

*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)*

27 December, 2007

## **Informal Grievance**

Sent (by email) to:

**Dr. Andrew Hammond**  
**Associate Area Director**  
**Pacific West Area**  
**Agricultural Research Service**

**Subject:** Informal Grievance from Alaska

**From:** bower@sfos.uaf.edu

**Date:** Thu, December 27, 2007 1:14 am

**To:** Andrew.Hammond@ars.usda.gov

**Cc:** Dwayne.Buxton@ars.usda.gov, antoinette.betschart@ars.usda.gov,  
edward.knipling@ars.usda.gov, Karen.Brownell@ars.usda.gov

Andy Hammond, Associate Area Director  
([Andrew.Hammond@ars.usda.gov](mailto:Andrew.Hammond@ars.usda.gov))

27 December 2007

Dr. Hammond,

This is an informal grievance to request relief from the extremely hostile environment for women, which has been established by the Research Leader (Alberto Pantoja) here in ARS Alaska's Subarctic Agricultural Research Unit (SARU). I represent the third of three female research scientists to file a grievance concerning the career-damaging events that have been occurring here on a routine basis for many years.

I. My career advancement was intentionally limited by ARS supervisory personnel

- I was offered this job at lower GS and salary levels than the advertised position (GS 13/14) through misconduct of the RL and RPES panel (Exhibits 1 - 8)
- My research program has been subjected to interference through disallowed CRIS-relevant projects and curtailed collaborations (Exhibits 9, 10, 11)
- I have been actively excluded from mentoring and other career building opportunities while working for the ARS in Alaska (Exhibits 12, 13, 14)

II. My credibility with co-workers and peers has been negatively impacted

- I was hired at level GS 12 (despite 14 first-author peer-reviewed publications), thereby illegitimately lowering my status as an ARS scientist (Exhibit 15)
- I am expected to function as an integral, contributing member of a "team" that actively excludes me (Exhibit 16)
- My authority is unfairly undermined and I am devalued in front of

ARS personnel (Exhibit 17)

III. The overall quality of my life has been severely compromised

- I am experiencing unnecessary workplace-induced stress associated with ARS employment in an environment blatantly oppressive to women scientists
- I have lost incalculable amounts of free time, better devoted to recreation than to the time-consuming redress of disputed events
- I have sincerely tried to understand the RL's behavior by participating in Conflict Management trainings, but the situation remains unresolved (Exhibit 18)

Working for ARS in Alaska has been a devastating career move for me, since it is inordinately difficult to build a new research program with so many behind-the-scenes impediments damaging my reputation and devaluing my work. It is truly an outrage that there has been no meaningful oversight at the Area level to protect me from the RL. For relief from this ongoing abuse of power, I am requesting the following:

1. I request to be supported in my career by the GS 15 level males in my Unit who have been hiding opportunities, sabotaging my collaborations, periodically attacking my research program, actively damaging my promotion potential, and severely decreasing the quality of my life
2. I request that an investigator be sent to SARU to collect statements from the scientists and other ARS personnel to further document the rampant abuse
3. I request that the EEO-unfriendly ARS leadership decisions that have so severely damaged my career be immediately remedied (e.g., promotion to GS 13 with retroactive pay dating back to October 2004)
4. I request re-training for the In Depth Reviewer who served on my RPES panel, so that he will become better able to recognize and ignore inappropriate or false input from RLs and Lead Scientists who misuse their power
5. I request assurance that I am employed within a fair and equitable agency, which adheres to USDA written EEO statements, through receipt of a statistical accounting that dispels the anecdotal evidence that ARS women scientists receive fewer promotions from GS 12 to GS 13 than their male counterparts in the Pacific West Area I request that clear guidelines be provided to me describing how I can meet and exceed expectations for my 2008 annual performance appraisal
7. In the event that my other requests are denied, I would like permission to prepare an article for the popular press describing the abusive situation that has evolved for ARS female scientists in Alaska, all of which occurred with tacit approval from the Pacific West Area

Thank you for looking into this matter.

Sincerely,

Cynthia Bower  
Research Food Technologist  
USDA ARS SARU  
Fairbanks, AK

(907) 474-6732  
([bower@sfos.uaf.edu](mailto:bower@sfos.uaf.edu))

Legend for attached Exhibits

- Exhibit 1. Timeline detailing misconduct of ARS personnel during hiring process
- Exhibit 2. Vacancy Announcement offering a GS 13/14 position, (NOT GS 12)
- Exhibit 3. Handwritten SF-52 with reduced Grade (GS 12) and salary (\$56,425)
- Exhibit 4. Panel results (using GS 13/14 position description) assigning GS 12
- Exhibit 5. New Vacancy Announcement, opened AFTER the RPES Panel meeting
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**Attachments:**

<a href="#">InformalGrievance.doc</a>	60 k	[ application/msword ]	<a href="#">Download</a>
<a href="#">Exhibit_1.pdf</a>	88 k	[ application/pdf ]	<a href="#">Download</a>
<a href="#">Exhibit_2.pdf</a>	172 k	[ application/pdf ]	<a href="#">Download</a>
<a href="#">Exhibit_3.pdf</a>	350 k	[ application/pdf ]	<a href="#">Download</a>
<a href="#">Exhibit_4.pdf</a>	603 k	[ application/pdf ]	<a href="#">Download</a>
<a href="#">Exhibit_5.pdf</a>	166 k	[ application/pdf ]	<a href="#">Download</a>
<a href="#">Exhibit_6.pdf</a>	81 k	[ application/pdf ]	<a href="#">Download</a>

<a href="#">Exhibit_7.pdf</a>	<b>446 k</b>	[ application/pdf ]	<a href="#">Download</a>
<a href="#">Exhibit_8.pdf</a>	<b>174 k</b>	[ application/pdf ]	<a href="#">Download</a>
<a href="#">Exhibit_9.pdf</a>	<b>198 k</b>	[ application/pdf ]	<a href="#">Download</a>
<a href="#">Exhibit_10.pdf</a>	<b>328 k</b>	[ application/pdf ]	<a href="#">Download</a>
<a href="#">Exhibit_11.pdf</a>	<b>108 k</b>	[ application/pdf ]	<a href="#">Download</a>
<a href="#">Exhibit_12.pdf</a>	<b>74 k</b>	[ application/pdf ]	<a href="#">Download</a>
<a href="#">Exhibit_13.pdf</a>	<b>60 k</b>	[ application/pdf ]	<a href="#">Download</a>
<a href="#">Exhibit_14.pdf</a>	<b>62 k</b>	[ application/pdf ]	<a href="#">Download</a>
<a href="#">Exhibit_15.pdf</a>	<b>619 k</b>	[ application/pdf ]	<a href="#">Download</a>
<a href="#">Exhibit_16.pdf</a>	<b>77 k</b>	[ application/pdf ]	<a href="#">Download</a>
<a href="#">Exhibit_17.pdf</a>	<b>79 k</b>	[ application/pdf ]	<a href="#">Download</a>
<a href="#">Exhibit_18.pdf</a>	<b>150 k</b>	[ application/pdf ]	<a href="#">Download</a>

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## **Exhibit 1**

My career advancement was intentionally limited by ARS supervisory personnel, starting with an inappropriate job offer at lower GS and salary levels than the advertised position (GS 13/14)

### **TIMELINE for 2004 ARS Research Scientist Offer**

- February: I applied for Vacancy Announcement Number: ARS-X4W-0138 (Exhibit 2)
- June: I interviewed in Fairbanks, Alaska
- July 2: I was verbally offered the job through a telephone call from the Research Leader (Alberto Pantoja), although the suggested salary was almost \$10,000 lower than advertised
- July 2<sup>nd</sup> time stamp on ARS paperwork lists me as GS 12 (\$56,425) BEFORE the ad hoc panel was convened to evaluate my qualifications as a GS 13 (Exhibit 3)
- July: I was informed through email by Human Resources (Franky Reese) that I could tentatively be offered the job pending an ad hoc panel review of my case write up
- July: I submitted the necessary RPES materials to Franky Reese and notified her that the position description was being sent to her directly from Fairbanks
- July/August: I waited, fully believing that I was receiving a fair ad hoc panel evaluation from the case write up materials submitted from Oregon and the GS 13/14 position description sent from Alaska
- August 24: The ad hoc RPES Panel, (despite the ARS-approved GS 13/14 position description), inappropriately lowered the point values for Factors I and II, resulting in 22 total points (GS 12) instead of 26 points (GS 13) (Exhibit 4)
- August 30: A hasty (5-day) announcement was issued for a new position in Fairbanks (ARS-X4W-0403) recruiting only my Position Title (Research Food Technologist) and offering only a lower salary (GS 12) (Exhibit 5)
- August/September,: I have no record of ever applying for ARS-X4W-0403
- September 16: I was selected for ARS-X4W-0403
- September (?): My superior qualifications were recognized in writing, and a salary of \$64,980 was noted as appropriate for food scientists in Alaska (Exhibit 6, 7)
- September 17: I was offered a GS 12 position as a Research Food Technologist in Fairbanks, at a salary of \$56,425 (which is \$8,555 per year less than the US Department of Labor reported for food scientists in Alaska) (Exhibit 8)
- October 4: I started my employment with the ARS in Fairbanks
- November 4: Written RPES results were generated by the Assistant Area Director (Robert Matteri)
- November 29: Written RPES results were given to me in Fairbanks, and although I did not agree with the RPES results, I was told that I must sign the paperwork to acknowledge receipt
- December 2007: eOPF website allowed employee access to personnel files, bringing to my attention the deceptive practices and gross injustice associated with this issue



## Exhibit 2



## Agricultural Research Service

Department: **Department Of Agriculture**Agency: **Agriculture, Agricultural Research Service**

Vacancy Announcement Number: ARS-X4W-0138

**Vacancy Announcement**[← Back to Search Results](#)

RESEARCH, EDUCATION, AND ECONOMICS  
Agricultural Research Service  
VACANCY ANNOUNCEMENT  
RESEARCH POSITION

\*Those who applied under vacancy announcement# ARS-X3W-3326 need not re-apply.  
You will be considered under this vacancy announcement.

Announcement Type: ALL SOURCES/ALTERNATIVE MERIT PROMOTION  
Position Title: Interdisciplinary : Chemical Engineer; Research Chemist; Research Food Technologist, Research Physical Scientist  
Series/Grade: GS-893/1320/1382/1301- 13/14  
Salary: GS-13 = \$62,170.00 - \$80,818.00 Per Annum (Plus 25% COLA)  
GS-14 = \$73,467.00 - \$95,508.00 Per Annum (Plus 25% COLA)  
Type of Appointment: Permanent  
Location of Position: Subarctic Agricultural Research Unit, Fairbanks, Alaska  
Announcement Number: ARS-X4W-0138  
Opening Date: January 12, 2004  
Closing Date: March 1, 2004  
Area of Consideration: All U.S. Citizens

APPLICATIONS WILL BE ACCEPTED FROM USDA SURPLUS AND FEDERAL DISPLACED EMPLOYEES IN THE COMMUTING AREA.

DUTIES: The incumbent will conduct research to develop effective and economical utilization of byproducts from fish processing, particularly to convert these waste byproducts into high-value useful products. The incumbent (1) characterizes processed and separated waste stream components to identify chemical constituents that have value-added uses or that enhance the nutritional or feeding acceptability of processed fish or animal feeds; and (2) conducts basic studies leading to a better understanding of factors influencing the effects of specific constituents and/or their interactions on end-product quality and value. This will involve chemical and biochemical analysis of the process waste stream components, determining which byproducts can be effectively treated to alter them into nutritious feed supplements, and/or developing processes to remove non-nutritious components. The incumbent will also develop techniques for extracting, processing, and storing high-value minor constituents of the waste byproducts that may contribute to the economic viability of waste byproduct processing. The research program is cooperative with the University of Alaska School of Fisheries & Ocean Sciences at Fairbanks, Alaska.

QUALIFICATIONS: BASIC REQUIREMENT: Applicant must meet at least one of the Basic Requirements.  
A Ph.D. is highly desirable.

Chemical Engineer: Degree: professional engineering. To be acceptable, the curriculum must: (1) be in a school of engineering with at least one curriculum accredited by the Accreditation Board for Engineering and Technology (ABET) as a professional engineering curriculum; or (2) include differential and integral calculus and courses (more advanced than first-year physics and chemistry) in

five of the following seven areas of engineering science or physics: (a) statics, dynamics; (b) strength of materials (stress-strain relationships); (c) fluid mechanics, hydraulics; (d) thermodynamics; (e) electrical fields and circuits; (f) nature and properties of materials (relating particle and aggregate structure to properties); and (g) any other comparable area of fundamental engineering science or physics, such as optics, heat transfer, soil mechanics, or electronics.

