

*This material is part of a collection that documents the harassment, discrimination, and retaliation perpetrated against Alaska's women research scientists by their supervisor, with full knowledge (and arguably, "tacit approval") of their federal employer, the USDA Agricultural Research Service (ARS)*

**Subject:** RE: Thanks for the advice  
**From:** "McHugh, Tara" <Tara.McHugh@ARS.USDA.GOV>  
**Date:** Mon, 7 Apr 2008 11:47:06 -0600  
**To:** <bower@sfos.uaf.edu>

You are welcome Cindy. I wish that I could do more to help. Please let me know if and when you want to talk in the future.

I wish you all the best, Tara

-----Original Message-----

**From:** [bower@sfos.uaf.edu](mailto:bower@sfos.uaf.edu) [<mailto:bower@sfos.uaf.edu>]  
**Sent:** Friday, April 04, 2008 2:52 PM  
**To:** McHugh, Tara  
**Subject:** Thanks for the advice

Tara,

Thanks for taking the time to talk with me this morning. I appreciate that you were at least willing to listen. And to my credit, I lasted over an hour after our conversation this morning before I couldn't take it any more and went home "sick". What I've experienced up here is almost total isolation in an unsupportive environment within an uncaring agency that has plenty of written rules, but subjectively applies them (to my detriment). What you described to me this morning is a situation where I might (possibly) succeed if I just work twice as hard as I am now. I've already "lost" the last three years of my professional life, and it sounds as though I wouldn't have enough in-print publications (to impress the next panel) for several more (miserably-spent) years.

If my initial RPES results were supposedly based on my whole career, I would have been brought in as a GS 13, not at the level of an inexperienced post-doc, (with triple the administrative load and responsibilities for the same "post-doc" pay).

If the RPES panels continue to assume that all scientists land in identical situations (with fully functional labs, a trained tech on site, and an equal number of colleagues ready to collaborate on projects), then my fate here in the agency (as a terminal GS 12) is assured.

I'm glad I had the opportunity to hear your point of view, since you have more experience in the agency. I guess all the decisions at this point are mine. There is a problem for the women here in Fairbanks, and this situation has become untenable. If you hear of any research jobs in food science, I'd appreciate the information. Thanks.

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Cindy