

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: 2010 PFT ANNOUNCEMENT

Date: Friday, January 15, 2010 10:13 AM

From: Bower, Cindy <Cindy.Bower@ars.usda.gov>

To: "Pantoja, Alberto" <Alberto.Pantoja@ARS.USDA.GOV>

Cc: "Whalen, Maureen" <Maureen.Whalen@ARS.USDA.GOV>, "Matteri, Robert" <Robert.Matteri@ARS.USDA.GOV>,"Hammond, Andrew" <Andrew.Hammond@ARS.USDA.GOV>

My ARS supervisor, Alberto Pantoja, unlawfully retaliated against me (in many aspects of my employment) after I became the third (of three) women research scientists who filed complaints against him.

In this example of retaliation, he continued to ignore all of my properly submitted justifications for technician co-authorship. Instead, he simply denied publication of my research abstracts, rather than follow ARS policies (and U.S. laws).

Alberto,

In response to your latest email:

1.) I believe I have (repeatedly) met all of the authorship-justification requirements in accordance with P&P 152.2 (Authorship of Research and Technical Reports and Publications).

ARS administrative personnel, (Andrew Hammond, Robert Matteri, and Maureen Whalen) were all aware of the situation, but refused to stop the retaliation against me (in violation of U.S. Civil Rights laws).

2.) You have never provided any evidence to suggest that my authorship justifications failed to meet all the criteria listed in P&P 152.2.

3.) I have also met all of the PWA requirements according to Dr. Whalen's (8 December 2009) email affirming that "anyone who fulfills the authorship criteria (P&P 152.2, section 1) must be offered authorship".

4.) I believe that we all recognize the 17 May 1999 memo (Delegation of Authority to Approve Authorship) from Dr. Betschart (retired) to be a pretext introduced to obfuscate the authorship issue (since the decade-old memo would have been re-issued to all PWA employees if it were still in effect, rather than leaving it to chance that the memo would be disseminated annually to co-workers by those who had originally received it in 1999).

5.) I can now conclude that my abstracts are being rejected solely because of SARU's authorship policy that no technicians can serve as co-authors.

6.) I also deduce that everyone who is receiving this email wholeheartedly concurs with the authorship standards you have set for SARU, even though the standards are considerably more restrictive than those governing other scientists in ARS.

7.) I also (strongly) believe that federal employees should not suffer discrimination merely for being located in Alaska.

If you believe that I have misrepresented your policies concerning technician

authorship, please provide factual evidence to support your view, rather than just wielding your power to deny me the legitimate opportunities afforded to other scientists within ARS.

Thank you,

Cindy

From: Pantoja, Alberto
Sent: Friday, January 15, 2010 8:44 AM
To: Bower, Cindy
Cc: Pantoja, Alberto; Whalen, Maureen
Subject: RE: 2010 PFT ANNOUNCEMENT

Cindy

I am your supervisor; attached my response to previous requests for abstracts/manuscripts that does not meet PWA and SARU Policy.

Thanks

alberto

From: Bower, Cindy
Sent: Thursday, January 14, 2010 2:28 PM
To: Pantoja, Alberto
Cc: Whalen, Maureen
Subject: FW: 2010 PFT ANNOUNCEMENT

Alberto,

You have not yet responded to my abstract-request for the upcoming PFT conference. Since SARU's Acting RLs do not have the authority to approve meeting abstracts, I will miss my opportunity to attend the conference if you do not address this issue before you leave (January 19-22). The abstract deadline is January 22nd.

I am also concerned that you have not responded to any of my recent requests. On January 5th I submitted a WAISC conference abstract (due February 1st), and I also submitted a request for training (through AgLearn on January 4th).

I'm beginning to wonder if I've been assigned another supervisor without my knowledge. If this is the case, please let me know so I can properly route my requests.

Thanks.

Cindy

From: Bower, Cindy
Sent: Tuesday, January 05, 2010 11:51 AM
To: Pantoja, Alberto
Cc: Whalen, Maureen
Subject: FW: 2010 PFT ANNOUNCEMENT

Alberto,

Good news. The PFT conference has extended its Call For Papers deadline to January 22nd. I have attached all of the documents that I previously submitted to you on December 3rd, 2009. As you recall, the original deadline was December 11th, but you failed to approve my abstract by that date.

Now that I have a second chance, I hope you will consider allowing me to attend this important conference. Thanks.

Cindy

From: owner-pft@ucdavis.edu [mailto:owner-pft@ucdavis.edu] **On Behalf Of**
PFT 2010 Planning Committee
Sent: Monday, January 04, 2010 4:10 PM
Subject: 2010 PFT ANNOUNCEMENT

The 61st Pacific Fisheries Technologists Conference will be held February 21-24, 2010 in Seattle, Washington USA, at the beautiful Edgewater Hotel on Seattle's waterfront!

This international annual event is designed to provide a forum to broaden professional networks and exchange information and current research in seafood technology among industry, government, and university researchers and interested participants.

This reminder also serves as a "CALL FOR PAPERS" notice for this great event. Details for those wishing to submit and give oral and/or poster presentations (or both) are available on the PFT 2010 website, <http://www.pftfish.net/>. The Student Competition Rules and an example of the Evaluation sheets used are available as well. The deadline for submissions has been extended until January 22nd!

Conference Registration: Print the form at our website, <http://www.pftfish.net/regform.pdf> and register before Friday, January 22, 2010 to take advantage of the Early Registration Fees – a savings of up to \$50.00.

Our Washington planning committee is in the process of developing an excellent program. The tentative program is posted on our website. This year's theme is "*Seafood Winds of Change*".

Hotel Reservations: Make your room reservations by Monday, January 25, 2010 to take advantage of the discounted room rates of \$139.00 per night with a water view and \$99.00 per night with a city view. You can use the step-by-step instructions on our website, <http://www.pftfish.net/hotel.htm> or call the hotel directly at 1-206-728-7000 or 1-800-624-0670 with the Group/Event ID numbers '42932.'

Parking: Parking at The Edgewater Hotel is \$5.00 per hour up to \$20.00 per day with in and out privileges for those checking in under PFT at the front desk. If you're driving to and from the hotel each day, be sure to pay at the front desk.

Directions: The Edgewater Hotel is located along Alaskan Way on the waterfront at Pier 67. The new light rail now runs from the airport to downtown. Check our website for further instructions, <http://www.pftfish.net/hotel.htm>.

Please plan to join us in the "Emerald City" to see old friends, make new ones, enjoy the weather, present your recent work and learn the latest from your seafood colleagues.

Joe Frazier,

2010 President

Pacific Fisheries Technologists

Your E-mail and More On-the-Go. Get Windows Live Hotmail Free. Sign up now. <<http://clk.atdmt.com/GBL/go/171222985/direct/01/>>