

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: Justification for technician co-authorship
From: "Bower, Cindy" <Cindy.Bower@ars.usda.gov>
Date: Fri, 13 Nov 2009 10:34:30 -0700
To: "Pantoja, Alberto" <Alberto.Pantoja@ARS.USDA.GOV>

Alberto,

The two meetings are as follows:

Pacific Fisheries Technologists meeting (Feb 21-24th, 2010)
ABSTRACT DUE: 11 December 2009

Institute of Food Technologists meeting (July 17-24, 2010)
ABSTRACT DUE: 15 December 2009

I have not written the abstracts yet, since preliminary data has not been collected. However, these are both important studies and I expect to be producing a manuscript from each abstract before September 2010.

Hopefully, this information has provided you with ample clarification. **His intention was to deny co-authorship to my**

Cindy

From: Pantoja, Alberto
Sent: Friday, November 13, 2009 6:59 AM
To: Bower, Cindy
Cc: Pantoja, Alberto
Subject: RE: Justification for technician co-authorship

Cindy

Please clarify for me proposed abstract submission date; it will be December 2009 or 2010.

Thanks

alberto

From: Bower, Cindy
Sent: Thursday, November 12, 2009 3:25 PM
To: Pantoja, Alberto
Cc: Contento, Janis
Subject: Justification for technician co-authorship

Alberto,

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 following two projects. Both projects are still

This is an example of Alberto Pantoja's "Death by 1,000 Cuts" harassment style, which he routinely used to delay requests made by women research scientists. In this example, instead of addressing my November 12th request, he replied with a question (even though the answer was obvious).

His intention was to deny co-authorship to my technician, even though I had met all of ARS's author-justification requirements.

By unethically wielding his power, he was able to delay approval of my request, thereby resulting in missed deadlines and further damage to my career.

in the preliminary phase, but data from each will be summarized into a meeting abstract and submitted in December. I anticipate that Katie will participate sufficiently in the work to take public responsibility for the content of the abstracts as well as future manuscripts. I have provided a justification for each project:

1.) Enhancing the strength of fish-skin gelatin films without additives

- Katie will be participating in the design, analysis and interpretation of data by evaluating protein content at each stage of the experimental procedure, while simultaneously suggesting changes in the pollock-skin treatment protocol to increase yields of specific protein fractions.

- Katie has requested the opportunity to perform her work at the level needed to justify authorship, and she was given the chance to refuse this (optional) assignment.

2.) Low temperature stabilization technologies to preserve salmon discards in cool climates

- Katie will be participating in the analysis and interpretation of data through her microbiological studies with a different, more promising strain of bacteria. She is a highly skilled microbiologist and will serve as my eyes and ears in the lab, since I cannot do all of the experimental work myself. A simple technician could not perform at the level I need for this project.

- Katie has requested the opportunity to perform this work at the level needed to justify authorship, and she was given the chance to refuse this (optional) assignment.

Thanks for considering my request to include Katie Hietala as a co-author on my two abstracts (and corresponding manuscripts).

Cindy

Cindy Bower
USDA Agricultural Research Service
PO Box 757200
Fairbanks, AK 99775-7200
Phone: (907) 474-6732