

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)

RESEARCH POSITION EVALUATION REPORT

Date: NOV 1 2004

Subject: Research Position Evaluation Committee Report

To: Alberto Pantoja, Immediate Supervisor

Through: Antoinette A. Betschart, Director, PWA

From: Franky Reese, Personnel Representative

A panel reviewed Cynthia K. Bower, Research Food Technologist, GS-1382, Fairbanks, 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

For the streamlined format, these factors were written by the Selecting Official, NOT by the job candidate (thereby allowing the Selecting Official to unilaterally "write up" the GS level that they would like assigned to the candidate).

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):

These factors are determined by characteristics of the job itself, not by the qualifications of the candidate selected for a GS 13/14 position.

Each Factor should have received either 6 or 8 points, in accordance with the "officially certified" GS 13/14 job opening.

