



Association Research, Inc.

# **2005 SALARY SURVEY**

conducted for the

**SOCIETY FOR AMERICAN ARCHAEOLOGY**

IN COOPERATION WITH

**SOCIETY FOR HISTORICAL ARCHAEOLOGY**

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| ARCHAEOLOGIST   |            |
| COMPLIANCE ARCHAEOLOGIST                                  |            |
| DISTRICT/REGIONAL/STATE ARCHAEOLOGIST                     |            |
| PARK/FOREST/FIELD OFFICE                                  |            |
| CULTURAL RESOURCES COORDINATOR/SPECIALIST                 |            |
| CULTURAL RESOURCES PROGRAM MANAGER                        |            |
| CURATOR   |            |
| DEPARTMENT CHAIR/HEAD                                     |            |
| FIELD DIRECTOR  |            |
| INSTRUCTOR/LECTURER/ADJUNCT                               |            |
| LAB DIRECTOR  |            |
| MUSEUM DIRECTOR   |            |
| OWNER   |            |
| PRINCIPAL INVESTIGATOR                                    |            |
| ASSISTANT/VISITING ASSISTANT PROFESSOR                    |            |
| ASSOCIATE/VISITING ASSOCIATE PROFESSOR                    |            |
| FULL/VISITING FULL PROFESSOR                              |            |
| PROJECT DIRECTOR  |            |
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## METHODOLOGY

In the fourth quarter 2004, the **Society for American Archaeology (SAA)**, with the cooperation of the **Society for Historical Archaeology (SHA)**, initiated a survey of the profession to determine prevailing annual salary levels. The survey was conducted by means of an online, Web-based survey, supplemented with a printed version distributed to members without e-mail addresses. E-mail invitations, with a link to the survey, were distributed to 3,996 members of SAA and SHA. In addition, 494 survey questionnaires were sent by U.S. mail to members without e-mail addresses. In total, 2,143 archaeologists submitted data to the survey. Accounting for e-mail invitations that bounced and were not received, the response rate of 52.8% is an excellent basis for the data analysis.

## SURVEY FORMAT AND JOB POSITIONS

The SAA Survey Project Oversight Committee and the Membership Committee Chair of SHA identified the background and professional characteristics of archaeologists to be measured in the survey. A survey questionnaire was designed and tested on a random sample of 50 SAA and SHA members. A list of 36 job titles was developed to cover the broad spectrum of responsibilities, experience, and skill sets that are found in the profession. (The complete list of Job Titles is found in the survey questionnaire in the Appendix.) Two additional titles—writer/editor and consultant/contractor—were added to the initial list based on written in responses.

Of the 36 Job Titles, there were insufficient responses to publish any data for the following:

- assistant collections manager
- conservator
- assistant crew chief
- database/information manager/Webmaster
- photographer

Furthermore, there were insufficient secondary employment data for 13 of the Job Titles.

Annual salary as of January 1, 2004, from the primary employer, and additional compensation from secondary employment, were requested. Respondents were asked to provide information about their age, gender, experience, education, number of people supervised, geographic location, and employer.

*Association Research, Inc., an independent survey research firm specializing in research exclusively for trade associations and professional societies, carried out the survey and performed the analysis reported herein. Confidentiality was maintained throughout.*

## REPORT FORMAT

In addition to descriptions of how to use the information provided, this report provides a general summary of findings. The demographics of survey respondents are presented and graphically illustrated. Annual salary distributions are provided, along with detailed breakouts for personal and job characteristics.

## HOW TO READ THE TABLES

Many of the tables report median value, along with the mean (average) value. The median salary is the value that is in the middle of all of the salaries, sorted from lowest to highest, and is higher than half of all salaries in the category and lower than half of the salaries. The mean, or

simple average, is the total of all salaries divided by the number of individuals reporting. The mean value can be distorted by unusually high or unusually low numbers. The median, however, is not influenced by extreme values.

Another statistic used in the salary tables is the quartile. This statistic is similar to a median in that it is the salary that divides all salaries into two groups, one group containing 25 percent of the salaries and the other group containing the remaining 75 percent. The first quartile, therefore, is that salary that is higher than 25 percent of the salaries but lower than the remaining 75 percent. Similarly, the third quartile is that salary figure that is higher than 75 percent of the other salaries presented. It should be noted that to protect confidentiality, means, medians and quartiles are only displayed when five or more individuals are included in a particular category.

## **USING THIS REPORT FOR SALARY COMPARISON**

It is best to make specific salary comparisons with help from a qualified human resources professional or compensation consultant, but absent such an expert, a comparison can be made using appropriate data from this Salary Survey.

An individual salary depends on many things, including education, experience, and location. For example, as of September 1, 2004, \$50,558 was the mean salary among 213 professionals whose primary position was Archaeologist and who responded to the survey. This happened to correspond closely to the median (midpoint) salary—\$50,000. Twenty-five percent of the respondents (first quartile) earned \$35,250 or less, and 75% earned \$63,280 or less (third quartile). Although the average salary for females was substantially less than that of males (\$46,786 versus \$53,210), *gender* alone may not be the reason. The average salary based on *education* ranged from \$40,098 for a BS or BA compared with \$61,365 for respondents with a PhD. Also, the average salary for this position varied considerably based on *primary employer*. In short, careful scrutiny and interpolation are required to ascertain the appropriate comparative salary of any individual.

A special analysis of the relationship between gender and compensation is provided in Appendix C.

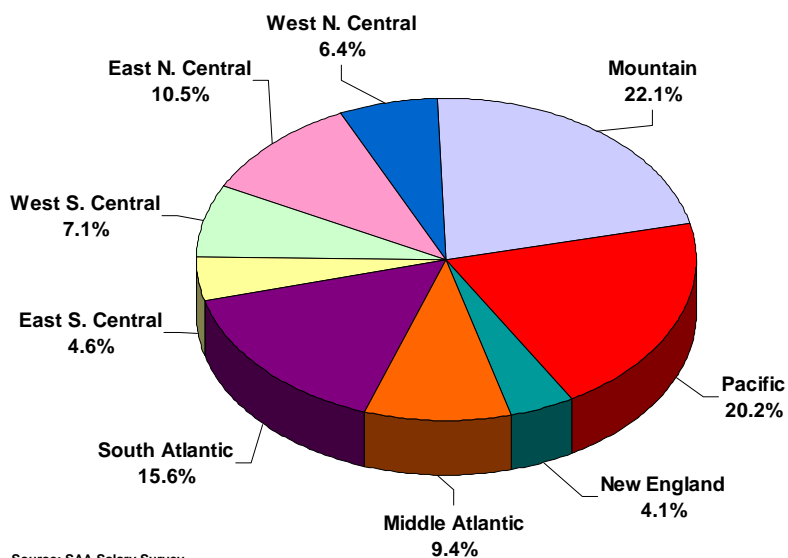
## **GENERAL OBSERVATIONS**

- One-eighth (11.9%) of the respondents to the survey described their position as “Archaeologist”. Just under 10% were Full/Visiting Full Professors.
- Only 20% of all respondents earned secondary compensation.
- The highest average salary was reported for Academic Administrators, \$90,645. The next highest average salary was for Full/Visiting Full Professors, \$84,483.
- Other higher paying positions included Owner (\$83,280), Department Chair/Head (\$77,136), and Operations Director (\$72,100).
- Based on mean salary, the five Job Titles with the lowest compensation are: Lab Director (\$43,477), Field Director (\$38,548), Collections Manager (\$41,310), Instructor/Lecturer/Adjunct (\$38,267), and Crew Chief (\$29,893).
- The highest salary for secondary employment was \$15,971 for Principal Investigator.

## RESPONDENT BACKGROUND

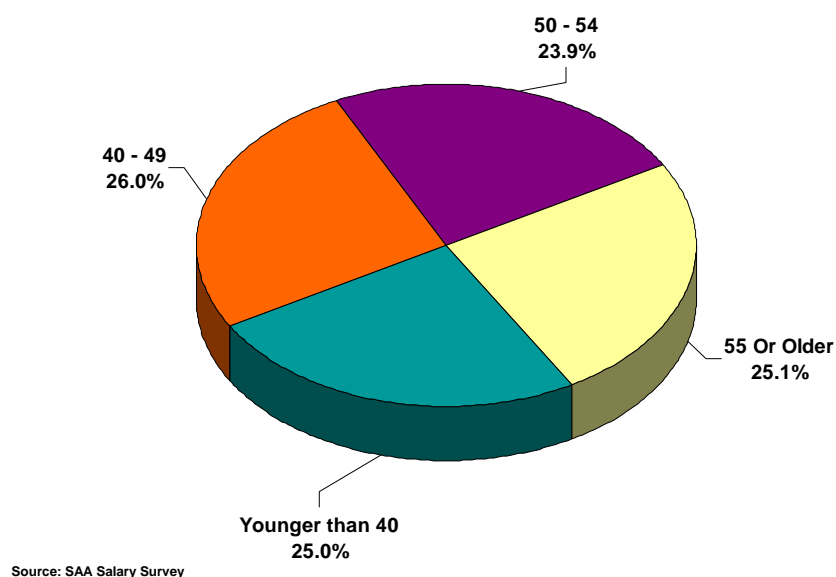
The largest concentration of respondents was in the Western U.S., specifically in the Mountain and the Pacific U.S. Census Districts. Over 40% of all respondents were located in these districts. The next largest area was the South Atlantic, home to 15.6% of the respondents.

