

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: Postpone Team Program and announcement of Staff meeting
Date: October 4, 2008 5:25:20 PM GMT-08:00
To: CKBower@cmug.com

i don't really recall him owning up to anything do you?

i actually used this in at least one of my grievances and asked them to get the data from gdi, they didn't care a bit

why does your email say from alaska.net now?

On Sat, Oct 4, 2008 at 5:01 PM, CKBower@alaska.net <CKBower@cmug.com> wrote:
A blast from the past...

Begin forwarded message:

From: bower@sfos.uaf.edu
Date: October 3, 2005 6:45:23 PM ADT
To: ckbower@cmug.com
Subject: Fwd: Postpone Team Program and announcement of Staff meeting

----- Forwarded message from Alberto Pantoja <ffap2@uaf.edu> -----

Date: Mon, 3 Oct 2005 16:31:08 -0800
From: Alberto Pantoja <ffap2@uaf.edu>
Reply-To: ffap2@uaf.edu
Subject: Postpone Team Program and announcement of Staff meeting
To: Jasmin Colon <fjnc1@uaf.edu>, Aaron Hagerty <ffamh1@uaf.edu>, Alberto Pantoja <ffap2@uaf.edu>, Andrew Krohn <fsalk1@uaf.edu>, Bethany Sweet <fsbes2@uaf.edu>, Bob Torgerson <fsrt5@uaf.edu>, Casie Stockdale <fscas1@uaf.edu>, Charlene Malemute <Malemute@sfos.uaf.edu>, Cindy Bower <bower@sfos.uaf.edu>, Daniel Hall <fndah2@uaf.edu>, "David C. Ianson" <pfdci@uaa.alaska.edu>, Dennis Fielding <ffdjf1@uaf.edu>, Elizabeth Andringa <fseda2@uaf.edu>, Gail Wright <asgaw8@uaa.alaska.edu>, Janis Contento <fjnc1@uaf.edu>, Jeff Conn <ffjsc1@uaf.edu>, Joe C Kuhl <ffjck@uaf.edu>, Katherine Beattie <fnk1b1@uaf.edu>, "Kathryn L. Brown" <pnk1b@uaa.alaska.edu>, Kelly Martin <fnkcm1@uaf.edu>, Linda Defoliart <fnlsd@uaf.edu>, Lori Winton <ffilmw@uaf.edu>, "Nancy L. Robertson" <pfnlr@uaa.alaska.edu>, 'Peter Bechtel' <bechtel@sfos.uaf.edu>, Scott Hillard <fssch2@uaf.edu>, Steven Seefeldt <sseefeldt@pw.ars.usda.gov>

TO: SARU

I have received raw data from the survey. After consulting with Growth Dynamics Inc.(GDI), we (GDI and ARS) agreed that the team program should be postponed. The main reasons to postpone are:1. Delays in finalizing decision for this program (GDI and ARS) put us in a less than ideal position of receiving survey results mere days before delivering a 2-day program to approx. 25 employees. 2. Results suggest serious difficulties; I wanted time to collate, summarize and reflect on the survey results. 3. In looking at

the survey, we determined the best next step, before a "team-building" program, is for me to respond directly to your feedback.

To lay a foundation for good use of our time/money on facilitated team training I am committed to: a. Go through survey and respond to you in a systematic way over next several weeks

b. As I do, I will share what I heard, what I can own up to, what I can do differently, and what I need/ask of you. I plan to begin this process with you on Thursday October 06, 2005 during a staff meeting.

In summary, the team program with external resources has been postponed, instead there will be a staff meeting on Thursday October 06, 2005 8:00AM to 5:00PM. Those from Palmer might opt to visit with other Unit member on Friday or return after the meeting on Thursday afternoon.

STEP appointments are welcome to participate, but participation is not required.

We apologize for the inconveniences.

alberto

----- End forwarded message -----