Research Chemist: Degree: physical sciences, life sciences, or engineering that included 30 semester hours in chemistry, supplemented by course work in mathematics through differential and integral calculus, and at least 6 semester hours of physics. OR

Combination of education and experience - course work equivalent to a major as shown above including at least 30 semester hours in chemistry, supplemented by mathematics through differential and integral calculus, and at least 6 semester hours of physics, plus appropriate experience or additional education.

Research Food Technologist: Degree: food technology, or dairy technology, microbiology, biology, chemistry, physics, or a related discipline or field of biological or physical science. The course work must have been comprised of at least 30 semester hours in the basic biological and physical sciences, and included at least 20 semester hours in food technology and closely related subjects, or 20 semester hours in subjects that can be applied directly to food technology. OR

Combination of education and experience - courses equivalent to a major, including the course work specified, as shown above plus appropriate experience or additional education.

General Physical Science: Degree: physical science, engineering, or mathematics that included 24 semester hours in physical science and/or related engineering science such as mechanics, dynamics, properties of materials, and electronics. OR

Combination of education and experience - education equivalent to one of the majors shown in above that included at least 24 semester hours in physical science and/or related engineering science, plus appropriate experience or additional education.

GS-13: After meeting the basic requirement above the candidate must have 1 year Specialized Experience equivalent to the GS-12 level in the Federal service.

GS-14: After meeting the basic requirement above the candidate must have 1 year Specialized Experience equivalent to the GS-13 level in the Federal service.

Specialized Experience is defined as: professional research experience that has equipped the applicant with :

1. Ability to conceive, plan, and conduct protein/lipid research.
2. Ability to document research results in technical journals, and make presentations at scientific meetings and conferences.

**YOUR EDUCATION AND EXPERIENCE WILL BE EVALUATED AGAINST THE KNOWLEDGE, SKILLS AND ABILITIES (KSAs) AS OUTLINED UNDER SPECIALIZED EXPERIENCE.**

**\*\*\*\*\* A SPECIFIC RESPONSE TO THE REQUIREMENTS OUTLINED UNDER SPECIALIZED EXPERIENCE IS HIGHLY RECOMMENDED TO ENSURE ADEQUATE CONSIDERATION IN THE EVALUATION PROCESS.\*\*\*\*\***

#### APPLICATION INFORMATION

HOW TO APPLY: Send a resume, Curriculum vitae, Optional Application for Federal Employment (OF-612), or SF-171, to the contact address listed below. The following information is required to evaluate applicant qualifications and to determine if applicants meet legal requirements for Federal employment:

- Announcement number, title, and grade(s) for the position
- Full name, mailing address (including zip code) and day and evening phone numbers (with area code)
- Social security number

- Identify country of citizenship (U.S. Citizenship required)
- Veterans' Preference (If applicable--see "Veterans' Preference" below for required forms and documentation)
- Highest Federal civilian grade held (if applicable)
- Highest education level achieved. Specify:
  - Name, city, state, zip code (if known)
  - Date or expected date (month/year) of completion of degree requirements
  - Type of degree received
  - Graduates of foreign universities must include proof of foreign education equivalency to an accredited U.S. college/university
- Copy of college transcripts or list of college courses.
- Paid and nonpaid work experience related to the position. For each work experience include:
  - Job title
  - Series/grade (if Federal employment)
  - Duties and accomplishments
  - Employer's name and address
  - Supervisor's name and address
  - Starting and ending dates
  - Hours per week
  - Salary
  - Indicate if we may contact current supervisor/employer
- Job-related:
  - Training courses (title and year)
  - Skills (e.g., other languages, typing speed, computer software/hardware, tools, etc.)
  - Certificates/licenses (current)
  - Honors, awards, and special accomplishments
- A one-page abstract of MS thesis and/or PhD dissertation.
- List of:
  - Names, addresses, and phone numbers of persons familiar with applicants stature, contributions, and recognition;
  - Honors and awards;
  - Memberships in professional or honor societies;
  - Invitations to make presentations at scientific/
  - Technical meetings;
  - Scientific society office and committee assignments;
  - Presentations (other than invitations); and
  - Publications.

**OTHER IMPORTANT INFORMATION:**

- All status candidates who wish to be considered under both alternative merit promotion and non-status competitive examining must submit two (2) complete applications. When only one (1) application is received, it will be considered under the alternative merit promotion procedures if the applicant is a current or former Federal employee with reinstatement eligibility.
- This position is being filled in accordance with the Alternative Merit Promotion system. All merit promotion principles remain in effect.
- Applicants will be evaluated based on the quality and extent of their experience, education, and accomplishments. This may include factors such as number of credits in directly related subjects, grade point average, relatedness of work experience, and any other evidence of ability to do the work of the position. For current and former Federal employees, the performance evaluation may also be taken into consideration. Please be sure that your application or resume contains all of the information we need to determine if you are well qualified.
- Vacant research positions may be filled at any one of several grade levels depending upon the scientific impact of the person selected. A peer review may be required to determine the appropriate grade level of the position and supplemental materials from the selectee may be required.
- Relocation Expenses: Relocation expenses will be paid in accordance with P&P

412.5 Recruitment and Retention Incentives and Other Special Pay, Sections 6 and 7, which may be found at [www.afm.ars.usda.gov/divisions/hrd/hrdhomepage/empopp.htm](http://www.afm.ars.usda.gov/divisions/hrd/hrdhomepage/empopp.htm) and click on Policy on Payment of Relocation Expenses under General Information.

- USDA surplus/Federal displaced employees must submit documentary evidence of eligibility. Well qualified surplus and displaced employees within the local commuting area will receive selection priority as provided by OPM regulations. Well-qualified means the applicant meets the basic qualification and eligibility requirements and all selective placement factors; is rated above minimally qualified against the knowledge, skills, and abilities or quality criteria; and is able to satisfactorily perform the duties of the position upon entry. Applicants must submit the following:

- a copy of their RIF Separation Notice (for displaced employees) OR Certification of Expected Separation or other documentation identifying you as surplus;
- evidence of full performance level of current position;
- a copy of their most recent performance appraisal; and
- a copy of their most recent SF-50, Notification of Personnel Action, to verify reassignment eligibility.

- Promotion Potential: Research scientists have open-ended promotion potential. Research accomplishments and their impact on the duties and responsibilities of positions are evaluated periodically. The grade level is limited only by the individual's demonstrated ability to perform research of recognized importance to science and technology.

- Current Federal employees must submit their most recent performance appraisal.

- Current Federal employees and reinstatement eligibles should submit an SF-50, Notification of Personnel Action, to verify competitive eligibility.

- Applicants are encouraged to submit an AD-1086, USDA Applicant Supplemental Sheet.

- Males over age 18 who were born after December 31, 1959, must have registered with the Selective Service System (or have an exemption) to be eligible for a Federal job.

- If applications do not contain all of the requested information, applicants may lose consideration for the job.

- If applicants make a false statement in any part of their application, they may not be hired; may be fired after they begin work; or may be fined or jailed.

- Applicants will not be notified of the status of their application until a final selection has been made.

- Applications submitted via Government envelopes will not be accepted.

- APPLICATIONS MUST BE POSTMARKED BY THE CLOSING DATE OF THE ANNOUNCEMENT.

**SPECIAL HIRING AUTHORITIES:** If you meet the basic eligibility requirements and you are eligible for a noncompetitive appointment (a list of who may be eligible for noncompetitive appointments can be found at [www.usajobs.opm.gov/a1.htm](http://www.usajobs.opm.gov/a1.htm), please indicate the type of special appointment you are seeking on your application and follow all other instructions in this announcement. If you do not indicate the type of special appointment you are seeking, you will be considered under competitive procedures. If you wish to be considered under both noncompetitive and competitive procedures, please submit two (2) complete applications.

**VETERANS' PREFERENCE:** If applicants served on active duty in the United States military and were separated under honorable conditions, they may be eligible for veterans' preference. To claim 5-point veterans' preference, you must attach a copy of your DD-214, Certificate of Release or Discharge from Active Duty, or other proof of eligibility. To claim 10-point veterans' preference, attach an SF-15, Application for 10-Point Veterans Preference, plus the documentation required by that form. For further details, call the U.S. Office of Personnel Management (OPM) at 912-757-3000. Select "Federal Employment Topics" and then "Veterans." Or, dial OPM's electronic bulletin board at 912-757-3100 or visit their VetGuide web site: [www.opm.gov/employ/html/vetguide.htm](http://www.opm.gov/employ/html/vetguide.htm).

EEO STATEMENT: The U.S. Department of Agriculture (USDA) prohibits discrimination in all its programs and activities on the basis of race, color, national origin, gender, religion, age, disability, political beliefs, sexual orientation, and marital or family status. (Not all prohibited bases apply to all programs.) Persons with disabilities who require alternative means for communication of program information (Braille, large print, audiotape, etc.) should contact USDA's TARGET Center at 202-720-2600 (voice or TDD).

To file a complaint of discrimination, write USDA, Director, Office of Civil Rights, Room 326-W, Whitten Building, 14th and Independence Avenue, SW, Washington, DC 20250-9410 or call (202)720-5964 (voice or TDD). USDA is an equal opportunity provider and employer.

ACCOMMODATION: This agency provides reasonable accommodations to applicants with disabilities where appropriate. If you need a reasonable accommodation for any part of the application and hiring process or have questions/concerns regarding reasonable accommodation and/or accessibility for any part of the application and hiring process, please contact Sue Dixon, ARS, Civil Rights Staff, 202-690-0372, DC Relay Service: 202-855-1234 (TDD), or email: [sdixon@ars.usda.gov](mailto:sdixon@ars.usda.gov). The decision on granting reasonable accommodation will be on a case-by-case basis.

**CONTACT:**

For a copy of this vacancy announcement and/or applications forms, call 301-504-1482.

For specific questions regarding this vacancy only, call: Ms. Franky Reese, Human Resources Specialist on (301) 504-1555

**Submit applications to:**

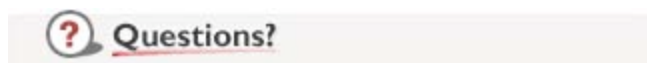
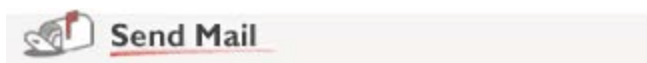
USDA, Agricultural Research Service  
Human Resources Division  
ATTN: Western Services Branch/ ARS-X4W-0138  
5601 Sunnyside Avenue  
Beltsville, MD 20705-5106

FAX applications to: 301-504-1535  
E-MAIL applications to: [scirecruit@ars.usda.gov](mailto:scirecruit@ars.usda.gov)

**For employment information and current job opportunities:**

INTERNET ADDRESS: [www.ars.usda.gov](http://www.ars.usda.gov)  
DIAL-A-VACANCY: 301-504-1482  
DC RELAY SERVICE: 202-855-1234 (TDD)

(If submitting applications via E-mail, be sure to mail college transcripts separately and include the announcement number of the position vacancy.)