### LOCATION – U.S. CENSUS DISTRICT



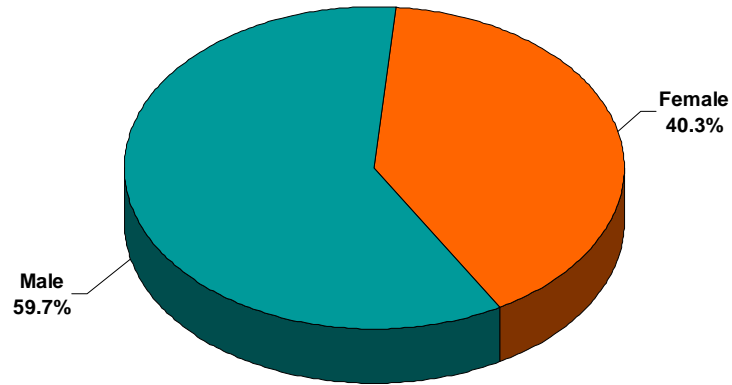
Just over half (51%) of the responding archaeologists were younger than 50, and one-quarter were 55 or older.

### AGE



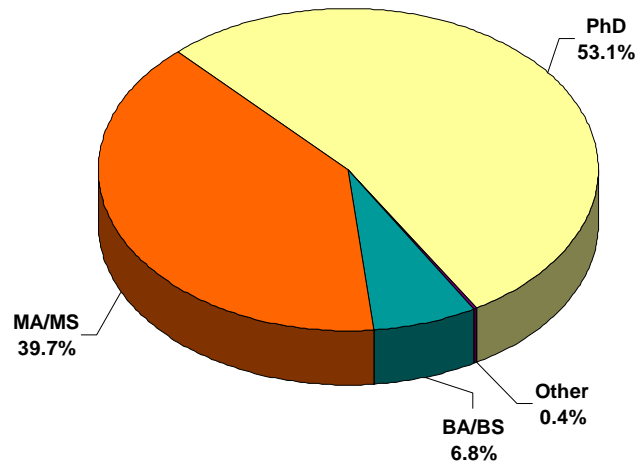
Six of 10 respondents were male, and just over half (53.1%) had earned a Ph.D. in archaeology.

## ***GENDER***



Source: SAA Salary Survey

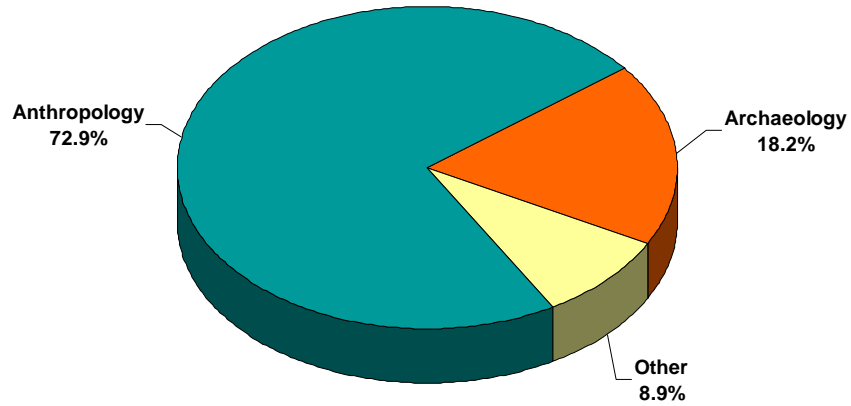
## ***HIGHEST DEGREE IN ARCHAEOLOGY***



Source: SAA Salary Survey

The field of study that qualified respondents to work in archaeology, three-quarters of the time, was anthropology.

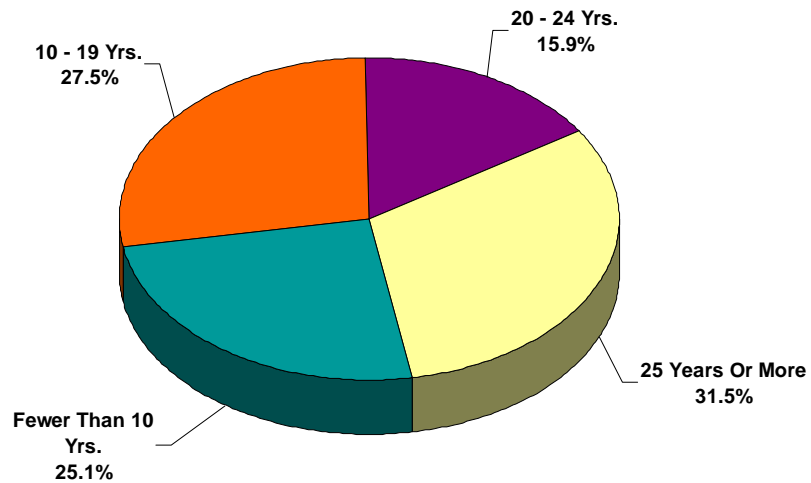
### **FIELD OF HIGHEST DEGREE**



Source: SAA Salary Survey

It is interesting to note that 31.5% of all respondents had 25 years or more of work experience beyond the position of crew member or field/lab technician.

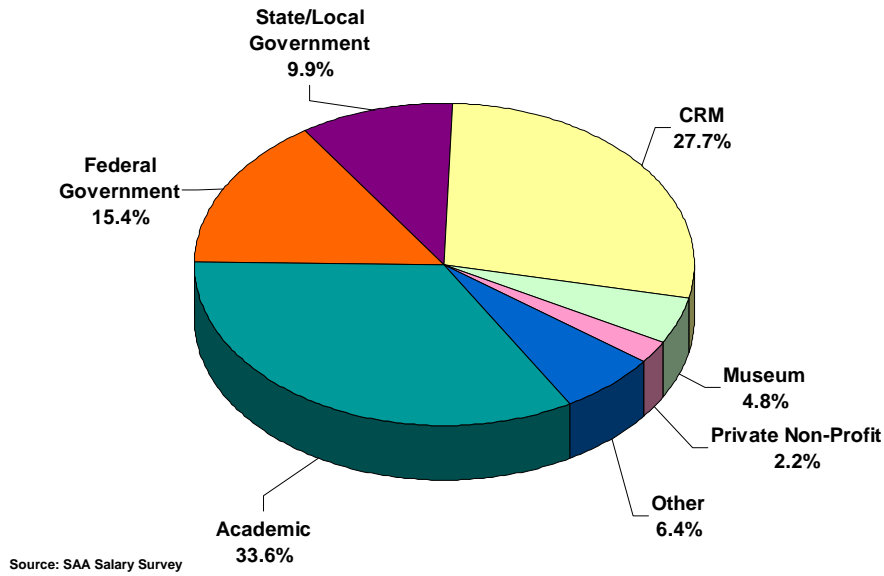
### **WORK EXPERIENCE**



Source: SAA Salary Survey

An academic setting was reported as primary employment by one-third of the archaeologists who responded to the survey. Another 27.7% of the respondents said their primary employment was a Cultural Resource Management (CRM) firm. One-quarter worked for the federal or state/local government.

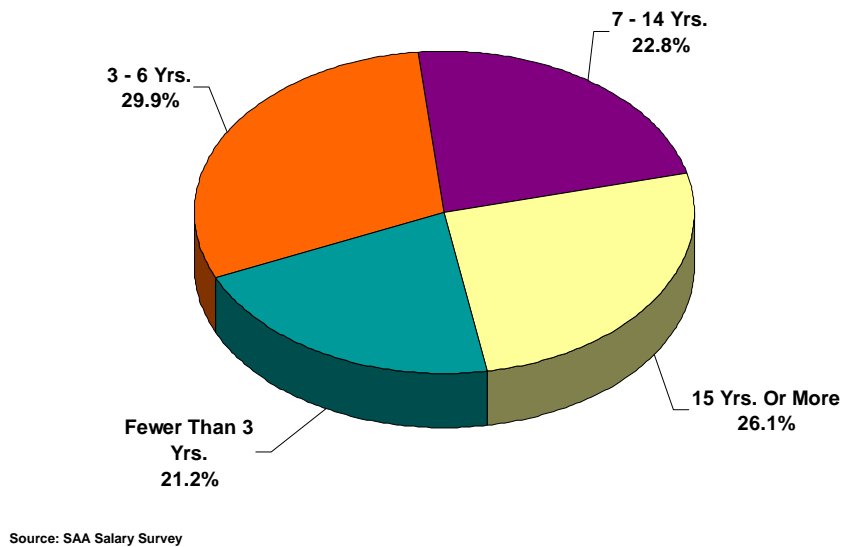
### PRIMARY EMPLOYER



The vast majority of respondents considered their primary employment to be full-time, defined as 30 hours or more per week.

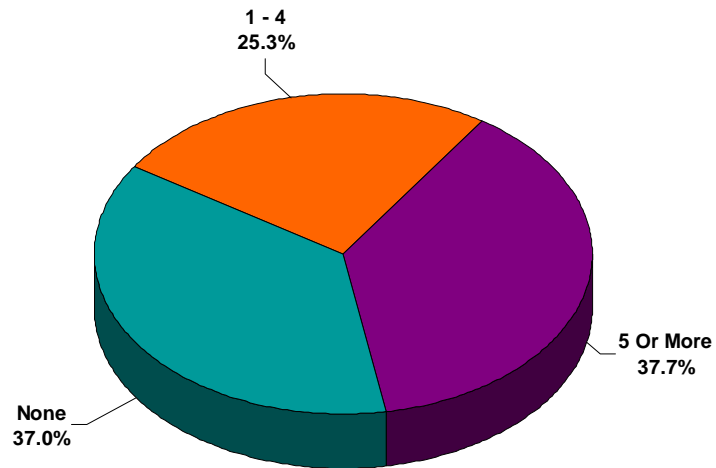
As a group, the respondents were very stable in their professional positions with half in their current position for seven or more years.

### YEARS IN CURRENT POSITION



Just over a third of the archaeologists who participated supervised no one, and about the same number (37.7%) supervised five or more people.

