

*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

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**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

*This is a false statement by Alberto Pantoja. It is NOT a violation to allow technicians to work beyond their position description (and no documents were ever provided that proved it was a violation). By his actions, Dr. Pantoja put ethical scientists in a very difficult situation, since peer-reviewed science journals establish their own criteria for authorship, (i.e. the issue cannot legally be circumvented by ARS administrative personnel).*

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

*Do you think Alberto Pantoja acted ethically when he wielded his power to deny legitimate authorship credit to a GS-7 scientist with a Master's Degree, simply because ARS considered her a "technician"?*

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**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](http://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.

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Cindy

***Do you think Alberto Pantoja acted ethically when he bypassed the correct chain of command in order to bully my tech about serving as a co-author?***

***How can women supervisors protect their women employees from men who have a history of unlawfully harassing, discriminating, and retaliating against them?***