

***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:** FW: PWA Policy on Authorship  
**From:** Cindy Bower <Cindy.Bower@ars.usda.gov>  
**Date:** Fri, 18 Dec 2009 16:17:03 -0900  
**To:** "BOWER@sfos.uaf.edu" <bower@sfos.uaf.edu>  
**CC:** CK Bower <ckbower319@gmail.com>

**I had already met all of ARS's requirements for justifying tech authorship. Of note, at no time did my supervisor (or any ARS personnel) challenge my tech's authorship credentials on the merits (i.e. they knew that my tech actually did qualify as an author on all the papers I submitted to them).**

----- Forwarded Message

**From:** "Whalen, Maureen" <Maureen.Whalen@ARS.USDA.GOV>  
**Date:** Fri, 18 Dec 2009 17:22:10 -0700  
**To:** "Hietala, Katie" <Katie.Hietala@ARS.USDA.GOV>  
**Cc:** "Bower, Cindy" <Cindy.Bower@ars.usda.gov>, "Pantoja, Alberto" <Alberto.Pantoja@ARS.USDA.GOV>  
**Subject:** FW: PWA Policy on Authorship

**Instead, ARS personnel such as Maureen Whalen continued to quote generic policies without ever examining the justifications I had submitted to them IN ACCORDANCE WITH ARS POLICIES ON AUTHORSHIP.**

Katie,

Here is the text of the guidance I mentioned to you this afternoon, and the two ARS documents .

Happy holidays,  
Maureen

**This email to my tech appears to be Maureen Whalen's method of silencing an ARS technician (with a Master's degree in science) who has met all the journal's criteria for authorship.**

Regarding authorship, I have attached P&P 152.2. All authors have to fulfill the three authorship criteria in section 1, page 3.

Anyone who fulfills the authorship criteria (P&P 152.2 section 1) must be offered authorship.

For management approval of authorship (see P&P 152.2, section 3, page 4), the AD has delegated the approval to the RL WITH GUIDANCE. The guidance that is in effect is described in the attached memo from May 17, 1999.

Co-authoring papers is not in the position description of technicians. Because it is not in their position descriptions, technicians should not be routinely co-authoring papers. A supervisor is responsible for ensuring the employee is performing the work described in the position description (PD). The supervisor's signature on the PD cover sheet attests to the accuracy of the document and that the employee is performing the work. The supervisor should not be assigning work outside of the PD.

P&P 152.2 recognizes technical help by technicians and acknowledges their assistance as described in P&P 152.2 section 2 Acknowledgement of Contributions.

In the rare instances where a support scientist is to serve as a co-author, as it says in the PWA guidance, "the role must be established...as soon in the research process as possible, ideally prior to the conduct of the research." The example, used by the PWA office, is it would be appropriate if a technician were specifically assigned the development of a method and then fulfilled the three authorship criteria. The RL would have to give prior approval to the role.

According to P&P 152.2, section 3, the RL as AD/AD designee "may require authors to justify the assignment of authorship, by explaining how each individual participated in the activities described by the guidelines for authorship..." The system for justification for authorship is up to the RL as AD designee. The RL signs the ARIS 115s according to the P&P 152.2, the PWA guidance and position

descriptions.

Please let me know if you have any additional questions regarding PWA authorship policy.

Maureen C. Whalen

Assistant Area Director  
Pacific West Area  
ARS-USDA  
800 Buchanan Street  
Albany, CA 94710

Tele: 510-559-6063

Fax: 510-559-5634

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