

***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:** [Fwd: RE: Abstract for WAISC conference]  
**From:** bower@sfos.uaf.edu  
**Date:** Tue, 5 Jan 2010 11:14:54 -0900 (AKST)  
**To:** Lori.Winton@gmail.com

Aaaargghhh, more ARS-fog! This is so toxic to me...

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CKB           **My supervisor, Alberto Pantoja, retaliated against me again (in violation of U.S. Civil Rights Laws), but he was never held accountable by ARS administrative personnel for his illegal actions.**

----- Original Message -----  
Subject: RE: Abstract for WAISC conference  
From: "Bower, Cindy" <[Cindy.Bower@ars.usda.gov](mailto:Cindy.Bower@ars.usda.gov)>  
Date: Tue, January 5, 2010 11:03 am  
To: "Pantoja, Alberto" <[Alberto.Pantoja@ars.usda.gov](mailto:Alberto.Pantoja@ars.usda.gov)>  
Cc: "Whalen, Maureen" <[Maureen.Whalen@ars.usda.gov](mailto:Maureen.Whalen@ars.usda.gov)>  
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Alberto,  
You suggested that my request "is not aligned with previous discussions, current PWA, & SARU guidance on authorship". Presumably to support your case, you attached:

- a July 1st 2009 memo (P&P 152.2-ARS defines the Policies and Procedures on Authorship of Research and Technical Reports and Publications) that correctly listed P&P 152.2-ARS as the guidance for "Authorship of Research and Technical Reports and Publications";
- your inaccurate 25 September 2009 memo of expectation on authorship that implied agreement where none existed;
- my response to the previous memo in which you requested that I "Please acknowledge receiving this memo", which I did in a non-confrontational style that clearly indicated that I had received the memo, but in no way implied that I agreed with the discriminatory policies that you had outlined;
- a December 18, 2009 memo from Dr. Maureen Whalen (PWA Policy on Authorship), which referenced her earlier clarification on PWA policy stating that "Anyone who fulfills the authorship criteria (P&P 152.2 section 1) must be offered authorship".

You also included a link to a food science webpage (<http://members.ift.org/IFT/Pubs/FoodTechnology/ftsubmit/>). Unfortunately, it did not in any way address the issue of authorship or meeting abstracts. If your intent was to provide helpful information, then I appreciate your efforts and look forward to receiving the correct page containing information that is relevant.

As always, I maintain that I have dutifully followed P&P 152.2 (and it is noteworthy that you have never been able to specifically dispute that fact on the merits).

However, since you are still my supervisor (despite years of grievances and EEO complaints against you), I continue to be forced to submit requests to you in accordance with ARS rules and regulations. You can approve my requests, contact me if legitimate clarification is needed, or continue to retaliate against me. I fully recognize that there is no adequate remedy at law for ARS women research scientists engaged in the

Federal EEO process in Alaska, and I look forward to the upcoming EEOC Hearing with Judge Gaffin presiding.

Cindy

Cindy Bower, Ph.D.  
USDA Agricultural Research Service  
PO Box 757200  
Fairbanks, AK 99775-7200  
Phone: (907) 474-6732  
Email: [Cindy.Bower@ars.usda.gov](mailto:Cindy.Bower@ars.usda.gov)

**Judge Gaffin never scheduled an EEOC Hearing for any of the women research scientists who filed EEOC complaints (in January 2009) against Alberto Pantoja. My request for injunctive relief was also ignored by EEOC.**

**The ARS and the EEOC allowed unlawful harassment, discrimination, and retaliation to be perpetrated against me (unabated) until I lost my job in August 2010.**

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From: Pantoja, Alberto  
Sent: Tuesday, January 05, 2010 6:35 AM  
To: Bower, Cindy  
Cc: Pantoja, Alberto  
Subject: RE: Abstract for WAISC conference

**Presumably, authorship for ARS technicians continues to be denied.**

<< File: AP-Memo-09-P&P 152.2-ARS defines the Policies and Procedures on Authorship of Research and Technical Reports and Publications.pdf >>  
<< File: Memo of expectation\_Authorship of Research and Technical Reports and Publications.pdf >> << File: Acknowledge-RE\_Memo of expectation\_Authorship of Research and Technical Reports and Publications.pdf >> << File: AAD-FW\_PWA Policy on Authorship.pdf >>

Cindy

Your request is not aligned with previous discussions, current PWA, & SARU guidance on authorship. Attached my previous communications on authorship requirements and guidance. I have also attached an email from Dr. Maureen Whalen, Associate Area Director to you containing the PWA policy and guidance on authorship.

The Journal of Food Technology (<http://members.ift.org/IFT/Pubs/FoodTechnology/ftsubmit/>) offers suggestions on how to cite and acknowledge previous research work. Other journals in the field offer similar guidance.

Please let me know if you still have questions on P&P 152.2 or the SARU & PWA guidance on authorship. Feel free to stop by the office at any time to discuss and clarify.

Thanks

alberto

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From: Bower, Cindy  
Sent: Thursday, December 31, 2009 2:30 PM  
To: Pantoja, Alberto  
Cc: Philibert, Juli  
Subject: Abstract for WAISC conference

<< File: Bower\_115\_Unalaska.pdf >> << File: UnAlaskaAbstract.pdf >>  
<< File: UnalaskaConference Info.pdf >>

Alberto,

I have attached an abstract and AD 115 form for the 2010 Western Alaskan Interdisciplinary Science Conference and Forum to be held in Unalaska in March.

As required by P&P 152.2-ARS Section 5 (Summary of Responsibilities), I am requesting approval of co-authorship for Katie Hietala on the abstract (Solving the Fish Byproducts Puzzle in Western Alaska). I believe it would be unethical for me to refuse her authorship at this point, since Katie has already been approved for authorship on most of the research that I will be presenting, (ARIS Log #s: 0000246611, 0000246751, 0000246753, 0000218749, 0000232357). I am extremely interested in making contact with stakeholders in western Alaska and I am planning a talk that will introduce the audience to partnering opportunities with ARS. No peer-reviewed publication will result from my presentation.

Thank you for considering my request.

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Cindy

Cindy Bower  
Research Food Technologist  
USDA Agricultural Research Service  
PO Box 757200  
Fairbanks, AK 99775-7200  
Phone: (907) 474-6732  
Email: [Cindy.Bower@ars.usda.gov](mailto:Cindy.Bower@ars.usda.gov)

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