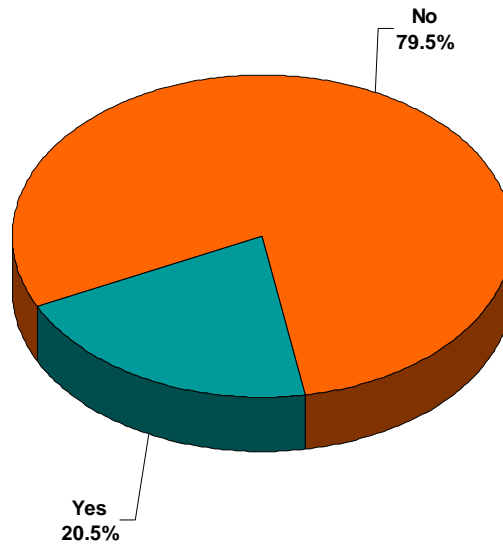
### **PEOPLE SUPERVISED**



Source: SAA Salary Survey

Secondary employment was utilized by only one-fifth of the survey respondents.

### **HAS SECONDARY EMPLOYMENT**



Source: SAA Salary Survey

## JOB POSITIONS

Survey participants selected from a list of 36 position titles that best described their primary employment. For responses of 'other,' where the position was described, every effort was made to reclassify into one of the 36 groups. If a match could not be made, the position was left as 'other.'

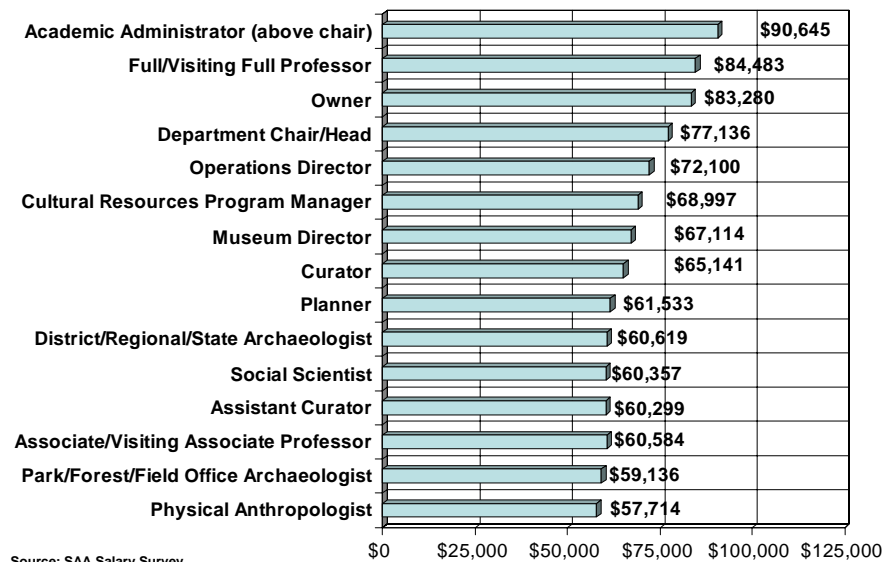
The most frequently used Job Title was Archaeologist, selected by 238 people, just over 10% of all respondents. The next highest positions were (2) Full/Visiting Full Professor, 192 respondents; (3) Principal Investigator, 169 respondents; (4) Cultural Resources Manager, 153 respondents; and (5) Assistant/Visiting Assistant Professor, 137 respondents.

## SALARIES FROM PRIMARY EMPLOYMENT

Respondents were asked to indicate their annual salary as of September 1, 2004, from their primary employer. Those who were paid hourly were asked for the total base compensation they received during 2003, which would exclude benefits, bonuses, or profit sharing. Hourly rates were converted to annual equivalents.

The summary salary tables show the number of respondents for each Job Title, the mean or average salary, the median (half the salaries are higher than this number and half lower), and the first and third quartiles.

### FIFTEEN HIGHEST PAYING POSITIONS (MEAN SALARY)



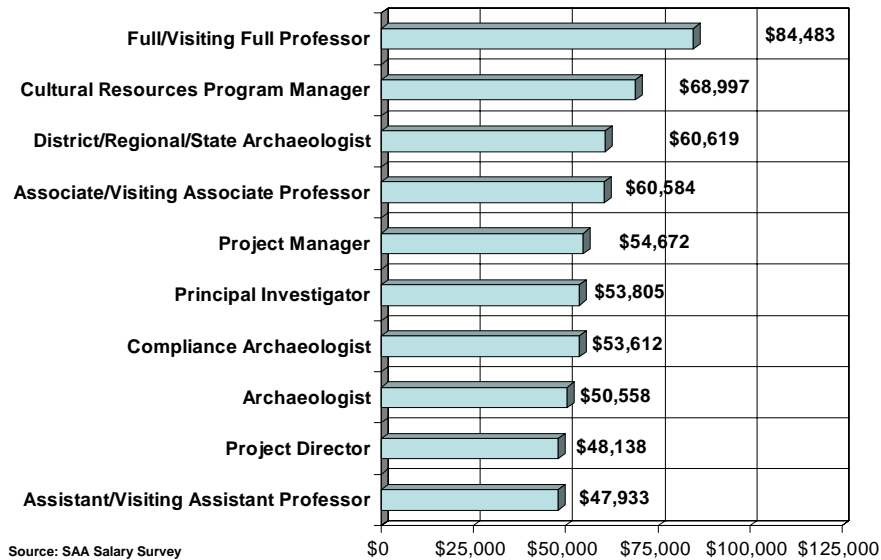
The highest paid position among 2,143 respondents was Academic Administrator (above chair), with a mean annual salary of \$90,645. The median salary for the 20 respondents was \$83,934, which means that 10 salaries were higher and 10 were lower. The value for the third quartile—\$122,425—is higher than three-quarters of all salaries reported for this position. The average salary increase from September 2003 to September 2004 was 3.7%.

The second highest salary was reported by 187 Full or Visiting Full Professors. The mean or average salary was \$84,483, and respondents saw an average 3.4% increase.

The mean or average salary exceeded \$70,000 for respondents who were Owners, Department Chairs/Heads, and Operations Directors.

Based on mean salary, the five Job Titles with the lowest compensation are: Lab Director (\$43,477), Field Director (\$38,548), Collections Manager (\$41,310), Instructor/Lecturer/Adjunct (\$38,267), and Crew Chief (\$29,893).

### **TEN MOST FREQUENT JOB TITLES (MEAN SALARY)**



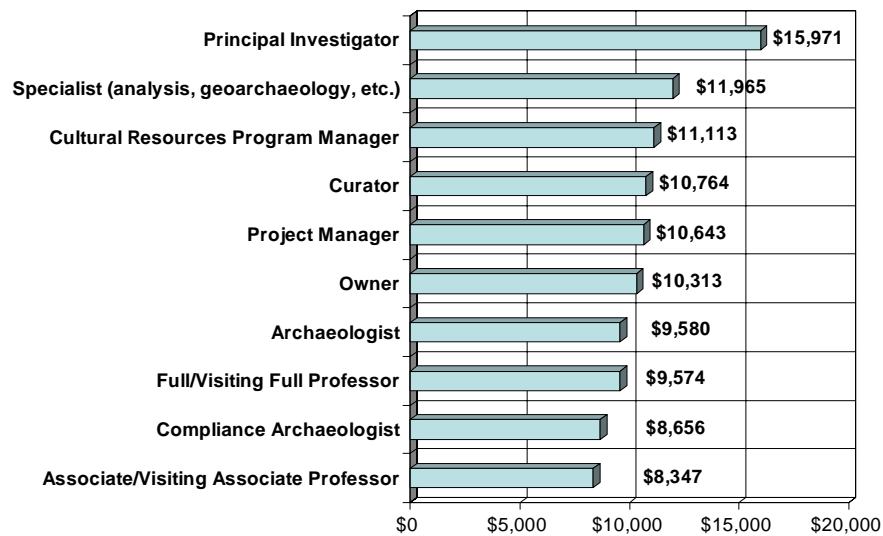
The highest mean salary for the 10 most frequent Job Titles was Full/Visiting Full Professor (\$84,483), followed by Cultural Resources Program Manager (\$68,997).

## SALARIES FROM SECONDARY EMPLOYMENT

Only two of 10 respondents reported that they earned compensation from secondary employment.

The most popular setting of secondary employment was the campus. Fifty respondents earned extra compensation as a Full Professor and 41 as an Associate Professor.

### **TEN HIGHEST PAYING SECONDARY POSITIONS (MEAN SALARY)**



The highest mean secondary salaries were earned as a Principal Investigator (\$15,971), a Specialist (analysis, geoarchaeologists, etc.) (\$11,965), and a Cultural Resources Program Manager (\$11,113).

# **APPENDIX A**

## Respondent Background

|                                    |                        | Count<br>Percent | Count |
|------------------------------------|------------------------|------------------|-------|
| All Respondents                    |                        | 100.0%           | 2,143 |
| Location - U.S.<br>Census District | New England            | 4.2%             | 86    |
|                                    | Middle Atlantic        | 9.4%             | 190   |
|                                    | South Atlantic         | 15.6%            | 316   |
|                                    | East S. Central        | 4.6%             | 93    |
|                                    | West S. Central        | 7.1%             | 144   |
|                                    | East N. Central        | 10.5%            | 212   |
|                                    | West N. Central        | 6.4%             | 129   |
|                                    | Mountain               | 22.1%            | 449   |
|                                    | Pacific                | 20.2%            | 409   |
| Age                                | Younger than 40        | 25.0%            | 505   |
|                                    | 40 - 49                | 26.0%            | 525   |
|                                    | 50 - 54                | 23.8%            | 481   |
|                                    | 55 or older            | 25.1%            | 506   |
| Gender                             | Male                   | 59.7%            | 1,194 |
|                                    | Female                 | 40.3%            | 807   |
| Highest Degree<br>in Archaeology   | BA/BS                  | 6.8%             | 137   |
|                                    | MA/MS                  | 39.7%            | 797   |
|                                    | PhD                    | 53.1%            | 1,065 |
|                                    | Other                  | .4%              | 8     |
| Field of Highest<br>Degree         | Anthropology           | 72.9%            | 1,453 |
|                                    | Archaeology            | 18.2%            | 362   |
|                                    | Other                  | 8.9%             | 178   |
| Work Experience                    | Fewer than 10 years    | 25.1%            | 498   |
|                                    | 10 - 19 years          | 27.5%            | 544   |
|                                    | 20 - 24 years          | 15.9%            | 314   |
|                                    | 25 years or more       | 31.5%            | 625   |
| Primary<br>Employer                | Academic               | 33.6%            | 668   |
|                                    | Federal Government     | 15.4%            | 307   |
|                                    | State/Local Government | 9.9%             | 198   |
|                                    | CRM                    | 27.7%            | 552   |
|                                    | Museum                 | 4.8%             | 96    |
|                                    | Private Non-Profit     | 2.2%             | 44    |
|                                    | Other                  | 6.3%             | 126   |

