

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: conflict resolution

Date: Friday, January 8, 2010 9:37 AM

From: Bower, Cindy <Cindy.Bower@ars.usda.gov>

To: _____

Nice reply, with sentiments mirrored by us all. Nancy also tried conflict resolution (twice). In fact, every time we had one of those "trainings" (e.g. "Penguins and Peacocks" and the Jeff Schmitt debacle), some beleaguered employee was suffering a one-on-one with Alberto. When my invitation came, I couldn't turn it down fast enough!

The only trouble I see with that email is that you didn't cc anyone, therefore it never happened and it doesn't exist. I would advise you to add it to your collection of evidence (e.g. previous affidavits, documents showing retaliation, and other communications between you and Alberto) and then send it off to your investigator so that it will make it into the official EEO record.

Good luck.

CKB

From: _____

Sent: Friday, January 08, 2010 9:18 AM

To: Bower, Cindy

Subject: FW: conflict resolution

From: _____

Sent: Thursday, January 07, 2010 4:38 PM
To: Pantoja, Alberto
Subject: RE: conflict resolution

Hello Alberto,

Thank you for your offer, but I have declined to pursue conflict resolution. Lori Winton tried it and it was not at all helpful.

I think that the issues that I have brought up have to do more with your personality and style of management and these have not changed despite previous conflict resolution and management training. The dictatorial style of management that seemed to work for you at your previous positions is not working here, with scientists that expect respect, openness, and joint decisions on projects and budget spending.

Alaska is a hard place to work, with short days and cold temperatures. We need a kinder, gentler leader that knows how to foster good morale. Instead, under your tenure two scientists have had nervous breakdowns, 2 have been fired, two scientists have left, 5 (or is it 6, with Dave lanson?) human right complaints, and all the scientists, except Peter (maybe) are looking for other jobs (not necessarily out of Alaska). When I worked for ARS before, I do not remember any firings, we did good work and we had a happy team. You would think that we would be the happiest group around with the salaries we bring in and with the creativity of being scientists.

I'm sorry we have gotten to this point.

From: Pantoja, Alberto
Sent: Thursday, January 07, 2010 12:40 PM
To:
Cc: Pantoja, Alberto
Subject: conflict resolution

I am still open to conflict resolution; To learn more about CR visit <http://www.afm.ars.usda.gov/programs/coopres/>

alberto