

*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: FW: IDP- clarification requested  
**From:** "Bower, Cindy" <Cindy.Bower@ars.usda.gov>  
**Date:** Tue, 10 Nov 2009 15:29:10 -0700  
**To:** "Pantoja, Alberto" <Alberto.Pantoja@ars.usda.gov>  
**CC:** "Contento, Janis" <Janis.Contento@ars.usda.gov>

Alberto,

Katie's IDP for 2010 has the statement "Strong desire to continue writing manuscripts for career advancement" listed under Development Work Experiences. You requested clarification of her request and (as her supervisor) I am providing it for you. I have discussed this with Katie and she would like to:

- continue participating in the conception or design, or analysis and interpretation of data
- continue drafting or revising articles for critically important intellectual content, when appropriate
- continue to be offered a chance to read the final version prior to publication

Allowing Katie to continue being recognized as a co-author supports her career advancement, which is in accordance with the current ARS Workforce Plan ([www.afm.ars.usda.gov/hrd/humancapital/ARS Workforce Plan.DOC](http://www.afm.ars.usda.gov/hrd/humancapital/ARSWorkforcePlan.DOC))

I hope this issue has been clarified to your satisfaction. In the future, if you have questions about paperwork that I have already approved for my employees, please bring your concerns directly to me so we can discuss them. I feel devalued when you circumvent my authority as a supervisor and I trust that it will not happen again.

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Cindy