

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: Re: FW: IDP- clarification requested
From: "Bower, Cindy" <Cindy.Bower@ars.usda.gov>
Date: Thu, 12 Nov 2009 12:32:44 -0700
To: "Pantoja, Alberto" <Alberto.Pantoja@ARS.USDA.GOV>
CC: "Contento, Janis" <Janis.Contento@ARS.USDA.GOV>

Alberto,

I received your message and I'd like to correct a misconception. I did not revoke your authority to act as Reviewing Official. I merely asked that you respect my authority as Rating Official. If you have questions concerning any of my employees, please bring the issue to my attention rather than bypassing the correct chain of command.

Additionally, allowing (but never requiring) technicians to work beyond their position descriptions is a time-honored method available to improve their chances of receiving an "Exceeds Fully Successful". Their motivation and hard work also benefits the ARS and should therefore not be discouraged.

I hope this serves to clarify rather than escalate this misunderstanding.

Cindy

From: Pantoja, Alberto
Sent: Thursday, November 12, 2009 9:53 AM
To: Bower, Cindy
Cc: Contento, Janis; Pantoja, Alberto
Subject: RE: Re: FW: IDP- clarification requested

Cindy

Thanks for your message. I wanted to clarify that we are in the process of reviewing and defining the specific goals for the FY2010 performance plan (PP) and IDP's. The reviewer's official signature is required to establish performance plans and IDP's. As reviewing official and RL, I have and will continue to seek clarification on any aspect of the IDP or PP that is not clear or is conflictive with current regulations/guidance. On September 25, 2009, during a meeting with you and J. Conn, we discussed the PWA Delegation of Authority Memo and the need to adhere to P&P152.2 (Authorship of Research and Technical Reports and Publications). As discussed during the September 25, meeting requiring/allowing technicians to work beyond their position descriptions is a violation of the position description and a human resources management issue. If you have doubts or questions on the process to establish the 2010 PP/IDP or the topics discussed during the September 25, 2009 meeting, please stop by the office at your earliest convenience to discuss.

alberto

From: Bower, Cindy
Sent: Tuesday, November 10, 2009 1:29 PM
To: Pantoja, Alberto
Cc: Contento, Janis
Subject: Re: FW: IDP- clarification requested

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)

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.

Cindy