

*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: out of the office Dec 7 to 9, and Dec. 14-17.  
**From:** "Bower, Cindy" <Cindy.Bower@ARS.USDA.GOV>  
**Date:** Tue, 15 Dec 2009 15:00:02 -0700  
**To:** <bower@sfos.uaf.edu>  
**CC:** <ckbower319@gmail.com>

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**From:** Pantoja, Alberto  
**Sent:** Tuesday, December 15, 2009 12:51 PM  
**To:** Bower, Cindy; Pantoja, Alberto  
**Cc:** Philibert, Juli  
**Subject:** RE: out of the office Dec 7 to 9, and Dec. 14-17.

**Alberto Pantoja, my supervisor, unlawfully retaliated against me (again). I was seeking (legitimate) authorship credit for my tech, and had therefore submitted all the proper paperwork and met all ARS criteria.**

Cindy

**Peer-reviewed science journals require that contributing scientists be offered authorship credit.**

Thanks for the reminder; the documents received did not followed guidance on my Friday, December 11, 2009 3:11 PM email below. I called Juli; she has not received any updated 115 yet.  
thanks

alberto

**My requests to present research at national conferences were denied solely because I refused to act unethically (i.e. deny legitimate authorship credit to my tech).**

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**From:** Bower, Cindy  
**Sent:** Tue 12/15/2009 11:15 AM  
**To:** Pantoja, Alberto  
**Cc:** Philibert, Juli; Contento, Janis; Whalen, Maureen; Matteri, Robert; Hammond, Andrew  
**Subject:** FW: out of the office Dec 7 to 9, and Dec. 14-17.

Alberto,  
Yesterday morning (14 Dec '09) I emailed to you an abstract, AD 115 form, and a document justifying authorship. I just checked with Juli, but neither of us has heard from you concerning whether my abstract (for the Institute of Food Technologists annual meeting in Chicago next July) has been approved. I am re-sending the abstract and associated documents with this email for your convenience. The deadline for abstract submission is 1:00 pm today (Alaska time) and I would greatly appreciate receiving abstract approval before then.

Cindy

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**From:** Pantoja, Alberto  
**Sent:** Friday, December 11, 2009 3:11 PM  
**To:** Bower, Cindy  
**Cc:** Philibert, Juli; Contento, Janis; Whalen, Maureen; Pantoja, Alberto  
**Subject:** RE: out of the office Dec 7 to 9, and Dec. 14-17.

Cindy

I will be checking emails and can approve documents electronically, se sure to send the document with ample time to review/approve and get the ARIS clearance (usually overnight). I suggest that you provide Juli an electronic and hard copy of the 115; Juli can locate me while I am traveling. Be sure to

follow P&P 152.2 and the agreements/discussion on authorship discussed during September 25 and December 4, 2009.

Let me know if you have any questions or how I can assist you in meeting this important deadline

alberto

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**From:** Bower, Cindy  
**Sent:** Friday, December 11, 2009 9:04 AM  
**To:** Pantoja, Alberto  
**Cc:** Philibert, Juli; Contento, Janis  
**Subject:** RE: out of the office Dec 7 to 9, and Dec. 14-17.

Alberto,  
My email was referring to a new abstract (for IFT, the food science meeting next summer), not my previously submitted abstract for PFT (which is a fisheries conference in February). Until this morning I was not aware that you would be out of the office next Monday and I wanted to be sure that my IFT abstract would receive the proper attention before its Dec 15th deadline.

I'll get the IFT abstract, 115, and all additional paperwork emailed to you by Monday morning in hopes that you will find time to approve it by Tuesday. Thanks.

Cindy

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**From:** Pantoja, Alberto  
**Sent:** Friday, December 11, 2009 8:53 AM  
**To:** Bower, Cindy  
**Cc:** Philibert, Juli; Contento, Janis; Pantoja, Alberto  
**Subject:** RE: out of the office Dec 7 to 9, and Dec. 14-17.

Cindy

It will be approved as soon as we received the amended 115.

Thanks

alberto

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**From:** Bower, Cindy  
**Sent:** Friday, December 11, 2009 7:18 AM  
**To:** Pantoja, Alberto  
**Cc:** Philibert, Juli; Contento, Janis  
**Subject:** Re: out of the office Dec 7 to 9, and Dec. 14-17.

Alberto,

My abstract for IFT is due next Tuesday. Katie is still sending me data, so the completed document will not be ready until Monday. The research involves a complex problem (extracting collagen from fish skins without denaturing the helices into "gelatin") and I believe that Katie has met the criteria for authorship on this abstract.

Will you be available by email to approve this abstract (and its supporting documentation) before Tuesday (15 Dec 2009)? If not, how shall we handle this situation so that I can attend this important IFT national meeting next summer?

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Cindy

On 12/11/09 7:07 AM, "Pantoja, Alberto" <Alberto.Pantoja@ARS.USDA.GOV> wrote:

To: SARU

I will be out of the office from Dec. 14 to 17 to participate in the Entomological Society Annual Meeting in Indianapolis, Indiana. Dr. Jeff Conn, 319 O'Neill Building, phone 907-474-7652, fax 907-474-1813, [jeff.conn@ars.usda.gov](mailto:jeff.conn@ars.usda.gov) <<mailto:jeff.conn@ars.usda.gov>> will be the acting RL during this period.

I will be available via email; I can also be reached via cell phone 907-978-2204.

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

Secretary: Juli Philibert Ph. 907 - 474 - 1806; [juli.philibert@ars.usda.gov](mailto:juli.philibert@ars.usda.gov)  
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This email is confidential and may contain privileged information. If you are not the intended recipient or receive it in error, you may not 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) <<mailto:alberto.pantoja@ars.usda.gov>>