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)

Alberto Pantoja USDA Agricultural Research Service PO Box 757200 Fairbanks, AK 99775-7200

21 September 2009

Alberto,

As you requested, I reviewed the list of co-authors on my manuscript "Dehydration of pollock skins prior to gelatin production" and I believe that each author has participated sufficiently in the work to take public responsibility for the content of the article.

Consequently, I was surprised to have my manuscript disapproved for ARIS entry and returned to me with the names of several co-authors crossed out. This is especially troubling since each co-author had previously received your ARIS approval (12/12/2008) on the meeting abstract (Log # 235202), which corresponds to this manuscript. Had you required additional justification for authorship, last December would have been the appropriate time to request it, rather than now, a year after the research was conducted and mere days before all manuscripts are due.

In the future I will be happy to discuss implementation of your new rules regarding ARS authorship requirements. However at present, since you have always given your full approval for my technician (and Tara McHugh's technician) to act as co-authors on my papers, I request that you allow Katie Hietala and Carl Olsen to be recognized as co-authors since they: participated in analysis and interpretation of the data, helped draft and revise parts of the manuscript, and will be allowed to review and contribute to the final manuscript before it is submitted for publication (as required by P&P 152.2).

Cindy

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