

FW: Position Review Notice (Bower)

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)

From: "Bower, Cindy" <Cindy.Bower@ARS.USDA.GOV>
Subject: FW: Position Review Notice (Bower)
Date: Thu, July 22, 2010 2:02 pm
To: bower@sfos.uaf.edu,ckbower319@gmail.com,ckbower@cmug.com

From: Whalen, Maureen
Sent: Thursday, July 22, 2010 1:59 PM
To: Bower, Cindy
Cc: Robinson, Alan; McLellan, Don; Hammond, Andrew; Pantoja, Alberto;
Sichel, Fran; Laird, Veronica
Subject: RE: Position Review Notice (Bower)

Dear Cindy,

Unless we hear otherwise from Alan Robinson (ER) or Don McLellan (ODEO), we will follow the normal procedure in PWA for your RPES case review. The RL has several specific responsibilities in the RPES process, which includes assisting scientists in preparing case write-ups, and reviewing and certifying case write-up accuracy and completeness.

If you and your RL should have a dispute about the content of your write-up, PWA will follow ARS policy. ARS policy provides for resolution in Policy and Procedure (P&P) 431.3, Research Position Evaluation System, dated September 24, 2009, as you have mentioned. The P&P states, "Disagreements on write-up content should be resolved at the lowest level possible. If agreement cannot be reached, the version submitted will appear as the AD directs, and a signed statement of disagreement from subordinate and/or supervisor may be attached."

I look forward to reviewing your case, when it is submitted to area office.

Maureen Whalen

Maureen C. Whalen

Assistant Area Director

Pacific West Area

800 Buchanan Street

Albany, CA 94710

Phone: 510-559-6063

From: Bower, Cindy
Sent: Sunday, July 18, 2010 10:08 PM
To: Whalen, Maureen
Subject: Position Review Notice (Bower)

Dr. Whalen,

My RPES writeup is due to my supervisor, Alberto Pantoja, on July 23rd, 2010. As you are aware, I filed numerous grievances and EEO complaints against Dr. Pantoja, all of which remain unresolved. A major issue in my current EEOC complaint revolves around Dr. Pantoja's negative role in my previous two RPE attempts.

Given the EEO history associated with Dr. Pantoja's leadership, I'm sure you'll agree that his review of my current writeup would represent a significant conflict of interest for the agency.

Consequently, I am requesting that my writeup be reviewed within another ARS Unit, preferably by someone who is impartial.

P&P 431.3-ARS (Research Position Evaluation System), Section 8" states that "Disagreements on writeup content should be resolved at the lowest level possible. If agreement cannot be reached, the version submitted will appear as the AD directs, and a signed statement of disagreement from subordinate and/or supervisor may be attached".

If I am forced to submit my writeup to Dr. Pantoja, it is a certainty that the AD will be involved in the ensuing disagreements. In the interest of efficiency, I am attaching my writeup and exhibits with this email with the hope that I will finally be accorded the same support and positive career feedback that other ARS scientists have been receiving when they submit their writeups for review.

Thank you for considering my request.

Cindy Bower, Ph.D.
Fishery Industrial Technology Center
118 Trident Way
Kodiak, AK 99615
(907) 486-1534
Email: Cindy.Bower@ars.usda.gov

Attachments:

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