**Send Mail to:**  
Department Of Agriculture  
5601 Sunnyside Ave.  
Beltsville, MD 20705-5106  
Fax: 301-504-1535

**For questions about this job:**  
Franky Reese  
Phone: 301-504-1555  
Fax: 301-504-1535  
Internet: [scirecruit@ars.usda.gov](mailto:scirecruit@ars.usda.gov)

**USAJOBS Control Number:** 172367

[EEO Policy Statement](#) | [Reasonable Accommodation Policy Statement](#) | [Veterans Information](#)

## Exhibit 3

# REQUEST FOR PERSONNEL ACTION

## PART A - Requesting Office (Also complete Part B, Items 1, 7-22, 32, 33, 36 and 39)

1 Actions Requested  
**RECRUIT - RES FOOD TECHNOLOGIST/CHEMICAL ENGINEER/PROTEIN CHEMIST**

2 Request Number  
**02-5341-123**

3 For Additional Information Call (Name and Telephone Number)  
**Dr Michael C Shannon, (510) 559-6071**

4 Proposed Effective

RECEIVED  
USDA, ARS, HRD, WOB  
02 JUL -3 PM 1:04

5 Action Requested By (Typed Name, Title, Signature, and Request Date)  
**Michael C Shannon**  
Antoinette A Betschart  
Area Director  
6-28-02

6 Action Authorized By (Typed Name, Title, Signature, and Concurrence Date)  
**Antoinette A Betschart**  
Area Director  
6-28-02

## PART B - For Preparation of SF 50 (Use only codes in FPM Supplement 292-1. Show all dates in month-day-year order.)

1 Name (Last, First, Middle)  
**Bower, Cynthia Kay**

2 Social Security Number  
[REDACTED]

3 Date of Birth  
[REDACTED]

4 Effective Date  
**10-3-2004**

**FIRST ACTION**

5-A Code  
**101**

5-B Nature of Action  
**Career-Cond. Appt.**

5-C Code  
**BDN**

5-D Legal Authority  
**DEMO/USDA/Beltsville**

5-E Code

5-F Legal Authority

**SECOND ACTION**

6-A Code  
**815**

6-B Nature of Action  
**Recruitment Bonus \$10,000.00**

6-C Code  
**VAF**

6-D Legal Authority  
**S.U.S.C. 5753**

6-E Code

6-F Legal Authority

7 FROM Position Title and Number  
**Research Food Technologist/Chemical Engineer/Protein Chemist #1PA030**

15 TO Position Title and Number  
**Research Food Technologist/Chemical Engineer/Protein Chemist #1PA030**

8 Pay Plan	9 Occ Code	10 Grade or Level	11 Step or Rate	12 Total Salary	13 Pay Basis	16 Pay Plan	17 Occ Code	18 Grade or Level	19 Step or Rate	20 Total Salary/Award	21 Pay Basis
						GS	1382	12	03	\$56,425.00	PA
12A Basic Pay	12B Locality Adj	12C Adj Basic Pay	12D Other Pay	20A Basic Pay	20B Locality Adj	20C Adj Basic Pay	20D Other Pay				
				\$56,425.00							

14 Name and Location of Position's Organization

22 Name and Location of Position's Organization  
**ARS, Field Location  
Pacific West Area  
Fairbanks, Alaska  
Subarctic Agricultural Research Unit  
03 50 53 5341 05 00 00 00**

### EMPLOYEE DATA

23 Veterans Preference  
 1 - None  
 2 - 5-Point  
 3 - 10-Point/Disability  
 4 - 10-Point/Compensable  
 5 - 10-Point/Other  
 6 - 10-Point/Compensable/30%

24 Tenure  
 0 - None  
 1 - Permanent  
 2 - Conditional  
 3 - Indefinite

25 Agency Use

26 Veterans Preference for RIF  
 YES  NO

27 FEGLI  
 Basic

28 Annuitant Indicator  
**9**

29 Pay Rate Determinant  
**7**

30 Retirement Plan  
 FERS

31 Service Comp Date (Leave)  
**10-3-2004**

32 Work Schedule  
**F**

33 Part-Time Hours Per Biweekly Pay Period

### POSITION DATA

34 Position Occupied  
 1 - Competitive Service  
 2 - Excepted Service  
 3 - SES General  
 4 - SES Career Reserved

35 FLSA Category  
 E - Exempt  
 N - Nonexempt

36 Appropriation Code

37 Bargaining Unit Status  
**8888**

38 Duty Station Code  
**02 0770 090**

39 Duty Station (City -- County -- State or Overseas Location)  
**Fairbanks, AK North Star**

40 Agency Data	41	42	43	44		
45 Educational Level	46 Year Degree Attained	47 Academic Discipline	48 Functional Class	49 Citizenship	50 Veterans Status	51 Supervisory Status
21	1995	020301		1 - USA 8 - Other	X	8

## PART C--Reviews and Approvals (Not to be used by requesting office.)

1 Office/Function	Initials/Signature	Date	Office/Function	Initials/Signature	Date
A PATS	UM	7/15/02	D PMB	AM	10-8-04
B Staffing	to Christine	7/15/02	E EPIC	AM	10-8-04
C			F PATS	AM	
2 Approval I certify that the information entered on this form is accurate and that the proposed action is in compliance with statutory and regulatory requirements			Signature <b>Sharon Reese</b>	Approval Date <b>9-30-04</b>	



**PART D--Remarks by Requesting Office**

(Note to Supervisors Do you know of additional or conflicting reasons for the employee's resignation/retirement?  
If "YES", please state these facts on a separate sheet and attach to SF 52 )

YES  NO

**PART E--Employee Resignation/Retirement**

**Privacy Act Statement**

You are requested to furnish a specific reason for your resignation or retirement and a forwarding address Your reason may be considered in any future decision regarding your re-employment in the Federal service and may also be used to determine your eligibility for unemployment compensation benefits Your forwarding address will be used primarily to mail you copies of any documents you should have or any pay or compensation to which you are entitled

with regard to employment of individuals in the Federal service and their records, while section 8506 requires agencies to furnish the specific reason for termination of Federal service to the Secretary of Labor or a State agency in connection with administration of unemployment compensation programs

This information is requested under authority of sections 301, 3301, and 8506 of title 5, U S Code Sections 301 and 3301 authorize OPM and agencies to issue regulations

The furnishing of this information is voluntary, however, failure to provide it may result in your not receiving (1) your copies of those documents you should have, (2) pay or other compensation due you, and (3) any unemployment compensation benefits to which you may be entitled

1 Reasons for Resignation/Retirement (NOTE Your reasons are used in determining possible unemployment benefits Please be specific and avoid generalizations Your resignation/retirement is effective at the end of the day - midnight - unless you specify otherwise )

2 Effective Date	3 Your Signature	3 Date Signed	4 Forwarding Address (Number, Street, City, State, ZIP Code)
------------------	------------------	---------------	--

**PART F--Remarks for SF 50**

K12 - Selected from: ARES-X4W-0403 dtd - 9-16-04  
M01 - 10-4-04  
M39 - None  
Appointment is subject to completion of 3 year probationary period beginning 10-3-04.  
P04  
M45

## Exhibit 4

RESEARCH POSITION EVALUATION REPORT

Date: NOV 1 2004

Subject: Research Position Evaluation Committee Report

To: Alberto Pantoja, Immediate Supervisor

Through: Antonette A. Betschart, Director, PWA

From: Franky Reese, Personnel Representative

A panel reviewed Cynthia K. Bower, Research Food Technologist, GS-1382, Fairbanks, Alaska, on August 24, 2004.

The panel reached consensus on the following scores:

	Degree	Points
Factor I, Research Assignment	B	4
Factor II, Supervision Received	B	4
Factor III, Guidelines and Originality	C	6
Factor IV, Qualifications and Contributions	B	8
Total points:		22

Grade Conversion: GS-12	Decision: New Hire
-------------------------	--------------------

Remarks: (if required)

See attached Position Evaluation Report.

Scientist acknowledges receipt of this report by signing below, and returns (through supervisory channels) to Area Director within 60 calendar days of issuance.

Cynthia Bower  
Signature

11/29/04  
Date

Remarks (Optional):

# Exhibit 5



## Agricultural Research Service

Department: **Department Of Agriculture**Agency: **Agriculture, Agricultural Research Service**

Job Announcement Number: ARS-X4W-0403

### Vacancy Announcement

[← Back to Search Results](#)

RESEARCH, EDUCATION, AND ECONOMICS  
Agricultural Research Service  
VACANCY ANNOUNCEMENT  
RESEARCH POSITION

Announcement Type: ALL SOURCES/ALTERNATIVE MERIT PROMOTION  
Position Title: Research Food Technologist  
Series/Grade: GS-1382-12  
Salary: \$52,899.00 - \$68,766.00 Per Annum (Plus 25% COLA)  
Type of Appointment: Permanent  
Location of Position: Subarctic Agricultural Research Unit, Fairbanks, Alaska  
Announcement Number: ARS-X4W-0403  
Opening Date: August 30, 2004  
Closing Date: September 3, 2004  
Area of Consideration: All U.S. Citizens

APPLICATIONS WILL BE ACCEPTED FROM USDA SURPLUS AND FEDERAL DISPLACED EMPLOYEES  
IN THE COMMUTING AREA.

DUTIES: The incumbent will conduct research to develop effective and economical utilization of byproducts from fish processing, particularly to convert these waste byproducts into high-value useful products. The incumbent (1) characterizes processed and separated waste stream components to identify chemical constituents that have value-added uses or that enhance the nutritional or feeding acceptability of processed fish or animal feeds; and (2) conducts basic studies leading to a better understanding of factors influencing the effects of specific constituents and/or their interactions on end-product quality and value. This will involve chemical and biochemical analysis of the process waste stream components, determining which byproducts can be effectively treated to alter them into nutritious feed supplements, and/or developing processes to remove non-nutritious components. The incumbent will also develop techniques for extracting, processing, and storing high-value minor constituents of the waste byproducts that may contribute to the economic viability of waste byproduct processing. The research program is cooperative with the University of Alaska School of Fisheries & Ocean Sciences at Fairbanks, Alaska.

QUALIFICATIONS: A Ph.D. is highly desirable.

Basic Requirement: Degree: food technology, or dairy technology, microbiology, biology, chemistry, physics, or a related discipline or field of biological or physical science. The course work must have been comprised of at least 30 semester hours in the basic biological and physical sciences, and included at least 20 semester hours in food technology and closely related subjects, or 20 semester hours in subjects that can be applied directly to food technology. OR

Combination of education and experience - courses equivalent to a major, including the course work specified, as shown above plus appropriate experience or additional education.

GS-12 - After meeting basic requirement above the candidate must have a Ph.D or equivalent doctoral degree OR 1 year of specialized experience equivalent to at least the GS-11 level in the Federal Service.

Specialized Experience is defined as: professional research experience that has equipped the applicant with :

1. Ability to conceive, plan, and conduct protein/lipid research.
2. Ability to document research results in technical journals, and make presentations at scientific meetings and conferences.

YOUR EDUCATION AND EXPERIENCE WILL BE EVALUATED AGAINST THE KNOWLEDGE, SKILLS AND ABILITIES (KSAs) AS OUTLINED UNDER SPECIALIZED EXPERIENCE.

\*\*\*\*\* A SPECIFIC RESPONSE TO THE REQUIREMENTS OUTLINED UNDER SPECIALIZED EXPERIENCE IS HIGHLY RECOMMENDED TO ENSURE ADEQUATE CONSIDERATION IN THE EVALUATION PROCESS.\*\*\*\*\*

#### APPLICATION INFORMATION

HOW TO APPLY: Send a resume, Curriculum vitae, Optional Application for Federal Employment (OF-612), or SF-171, to the contact address listed below. The following information is required to evaluate applicant qualifications and to determine if applicants meet legal requirements for Federal employment:

- Announcement number, title, and grade(s) for the position
- Full name, mailing address (including zip code) and day and evening phone numbers (with area code)
- Social security number
- Identify country of citizenship (U.S. Citizenship required)
- Veterans' Preference (If applicable--see "Veterans' Preference" below for required forms and documentation)
- Highest Federal civilian grade held (it applicable)
- Highest education level achieved. Specify:
  - Name, city, state, zip code (if known)
  - Date or expected date (month/year) of completion of degree requirements
  - Type of degree received
  - Graduates of foreign universities must include proof of foreign education equivalency to an accredited U.S. college/university
- Copy of college transcripts or list of college courses.
- Paid and nonpaid work experience related to the position. For each work experience include:
  - Job title
  - Series/grade (if Federal employment)
  - Duties and accomplishments
  - Employer's name and address
  - Supervisor's name and address
  - Starting and ending dates
  - Hours per week
  - Salary
  - Indicate if we may contact current supervisor/employer
- Job-related:
  - Training courses (title and year)
  - Skills (e.g., other languages, typing speed, computer software/hardware, tools, etc.)
  - Certificates/licenses (current)
  - Honors, awards, and special accomplishments
- A one-page abstract of MS thesis and/or PhD dissertation.
- List of:
  - Names, addresses, and phone numbers of persons familiar with applicants stature, contributions, and recognition;

- Honors and awards;
- Memberships in professional or honor societies;
- Invitations to make presentations at scientific/
- Technical meetings;
- Scientific society office and committee assignments;
- Presentations (other than invitations); and
- Publications.

OTHER IMPORTANT INFORMATION:

- All status candidates who wish to be considered under both alternative merit promotion and non-status competitive examining must submit two (2) complete applications. When only one (1) application is received, it will be considered under the alternative merit promotion procedures if the applicant is a current or former Federal employee with reinstatement eligibility.

