

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: You're famous!
From: "Katie Hietala" <khietala@sfos.uaf.edu>
Date: Mon, 23 Nov 2009 13:55:27 -0900 (AKST)
To: bower@sfos.uaf.edu

That's funny! I feel like a real scientist 😊

Hope your trip is going well. We're still plugging away here. I'm showing Theo how to run protein gels today. I'll be making gelatin tomorrow and incubating at different temperatures! I'll let you know how it turns out on Wednesday!! Day 30 silage is also on Wednesday...should be enough data to put together an abstract when you get back. The N-analyzer is down again, so I'm hoping Theo and Jesse can get it running again so we can get the day 30 proxs.

Take care,
Katie 😊

Hi,
I'm just finishing off the proofs for our potato paper proceedings and I was searching for a citation for our smoked-oils paper on the web and I stumbled across your ARS webpage (<https://www.ars.usda.gov/pandp/people/people.htm?personid=40579>). Since you've been an author on so many of our research pubs, you've got quite an impressive listing (e.g. bigger than Linda's and almost bigger than Ted's). Anyway, I thought that was interesting, and I wanted to pass it along.

I hope all is well.

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CKB

Katie Hietala
USDA Agricultural Research Service
Subarctic Agricultural Research Unit
Bldg. 970 Sheenjek Road
University of Alaska Fairbanks
PO Box 757200
Fairbanks, AK 99775-7200
Phone: (907) 474-6554
Email: khietala@sfos.uaf.edu

According to Wikipedia, "the h-index is an index that attempts to measure both the productivity and impact of the published work of a scientist or scholar".

I believe that one of the driving forces behind Alberto Pantoja's actions against technician authorship may have been that authorship would elevate a technician's h-index above his own. Even though he was a GS 15, Alberto Pantoja had the lowest h-index of any research scientist in the unit. My h-index was more than twice as high as his, but I was held down at the rank of GS 12 because I was a woman.

The USDA Agricultural Research Service never disputed the fact that their promotion system relies entirely on subjective, non-measurable criteria, which resulted in fewer women being promoted to higher GS levels.