

Green v. Hromatka

Case ____ - ____ RBW

Exhibit 12 of ____

WRC Exhibit 12 – Counseling session with Dr Gershenfeld
09 09 09

Green, Marvin E

From: Gershenfeld, Howard K
Sent: Wednesday, September 09, 2009 4:54 PM
To: Green, Marvin E
Subject: RE: Visit from RMO-P

Dear M.,

Thanks for your help earlier today with Paul, the email note outlining the issues of concern, and your calling to reschedule the meeting until tomorrow at 5PM.

*All the best,
Howard*

*Howard Gershenfeld, MD, Ph.D.
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From: Green, Marvin E
Sent: Wed 9/9/2009 12:55 PM
To: Gershenfeld, Howard K
Cc: Kustaborder, Laura L; Marcouiller, Judy
Subject: FW: Visit from RMO-P

I request one or more joint session(s) with you and my supervisor, Josh Hromatka, in the IPC

The topic I wish to discuss is age discrimination, specifically we are both 56 years old and he is wont to notice my cognitive slowing--but not his own.

The IPC is ideal because there are many work examples at hand, and it is a place where Josh and I have had several frank discussions which have failed to translate into more positive work counseling sessions. In our frank discussions Josh has directed me to "work at a faster pace", "not procrastinate", work unpaid overtime to make up for being too slow and suggested that "that if I can't do the job then they [state dept] will have to find somebody who can"

I have come to the firm conclusion, based on the last year, that Josh does not intend to recommend me for tenure. Since Josh makes that decision after it is too late for me to act-- I am forced to proactively act on my assumption.

My objective is to shift my supervision to the Management Officer, whom I believe will give me a fair chance to demonstrate to the Dept. of State, my value as an Information Management Specialist

Sincerely,

Marvin Green

IMS-Freetown

From: Kustaborder, Laura L
Sent: Friday, September 04, 2009 9:40 AM
To: Freetown Americans; Freetown FSNs
Cc: Gershenfeld, Howard K
Subject: Visit from RMO-P
Importance: High


Regional Psychiatrist Dr. Howard Gershenfeld will be available for consultations Sept 9-11. You may arrange via the health unit at 5440 or may contact him directly to schedule a time/place for discussion. He is willing to schedule after COB consultations in an alternative setting if preferable.

He will also give the following talks during his visit:

September 10th from 10-11 am in the MPR
For Americans- "Transitions: Dealing with the Diplomatic Migration of 2009"

September 11th from 10-11 am in the MPR
For LES- "Transitions: Dealing with New Bosses"

Laura Kustaborder, MS, PA-C
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Dr. Howard K. Gershenfeld

U.S. Dept. of State
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Qualifications

M.D., Stanford University, Medicine, 1987.
Ph.D., Stanford University, Cancer Biology, 1987.

Expertise and Research Interests

Howard Gershenfeld, MD, PhD is a consultant for the US government. Previously, he has most recently held positions sequentially as Community Staff Psychiatrist in Contra Costa County, Ca. and as an Associate Professor of Psychiatry, Psychology, and Integrative Biology at the University of Texas Southwestern Medical School at Dallas for 13yrs. Dr. Gershenfeld graduated with honors as an undergraduate at the University of Chicago, and received his MD and PhD (Cancer Biology-Molecular Immunology) at Stanford in Irv Weissman's group. He continued his training as a psychiatric resident at Stanford and as a Senior Staff Fellow in Steve Paul's Molecular Pharmacology lab in the Clinical Neuroscience Branch at NIMH. Dr. Gershenfeld's research has focused on individual differences in behavior and the genetic vulnerability to psychiatric illness, using simpler mouse model systems. For the last several years, Dr. Gershenfeld has pursued the genetic dissection of fear, exploratory, and depression-like behaviors in mice. This work has led to an appreciation of the heterogeneity of complex behavior and the definition of "many small effect" loci influencing behavior in mice. His laboratory focused on the positional cloning of a mouse loci influencing exploratory and fear-like traits, leading to evidence for a Ubiquitin E3 ligase named Rnf41 as a candidate gene. Dr. Gershenfeld has been the recipient of the NARSAD Young Investigators award in 1993 and 1998 and their Independent Investigators award in 2005.

Clinically, Dr. Gershenfeld has diverse interests in anxiety disorders, psychopharmacology, Cognitive-Behavioral and Constructivist therapies, evidence-based psychiatry, transformational therapies, and mechanisms of change in therapy. These interests were pursued as a psychiatrist in an underserved community clinic, an Attending Physician on the psychiatry ward at Zale-Lipsby University Hospital, supervising residents, and as an outpatient psychiatrist specializing in anxiety disorders. In addition, Dr. Gershenfeld completed a small Phase II pilot trial of medication for the treatment of Gulf War Syndrome as part of a larger project initiated by Dr. R. Haley. From 1999-2008, Dr. Gershenfeld participated as the primary Dallas site physician in a placebo-controlled, double-blind, randomized multi-site NIMH study (P.I. = Drs. R. Jarrett and M. Thase) comparing the efficacy of fluoxetine vs. cognitive therapy vs. placebo for the prevention of recurrence in a population at high risk for recurrent