- This position is being filled in accordance with the Alternative Merit Promotion system. All merit promotion principles remain in effect.

- Applicants will be evaluated based on the quality and extent of their experience, education, and accomplishments. This may include factors such as number of credits in directly related subjects, grade point average, relatedness of work experience, and any other evidence of ability to do the work of the position. For current and former Federal employees, the performance evaluation may also be taken into consideration. Please be sure that your application or resume contains all of the information we need to determine if you are well qualified.

- Vacant research positions may be filled at any one of several grade levels depending upon the scientific impact of the person selected. A peer review may be required to determine the appropriate grade level of the position and supplemental materials from the selectee may be required.

- Relocation Expenses: Relocation expenses will be paid in accordance with P&P 412.5 Recruitment and Retention Incentives and Other Special Pay, Sections 6 and 7, which may be found at [www.afm.ars.usda.gov/divisions/hrd/hrdhomepage/empopp.htm](http://www.afm.ars.usda.gov/divisions/hrd/hrdhomepage/empopp.htm) and click on Policy on Payment of Relocation Expenses under General Information.

- USDA surplus/Federal displaced employees must submit documentary evidence of eligibility. Well qualified surplus and displaced employees within the local commuting area will receive selection priority as provided by OPM regulations. Well-qualified means the applicant meets the basic qualification and eligibility requirements and all selective placement factors; is rated above minimally qualified against the knowledge, skills, and abilities or quality criteria; and is able to satisfactorily perform the duties of the position upon entry. Applicants must submit the following:

- a copy of their RIF Separation Notice (for displaced employees) OR Certification of Expected Separation or other documentation identifying you as surplus;
- evidence of full performance level of current position;
- a copy of their most recent performance appraisal; and
- a copy of their most recent SF-50, Notification of Personnel Action, to verify reassignment eligibility.

- Promotion Potential: Research scientists have open-ended promotion potential. Research accomplishments and their impact on the duties and responsibilities of positions are evaluated periodically. The grade level is limited only by the individual's demonstrated ability to perform research of recognized importance to science and technology.

- Current Federal employees must submit their most recent performance appraisal.

- Current Federal employees and reinstatement eligibles should submit an SF-50, Notification of Personnel Action, to verify competitive eligibility.

- Applicants are encouraged to submit an AD-1086, USDA Applicant Supplemental Sheet.

- Males over age 18 who were born after December 31, 1959, must have registered with the Selective Service System (or have an exemption) to be eligible for a Federal job.

- If applications do not contain all of the requested information, applicants may lose consideration for the job.
- If applicants make a false statement in any part of their application, they may not be hired; may be fired after they begin work; or may be fined or jailed.
- Applicants will not be notified of the status of their application until a final selection has been made.
- Applications submitted via Government envelopes will not be accepted.
- APPLICATIONS MUST BE POSTMARKED BY THE CLOSING DATE OF THE ANNOUNCEMENT.

**SPECIAL HIRING AUTHORITIES:** If you meet the basic eligibility requirements and you are eligible for a noncompetitive appointment (a list of who may be eligible for noncompetitive appointments can be found at [www.usajobs.opm.gov/a1.htm](http://www.usajobs.opm.gov/a1.htm), please indicate the type of special appointment you are seeking on your application and follow all other instructions in this announcement. If you do not indicate the type of special appointment you are seeking, you will be considered under competitive procedures. If you wish to be considered under both noncompetitive and competitive procedures, please submit two (2) complete applications.

**VETERANS' PREFERENCE:** If applicants served on active duty in the United States military and were separated under honorable conditions, they may be eligible for veterans' preference. To claim 5-point veterans' preference, you must attach a copy of your DD-214, Certificate of Release or Discharge from Active Duty, or other proof of eligibility. To claim 10-point veterans' preference, attach an SF-15, Application for 10-Point Veterans Preference, plus the documentation required by that form. For further details, call the U.S. Office of Personnel Management (OPM) at 912-757-3000. Select "Federal Employment Topics" and then "Veterans." Or, dial OPM's electronic bulletin board at 912-757-3100 or visit their VetGuide web site: [www.opm.gov/employ/html/vetguide.htm](http://www.opm.gov/employ/html/vetguide.htm).

**EEO STATEMENT:** The U.S. Department of Agriculture (USDA) prohibits discrimination in all its programs and activities on the basis of race, color, national origin, gender, religion, age, disability, political beliefs, sexual orientation, and marital or family status. (Not all prohibited bases apply to all programs.) Persons with disabilities who require alternative means for communication of program information (Braille, large print, audiotape, etc.) should contact USDA's TARGET Center at 202-720-2600 (voice or TDD).

To file a complaint of discrimination, write USDA, Director, Office of Civil Rights, Room 326-W, Whitten Building, 14th and Independence Avenue, SW, Washington, DC 20250-9410 or call (202)720-5964 (voice or TDD). USDA is an equal opportunity provider and employer.

**ACCOMMODATION:** This agency provides reasonable accommodations to applicants with disabilities where appropriate. If you need a reasonable accommodation for any part of the application and hiring process or have questions/concerns regarding reasonable accommodation and/or accessibility for any part of the application and hiring process, please contact Sue Dixon, ARS, Civil Rights Staff, 202-690-0372, DC Relay Service: 202-855-1234 (TDD), or email: [sdixon@ars.usda.gov](mailto:sdixon@ars.usda.gov). The decision on granting reasonable accommodation will be on a case-by-case basis.

**CONTACT:**

For a copy of this vacancy announcement and/or applications forms, call 301-504-1482.

For specific questions regarding this vacancy only, call: Ms. Franky Reese, Human Resources Specialist on (301) 504-1555

Submit applications to:

USDA, Agricultural Research Service  
Human Resources Division  
ATTN: Western Services Branch/ARS-X4W-0403  
5601 Sunnyside Avenue  
Beltsville, MD 20705-5106

FAX applications to: 301-504-1535  
E-MAIL applications to: [scirecruit@ars.usda.gov](mailto:scirecruit@ars.usda.gov)




For employment information and current job opportunities:


INTERNET ADDRESS: [www.ars.usda.gov](http://www.ars.usda.gov)  
DIAL-A-VACANCY: 301-504-1482  
DC RELAY SERVICE: 202-855-1234 (TDD)

(If submitting applications via E-mail, be sure to mail college transcripts separately and include the announcement number of the position vacancy.)



 **Send Mail**

**Send Mail to:**  
Department Of Agriculture  
5601 Sunnyside Avenue  
Beltsville, MD 20705-5106  
Fax: 301-504-1535

 **Questions?**

**For questions about this job:**  
Franky Reese  
Phone: (301) 504-1555  
Fax: 301-504-1535  
TDD: 202-855-1234  
Internet: [scirecruit@ars.usda.gov](mailto:scirecruit@ars.usda.gov)

**USAJOBS Control Number:** 292242

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[Legal and Regulatory Guidance](#)



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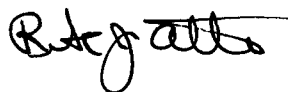
# Exhibit 6

SUPERIOR QUALIFICATIONS JUSTIFICATION: Cynthia Bower, Research Food Technologist

An advance step (GS 12/3) and hiring bonus is recommended based on superior qualifications, skills, experience, and difficulties to attract qualified candidates to this locality.

Cynthia was currently making \$52,000.00 a year and she has superior qualifications based on her research, she explored a novel approach for controlling biofilms: coating food contact surfaces with a protein-based antimicrobial agent (nisin) to prevent the initial bacterial colonization. She greatly enhanced the research plant that was initially provided by using image analysis, not merely as a tool to enumerate bacterial cells, but a method for real-time documentation of the growth-inhibition experienced by *Listeria monocytogenes* cells when placed on nisin-coated surfaces.

As of May 2003 the U.S. Department of Labor reported the annual salary for Food Scientists in the state of Alaska was \$64,980.00.

Approved: 

## Exhibit 7



**U.S. Department  
of Labor**  
**Bureau of Labor  
Statistics**

*Occupational Employment Statistics*



**[www.bls.gov](http://www.bls.gov)**

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RELATED OES LINKS



## May 2003 State Occupational Employment and Wage Estimates

### Alaska

These occupational employment and wage estimates are calculated with data collected from employers in all industry sectors in metropolitan and non-metropolitan areas in Alaska. These and other data elements, including the 10th, 25th, 75th, and 90th percentile wages are available in the [downloadable Excel files \(XLS\)](#).

#### [Links to OES estimates for other areas and States](#)

SOC Major Groups in Alaska:

- [00-0000 All Occupations](#)
- [11-0000 Management Occupations](#)
- [13-0000 Business and Financial Operations Occupations](#)
- [15-0000 Computer and Mathematical Science Occupations](#)
- [17-0000 Architecture and Engineering Occupations](#)
- [19-0000 Life, Physical, and Social Science Occupations](#)
- [21-0000 Community and Social Services Occupations](#)
- [23-0000 Legal Occupations](#)
- [25-0000 Education, Training, and Library Occupations](#)
- [27-0000 Arts, Design, Entertainment, Sports, and Media Occupations](#)
- [29-0000 Healthcare Practitioner and Technical Occupations](#)
- [31-0000 Healthcare Support Occupations](#)
- [33-0000 Protective Service Occupations](#)
- [35-0000 Food Preparation and Serving Related Occupations](#)
- [37-0000 Building and Grounds Cleaning and Maintenance Occupations](#)
- [39-0000 Personal Care and Service Occupations](#)
- [41-0000 Sales and Related Occupations](#)
- [43-0000 Office and Administrative Support Occupations](#)
- [45-0000 Farming, Fishing, and Forestry Occupations](#)
- [47-0000 Construction and Extraction Occupations](#)
- [49-0000 Installation, Maintenance, and Repair Occupations](#)
- [51-0000 Production Occupations](#)
- [53-0000 Transportation and Material Moving Occupations](#)

<b>17-2072</b>	Electronics Engineers, Except Computer	140	\$34.75	\$34.30	\$71,350	1.6 %
<b>17-2081</b>	Environmental Engineers	500	\$38.09	\$36.99	\$76,940	2.8 %
<b>17-2112</b>	Industrial Engineers	80	\$36.65	\$38.28	\$79,630	5.2 %
<b>17-2131</b>	Materials Engineers	40	\$33.87	\$34.50	\$71,760	6.9 %
<b>17-2141</b>	Mechanical Engineers	330	\$36.24	\$35.62	\$74,100	3.7 %
<b>17-2151</b>	Mining and Geological Engineers, Including Mining Safety Engineers	30	\$31.50	\$32.23	\$67,030	7.7 %
<b>17-3011</b>	Architectural and Civil Drafters	230	\$20.25	\$20.33	\$42,290	3.0 %
<b>17-3012</b>	Electrical and Electronics Drafters	70	\$22.31	\$24.87	\$51,730	4.6 %
<b>17-3013</b>	Mechanical Drafters	80	\$22.04	\$23.12	\$48,090	4.3 %
<b>17-3022</b>	Civil Engineering Technicians	370	\$25.95	\$26.02	\$54,130	1.8 %
<b>17-3023</b>	Electrical and Electronic Engineering Technicians	390	\$28.74	\$28.56	\$59,410	3.1 %
<b>17-3025</b>	Environmental Engineering Technicians	60	\$20.49	\$20.90	\$43,480	8.4 %
<b>17-3031</b>	Surveying and Mapping Technicians	290	\$20.03	\$21.03	\$43,750	5.6 %

### Life, Physical, and Social Science Occupations top

SOC Code Number	Occupation Title	Employment (1)	Wage Estimates			
			Median Hourly	Mean Hourly	Mean Annual (2)	Mean RSE (3)
<b>19-0000</b>	<b>Life, Physical, and Social Science</b>	6,370	\$22.87	\$25.02	\$52,050	2.6 %