**Respondent Background (cont.)**

|   |   | Count<br>Percent | Count |
|---|---|------------------|-------|
| Primary Position                            | Academic Administrator (above chair)      | 1.1%             | 21    |
|   | Archaeologist                             | 11.9%            | 238   |
|   | Compliance Archaeologist                  | 4.4%             | 87    |
|   | District/Regional/State Archaeologist     | 3.9%             | 77    |
|   | Park/Forest/Field Office Archaeologist    | 2.5%             | 49    |
|   | Archivist                                 | .3%              | 5     |
|   | Cartographer/GIS/GPS Manager              | .7%              | 13    |
|   | Collections Manager                       | .7%              | 14    |
|   | Assistant Collections Manager             | .2%              | 3     |
|   | Conservator                               | .1%              | 2     |
|   | Crew Chief                                | .6%              | 12    |
|   | Assistant Crew Chief                      | .1%              | 1     |
|   | Cultural Resources Coordinator/Specialist | 2.8%             | 56    |
|   | Cultural Resources Program Manager        | 7.7%             | 153   |
|   | Curator                                   | 3.2%             | 63    |
|   | Assistant Curator                         | .4%              | 7     |
|   | Associate Curator                         | .5%              | 9     |
|   | Database/Information Manager/Webmaster    | .2%              | 4     |
|   | Department Chair/Head                     | 1.4%             | 28    |
|   | Field Director                            | 1.3%             | 26    |
|   | Instructor/Lecturer/Adjunct               | 2.8%             | 55    |
|   | Lab Director                              | 1.6%             | 31    |
|   | Museum Director                           | 1.4%             | 28    |
|   | Operations Director                       | .5%              | 10    |
|   | Owner                                     | 3.1%             | 62    |
|   | Photographer                              | .2%              | 3     |
|   | Physical Anthropologist                   | .5%              | 10    |
|   | Planner                                   | .4%              | 7     |
|   | Principal Investigator                    | 8.5%             | 169   |
|   | Assistant/Visiting Assistant Professor    | 6.9%             | 137   |
|   | Associate/Visiting Associate Professor    | 6.2%             | 123   |
|   | Full/Visiting Full Professor              | 9.6%             | 192   |
|   | Project Director                          | 3.7%             | 73    |
|   | Project Manager                           | 4.3%             | 85    |
| Social Scientist                            | .4%                                       | 7                |       |
| Specialist (analysis, geoarchaeology, etc.) | 2.6%                                      | 51               |       |
| Other                                       | 3.3%                                      | 66               |       |
| Writer/Editor                               | .3%                                       | 5                |       |
| Consultant/Contractor                       | .5%                                       | 10               |       |
| Hours Worked<br>per Week                    | Full-time (30 hours or more per week)     | 94.3%            | 1,875 |
|   | Part-time                                 | 5.7%             | 114   |
| Years in Current<br>Position                | Fewer than 3 years                        | 21.1%            | 413   |
|   | 3 - 6 years                               | 29.9%            | 584   |
|   | 7 - 14 years                              | 22.8%            | 446   |
|   | 15 years or more                          | 26.1%            | 510   |
| People<br>Supervised                        | None                                      | 37.1%            | 722   |
|   | 1 - 4                                     | 25.3%            | 492   |
|   | 5 or more                                 | 37.7%            | 734   |
| Has Secondary<br>Employment                 | Yes                                       | 20.5%            | 440   |
|   | No  | 79.5%            | 1,703 |

## Annual Base Salary (As of September 1, 2004)

| Full-time Primary Employment                | Annual Salary As of September 1, 2004 |                |        |        |                | Percent Change 2003-2004 |
|---|---------------------------------------|----------------|--------|--------|----------------|--------------------------|
|   | Number of Respondents                 | First Quartile | Mean   | Median | Third Quartile |                          |
| Academic Administrator (above chair)        | 20                                    | 69,765         | 90,645 | 83,934 | 122,425        | 3.7%                     |
| Archaeologist                               | 213                                   | 35,250         | 50,558 | 50,000 | 63,280         | 3.6%                     |
| Compliance Archaeologist                    | 84                                    | 41,000         | 53,612 | 50,000 | 65,750         | 2.7%                     |
| District/Regional/State Archaeologist       | 76                                    | 48,773         | 60,619 | 57,426 | 70,000         | 3.4%                     |
| Park/Forest/Field Office Archaeologist      | 49                                    | 50,000         | 59,136 | 60,336 | 67,093         | 4.7%                     |
| Archivist                                   | 5                                     | 29,000         | 47,647 | 54,000 | 63,117         | .4%                      |
| Cartographer/GIS/GPS Manager                | 12                                    | 37,450         | 52,843 | 52,271 | 65,000         | 3.7%                     |
| Collections Manager                         | 11                                    | 35,676         | 41,310 | 40,000 | 42,000         | .9%                      |
| Crew Chief                                  | 9                                     | 24,500         | 29,893 | 27,040 | 34,500         | 8.2%                     |
| Cultural Resources Coordinator/Specialist   | 55                                    | 45,288         | 55,524 | 56,500 | 62,964         | 3.6%                     |
| Cultural Resources Program Manager          | 152                                   | 57,625         | 68,997 | 66,862 | 80,000         | 4.3%                     |
| Curator                                     | 58                                    | 42,863         | 65,141 | 57,300 | 70,000         | 3.9%                     |
| Assistant Curator                           | 7                                     | 43,000         | 60,299 | 55,000 | 65,000         | 1.6%                     |
| Associate Curator                           | 8                                     | 31,000         | 45,634 | 42,500 | 56,806         | 3.1%                     |
| Department Chair/Head                       | 27                                    | 56,000         | 77,136 | 69,000 | 94,000         | 2.3%                     |
| Field Director                              | 26                                    | 34,375         | 38,548 | 37,282 | 41,500         | 3.2%                     |
| Instructor/Lecturer/Adjunct                 | 30                                    | 27,545         | 38,267 | 38,000 | 48,750         | 2.0%                     |
| Lab Director                                | 26                                    | 32,000         | 43,477 | 40,250 | 50,000         | 4.6%                     |
| Museum Director                             | 27                                    | 50,000         | 67,114 | 67,000 | 84,000         | 2.0%                     |
| Operations Director                         | 10                                    | 51,750         | 72,100 | 60,000 | 103,750        | 3.9%                     |
| Owner                                       | 54                                    | 50,000         | 83,280 | 65,000 | 100,000        | 3.6%                     |
| Physical Anthropologist                     | 9                                     | 40,500         | 57,714 | 53,760 | 66,500         | 1.4%                     |
| Planner                                     | 7                                     | 57,008         | 61,533 | 60,000 | 66,000         | 4.4%                     |
| Principal Investigator                      | 151                                   | 41,000         | 53,805 | 49,900 | 60,000         | 4.7%                     |
| Assistant/Visiting Assistant Professor      | 128                                   | 42,000         | 47,933 | 47,300 | 52,725         | 3.4%                     |
| Associate/Visiting Associate Professor      | 121                                   | 53,336         | 60,584 | 59,600 | 64,836         | 4.5%                     |
| Full/Visiting Full Professor                | 187                                   | 66,000         | 84,483 | 82,766 | 98,000         | 3.4%                     |
| Project Director                            | 70                                    | 40,000         | 48,138 | 43,000 | 52,000         | 3.8%                     |
| Project Manager                             | 83                                    | 40,000         | 54,672 | 53,000 | 70,000         | 5.8%                     |
| Social Scientist                            | 6                                     | 39,880         | 60,357 | 58,810 | 78,750         | 3.6%                     |
| Specialist (analysis, geoarchaeology, etc.) | 42                                    | 40,000         | 52,292 | 44,500 | 60,000         | 3.3%                     |
| Other                                       | 55                                    | 37,000         | 57,659 | 53,500 | 73,113         | 2.9%                     |
| Consultant/Contractor                       | 5                                     | 32,500         | 55,000 | 45,000 | 82,500         | -3.2%                    |

**Annual Salary from Secondary Employer(As of September 1, 2004)**

|   | <b>Annual Salary As of September 1, 2004 Secondary Employer</b> |                       |             |               |                       |
|---|---|-----------------------|-------------|---------------|-----------------------|
|   | <b>Number of Respondents</b>                                    | <b>First Quartile</b> | <b>Mean</b> | <b>Median</b> | <b>Third Quartile</b> |
| <b>Full-time Secondary Employment</b>       |   |                       |             |               |                       |
| Academic Administrator (above chair)        | 5   | 1,000                 | 5,200       | 5,000         | 9,500                 |
| Archaeologist                               | 35  | 2,800                 | 9,580       | 5,000         | 12,500                |
| Compliance Archaeologist                    | 16  | 4,425                 | 8,656       | 5,000         | 11,425                |
| District/Regional/State Archaeologist       | 12  | 2,750                 | 4,488       | 4,500         | 6,000                 |
| Park/Forest/Field Office Archaeologist      | 8   | 1,875                 | 3,438       | 3,500         | 4,750                 |
| Cultural Resources Coordinator/Specialist   | 11  | 2,000                 | 5,409       | 4,800         | 9,000                 |
| Cultural Resources Program Manager          | 22  | 2,675                 | 11,113      | 4,840         | 9,625                 |
| Curator                                     | 20  | 2,018                 | 10,764      | 5,250         | 13,000                |
| Department Chair/Head                       | 6   | 5,000                 | 7,883       | 5,150         | 12,750                |
| Instructor/Lecturer/Adjunct                 | 15  | 4,000                 | 7,620       | 5,000         | 10,000                |
| Lab Director                                | 5   | 2,325                 | 4,330       | 3,000         | 7,000                 |
| Museum Director                             | 7   | 2,000                 | 4,659       | 3,500         | 6,000                 |
| Owner                                       | 8   | 3,375                 | 10,313      | 6,000         | 17,500                |
| Principal Investigator                      | 22  | 4,425                 | 15,971      | 8,500         | 12,750                |
| Assistant/Visiting Assistant Professor      | 22  | 4,875                 | 8,136       | 8,500         | 12,000                |
| Associate/Visiting Associate Professor      | 41  | 2,250                 | 8,347       | 5,500         | 11,000                |
| Full/Visiting Full Professor                | 50  | 4,000                 | 9,574       | 7,750         | 10,000                |
| Project Director                            | 18  | 1,750                 | 4,604       | 5,000         | 6,000                 |
| Project Manager                             | 7   | 2,000                 | 10,643      | 5,000         | 7,000                 |
| Specialist (analysis, geoarchaeology, etc.) | 17  | 2,250                 | 11,965      | 5,200         | 16,500                |
| Other                                       | 13  | 2,250                 | 5,376       | 5,000         | 8,500                 |

