

***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:** Acknowledging today's meeting  
**From:** "Bower, Cindy" <Cindy.Bower@ars.usda.gov>  
**Date:** Wed, 3 Feb 2010 14:08:15 -0700  
**To:** "Pantoja, Alberto" <Alberto.Pantoja@ars.usda.gov>  
**CC:** "Whalen, Maureen" <Maureen.Whalen@ars.usda.gov>

Alberto,

This is to acknowledge that we met this morning at 10:25 to discuss the ongoing issue of technician co-authorship. During our meeting you threatened (in writing) to fail me in a critical element of my performance plan if I did not begin to engage in what I believe to be unethical behavior.

My alternatives appear to be: becoming a technician in my own lab, or giving up my research entirely.

Thank you for clarifying your expectations as my supervisor.

---

Cindy

Cindy Bower, Ph.D.  
USDA Agricultural Research Service  
PO Box 757200  
Fairbanks, AK 99775-7200  
Phone: (907) 474-6732  
Email: Cindy.Bower@ars.usda.gov

**My supervisor, Alberto Pantoja, continued to engage in unlawful retaliation against me, since I (and every ARS woman research scientist working for him) had filed complaints against him in an attempt to stop his unlawful harassment, discrimination, and retaliation against women.**

- **The position description of ARS technicians DOES NOT PROHIBIT co-authorship.**
- **My tech had a Master's degree in science and was an accomplished writer who met all of the journal's criteria for authorship.**
- **I provided all of the proper justifications that were required for co-authorship by ARS.**
- **It would be unethical for me (and in fact, any scientist) to submit a manuscript to a peer-reviewed journal without including the names of all the legitimate co-authors who had contributed to the work.**

**My supervisor ultimately carried out his (unethical and unlawful) threat against me by lowering the rating on my annual appraisal.**