	<b>Occupations</b>					
<b>19-1010</b>	Agricultural and Food Scientists	50	\$30.61	\$31.24	\$64,980	2.5 %
<b>19-1021</b>	Biochemists and Biophysicists	30	\$21.12	\$23.60	\$49,080	8.7 %
<b>19-1022</b>	Microbiologists	30	\$26.04	\$26.06	\$54,210	2.3 %
<b>19-1023</b>	Zoologists and Wildlife Biologists	760	\$25.95	\$26.34	\$54,790	1.3 %
<b>19-1031</b>	Conservation Scientists	250	\$28.68	\$29.34	\$61,020	1.9 %
<b>19-1032</b>	Foresters	140	\$27.82	\$28.58	\$59,440	1.7 %
<b>19-2021</b>	Atmospheric and Space Scientists	70	\$39.89	\$38.63	\$80,350	1.7 %
<b>19-2031</b>	Chemists	90	\$24.83	\$25.09	\$52,180	9.2 %
<b>19-2041</b>	Environmental Scientists and Specialists, Including Health	560	\$25.94	\$26.04	\$54,160	3.7 %
<b>19-2042</b>	Geoscientists, Except Hydrologists and Geographers	350	\$37.99	\$42.07	\$87,500	6.2 %
<b>19-2043</b>	Hydrologists	60	\$30.30	\$32.00	\$66,570	2.5 %
<b>19-3011</b>	Economists	80	\$32.50	\$32.22	\$67,020	4.5 %
<b>19-3021</b>	Market Research Analysts	60	\$35.94	\$39.80	\$82,780	11.9 %
<b>19-3022</b>	Survey Researchers	100	\$19.19	\$17.48	\$36,360	1.8 %
<b>19-3031</b>	Clinical, Counseling, and School Psychologists	260	\$26.40	\$28.41	\$59,090	2.7 %
<b>19-3051</b>	Urban and Regional Planners	200	\$27.29	\$27.57	\$57,340	1.9 %
<b>19-3091</b>	Anthropologists and Archeologists	90	\$25.36	\$26.32	\$54,750	2.7 %

# Exhibit 8



# NOTIFICATION OF PERSONNEL ACTION

1 Name (Last, First, Middle) <b>BOWER, CYNTHIA KAY</b> <b>FIRST ACTION</b>		2 Social Security Number [REDACTED]	3 Date of Birth [REDACTED]	4 Effective Date <b>10/03/04</b>
5-A Code <b>101</b>		5-B Nature of Action <b>CAREER COND APPT</b>		
5-C Code <b>BDN</b>		5-D Legal Authority <b>DEMO USDA BELTSVILLE</b>		
5-E Code		5-F Legal Authority		

7 FROM: Position Title and Number						15. TO: Position Title and Number <b>RES FOOD TECHNLGST</b> <b>001PA030 1PA030</b>									
8 Pay Plan	9 Occ Code	10 Grade/Level	11 Step/Rate	12 Total Salary	13 Pay Basis	16 Pay Plan	17 Occ Code	18 Grade/Level	19 Step/Rate	20 Total Salary/Award	21 Pay Basis				
						<b>GS</b>	<b>1382</b>	<b>12</b>	<b>03</b>	<b>56,425.00</b>	<b>PA</b>				
12A Basic Pay		12B Locality Adj		12C Adj Basic Pay		12D Other Pay		20A Basic Pay		20B Locality Adj		20C Adj Basic Pay		20D Other Pay	
		<b>.00</b>				<b>.00</b>		<b>56,425.00</b>		<b>.00</b>		<b>56,425.00</b>		<b>.00</b>	

14 Name and Location of Position's Organization						22 Name and Location of Position's Organization <b>AGRICULTURAL RESEARCH SERVICE</b> <b>FIELD ORGANIZATION</b> <b>PACIFIC WEST AREA (ALBANY CA)</b> <b>FAIRBANKS, AK</b>  <b>AG 035053534105000000 PP 20 2004</b>					
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**EMPLOYEE DATA**

23 Veterans Preference <b>1</b> 1-None 3-10 Point/Disability 5-10 Point/Other 2-5 Point 4-10 Point/Compensable 6-10 Point/Compensable/30%				24 Tenure <b>2</b> 0-None 2-Conditional 1-Permanent 3-Indefinite			25 Agency Use		26 Veterans Preference for RIF <b>YES</b> <input checked="" type="checkbox"/> <b>NO</b> <input type="checkbox"/>	
27 FEGLI <b>CO</b> <b>BASIC</b>				28 Annuitant Indicator <b>9</b> <b>NOT APPLICABLE</b>			29 Pay Rate Determinant <b>7</b>			
30 Retirement Plan <b>K</b> <b>FERS AND FICA</b>			31 Service Comp Date (Leave) <b>10/03/04</b>		32 Work Schedule <b>F</b> <b>FULL TIME</b>			33 Part-Time Hours Per Biweekly Pay Period		
34 Position Occupied <b>1</b> 1-Competitive Service 3-SES General 2-Excepted Service 4-SES Career Reserved			35 FLSA Category <b>E</b> E-Exempt N-Nonexempt		36 Appropriation Code			37 Bargaining Unit Status <b>8888</b>		
38 Duty Station Code <b>02-0770-090</b>			39 Duty Station (City-County-State or Overseas Location) <b>FAIRBANKS FAIRBANKS NORTH STAR AK</b>							
40 AGENCY DATA		41	42	43	44					

45 Remarks  
 APPOINTMENT AFFIDAVIT EXECUTED 10-04-2004.  
 SELECTED FROM ARS-X4W-0403 DATED 9-16-2004.  
 CREDITABLE MILITARY SERVICE: 00 YRS. 00 MOS.  
 SUPERIOR QUALIFICATIONS APPOINTMENT MADE UNDER REG 531.203(B).  
 EMPLOYEE IS AUTOMATICALLY COVERED UNDER FERS.  
 APPOINTMENT IS SUBJECT TO COMPLETION OF ONE YEAR INITIAL PROBATIONARY PERIOD BEGINNING 10/03/04 .  
 SERVICE COUNTING TOWARD CAREER TENURE FROM 10/03/04 .

46 Employing Department or Agency <b>DEPARTMENT OF AGRICULTURE</b>			50 Signature of the Director and Title of Applicable Official <i>Ruthie Jackson</i> <b>RUTHIE JACKSON</b> <b>DIRECTOR, HUMAN RESOURCES MANAGEMENT</b>		
47 Agency Code <b>AG 03</b>	48 Personnel Office ID <b>4860</b>	49 Approval Date <b>09/30/04</b> <i>for</i>			

**TURN OVER FOR IMPORTANT INFORMATION**  
 3-Part 50-315 1 - Employee Copy - Keep for Future Reference  
 Editions Prior to 7/91 Are Not Usable After 6/30/93  
 NSN 7540-01-333-6237



## Exhibit 9

Specific Cooperative Agreement No. 58-\_\_\_\_  
(University of Alaska Fairbanks)  
(Fairbanks, AK)

**My research program has been subjected to interference through disallowed CRIS-relevant projects and curtailed collaborations, such as this SCA, which was proposed to and rejected by the RL**

## **Stabilization of Salmon By-Products Using Cellulolytic Bacteria from Muskoxen**

### **A. OBJECTIVE**

The objective of this cooperative research project is to evaluate the potential for using ruminal bacteria from muskoxen to stabilize salmon by-products so that the value of the high-protein salmon will be retained for later utilization. The specific goals are:

- 1.) To measure degradation rates of dry matter, protein and ash in salmon by-products exposed to muskoxen ruminal fluids (*in vivo*), and to assess the components that limit the rate of degradation.
- 2.) To isolate and characterize facultatively aerobic, cellulolytic, ruminal bacterial species that can successfully break down grass and hay *in vitro* to provide a carbohydrate source for stabilizing salmon byproducts by fermentation.

### **B. APPROACH**

Alaska's fishing industry generates over one million metric tons of fish by-products each year. Fish by-products include skeletal components (heads, frames) as well as soft tissues (viscera) that remain after the fillets have been removed. In some locations these by-products can be ground and dried into fishmeal for animal feed. Often the unwanted fish components are pumped back into the ocean as waste, resulting in added costs for the producer and adverse effects on both terrestrial and aquatic systems by introducing excess nutrients that act as pollutants or attract pests. Small producers would benefit from a simple process that could add value to by-products that are currently being discarded.

#### **Stabilization of salmon byproducts as high protein liquid concentrates**

One solution is to stabilize the by-products as high protein liquid concentrates immediately after harvest, and then transport them to customers later, after the fishing season has ended and secondary sources of income are being sought. Stabilization by fermentation, using lactic acid bacteria (LAB), is of interest because of the pro-biotic compounds and bacteriocins that are produced. Unfortunately, fermentation by LAB requires large quantities of a carbohydrate source such as cane sugar or molasses, neither of which is readily available in Alaska. Cellulose is a complex carbohydrate (composed of glucose units) that is abundant in grasses and can be broken down by cellulolytic bacteria. Ruminal fluid *in vivo* is recognized as a valuable system for studying fermentations since it contains a complex mix of cellulolytic bacteria, yeast, and protozoa.

The objective of this project is to evaluate ruminal bacteria from muskoxen, with the

goal of isolating facultatively aerobic, cellulolytic bacteria capable of supporting the stabilization of fish by-products through fermentation. Using this process, discarded fish could be easily stabilized even in remote locations without expensive equipment, or complex infrastructure required. The stabilized product would retain its high-protein value until sold for such uses as domestic animal feed (15 to 20% fermentate mixed with forage material), aquaculture feed (for shrimp or as a high protein binding agent in fish feeds), organic fertilizer, or nutritive substrate for producing valuable probiotic compounds.

### **Preliminary data**

Ruminal fluid from a muskox was cultured in the laboratory using several different microbiological media (Brain Heart Infusion Agar, MacConkey Agar, Tryptic Soy Broth, MRS broth, fluid thioglycollate). Bacteria capable of growing aerobically were isolated on all plates at both 20°C and 37°C at quantities greater than 10<sup>4</sup> CFU/mL. Ruminal fluids have been previously found to contain facultatively aerobic bacteria (Kamra, 2005).

Fish meal that was fed to muskoxen was rapidly fermented by ruminal microbes, suggesting that fish by-products will be successfully digested during the *in vivo* fermentation component of this study.

These preliminary data support our belief that bacterial strains capable of breaking down salmon by-products already exist in the muskoxen rumen. This increases the likelihood of finding an aerobic, cellulolytic strain of bacteria capable of converting the cellulose in forage to a carbohydrate source that can be used by other microorganisms (such as lactic acid bacteria) to stabilize the salmon by-products through fermentation.

### **Experimental Design**

Alaskan fishmeal has been used as a source of protein for maintenance and growth of muskoxen in Fairbanks (Peltier et al. 2003; Peltier and Barboza 2003; Knott et al. 2004; Knott et al. 2005). Ruminal bacteria, capable of growing in an environment containing fish, will be obtained from muskoxen (n = 4) that have been surgically prepared with a ruminal fistula (Barboza et al. 2006). Muskoxen will be provided with grass hay and pasture (*Bromus* sp.) *ad libitum*. Animals will be acclimated to the ration for two weeks before measuring degradation and colonization of each substrate over the subsequent two weeks.

Colonization and degradation of five substrates in the ruminal fermentation will be measured: whole salmon (without viscera), salmon viscera, corn, fresh grass and hay. These substrates will provide a range of physical and chemical structures for evaluating fermentability. Whole salmon will be high in structural proteins whereas viscera will

contain more soluble proteins with lipid. Corn provides a substrate that is principally starch whereas grass and hay provide sources of structural carbohydrate. All five substrates will be dried and milled to pass through 5 mm screen. Each substrate will be loaded into permeable polyester bags (Ankom Technologies, Fairport NY) and suspended within the rumen. Substrates will be incubated in the rumen for 6, 24, and 48h. We will use 4 animals with duplicate incubations of each substrate for a total 120 incubations. Substrate degradation will be measured as the rate of dry mass lost from each substrate ( $\text{g}\cdot\text{g}^{-1}$  dry mass of original incubate). The loss of nutrients in each incubation will be evaluated by analyzing the residues by procedures described by (Barboza and Parker 2006). We will combine duplicate incubates for chemical analysis on 60 residues and 5 foods. Substrate residues will be analyzed for ash (minerals), total N (protein), neutral detergent fiber (NDF; insoluble fiber and protein). We will further analyze NDF for N to distinguish protein associated with the original substrate (NDF-N) from that associated with the colonizing microbes and ruminal secretions (total N - NDF-N). We will use freshly collected ruminal fluid and incubated residues of hay, salmon and grass to culture bacteria for preliminary identification of colonizing species.

