

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: RE: Memo of expectation: Authorship of Research and Technical Reports and Publications
From: "Bower, Cindy" <Cindy.Bower@ars.usda.gov>
Date: Fri, 25 Sep 2009 11:47:52 -0600
To: "Pantoja, Alberto" <Alberto.Pantoja@ARS.USDA.GOV>
CC: "Contento, Janis" <Janis.Contento@ARS.USDA.GOV>

Alberto,
Thanks for allowing my three manuscripts to be entered into ARIS.

Cindy

From: Pantoja, Alberto
Sent: Friday, September 25, 2009 9:18 AM
To: 'Jeff Conn (Jeff.Conn@ARS.USDA.GOV)'; Pantoja, Alberto; Cindy Bower (Cindy.Bower@ars.usda.gov); Contento, Janis
Subject: Memo of expectation: Authorship of Research and Technical Reports and Publications

To: Cindy Bower
Jeff Conn

This is a follow up memo to our discussion this morning regarding approval of manuscripts titled:

1. "Fermentation of Pink Salmon (*Oncorhynchus gorbuscha*) Using Potatoes as a Carbohydrate Source" by Cynthia K. Bower^{*}, Katie A. Hietala and Theodore C. DeLaca.
2. "Dehydration of pollock skins prior to gelatin production" by C.K. Bower, R.J. Avena-Bustillos, K.A. Hietala, C. Bilbao-Sainz, C.W. Olsen, and T.H. McHugh.
3. "Stabilizing smoked salmon tissue after extraction of oil" by C. Bower and K. Hietala.

and

1. "Characterizing Pathways of Invasive Plant Spread to Alaska: II. Propagules from Imported Hay and Straw" by J. S. Conn, C.A. Stockdale, N.A. Werdin-Pfisterer, and J. C. Morgan.
2. "Variation in soil seed bank survival: Patterns of Seed Viability and Dormancy of 17 Weed Species after 25 Years of Burial" by J. Conn and N. Werdin.

In attendance: J. Conn, C. Bower, J. Contento, A. Pantoja

We discussed, clarified and agreed:

1. That I have not disapproved any of your manuscripts. Since I needed clarification on authors, I returned the file to Juli. The package was returned to your mail box for clarification.
2. In the past, I have allowed technicians in the Unit to be co-authors in manuscripts and abstracts. At the end of June 2009, an SY from our Unit elevated to PWA a request to add a technician as co-author in a manuscript. As a consequence of that interaction, PWA brought to my attention the PWA Delegation of Authority Memo (PWA-DAM) and the need to adhere to it and P&P152.2.
3. On July 1, 2009, I emailed all SY's in the Unit the procedure to follow when approval of authorship by the Area Director is required. Adherence to the P&P and the PWA-DAM prevents SY's from directing technicians to conduct work outside their position description.
4. Since you have certified that all authors listed in the above manuscripts have participated and met the authorship requirements before the PWA-DAM memo was circulated in the Unit, this can be considered a special circumstance.
5. The academic degree of the technician(s) is not a factor in considering authorship; the authorship requirements are defined in P&P 152.2.
6. On this occasion and under the special circumstances described above, I will approve the referred 5 manuscripts for ARIS entry with the understanding that P&P152.2 Authorship of Research and Technical Reports and Publications and the PWA Delegation of Authority Memo will be followed for all future documents where authorship is involved.

Please acknowledge receiving this memo.

alberto

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