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(b) If, in the PAC-PR's judgment, the written documentation is incomplete or inadequate to enable the PAC-PR to reach a clear recommendation, the PAC-PR shall solicit additional information through the Associate Director.

After the PAC-PR reviews all the dossiers, (c) librarians' including the statements of accomplishments and the evaluators' ratings and remarks, the PAC-PR shall make its recommendations regarding each librarian's annual performance to the director of the university library. The PAC-PR's recommendation becomes part of the evaluation documentation that is given to each librarian.

(4) Recommendation:

- (a) The PAC-PR's recommendations shall be based upon established standards.
- (b) The PAC-PR may make recommendations on a librarian's performance of specific assignments, goals, or personal attributes when it wishes to highlight the performance of these matters or when its findings differ from those of the

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evaluation, the PAC-PR, and the administrative supervisor.

(5) Librarian's Comment:

A librarian may make a written response to the PAC-PR's recommendation that will become part of the evaluation documentation.

Policy Name:ReviewPolicy Number:3344-62-04Board Approved:1/21/2005Prior effective dates:5/14/1982