

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: [Fwd: RE: Abstract for WAISC conference]
From: bower@sfos.uaf.edu
Date: Tue, 5 Jan 2010 11:14:54 -0900 (AKST)
To: Lori [REDACTED]

Aaaargghhh, more ARS-fog! This is so toxic to me...

CKB

----- Original Message -----
Subject: RE: Abstract for WAISC conference
From: "Bower, Cindy" <Cindy.Bower@ars.usda.gov>
Date: Tue, January 5, 2010 11:03 am
To: "Pantoja, Alberto" <Alberto.Pantoja@ars.usda.gov>
Cc: "Whalen, Maureen" <Maureen.Whalen@ars.usda.gov>

Alberto,

You suggested that my request "is not aligned with previous discussions, current PWA, & SARU guidance on authorship". Presumably to support your case, you attached:

- a July 1st 2009 memo (P&P 152.2-ARS defines the Policies and Procedures on Authorship of Research and Technical Reports and Publications) that correctly listed P&P 152.2-ARS as the guidance for "Authorship of Research and Technical Reports and Publications";
- your inaccurate 25 September 2009 memo of expectation on authorship that implied agreement where none existed;
- my response to the previous memo in which you requested that I "Please acknowledge receiving this memo", which I did in a non-confrontational style that clearly indicated that I had received the memo, but in no way implied that I agreed with the discriminatory policies that you had outlined;
- a December 18, 2009 memo from Dr. Maureen Whalen (PWA Policy on Authorship), which referenced her earlier clarification on PWA policy stating that "Anyone who fulfills the authorship criteria (P&P 152.2 section 1) must be offered authorship".

You also included a link to a food science webpage (<http://members.ift.org/IFT/Pubs/FoodTechnology/ftsubmit/>). Unfortunately, it did not in any way address the issue of authorship or meeting abstracts. If your intent was to provide helpful information, then I appreciate your efforts and look forward to receiving the correct page containing information that is relevant.

As always, I maintain that I have dutifully followed P&P 152.2 (and it is noteworthy that you have never been able to specifically dispute that fact on the merits).

However, since you are still my supervisor (despite years of grievances and EEO complaints against you), I continue to be forced to submit requests to you in accordance with ARS rules and regulations. You can approve my requests, contact me if legitimate clarification is needed, or continue to retaliate against me. I fully recognize that there is no adequate remedy at law for ARS women research scientists engaged in the

Federal EEO process in Alaska, and I look forward to the upcoming EEOC Hearing with Judge Gaffin presiding.

Cindy

Cindy Bower, Ph.D.
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From: Pantoja, Alberto
Sent: Tuesday, January 05, 2010 6:35 AM
To: Bower, Cindy
Cc: Pantoja, Alberto
Subject: RE: Abstract for WAISC conference

<< File: AP-Memo-09-P&P 152.2-ARS defines the Policies and Procedures on Authorship of Research and Technical Reports and Publications.pdf >>
<< File: Memo of expectation_Authorship of Research and Technical Reports and Publications.pdf >> << File: Acknowledge-RE_Memo of expectation_Authorship of Research and Technical Reports and Publications.pdf >> << File: AAD-FW_PWA Policy on Authorship.pdf >>

Cindy

Your request is not aligned with previous discussions, current PWA, & SARU guidance on authorship. Attached my previous communications on authorship requirements and guidance. I have also attached an email from Dr. Maureen Whalen, Associate Area Director to you containing the PWA policy and guidance on authorship.

The Journal of Food Technology (<http://members.ift.org/IFT/Pubs/FoodTechnology/ftsubmit/>) offers suggestions on how to cite and acknowledge previous research work. Other journals in the field offer similar guidance.

Please let me know if you still have questions on P&P 152.2 or the SARU & PWA guidance on authorship. Feel free to stop by the office at any time to discuss and clarify.

Thanks

alberto

From: Bower, Cindy
Sent: Thursday, December 31, 2009 2:30 PM
To: Pantoja, Alberto
Cc: Philibert, Juli
Subject: Abstract for WAISC conference

<< File: Bower_115_Unalaska.pdf >> << File: UnAlaskaAbstract.pdf >>
<< File: UnalaskaConference Info.pdf >>

Alberto,

I have attached an abstract and AD 115 form for the 2010 Western Alaskan Interdisciplinary Science Conference and Forum to be held in Unalaska in March.

As required by P&P 152.2-ARS Section 5 (Summary of Responsibilities), I am requesting approval of co-authorship for Katie Hietala on the abstract (Solving the Fish Byproducts Puzzle in Western Alaska). I believe it would be unethical for me to refuse her authorship at this point, since Katie has already been approved for authorship on most of the research that I will be presenting, (ARIS Log #s: 0000246611, 0000246751, 0000246753, 0000218749, 0000232357). I am extremely interested in making contact with stakeholders in western Alaska and I am planning a talk that will introduce the audience to partnering opportunities with ARS. No peer-reviewed publication will result from my presentation.

Thank you for considering my request.

Cindy

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From: Pantoja, Alberto
To: alberto.pantoja@ars.usda.gov; [Cindy Bower \(Cindy.Bower@ars.usda.gov\)](mailto:Cindy.Bower@ars.usda.gov); [Peter Bechtel \(Peter.Bechtel@ARS.USDA.GOV\)](mailto:Peter.Bechtel@ARS.USDA.GOV); [Ted Wu \(Ted.Wu@ARS.USDA.GOV\)](mailto:Ted.Wu@ARS.USDA.GOV); [Bonnie Furman \(Bonnie.Furman@ARS.USDA.GOV\)](mailto:Bonnie.Furman@ARS.USDA.GOV); [Nancy L. Robertson \(nancy.robertson@ars.usda.gov\)](mailto:Nancy.L.Robertson@ars.usda.gov); [Dennis Fielding \(Dennis.Fielding@ARS.USDA.GOV\)](mailto:Dennis.Fielding@ARS.USDA.GOV); [Jeff Conn \(Jeff.Conn@ARS.USDA.GOV\)](mailto:Jeff.Conn@ARS.USDA.GOV); [Lori Winton \(Lori.Winton@ARS.USDA.GOV\)](mailto:Lori.Winton@ARS.USDA.GOV); [Steven Seefeldt](mailto:Steven.Seefeldt)
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Subject: P&P 152.2-ARS defines the Policies and Procedures on Authorship of Research and Technical Reports and Publications
Date: Wednesday, July 01, 2009 5:44:21 PM
Attachments: [152-02ars \(Authorship\).pdf](#)
[Delegation of Authority-Authorship.pdf](#)

To: SY's

The Policies and Procedures on Authorship of Research and Technical Reports and Publications are defined in P&P 152.2-ARS. Please notice that "When approval of authorship by the Area Director is required, such approval will be sought as soon as the need for approval becomes evident, but prior to production of the first draft of the manuscript." The Area Director (AD) has delegated the Authority to approve authorship to Research Leaders and provided guidance on his delegation of authority-authorship memo.

Let me know if there are any questions regarding the P&P or PWA Guidance.

Attached 152.2 ARS and PWA-Delegation of Authority-authorship.

alberto

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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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