

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)

From: lori.xxxxxx@xxxxx.xxx
Subject: Re: Mid-year review
Date: July 21, 2008 10:16:27 PM GMT-08:00
To: CKBower@cmug.com

ooo, good one

On Mon, Jul 21, 2008 at 7:53 PM, CK B <CKBower@cmug.com> wrote:

Begin forwarded message:

From: "Bower, Cindy" <Cindy.Bower@ars.usda.gov>
Date: July 18, 2008 10:06:12 AM GMT-08:00
To: "Pantoja, Alberto" <Alberto.Pantoja@ARS.USDA.GOV>
Cc: "Philibert, Juli" <Juli.Philibert@ARS.USDA.GOV>
Subject: Mid-year review

18 Jul 2008

Alberto,

This is a follow-up to my mid-year review, where I provided all the information you requested and asked for your feedback concerning any deficiencies in my performance. You supplied none.

Of note: you mentioned that for Element 3, specific goal 3, it is not a problem that I have been unable to "communicate directly all programmatically and operational aspects of the project" in a monthly verbal update. I successfully met this goal until it was rescinded (5/15/08). In that email, the updates were changed to occur at monthly CRIS meetings, however since you have not been in attendance at the aquaculture CRIS meetings, no verbal updates concerning my research program have taken place.

I believe the mid-year review went well, and that I demonstrated an exceeds in nearly every category. I specifically asked you for comments concerning issues that would prevent me from achieving an "exceeds" rating, and I was justifiably pleased to receive no indication of any deficits. Consequently, I would be extremely surprised to receive another mediocre performance appraisal from you.

If you have any further questions, please let me know. Thanks.

Cindy