We will use ruminal inocula to measure degradation of substrates *in vitro*. A single batch of inocula will be prepared from 4 L of ruminal fluid collected from all 4 fistulated muskoxen on the same day. Ruminal inocula (100mL) will be incubated for 48 h as a batch reaction in a shaking water bath at 25°C or 37°C under anaerobic conditions by flushing each chamber with CO<sub>2</sub>. We will repeat the batch reaction at 25°C without anaerobic CO<sub>2</sub> to simulate batch reactions under partially aerobic conditions. Control reactions without any substrate will be compared to reactions with 20 g dry substrate. Dry matter addition will simulate 80% moisture found in ruminal fermentations (Barboza et al. 2006). We will use the following 5 reactions mixes at each temperature (25°C and 37°C): whole salmon (without viscera), salmon viscera, corn, grass, and hay. Each reaction will be assayed in triplicate for a total of 36 assays. Control reactions will be stopped by addition of 1 mL saturated HgCl<sub>2</sub> at the start of the incubation whereas all other reactions will be stopped at 48h. Reaction conditions for osmolality and pH will be measured at 48 h. Aliquots of fluid will undergo bacterial counts. The remainder of each reaction will be freeze dried to measure total degradation of dry matter. Dried residues will be analyzed for ash, N and NDF as above to estimate fractional degradation rates organic matter and carbohydrate.

### **Bibliography**

- Barboza PS, Parker KL (2006) Body protein stores and isotopic indicators of N balance in female reindeer (*Rangifer tarandus*) during winter. *Physiol Biochem Zool* (in press) [http://mercury.bio.uaf.edu/~perry\\_barboza/nsf/BarbozaParker06.pdf](http://mercury.bio.uaf.edu/~perry_barboza/nsf/BarbozaParker06.pdf)
- Barboza PS, Peltier TC, Forster RJ (2006) Ruminal fermentation and fill change with

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**(University of Alaska Fairbanks)**  
**(Fairbanks, AK)**

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season in an arctic grazer: responses to hyperphagia and hypophagia in muskoxen (*Ovibos moschatus*). *Physiol Biochem Zool* (in press)  
[http://mercury.bio.uaf.edu/~perry\\_barboza/nsf/BarbozaPeltierForster06.pdf](http://mercury.bio.uaf.edu/~perry_barboza/nsf/BarbozaPeltierForster06.pdf)  
Kamra DN (2005) Rumen microbial ecosystems. *Current Science*. 89(1): 124-131  
Knott KK, Barboza PS, Bowyer RT (2005) Postnatal development and organ maturation in *Rangifer tarandus* and *Ovibos moschatus*. *J Mammal* 86:121-130  
Knott KK, Barboza PS, Bowyer RT, Blake JE (2004) Nutritional development of feeding strategies in arctic ruminants: digestive morphometry of reindeer, *Rangifer tarandus*, and muskoxen, *Ovibos moschatus*. *Zoology* 107:315-333  
Peltier TC, Barboza PS (2003) Growth in an arctic grazer: effects of sex and dietary protein on yearling muskoxen. *J Mammal* 84:915-925  
Peltier TC, Barboza PS, Blake JE (2003) Seasonal hyperphagia does not reduce digestive efficiency in an arctic grazer. *Physiol Biochem Zool* 76:471-483

**Publication of research in a peer-reviewed journal**

This research should result in at least one publication in a peer-reviewed journal

**Budget and Justification**

We only include salaries for an animal technician and a student on this project (Table 1). Salary and benefits for the technician cover 2 weeks during which animals will be handled frequently for sampling. Student support comprises salary for two semesters (760h at 20h/week) to cover both sample collection and chemical analysis. Per diem for routine maintenance of animals is included at \$4.08/d. Animal feed will require production and delivery of a minimum order of 2 tons of formulated supplement containing fish meal. Laboratory consumables include reagents as well as disposable plastic ware for sample collection and chemical analyses. The budget does not include any costs of identifying bacteria by DNA sequencing.

Table 1. Budget for measuring fermentation of salmon by-products in muskoxen.

Category	Item	Cost
Salary & Benefits	Animal Technician	\$3,573
	Student	\$11,400
Supplies and Services	Animal Per Diem	\$457
	Formulated Feed	\$1,500
	Laboratory Consumables	\$8,070
Total Direct Cost		\$25,000

**C. STATEMENT OF MUTUAL INTEREST**

Both parties are actively engaged in independent research projects that utilize fish

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**Specific Cooperative Agreement No. 58-\_\_\_\_**  
**(University of Alaska Fairbanks)**  
**(Fairbanks, AK)**

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processing discards. The parties agree that meeting the objectives of this project will strengthen and enhance ongoing research within the scope of this Agreement. The researchers at University of Alaska Fairbanks have demonstrated that supplements containing fish meal are rapidly fermented by ruminal microbes in muskoxen. They would like to further evaluate this microbial system to understand seasonal changes in digestive efficiency of muskoxen that may ultimately be used to improve forage utilization in domestic cattle in both open ranges and feed lots. The ARS scientists in Fairbanks would like to develop a simple fermentation process that converts fish processing discards into stable products for later use as feeds and fertilizers.

**D. THE COOPERATOR AGREES TO:**

1. Work closely with ARS in planning and conducting the research outlined
2. Conduct at Cooperator facilities and elsewhere as appropriate, research directed toward fermentation of salmon byproducts.  
Activities include:
  - a. *In situ* and *in vitro* degradation of fermentation substrates
  - b. Chemical analysis of fermentation residues

**E. ARS AGREES TO:**

1. Work closely with the Cooperator in planning and conducting the research outlined above.
2. Conduct research on the following aspects of the project:
  - a. DNA analysis from selected bacterial isolates

**F. MUTUAL AGREEMENTS**

1. The project budget, Form ARS-454, is hereby incorporated into the Agreement. The awarding agency will reimburse the Cooperator for costs related to salaries, wages & fringe benefits, materials & supplies in the amount of \$ 25,000, and will contribute in-house resources as needed. The Cooperator will provide in-house resources consisting of \_\_\_\_\_ equipment and technical expertise as evidence of the Cooperator's contribution to this project.
2. Payments to the Cooperator will be made through Letter of Credit (LOC), via the Health and Human Services/Payment Management System (HHS/PMS), upon submission of **quarterly/semi-annual/annual** Financial Status Reports and Itemized Expense Reports (refer to the attached ARS-

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**Specific Cooperative Agreement No. 58-\_\_\_\_**  
**(University of Alaska Fairbanks)**  
**(Fairbanks, AK)**

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452, Sections 10(d), and 15).

OR

2. Payments to the Cooperator will be made **quarterly/semi-annually/annually** by Electronic Funds Transfer (EFT) or Treasury Check, upon submission of a properly executed invoice. (Refer to attached ARS-452, Section 15.)
3. Performance reports are required to be submitted to the ADODR annually by July 31. Reports must be less than 5 pages, and are to be written single-spaced addressing the following items: *(can only modify with AD approval)*
  - a. Summarize the problem or issue being resolved and explain how you are resolving it.
  - b. What your most significant accomplishment was this past year? Describe any other significant accomplishment(s).
  - c. Describe your major accomplishments over the life of the project, including their predicted or actual impact.
  - d. What do you expect to accomplish during the next year?
  - e. What technologies have been transferred and to whom? When is the technology likely to become available to the end user (industry, farmer, other scientists)?
  - f. List all publications produced 1 October through 30 September of the federal fiscal year during which this work was conducted.

A final performance report is required to be submitted to the ADODR within 90 days of completion, expiration, or termination of this Agreement. (Refer to the attached ARS-452, Section 10(b)).

4. *(Use this section to apply any terms/conditions that are unique to the Agreement or Cooperator and are NOT referenced in the General Provisions, Form ARS-452.)*
5. Correspondence and documentation regarding this Agreement should cite Agreement No. 58-19XX-X-XXX. Copies of such correspondence and documentation (including required reports) between the Cooperator and ADODR shall be sent by the originating party to the ADO, c/o the Extramural Agreements Specialist at the following address:

USDA, ARS, Pacific West Area  
Extramural Agreements Office  
800 BUCHANAN STREET  
Albany, CA 94710-1105



# Exhibit 10

**My research program has been subjected to interference through disallowed CRIS-relevant projects and curtailed collaborations, such as this SCA, which was originally proposed listing me as a co-investigator. I was never notified that my name was to be removed from the SCA and eventual publication.**

## **Evaluating Nutritional Values of Alaska WhiteFish By-Products for Organic Food Production**

Investigators: Mingchu Zhang, Stephen Sparrow, Peter Bechtel, and Cindy Bower

### **Rational and objectives**

The annual harvest of seafood in Alaska exceeds 2 million metric tons annually with pollock and other whitefish accounting for over 50% of the total catch. Alaska seafood harvest and processing results in over 200,000 metric tons (dry matter basis) of by-products each year (Crapo and Bechtel, 2003). Fish by-products consist mostly of viscera, heads, fins, and bones, but by-product yield can vary from 30% to 90% of the harvest depending on whether the fish are eviscerated and gutted or used only for roe (Crapo et al., 1993). These by-products can be dried and ground into meals or made into acid hydrolysates. Bonemeal is produced when dried meal is sieved to remove bone fragments, resulting in a high protein meal, but a high-ash, low protein residual product. All of these products contain nitrogen, phosphorus, and other valuable plant nutrients (Bechtel, 2003; Bechtel and Johnson, 2004) and can be used as sources of nutrients for organic agriculture (Archer, 2001; Falen, nd; Follman, 1996). There is much interest among organic food producers in Alaska in using fish by-products as fertilizers, but they need more information on nutrient releases rates from and crop response to these materials. Since the amounts and forms of nutrients varies with fish types, processing procedures, and sources of raw materials, characteristics of nutrient release from different fish by-products must be evaluated in order to properly evaluate this resource for organic food production. The objectives of this project are to 1) determine the release rate of nutrients (mainly nitrogen and phosphorus) from three fish by-products in soil; 2) determine the nutrient uptake rate by crop plants from those materials; 3) determine the optimal application rate for each by-product for crop production; and 4) demonstrate the nutritional value of the by-products in organic producer's field. For this project we will investigate whitefish by-products as soil amendments. Use of salmon by-products as soil amendments have already been investigated (Follman, 1996). We will study whitefish meal, whitefish bonemeal, and whitefish hydrolysate because these are all important by-products of the Alaska seafood industry and are available commercially.

### **Expected outcome and impact**

The results of this research will be used to make recommendations to organic farmers in Alaska on application rate for different whitefish by-products. This will help organic producers to maximize organic food production and minimize input cost. In addition, the nutrient release rate of the three fish by-products will be simulated with a linear, single exponential, and double exponential mathematical models so that the release characteristics of the three fish meals can be compared, and predicted at a given condition. The results will be published in peer reviewed journals as well as in user-oriented publications.

## **Experimental design**

A laboratory incubation and three field experiments will be conducted from May to November of 2006.

### *Laboratory incubation*

Treatments: 1) Control (no amendments added); 2) whitefish bone meal at 100 kg N/ha; 3) whitefish meal at 100 kg N/ha; and 4) salmon hydrolysate slurry at 100 kg N/ha.

Incubation temperatures: 10 and 20°C

Replications: 4

Sampling time: 0, 3 days, 1 week, 2 weeks, 4 weeks, 6 weeks, 8 weeks, and 10 weeks.

Analyses:  $\text{NH}_4^+$ ,  $\text{NO}_3^-$ , extractable P (Will be determined in Soil Research Laboratory at Fairbanks)

Soil used for the experiments: one from the field experiment in Fairbanks; the other from Delta Junction.

Total soil samples in incubation: 256 per site x two sites = 512

Data analysis: Release curves of different fish meals; temperature coefficients of release rate; simulated linear, single exponential; and double exponential models for each fish by-product.

### *Field experiments*

#### *Research plots at Fairbanks Experiment Farm and Delta Field Research Site*

Treatments: 1) Control; 2) N fertilizer at 100 kg N/ha; 3) whitefish bone meal, whitefish meal, and salmon hydrolysate slurry, each at 50, 100, and 150 kg N/ha.

Replications: 4

Plot size: 2 × 9 m

Soil samples (Total samples per site = 184):

Composite samples prior to application at 0-15, 15-30 cm depth. ( No. =8 per site)

Sampling in each plot at 0-15 cm depth at time of planting and at plant anthesis (No. = 88 per site).

Sampling each plot at two depths (0-15, 15-30 cm) at plant senescence (No. = 88 per site).

Plant tissue samples (Total whole plant and grain samples per site = 132) :

Whole plants will be sampled from each plot at anthesis and at senescence. (Total samples per site = 88 per site ).

