

*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:** "Hietala, Katie" <Katie.Hietala@ARS.USDA.GOV>  
**Date:** Thu, 12 Nov 2009 09:35:11 -0700  
**To:** <bower@sfos.uaf.edu>

Hi,

I went ahead and removed the writing self-development from my IDP. I thought about it all yesterday and it felt like the thing to do.

I apologize if this makes a mess of anything.

Katie

Katie Hietala  
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-----Original Message-----

From: [bower@sfos.uaf.edu](mailto:bower@sfos.uaf.edu) [<mailto:bower@sfos.uaf.edu>]  
Sent: Tuesday, November 10, 2009 1:48 PM  
To: Hietala, Katie  
Subject: RE: FW: IDP- clarification requested

Too late,

I know all this conflict is hard and I'm really sorry about it.  
Hopefully  
things will get better (for all of us) soon.

CKB

Hi again,

Would it be okay to just remove the statement from my IDP...I really don't want to step on anyone's toes or create any more drama in your work environment. Let's just take the approach outlined by Area (write-up a justification for me being a co-author). I appreciate everything you do for me and I thank you for the opportunities that

I've

had being a co-author with you in previous research.

Katie 😊

Katie Hietala  
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-----Original Message-----

From: [bower@sfos.uaf.edu](mailto:bower@sfos.uaf.edu) [<mailto:bower@sfos.uaf.edu>]

Sent: Tuesday, November 10, 2009 7:34 AM

To: Hietala, Katie

Subject: Re: FW: IDP- clarification requested

Whoa, sorry about that. If Alberto had (properly) cc'ed me on that email

(since I'm your supervisor and I've already approved your IDP) I could have handled this.

You definitely want to keep that sentence, since it's one part of a three-pronged attempt to keep legitimate credit from being deflected from the extremely competent, hardworking techs.

Let me think about this for a little bit, and I'll hunt for you later today so we can discuss it.

Okay, back to work! (Thanks! You really do a great job for my lab.)

—  
CKB

Hi,

I received this email from Alberto yesterday morning regarding my IDP and I'm not sure what to do with it. Juli mentioned that it might not pass because there are certain procedures for going about adding me

to

publications. Didn't you mention that you have to turn in some paperwork

prior to the research being started stating what my contributions would be?

Should I just remove this line from my IDP? I'm fine with doing that...let me know what you think.

Thanks,

Katie

Katie Hietala

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From: Pantoja, Alberto  
Sent: Monday, November 09, 2009 11:23 AM  
To: Katie A. Hietala ([Katie.Hietala@ARS.USDA.GOV](mailto:Katie.Hietala@ARS.USDA.GOV))  
Cc: Pantoja, Alberto  
Subject: IDP- clarification requested

Katie

Your IDP for 2010 has this statement "Strong desire to continue writing manuscripts for career advancement" under development Work experience.

Please clarify for me what are your expectations on the request.

alberto

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<<http://www.ars.usda.gov/pandp/locations/locations.htm?modecode=53-41-00-00>>

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use, distribute, disclose or copy any of it, and you must immediately notify and return it to [alberto.pantoja@ars.usda.gov](mailto:alberto.pantoja@ars.usda.gov)  
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