

*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:** FW: Justification for technician co-authorship  
**From:** Cindy Bower <Cindy.Bower@ars.usda.gov>  
**Date:** Sat, 05 Dec 2009 02:04:34 -0900  
**To:** "BOWER@sfos.uaf.edu" <bower@sfos.uaf.edu>

*My tech was eligible for authorship in peer-reviewed journals because of her level of contribution to the research.*

----- Forwarded Message

**From:** "Pantoja, Alberto" <Alberto.Pantoja@ARS.USDA.GOV>  
**Date:** Fri, 4 Dec 2009 16:56:49 -0700  
**To:** "Hietala, Katie" <Katie.Hietala@ARS.USDA.GOV>  
**Cc:** "Pantoja, Alberto" <Alberto.Pantoja@ARS.USDA.GOV>, "Contento, Janis" <Janis.Contento@ARS.USDA.GOV>, <Cindy.Bower@ars.usda.gov>  
**Subject:** FW: Justification for technician co-authorship

*My supervisor, Alberto Pantoja, bullied my technician about her desire to receive the authorship credit she was due.*

Katie

*I had already provided all of the justifications required by ARS for my tech's co-authorship.*

This is the justification for technician authorship referred by Cindy during the meeting today. The language on the request and your expressions during the meeting today are not aligned, please confirm your request to perform research at a level to justify authorship as stated below- see areas in red.

Thanks

*Do you think my supervisor acted ethically when he circumvented the ARS authorship process and approached my tech directly in hopes that she would deny herself legitimate co-authorship credit?*

alberto

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**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 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).

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Cindy

Cindy Bower

USDA Agricultural Research Service

PO Box 757200

Fairbanks, AK 99775-7200

Phone: (907) 474-6732

----- End of Forwarded Message