Grain samples – collected at harvest (No. = 44)

Test crop: barley

Total soil samples for research plots =  $184 \times 2$  sites = 368

Total plant tissue samples for research plots =  $88 \times 2$  sites = 176

Total grain samples for research plots =  $44 \times 2$  sites = 88

Analyses for soil samples: total N and P,  $\text{NH}_4^+$ ,  $\text{NO}_3^-$ , Mellich 3 extractable P, K and micronutrients, pH, EC. (EC will be done at Soil Research Laboratory in Fairbanks, the rest will be done in the AFES Soil and Plant Analysis Laboratory at Palmer).

Analyses for plant samples will include biomass, N, P, K, and micronutrients (all analyses except biomass will be done at the AFES Soil and Plant Analysis Laboratory at Palmer).

Analyses for grain samples will be yield, test weight, N, P, K, minerals, acid detergent fiber (ADF) and neutral detergent fiber (ADF) (indicators of feed quality). The elemental analysis will be done at the AFES Soil and Plant Analysis Laboratory at Palmer, the rest will be done at Fairbanks.

Data analysis: ANOVA for each field experiment, nutrient uptake curves, soil nutrient release patterns

### Demonstration plots

Treatments: 1) Control; 2) whitefish bonemeal, whitefish meal, and salmon hydrolysate (if it meets the organic criteria) slurry, each applied at 50, 100, and 150 kg N/ha. This is subject to change.

We will measure crop yield at harvest time, test crops to be determined.

Location: Rose Creek Farm or other organic farm in the Fairbanks area

## **Budget**

### Salaries and Wages

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Laurie Wilson (Laboratory Technician at Palmer) 451 hrs @ 42.01/hr	\$18,946
Darleen Masiak, laboratory technician at Fairbanks 130 hrs @ 40.41/hr	5,253
Student assistant (summer) 560 hrs @ 11.43/hr	6,400
Student assistant (fall semester) 319 hrs @ 10.50/hr	3,350
Total salaries and wages (including benefits)	\$33,949

### Supplies

Field and laboratory supplies and chemicals, data loggers, non-linear regression software and other misc. supplies	\$5,000
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<u>Transportation</u>	\$1,000
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<u>Total budget</u>	\$39,949
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### Budget narratives

Salary for Laurie Wilson is for sample analysis at the AFES Soil and Plant Analysis Laboratory at Palmer. A student (to be hired) will do most of the field work, laboratory incubations, sample processing, and sample analysis at Fairbanks. Darleen Masiak will guide and assist the student in field and laboratory operations.

Supplies will include fertilizer and miscellaneous items for the field experiment, chemicals for sample analyses, and glassware and other expendables for the incubation experiment; software will be used for mathematical simulation of nitrogen and phosphorus release rate.

Transportation cost will be used for summer student to travel to off-campus locations, mainly Delta Junction for field work and to Palmer to deliver samples.

## Timeline

Milestone		Mar.	April	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.
Field	Site selection										
	Field Exp. set up										
	Soil sampling										
	Plant sampling										
Laboratory	Laboratory incubation experiment										
	Soil sampling for laboratory incubation experiment										
	Soil and plant analyses										
Reporting	Data analysis										
	Writing for publication										

## References

- Archer, M. 2001. Fish Waste Production in the United Kingdom: The Quantities Produced and Opportunities for Better utilization. The Seafish Report Number SR537. The Sea Fish Industry Authority, Edinburgh, Scotland.
- Bechtel, P.J. 2003. Properties of different fish by-products from Pollock, cod and salmon. *Food Processing and Preservation* 27: 101-116.
- Bechtel, P.J. and Johnson, R. 2004. Nutritional properties of Pollock, cod and salmon processing by-products. *J. Aquatic Food Tech.* 13: 125-142.
- Crapo, C, and Bechtel, P.J. 2003. Utilization of Alaska's seafood processing by-products. Pp. 105 – 119. IN: (Bechtel, P.J., ed.). *Advances in Seafood By-Products: 2002 Conference Proceedings*. Alaska Sea Grant College Program. University of Alaska Fairbanks
- Crapo, C, Paust, B., and Babbit, J. 1993. Recoveries and yields from Pacific fish and shellfish. Alaska Sea Grant Program. *Marine Advisory Bulletin* No. 37.
- Falen, C.L. nd. *Organic Fertilizers*. University of Alaska Fairbanks Cooperative Extension Service Report No. FGV-00349. Fairbanks, Alaska.

# Exhibit 11

# **Stabilizing Oils from Smoked Salmon Heads**

(A technology to chemically stabilize PUFA-rich salmon oil)

My research program has been subjected to interference by disallowing CRIS-relevant projects such as this salmon oil collaboration, proposed to and rejected by the RL

## **Overview**

Smoking of meats and fish is one of the earliest preservation technologies developed by man. We have done preliminary experiments to use the smoking process to increase the shelf life of Alaska fish processing byproducts and reduce oxidation of fish oils. Preliminary experiments indicate oils extracted from hot smoked salmon heads are less oxidized than oils extracted from unsmoked heads. We hypothesize that the smoking process protects valuable long-chain polyunsaturated fatty acids (PUFAs) from oxidation and provides other benefits such as providing antimicrobial properties. In a preliminary study, pink salmon heads subjected to smoking ( $\approx 70$  °C, 4 hours), retained n-3 PUFA quantities equal to frozen controls despite the high temperatures and extended heating times associated with smoking fish. Current studies determined that oils extracted from smoked salmon heads contained fewer products of oxidation than their unprocessed counterparts. In Alaska, food-grade salmon co-products are frequently discarded by the fish processing industry unless a fish meal plant is located nearby. This research suggests that smoking salmon heads or some variation of this process prior to oil extraction could provide a new oil-preservation technology and increase the storage time before spoilage occurs

## **Issues**

### **#1 Scientific questions being addressed**

This study represents a first report that salmon oils acquire lower levels of oxidative products when subjected to high-temperature smoking before oil extraction. Questions to be addressed in this small research project focus on the natural antioxidants that are imparted during the smoking process. This research will explore the mechanisms by which smoking reduces products of oil oxidization, enhances antioxidant properties of oils, and stabilizes oils during storage, both alone and when incorporated into complex food and feed systems.

### **#2 Alignment with CRIS project**

Subobjective 1.8 states that “New information will be developed primarily on salmon fish by-products leading to development of high-quality, value-added products”. Producing stable salmon oil through a previously unpublished, high-temperature technique will impart new information for preserving a commonly discarded salmon by-product. Successfully incorporating stabilized oil into a model system and documenting antioxidant activity would rapidly lead to an exciting series of value-added products. In addition, this project fits into objective 2.4 in that we are evaluating methods of stabilizing fish processing by-products. By extending the shelf life of salmon by-products by even a few days, fish processors will gain the additional time needed to extract valuable marine PUFA oils, thereby increasing economic benefit to Alaska’s fishing industry.



### **#3 Research plan**

#### **A.) Stability of smoked salmon heads**

(to assess storage potential of smoked oils prior to extraction)

- optimize smoking temperature (40 °C to 95 °C)
- optimize smoking time (1 to 5 hours)
- measure products of oxidation in all extracted oils (FFA, PV, TBARS)
- compare n-3 PUFA status of smoked oils to unheated oils
- include additional controls, such as salmon heads surface-treated with a liquid smoke product, then air dried before extraction and testing of oil

#### **B.) Stability of smoked oils**

(to estimate shelf life of smoked oils after extraction)

- add 2 ml of smoked oil to each of 42 loosely-capped vials
- store oils at 2 temperatures (4 °C and 35 °C)
- remove 3 vials each day and test oil quality (FFA, PV, TBARS)
- continue study for 7 days

#### **C.) Stability of smoked oils in a model system**

(to evaluate oxidation of oils in a well-characterized model system)

- incorporate extracted oils into a model protein-fat (cheese) system, which has been extensively tested by the dairy industry
- analyze batches of incorporated oil for products of oxidation (FFA, PV, TBARS), retention of n-3 PUFA, and other indicators of stability
- assess the possibility of including smoked oils in animal and aquaculture feeds as subtle palatability enhancers or attractants

### **#4 Research sites**

- Salmon heads will be obtained from Kodiak, AK
- Smoking and processing of oils will be done in Fairbanks, AK, as will all chemical analyses including TBA, Peroxide Value, proximate analyses, microbiological studies, and GC-MS identification of oxidative products formed during oil production and extended shelf life
- Smoked oils made in Fairbanks will be incorporated into a model protein-fat system (cheese) at the Oregon State University Dairy Processing Unit on a charge per sample basis. They have the facilities and expertise to provide this service at reasonable cost and will make the product and deliver it to Fairbanks for analysis.

Informal Grievance  
Cynthia Bower

## **Exhibit 12**

While working for the ARS in Alaska, I have been actively excluded from mentoring and other career building opportunities such as participating in the Lead Scientist's AAAS symposium "Climate Change Impacts on Food and Agriculture in Alaska". He chaired and delivered a presentation within a USDA-ARS-sponsored session at the Arctic Division AAAS in Anchorage without informing me of the session or inviting me to participate as a speaker. I was not even encouraged to attend as part of the audience.

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2007 Arctic Science Conference Symposium

**Food and Agriculture in Alaska**  
**Peter Bechtel and Brian Himmelbloom, FITC, SFOS/UAF**

American Association for the Advancement of Science (AAAS)  
Arctic Division AAAS annual meeting [<http://arctic.aaas.org>]  
September 24th to 26th, 2007 Anchorage, Alaska

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Informal Grievance  
Cynthia Bower

### **Exhibit 13**

I believe I have been actively excluded from mentoring and other career-building opportunities while working for the ARS in Alaska.

In 2002, a conference on the Advances in Seafood Byproducts was held in Anchorage Alaska. The presentations were compiled into a 556 page proceedings, published in 2003 with the Lead Scientist as sole editor. In 2006, the Lead Scientist mentioned that another conference and proceedings would be occurring in 2008. I asked to be an editor and was told "no". Ever since, I have heard nothing from the Lead Scientist concerning organization of the upcoming conference, although I am aware that at least one meeting has already occurred.

I believe I am being actively excluded from the career-building opportunity of organizing a session within the symposium, with the possibility of serving as an assistant editor for the book.

Informal Grievance  
Cynthia Bower

### **Exhibit 14**

I have been actively excluded from mentoring and other career building opportunities while working for the ARS in Alaska. Additionally, it is my belief that the RL attempted to weaken the impact of my RPES case writeup to ensure a remain-in-grade decision.

The RL appeared to be unfamiliar with the concept of “person in the job” and continually told me to rely solely on the position description when preparing Factors I and II. The original position description was generic in nature and (although technically describing a GS 13/14 position), had previously been rated by a 2004 RPES panel as written for GS 12 level responsibilities. This became a source of contention with each draft I submitted.

After the 2007 RPES remain-in-grade decision was announced, the RL appeared in my office and made it clear that he had not supported me when the In-Depth-Reviewer called him, thereby contributing to the lower-than-deserved panel score, which has permanently damaged my career.