# **APPENDIX B**

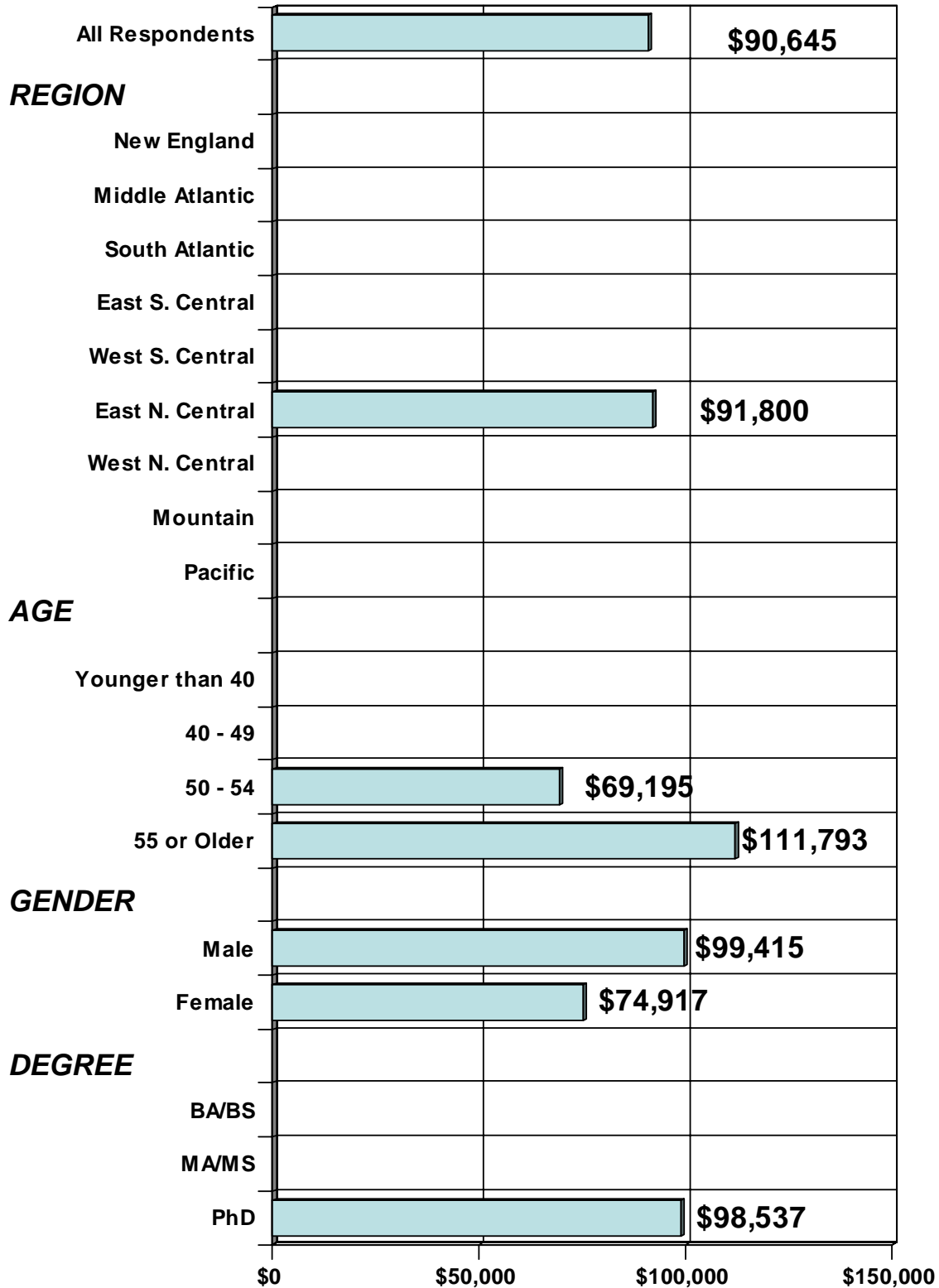
### *Academic Administrator (above chair)*

| <b>Respondent Profile Primary Position</b>         |                          |        |
|--|--------------------------|--------|
| Number Responding                                  |                          | 21     |
| Professional Experience                            | Years (Mean)             | 29.1   |
| Age  | (Mean)                   | 54.5   |
| Gender   | Male                     | 68.4%  |
|  | Female                   | 31.6%  |
| Highest Degree in Archaeology                      | MA/MS                    | 15.0%  |
|  | PhD                      | 85.0%  |
| Field of Highest Degree                            | Anthropology             | 89.5%  |
|  | Archaeology              | 10.5%  |
| Archaeology Degree                                 | Years with Degree (Mean) | 23.9   |
| Primary Employer                                   | Academic                 | 95.0%  |
|  | State/Local Government   | 5.0%   |
| Location - U.S. Census District                    | Middle Atlantic          | 5.3%   |
|  | East S. Central          | 15.8%  |
|  | West S. Central          | 5.3%   |
|  | East N. Central          | 26.3%  |
|  | West N. Central          | 10.5%  |
|  | Mountain                 | 21.1%  |
|  | Pacific                  | 15.8%  |
| Hours Worked per Week Full-time ( $\geq 30$ hours) |                          | 100.0% |
| Experience in Position                             | Years (Mean)             | 5.5    |
| People Supervised                                  | Number (Mean)            | 47.5   |
| Has Secondary Employment                           | Yes                      | 23.8%  |
|  | No                       | 76.2%  |

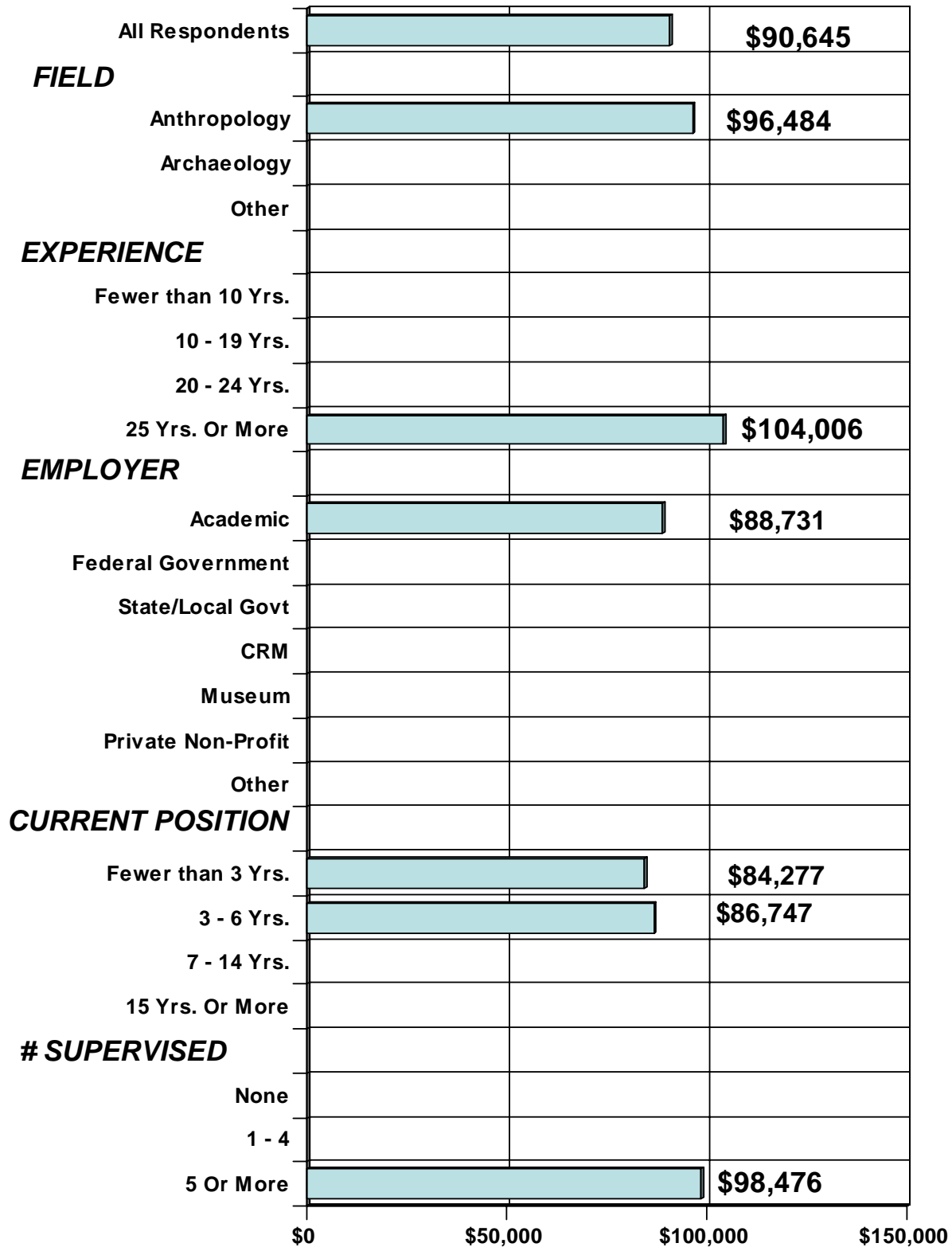
**Academic Administrator (above chair)**

