

***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: Abstract for PFT conference- AP reply Dec 5-09  
**From:** Cindy Bower <Cindy.Bower@ARS.USDA.GOV>  
**Date:** Mon, 07 Dec 2009 07:10:44 -0900  
**To:** "Whalen, Maureen" <Maureen.Whalen@ARS.USDA.GOV>

Dr. Whalen,

I consider my tech to have been intimidated into writing this email. She has been placed in a difficult position and should never have been cc-ed on Alberto's email to me. Consequently, I would still like to pursue the issue of co-authorship. Thank you for continuing to look into the ongoing conflict.

\_\_\_\_\_  
Cindy

**My tech declined co-authorship, despite qualifying as a legitimate author.**

----- Forwarded Message

**From:** "Hietala, Katie" <Katie.Hietala@ARS.USDA.GOV>  
**Date:** Mon, 7 Dec 2009 08:59:58 -0700  
**To:** "Pantoja, Alberto" <Alberto.Pantoja@ARS.USDA.GOV>, "Bower, Cindy" <Cindy.Bower@ars.usda.gov>  
**Cc:** "Contento, Janis" <Janis.Contento@ARS.USDA.GOV>  
**Subject:** RE: Abstract for PFT conference- AP reply Dec 5-09

Cindy and Alberto,

Following our meeting on Friday, I have read the policies and procedures regarding technicians as co-authors on publications and reviewed my position description. I agree that the justification below is within the boundaries of my position and does not warrant co-authorship. I appreciate the opportunity to have published previously, but I understand that the level of my contribution to each project is more appropriate as an acknowledgement. The code of ethics, in my opinion, is not violated since an acknowledgment is a form of recognition. I am more than happy to accept an acknowledgement of my future work based upon my level of contribution. I am not personally interested in pursuing future co-authorship, unless justifiably deserved as discussed in our meeting on Friday and outlined in P&P 152.2.

Thank you all for your time with this matter. Please consider it resolved.

Katie

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Katie Hietala

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**From:** Pantoja, Alberto

**Sent:** Sunday, December 06, 2009 11:47 AM

**To:** Cindy Bower (Cindy.Bower@ars.usda.gov); Contento, Janis; Hietala, Katie

**Cc:** Pantoja, Alberto

**Subject:** FW: Abstract for PFT conference- AP reply Dec 5-09

Cindy << File: PWA-Delegation of Authority-Authorship.pdf >> << File: 09-25-09-RE\_ Memo of expectation\_ Authorship of Research and Technical Reports and Publications.pdf >> << File: AP-Memo-09-P&P 152.2-ARS defines the Policies and Procedures on Authorship of Research and Technical Reports and Publications.pdf >>

Thanks for re-sending you authorship request. Sorry for delay reply; I regularly send emails requesting personnel to bring to my attention any matter that are pending or might be "lost" in the "inbox". Luckily in this case there is time to revisit the request. SY's are responsible to

follow up on their requests, provide enough time for evaluation, and obtain approval prior to engage in activities under review/evaluation.

As discussed during the September 25, 2009 [see attachment 09-25-09, AP-Memo, and the PWA delegation of Authority (PWA-DA)], by virtue of assigned responsibility of a technician, authorship on even abstracts should be rare. The two November 2009 requests represent your fifth co-authorship request since September 2009. The records indicate a total of five ARS-115 requests since September 2009.

Below my comments to each request:

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

Your request elaborates on:

- i. The activities you are directing Katie to participate (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)

ii. Katie's request (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**

Your request elaborates on:

i. The activities that you are directing Katie to participate (Katie will be participating in the analysis and interpretation of data through her microbiological studies

with a different, more promising strain of

bacteria.)

ii. Katie's skills (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.)

iii. Katie's request [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.]

I failed to see the justification to conduct the proposed research outside the position description in the two cases as stated. Due to multiple SY responsibilities and the nature of the work, SY's rely on their technicians to independently conduct the assigned work and serve as "eyes and ears in the laboratory". Katie's skills and abilities are evident from your testimony and documented with several

awards, including outstanding performance awards. I am proud to have Katie in our Unit. The accuracy of requests 1.ii and 2.iii are questionable after the discussion with you and Katie on December 04, 2009.

Adherence to the technician's position description provides a tool, for those involved in proposing, reporting, and administering research, from engaging in research misconduct (P&P-129.0). During the September 25, on my "Memo of expectation: Authorship of Research and Technical Reports and Publications"- attached, and during the December 04 meeting, I elaborated on the importance of adhering to the position description. Violation of ethics codes and research misconduct can result from ignoring advice and guidance.

I will be out of the office December 7 to 9, but will be available via email and mobile phone (907-978-2204) if additional discussion is needed or if you decide to review you

justification as per P&P 152.2, PW-DA and discussion on September 25 and December 04, 2009.

Thanks

alberto

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**From:** Bower, Cindy  
**Sent:** Friday, December 04, 2009 12:03 PM  
**To:** Pantoja, Alberto  
**Cc:** Contento, Janis  
**Subject:** FW: Abstract for PFT conference

Alberto,

I am re-sending this email as proof that I had correctly attached the justification for authorship email thread to the document that you were holding today during our meeting. You stated that the email did not address the requirements for authorship (as required by P&P 152.2). However, I just read it and the necessary information was present. Certainly, from my point of view, my request was properly submitted to you, even though you failed to approve it.

I have also attached P&P 129.0 containing ARS's **Code of Scientific Ethics**, since you are asking me to violate ARS ethics by excluding a co-author's name and accepting unwarranted credit for the accomplishment of others. I hope you will reconsider your position.

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Cindy

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**From:** Bower, Cindy  
**Sent:** Thursday, December 03, 2009 11:13 AM  
**To:** Pantoja, Alberto  
**Cc:** Philibert, Juli  
**Subject:** Abstract for PFT conference

<< File: Bower\_Abstract\_PFT\_2010.pdf >> << File: Bower\_115\_PFT\_2010.pdf >> << File: AuthorshipEmails\_Nov2009.pdf >> << File: 129-0-ARS.pdf >>

Alberto,

I have attached an abstract and AD 115 form for the Pacific Fisheries Technologists conference in Seattle next February. I have also included our email thread from November 12-13th, which discusses Katie's co-authorship. Thanks in advance for approving the abstract before PFT's December 11th deadline.

Cindy

Cindy Bower

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----- End of Forwarded Message