parts to the definition of librarianship, and four audiences for the section regarding "ability to work in a positive, collegial manner." Of course, this is based on the premise that all sections of the definition carry equal weighting.



Additionally, I feel it is important to state that there is evidence in my portfolio that demonstrates my collegiality towards members of the staff. These letters are available in the *Letters* section of my portfolio. While some members of the staff may feel that I am not collegial towards them, there are members of the staff that do acknowledge my collegiality. It is also important to share that the committee was unwilling to provide me with specific examples of my lack of collegiality or suggestions for improving this aspect of my application, apart from reaching out to the Employee Assistance Program for support. Without objective criteria for measuring this piece of the equation, "collegiality" seems to be tantamount to a popularity contest.

It is my hope that this statement helps provide additional context to the statement written by the Library's APT Committee. I do honestly endeavor to communicate clearly and transparently and will continue to work on this going forward, since this recommendation has pointed out that additional improvement is needed. I thank you all for the work that we've done together, and I will look forward to our continued collaboration regardless of the outcome of this vote.

Sincerely,
Logan Rath