|                                     |                        | Annual Salary As of September 1, 2004 |                |         |         |                | Percent Change 2003-2004 |
|-------------------------------------|------------------------|---------------------------------------|----------------|---------|---------|----------------|--------------------------|
|                                     |                        | Number of Respondents                 | First Quartile | Mean    | Median  | Third Quartile |                          |
| <b>Full-time Primary Employment</b> |                        |                                       |                |         |         |                |                          |
| Number Responding                   |                        | 20                                    | 69,765         | 90,645  | 83,934  | 122,425        | 3.7%                     |
| Location - U.S. Census District     | Middle Atlantic        | 1                                     |                |         |         |                |                          |
|                                     | East S. Central        | 3                                     |                |         |         |                |                          |
|                                     | West S. Central        | 1                                     |                |         |         |                |                          |
|                                     | East N. Central        | 5                                     | 60,500         | 91,800  | 71,000  | 133,500        | 1.5%                     |
|                                     | West N. Central        | 2                                     |                |         |         |                |                          |
|                                     | Mountain               | 4                                     |                |         |         |                |                          |
|                                     | Pacific                | 2                                     |                |         |         |                |                          |
| Age                                 | Younger than 40        | 2                                     |                |         |         |                |                          |
|                                     | 40 - 49                | 1                                     |                |         |         |                |                          |
|                                     | 50 - 54                | 6                                     | 48,700         | 69,195  | 70,350  | 84,750         | 3.1%                     |
|                                     | 55 or older            | 11                                    | 87,867         | 111,793 | 108,000 | 140,000        | 3.1%                     |
| Gender                              | Male                   | 13                                    | 72,834         | 99,415  | 100,000 | 125,950        | 2.9%                     |
|                                     | Female                 | 6                                     | 35,950         | 74,917  | 62,350  | 121,750        | 6.3%                     |
| Highest Degree in Archaeology       | MA/MS                  | 3                                     |                |         |         |                |                          |
|                                     | PhD                    | 17                                    | 71,000         | 98,537  | 100,000 | 125,950        | 2.6%                     |
| Field of Highest Degree             | Anthropology           | 17                                    | 70,480         | 96,484  | 100,000 | 125,950        | 3.7%                     |
|                                     | Archaeology            | 2                                     |                |         |         |                |                          |
| Work Experience                     | Fewer than 10 years    | 1                                     |                |         |         |                |                          |
|                                     | 10 - 19 years          | 2                                     |                |         |         |                |                          |
|                                     | 20 - 24 years          | 1                                     |                |         |         |                |                          |
|                                     | 25 years or more       | 15                                    | 71,000         | 104,006 | 102,000 | 127,000        | 2.9%                     |
| Primary Employer                    | Academic               | 19                                    | 69,700         | 88,731  | 80,000  | 115,000        | 3.7%                     |
|                                     | State/Local Government | 1                                     |                |         |         |                |                          |
| Years in Current Position           | Fewer than 3 years     | 6                                     | 61,775         | 84,277  | 70,480  | 121,750        | 6.2%                     |
|                                     | 3 - 6 years            | 10                                    | 53,750         | 86,747  | 77,334  | 116,000        | 2.9%                     |
|                                     | 7 - 14 years           | 2                                     |                |         |         |                |                          |
|                                     | 15 years or more       | 2                                     |                |         |         |                |                          |
| People Supervised                   | 1 - 4                  | 3                                     |                |         |         |                |                          |
|                                     | 5 or more              | 17                                    | 70,480         | 98,476  | 100,000 | 125,950        | 3.0%                     |

# ACADEMIC ADMINISTRATOR AVERAGE SALARY AS OF SEPTEMBER 1, 2004



# ACADEMIC ADMINISTRATOR AVERAGE SALARY AS OF SEPTEMBER 1, 2004



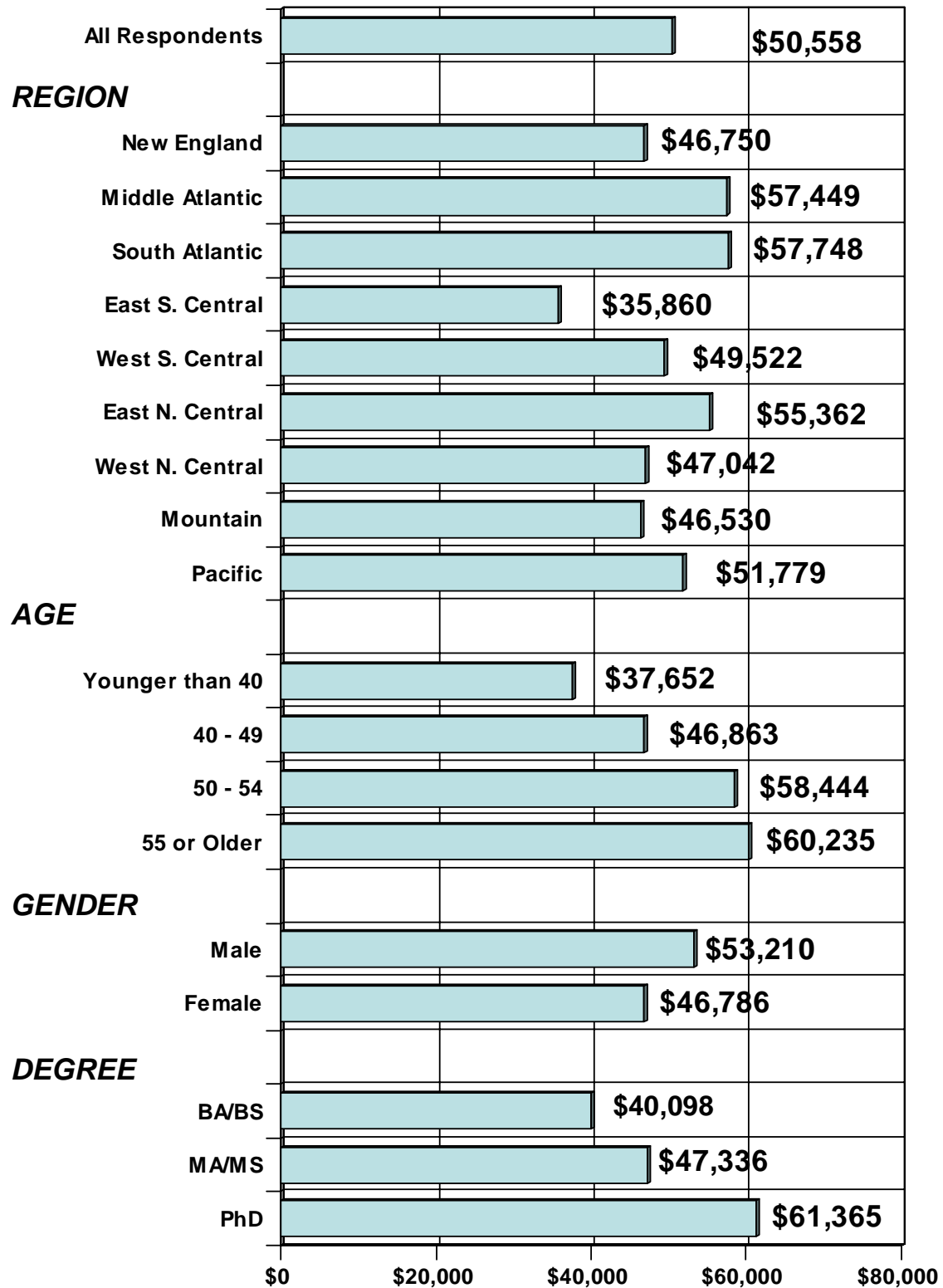
## *Archaeologist*

| <b>Respondent Profile Primary Position</b> |                          |       |
|--|--------------------------|-------|
| Number Responding                          |                          | 238   |
| Professional Experience                    | Years (Mean)             | 16.4  |
| Age  | (Mean)                   | 46.8  |
| Gender                                     | Male                     | 57.4% |
|  | Female                   | 42.6% |
| Highest Degree in Archaeology              | BA/BS                    | 13.9% |
|  | MA/MS                    | 55.7% |
|  | PhD                      | 30.4% |
| Field of Highest Degree                    | Anthropology             | 68.5% |
|  | Archaeology              | 22.6% |
|  | Other                    | 8.9%  |
| Archaeology Degree                         | Years with Degree (Mean) | 13.9  |
| Primary Employer                           | Academic                 | 13.9% |
|  | Federal Government       | 28.3% |
|  | State/Local Government   | 11.0% |
|  | CRM                      | 32.1% |
|  | Museum                   | 2.1%  |
|  | Private Non-Profit       | 3.8%  |
|  | Other                    | 8.9%  |
| Location - U.S. Census District            | New England              | 3.4%  |
|  | Middle Atlantic          | 4.7%  |
|  | South Atlantic           | 17.4% |
|  | East S. Central          | 3.0%  |
|  | West S. Central          | 7.2%  |
|  | East N. Central          | 5.9%  |
|  | West N. Central          | 10.6% |
|  | Mountain                 | 24.2% |
| Hours Worked per Week                      | Full-time (>=30 hours)   | 93.2% |
|  | Part-time                | 6.8%  |
| Experience in Position                     | Years (Mean)             | 10.2  |
| People Supervised                          | Number (Mean)            | 3.6   |
| Has Secondary Employment                   | Yes                      | 18.1% |
|  | No                       | 81.9% |

