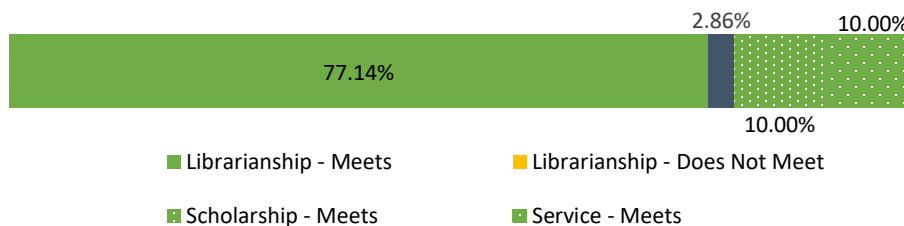


Per the Library's APT bylaws section V F, I am writing this statement in response to the Committee's recommendation.

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. It is 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 pieces to the definition of librarianship, and four audiences for the section regarding ability to work in a positive, collegial manner).



I take issue with the committee's finding that, despite evidence provided (letters from two separate librarians and one library clerk), I fail to work in a positive, collegial manner with library staff. To my knowledge, and in email documentation that can be furnished, all letters were provided willingly and without coercion.

For the record, it is also important to state 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" is 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 endeavor to communicate clearly and transparently and will continue to work on this going forward.

Sincerely,
Logan Rath