## Exhibit 15

## Cynthia K. Bower

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e-mail: CKBower@cmug.com

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### DEGREES

- Ph.D. *Food Science and Technology*, Oregon State University, 1995
- B.S. *Medical Technology*, Oregon Health Sciences University, 1983
- B.S. *Zoology*, Oregon State University, 1979

### EMPLOYMENT HISTORY

*Research Assistant*, Dept of Environmental and Molecular Toxicology  
Oregon State University, Corvallis, OR, 2004-present  
Philip Whanger, supervisor (phone: 541 737-1803)

Duties: Purification and analysis of selenium from biological samples using tandem column chromatography, perchloric acid digestion, titration protocols, and fluorometric analysis for selenium content. The purpose of this study is to determine and quantify the selenium-binding proteins so that selenium supplementation of foods can be improved.  
[40hrs/wk; \$2,500/mo]

*Assistant Professor* (Senior Research), Dept of Food Science and Technology  
Oregon State University, Corvallis, OR, 2002-2003  
Mark Daeschel, supervisor (phone: 541 737-6519)

Duties: Research involving pathogenic microorganisms (Biological Safety Level 2) in a food safety environment, training students, ordering supplies, performing equipment maintenance, overseeing basic laboratory functions, and giving presentations to both national and university audiences  
[40hrs/wk; \$52,000/yr]

*Assistant Professor* (Senior Research), Department of Bioresource Engineering,  
Oregon State University, Corvallis, OR, 1999-2001  
Joe McGuire, supervisor (phone: 541 737-6306)

Duties: Research involving antimicrobial proteins, training students, ordering supplies, performing equipment maintenance, overseeing basic laboratory functions, and giving presentations to both national and university audiences  
[40hrs/wk; \$52,000/yr]

*Post Doctoral Research Associate*, Department of Bioresource Engineering,  
Oregon State University, Corvallis, OR, 1995-97  
Joe McGuire, supervisor (phone: 541 737-6306)

Duties: Research involving antimicrobial proteins, training students, ordering supplies, performing equipment maintenance, overseeing basic laboratory functions, and giving presentations to both national and university audiences  
[40hrs/wk; \$36,000/yr]

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*Graduate Research Assistant*, Department of Food Science and Technology,  
Oregon State University, Corvallis, OR, 1990-94  
Mark Daeschel, supervisor (phone: 541 737-6519)  
Duties: Research involving the antimicrobial protein nisin and its  
efficacy against pathogenic bacteria on food-contact surfaces

*Medical Technologist*, Good Samaritan Hospital, Corvallis, OR, 1988-1989

*Medical Technologist*, Columbia Memorial Hospital, Astoria, OR, 1987-1988

*Medical Technologist*, Peace Corps Volunteer, Fiji Islands. 1985-1987

*Medical Technologist*, Western Lane Hospital, Florence, OR 1983-1985

*Inland Fisheries*, Peace Corps Volunteer, Senegal West Africa. 1979-1981

### GRANTS AND CONTRACT SUPPORT

Protein antimicrobial barriers to bacterial adhesion  
(J. McGuire and M.A. Daeschel, co-PIs)  
*Mallinckrodt Medical, Inc.*, 1997 \$13,667

Efficacy of nisin as a surface-active agent in pharmaceutical applications  
(J.W. Ayres, M.A. Daeschel, J. McGuire and R.Y. Ofoli, co-PIs)  
*US Department of Agriculture*, 1998-2001 \$169,400

Protein antimicrobial barriers to bacterial adhesion *in vivo*  
(J. Parker, co-PI)  
*Oregon State University Research Council.*, 2000-2001 \$8,000

Improving Microbial Safety of Northwest Fresh and Processed Berries  
(Yanyun Zhao, M.A. Daeschel, and John Henry Wells, co-PIs)  
*US Department of Agriculture*, 2002-2005 \$325,000

### PROFESSIONAL ACTIVITIES

#### Professional Societies

Institute of Food Technologists (IFT)

#### Professional Recognition

ASEV Scholarship, 1991/1992  
Clorox Co. Graduate Student Scholarship, 91/92  
Honor Society of Phi Kappa Phi, 1992  
Gamma Sigma Delta Honor Society of Agriculture 1992  
IFT Certificate of Merit, 1992/1993  
Oregon Sports Lottery Scholarship, 93/94

PUBLICATIONS

Peer-Reviewed Publications

- Bower, C.K., J. McGuire, and M.A. Daeschel. 1995. Suppression of *Listeria monocytogenes* colonization following adsorption of nisin onto silica surfaces. *Appl. Environ. Microbiol.*, 61: 992-997.
- Bower, C.K., J. McGuire, and M.A. Daeschel. 1995. Influences on the antimicrobial activity of surface-adsorbed nisin. *J. Ind. Microbiol.*, 15: 227-233.
- Bower, C., J. McGuire, and M. Daeschel. 1996. The adhesion and detachment of bacteria and spores on food-contact surfaces. *Trends Food Sci. Technol.* 7:152-157.
- Bower, C.K., M.A. Daeschel, and J. McGuire. 1998. Protein antimicrobial barriers to microbial adhesion. *J. Dairy Sci.* 81(10): 2771-8.
- Bower, C.K., Q. Xu, and J. McGuire. 1998. Activity losses among T4 lysozyme variants after adsorption to silica nanoparticles. *Biotechnol. Bioeng.* 58: 658-662.
- Bower, C.K., S. Sananikone, M.K. Bothwell, and J. McGuire. 1999. Activity losses among T4 lysozyme charge variants after adsorption to colloidal silica. *Biotechnol. Bioeng.* 64: 373-376.
- Bower, C.K. and M.A. Daeschel. 1999. Resistance Responses of Microorganisms in Food Environments. *Int. J. Food Microbiol.* 50: 33-44.
- McGuire, J., C.K. Bower and M.K. Bothwell. (2000) On the molecular origins of protein structure and function at interfaces. *Australian J. Dairy Technol.*, 55: 65-70.
- McGuire, J., C.K. Bower and M.K. Bothwell. (2000) Protein films. In *Encyclopedia of Surface and Colloid Science*, A. Hubbard (ed.), Marcel Dekker, New York.
- Bower, C.K., M.K. Bothwell and J. McGuire. 2001. Lantibiotics as surface active agents for biomedical applications. *Colloids Surf. B: Biointerfaces.* 22: 259-265.
- Bower, C.K., J.E. Parker, A.Z. Higgins, M.E. Oest, J.T. Wilson, B. Valentine, M.K. Bothwell, and J. McGuire. 2002. Protein antimicrobial barriers to bacterial adhesion: in vitro and in vivo evaluation of nisin-treated implantable materials. *Colloids Surf. B: Biointerfaces.* 25: 81-90.
- Bower, CK., McGuire, J., M.K. Bothwell. 2003. Substrate Kinetics. In: *Encyclopedia of Agricultural, Food, and Biological Engineering*. Marcel Dekker, New York.
- Bower, C.K., K.F. Schilke, and M.A. Daeschel. 2003. Antimicrobial properties of raisins in beef jerky preservation. *J. Food Sci.* 68(4):1484-89.
- Bower, C.K., Stan, S., Daeschel, M. and Zhao, Y. 2003. Promoting the Safety of Northwest Fresh and Processed Berries. OSU Extension Publication.

Non-Refereed Publications

- Bower, CK, BT Watson, and MA Daeschel. 1992. Applications of Bacteriocins in controlling bacterial spoilage and malolactic fermentation of wine: interactions between the bacteriocin nisin and components of red wines. In: *Proceedings of the 3<sup>rd</sup> International Symposium: Innovations in Wine Technology*. May 25-27.



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Bower, C., M. Lakamraju, J. McGuire. And M. Daeschel. 1997. Nisin adsorption, exchange, and antimicrobial activity at interfaces. In: Advances in Food Engineering, G. Narsimhan, M.R. Okos, and S. Lombardo (eds), Purdue University, West Lafayette, pp 10-13.

Bower, C.K., J. McGuire. And M.A. Daeschel. 1999. Resistance responses of microorganisms in food environments. In: Proceedings of the 17th International Conference of the International Committee on Food Microbiology and Hygiene, Veldhoven, The Netherlands

### COMMITTEES AND PROFESSIONAL SERVICE

#### Departmental (Bioresource Engineering / Dept. of Bioengineering)

- served as a member of the graduate committee (2000-2001)
- designed and maintained the newly formed Bioengineering webpages (2001)
- provided mentoring for Bioengineering students (1999-2001)

#### University Committees

- served as a member of the OSU Bicycle Advisory Committee
- designed and maintained the Bicycle Advisory Committee webpages (<http://osu.orst.edu/groups/bac/>)

#### Professional Service

##### Reviewer for Journals and Granting Agencies

- Langmuir
- Journal of Colloid and Interface Science
- Journal of Food Science
- Journal of Women and Minorities in Science and Engineering
- USDA (National Research Initiative Competitive Grants Program)

Panel member (CSREES NRI Competitive Grants Program) Post-Harvest, Washington D.C., May, 2001

Panel member (CSREES NRI Competitive Grants Program) Food Safety, Washington D.C., March, 2003

### SPECIALIZED EXPERIENCE

- 1.) I have the ability to conceive, plan, and conduct research, as demonstrated by my awards of over \$500,000 in competitive grants. I have worked with proteins for over 10 years, and I am familiar with food lipids and their applications in the food industry.
- 2.) I have the ability to document research results, as evidenced by 14 publications in scientific journals. I also have experience delivering informative presentations (both orally and with posters) at national meetings and university workshops.

### **Exhibit 16**

(Narrative describing low status accorded to me by Lead Scientist)

As one of only two ARS research scientists assigned to Alaska's NP 106 Aquaculture project, I fully expected to become an integral part of a team. However, the Lead Scientist immediately established a "culture", not of camaraderie, but of strict hierarchy with occasional reminders of my inferior position.

The Lead Scientist, as ADODR of a large SCA with the School of Fisheries and Ocean Sciences (SFOS), acts as a liaison between the university and me. In his position of power, the Lead Scientist:

- failed to secure affiliate faculty status (in writing) for me while retaining full privileges for himself
- failed to ensure my proper job description by allowing the posted SFOS directory to list me as "research staff", while his entry is "affiliate faculty"
- excluded me from all SFOS meetings to the extent that a faculty member, while substituting for the SFOS Dean, told a visiting ARS Area Director that he'd never heard of me
- failed to remediate these errors and restore my status as an ARS Research Scientist, thereby irreparably damaging my credibility within the university

Within the CRIS project, the Lead Scientist handles all of the administrative paperwork. He rarely sets up meetings to discuss project-related issues with me, and I am not confident that opportunities within the project are being equitably apportioned.

- In the first (and only) joint lab meeting, bringing together personnel from my lab and the Lead Scientist's lab, I assumed (incorrectly) that we would act as co-chairs; however, the Lead Scientist dominated the meeting, starting off by drawing a hierarchical chart listing me at the same level as the post-doc in his lab
- When granting signature authority (for signing employee time sheets in case of absence), I included the Lead Scientist in the chain of authorized personnel, although he did not include me (further emphasizing to lab technicians that he regards me as holding an inferior position in the team hierarchy)

### **Exhibit 17**

(Narrative describing RL's attempts to discredit me)

- My authority is unfairly undermined and I am devalued in front of ARS personnel
  - The RL does NOT equally apportion opportunities among the ARS research scientists, (e.g., no woman has ever been appointed Acting-RL in Alaska, whereas every male in Fairbanks has been asked to serve, including GS 12 level scientists and those still on probation)
  - Women scientists are given a disproportionate amount of time-consuming committee assignments by the RL
  - The RL delivered my remain-in-grade RPES results to me with the door open and at sufficient volume so that my colleagues and subordinates would be unofficially informed, further undermining my credibility
  - The RL came to my office to personally announce that the (well-deserved) Spot Award for my technician was being denied, thereby undermining my authority to reward outstanding tech performance within my own lab. The stated reason for denying the award was based on an (incorrect) assumption that it is better to reward techs on an annual basis, rather than recognize outstanding performances throughout the year.
  - On the 2007 write up for the Annual Appraisal, I submitted a document to the RL (Thurs Dec 20<sup>th</sup>) asking for more guidance concerning whether or not the format matched what he was seeking. The RL not only refused to provide mentoring, but “edited” my original email and inappropriately replied while cc'ing the entire office staff. No apology or admission of wrongdoing was ever issued.
  - The 5-year CRIS project was written and all experimental assignments were made before I arrived. Fortunately, I am in charge of a very interesting component of the CRIS plan (Subobjective 2.4). However, each year the RL assigns three extra subobjectives to my performance plan, despite the Lead Scientist's negative reaction (since these additional subobjectives are already being addressed by other collaborators). In addition to advancing the pretense that I am part of a larger team, the practice of adding extra (extremely diverse) subobjectives serves to scatter my research direction and increase the possibility of failure for my annual appraisal.

Informal Grievance  
Cynthia Bower

**Exhibit 18**  
(AgLearn Report listing Conflict Management courses)

## User Learning History

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**User**

**User ID:** \*\*\*\*\*                      **User Name:**                      Bower, Cynthia K

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**Item Events**

<b>Item ID</b>	<b>Title</b>	<b>Completion Date</b>	<b>Grade</b>	<b>Status</b>
Classroom ARS-Conflict Management Traini (Rev 5/3/2007 02:55 PM EST)	ARS-Conflict Management Training	8/22/2006 05:30 PM EST		Class Completed
Classroom ARS-Conflict Management Skills (Rev 10/17/2007 03:18 PM EST)	SKILLPATH Conflict Management Skills for Women	4/27/2006 03:19 PM EST		Class Completed
Classroom ARS-Teambuilding Seminar (Rev 10/19/2007 06:57 PM EST)	GLI Teambuilding Seminar	3/2/2006 09:00 PM EST		Class Completed
Course ARS-Handling Diversity in the (Rev 10/10/2007 01:49 PM EST)	Handling Diversity in the Workplace	10/8/2004 08:00 PM EST		Course Pass
Web Based ARS-Sexual Harassment Preventi (Rev 6/22/2006 09:15 AM EST)		10/8/2004 08:00 PM EST		Web Based Complete