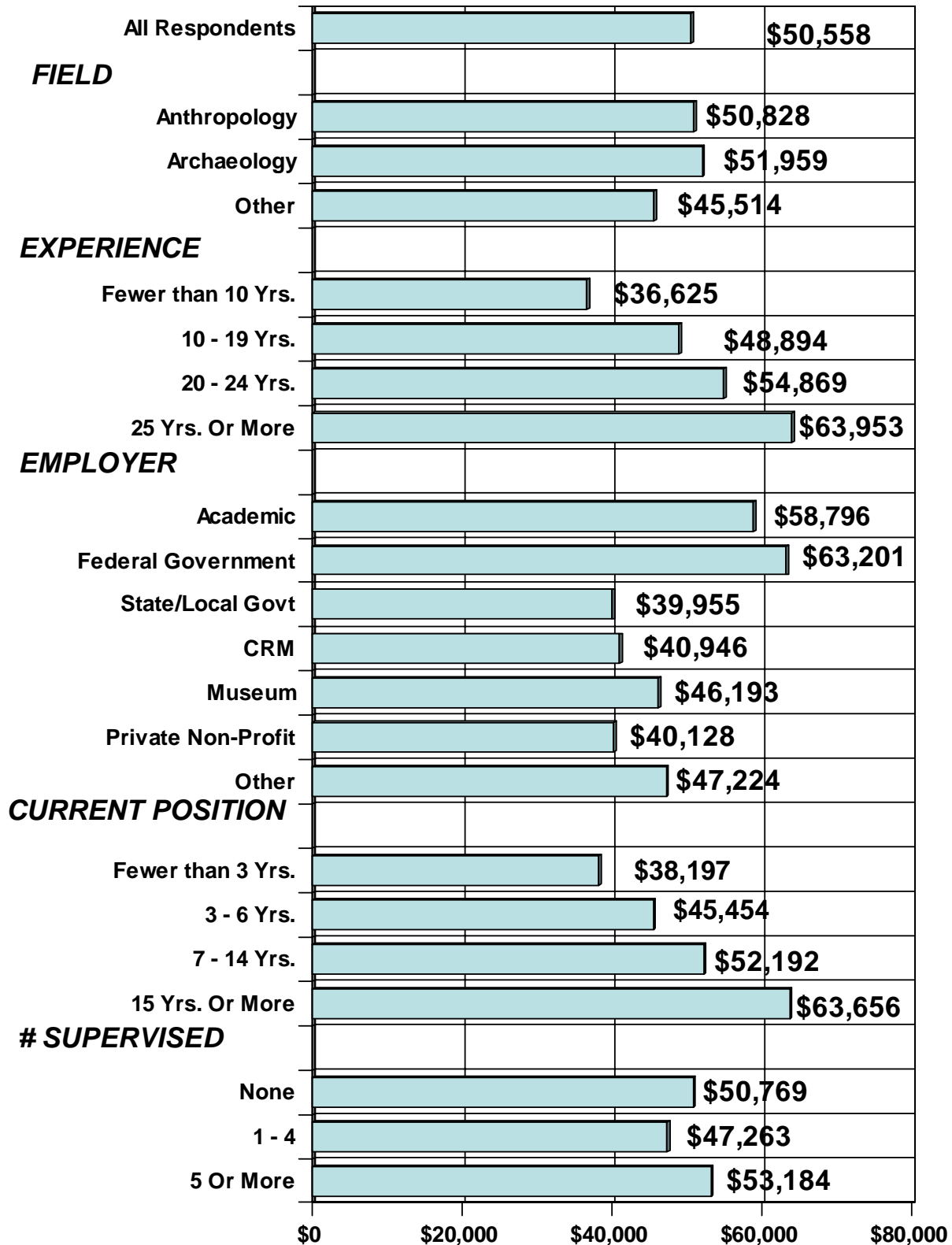
# Archaeologist

|                                     |                        | Annual Salary As of September 1, 2004 |                |        |        |                | Percent Change 2003-2004 |
|-------------------------------------|------------------------|---------------------------------------|----------------|--------|--------|----------------|--------------------------|
|                                     |                        | Number of Respondents                 | First Quartile | Mean   | Median | Third Quartile |                          |
| <b>Full-time Primary Employment</b> |                        |                                       |                |        |        |                |                          |
| Number Responding                   |                        | 213                                   | 35,250         | 50,558 | 50,000 | 63,280         | 3.6%                     |
| Location - U.S. Census District     | New England            | 8                                     | 22,000         | 46,750 | 48,000 | 68,000         | 4.6%                     |
|                                     | Middle Atlantic        | 9                                     | 37,000         | 57,449 | 65,000 | 76,000         | 3.3%                     |
|                                     | South Atlantic         | 40                                    | 40,000         | 57,748 | 54,483 | 78,750         | 3.9%                     |
|                                     | East S. Central        | 7                                     | 28,000         | 35,860 | 33,800 | 44,000         | 2.4%                     |
|                                     | West S. Central        | 16                                    | 41,125         | 49,522 | 46,590 | 70,000         | 5.4%                     |
|                                     | East N. Central        | 13                                    | 37,250         | 55,362 | 55,000 | 64,000         | 3.3%                     |
|                                     | West N. Central        | 22                                    | 39,088         | 47,042 | 42,546 | 60,250         | 3.1%                     |
|                                     | Mountain               | 54                                    | 34,000         | 46,530 | 46,015 | 61,625         | 3.0%                     |
|                                     | Pacific                | 42                                    | 38,375         | 51,779 | 51,000 | 62,015         | 4.1%                     |
| Age                                 | Younger than 40        | 68                                    | 28,000         | 37,652 | 35,000 | 43,788         | 4.5%                     |
|                                     | 40 - 49                | 34                                    | 34,000         | 46,863 | 47,550 | 57,828         | 4.9%                     |
|                                     | 50 - 54                | 54                                    | 43,500         | 58,444 | 55,000 | 70,000         | 3.0%                     |
|                                     | 55 or older            | 56                                    | 50,250         | 60,235 | 61,600 | 70,396         | 2.5%                     |
| Gender                              | Male                   | 123                                   | 40,000         | 53,210 | 52,000 | 65,000         | 3.9%                     |
|                                     | Female                 | 89                                    | 32,000         | 46,786 | 41,100 | 58,534         | 3.3%                     |
| Highest Degree in Archaeology       | BA/BS                  | 31                                    | 25,000         | 40,098 | 31,000 | 55,000         | 3.3%                     |
|                                     | MA/MS                  | 117                                   | 35,000         | 47,336 | 43,092 | 60,000         | 3.9%                     |
|                                     | PhD                    | 64                                    | 48,875         | 61,365 | 60,000 | 71,599         | 3.2%                     |
| Field of Highest Degree             | Anthropology           | 149                                   | 37,135         | 50,828 | 50,000 | 64,015         | 3.3%                     |
|                                     | Archaeology            | 43                                    | 35,000         | 51,959 | 48,000 | 65,000         | 3.4%                     |
|                                     | Other                  | 19                                    | 28,000         | 45,514 | 48,000 | 60,150         | 6.4%                     |
| Work Experience                     | Fewer than 10 years    | 71                                    | 28,000         | 36,625 | 35,000 | 42,000         | 5.1%                     |
|                                     | 10 - 19 years          | 42                                    | 35,375         | 48,894 | 48,000 | 60,038         | 3.8%                     |
|                                     | 20 - 24 years          | 30                                    | 44,875         | 54,869 | 52,000 | 65,957         | 2.6%                     |
|                                     | 25 years or more       | 68                                    | 50,000         | 63,953 | 62,649 | 74,750         | 2.7%                     |
| Primary Employer                    | Academic               | 27                                    | 45,000         | 58,796 | 52,000 | 66,000         | 3.8%                     |
|                                     | Federal Government     | 66                                    | 52,000         | 63,201 | 64,015 | 72,763         | 3.8%                     |
|                                     | State/Local Government | 23                                    | 28,000         | 39,955 | 40,000 | 48,000         | 1.6%                     |
|                                     | CRM                    | 67                                    | 31,200         | 40,946 | 39,500 | 48,000         | 3.9%                     |
|                                     | Museum                 | 5                                     | 27,500         | 46,193 | 53,966 | 61,000         | 4.7%                     |
|                                     | Private Non-Profit     | 9                                     | 28,500         | 40,128 | 34,500 | 53,916         | 6.0%                     |
|                                     | Other                  | 16                                    | 40,000         | 47,224 | 44,000 | 54,750         | 3.3%                     |
| Years in Current Position           | Fewer than 3 years     | 47                                    | 27,000         | 38,197 | 33,000 | 48,000         | 4.9%                     |
|                                     | 3 - 6 years            | 56                                    | 34,240         | 45,454 | 42,971 | 54,458         | 4.6%                     |
|                                     | 7 - 14 years           | 49                                    | 40,250         | 52,192 | 51,224 | 63,500         | 2.9%                     |
|                                     | 15 years or more       | 59                                    | 51,000         | 63,656 | 62,000 | 72,351         | 2.6%                     |
| People Supervised                   | None                   | 96                                    | 35,000         | 50,769 | 49,250 | 65,000         | 4.5%                     |
|                                     | 1 - 4                  | 54                                    | 33,950         | 47,263 | 44,000 | 55,250         | 3.0%                     |
|                                     | 5 or more              | 61                                    | 38,710         | 53,184 | 52,000 | 63,850         | 3.0%                     |

# **ARCHAEOLOGIST AVERAGE SALARY AS OF SEPTEMBER 1, 2004**



# **ARCHAEOLOGIST AVERAGE SALARY AS OF SEPTEMBER 1, 2004**



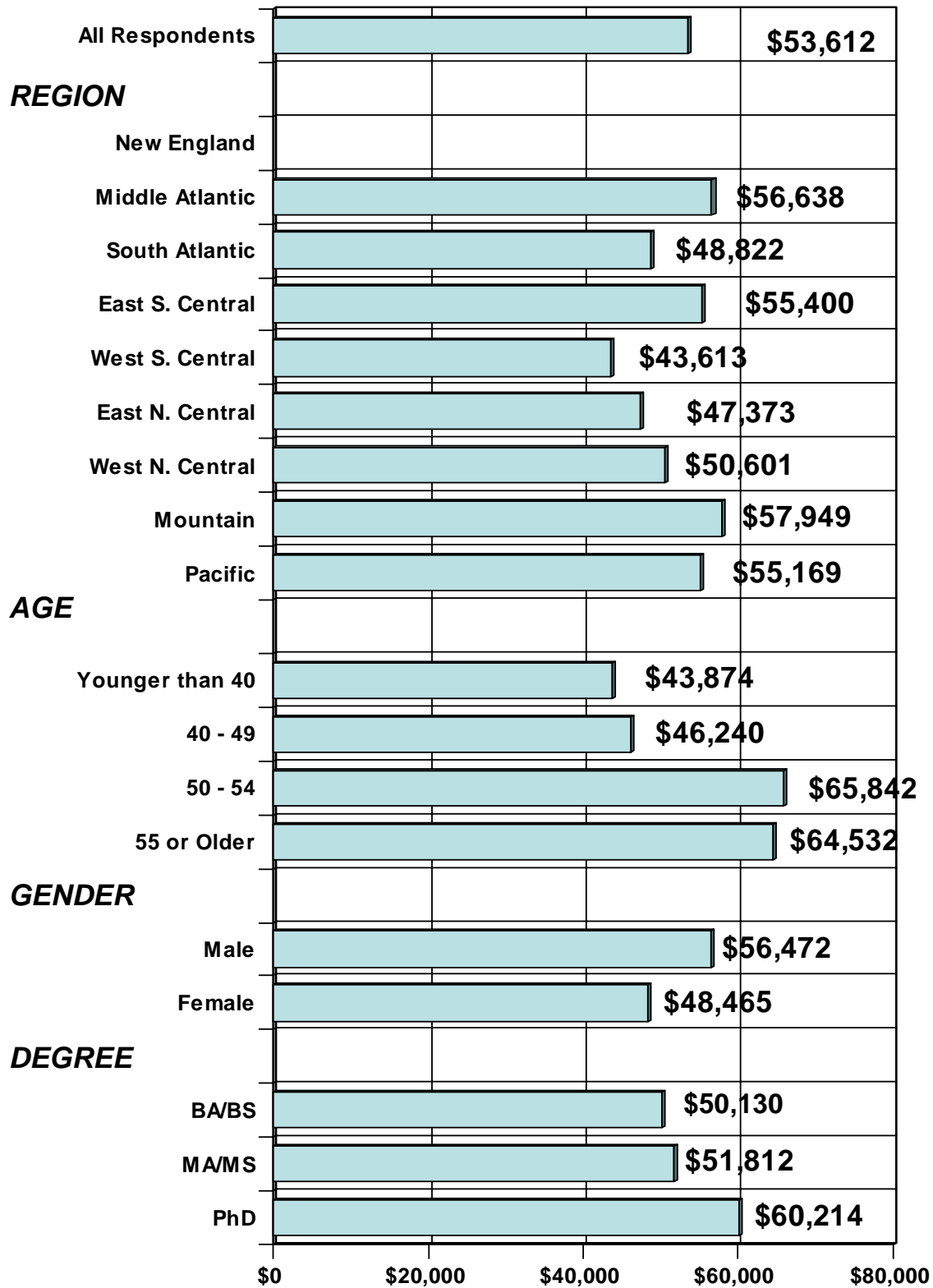
## *Compliance Archaeologist*

| <b>Respondent Profile Primary Position</b> |                          |       |
|--|--------------------------|-------|
| Number Responding                          |                          | 87    |
| Professional Experience                    | Years (Mean)             | 16.8  |
| Age  | (Mean)                   | 46.1  |
| Gender                                     | Male                     | 63.2% |
|  | Female                   | 36.8% |
| Highest Degree in Archaeology              | BA/BS                    | 5.7%  |
|  | MA/MS                    | 71.3% |
|  | PhD                      | 23.0% |
| Field of Highest Degree                    | Anthropology             | 72.1% |
|  | Archaeology              | 18.6% |
|  | Other                    | 9.3%  |
| Archaeology Degree                         | Years with Degree (Mean) | 14.4  |
| Primary Employer                           | Academic                 | 1.1%  |
|  | Federal Government       | 24.1% |
|  | State/Local Government   | 33.3% |
|  | CRM                      | 32.2% |
|  | Private Non-Profit       | 1.1%  |
|  | Other                    | 8.0%  |
| Location - U.S. Census District            | Middle Atlantic          | 11.5% |
|  | South Atlantic           | 13.8% |
|  | East S. Central          | 6.9%  |
|  | West S. Central          | 6.9%  |
|  | East N. Central          | 8.0%  |
|  | West N. Central          | 6.9%  |
|  | Mountain                 | 27.6% |
|  | Pacific                  | 18.4% |
| Hours Worked per Week                      | Full-time (>=30 hours)   | 96.6% |
|  | Part-time                | 3.4%  |
| Experience in Position                     | Years (Mean)             | 9.2   |
| People Supervised                          | Number (Mean)            | 4.9   |
| Has Secondary Employment                   | Yes                      | 18.4% |
|  | No                       | 81.6% |

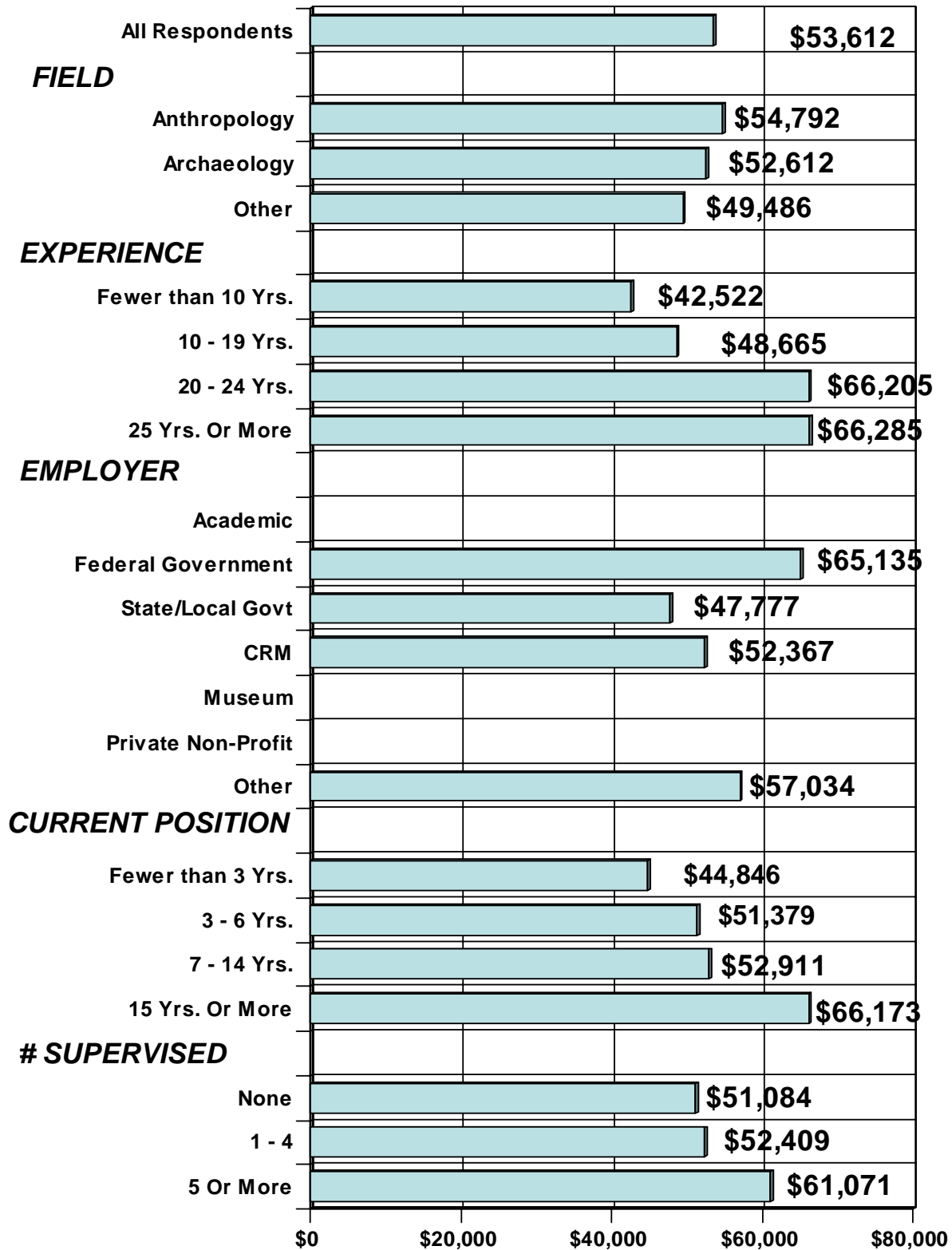
## Compliance Archaeologist

|                                     |                        | Annual Salary As of September 1, 2004 |                |        |        |                | Percent Change 2003-2004 |
|-------------------------------------|------------------------|---------------------------------------|----------------|--------|--------|----------------|--------------------------|
|                                     |                        | Number of Respondents                 | First Quartile | Mean   | Median | Third Quartile |                          |
| <b>Full-time Primary Employment</b> |                        |                                       |                |        |        |                |                          |
| Number Responding                   |                        | 84                                    | 41,000         | 53,612 | 50,000 | 65,750         | 2.7%                     |
| Location - U.S. Census District     | Middle Atlantic        | 10                                    | 42,920         | 56,638 | 50,188 | 72,637         | .4%                      |
|                                     | South Atlantic         | 11                                    | 30,000         | 48,822 | 45,000 | 59,744         | 3.2%                     |
|                                     | East S. Central        | 5                                     | 49,000         | 55,400 | 52,000 | 63,500         | 5.5%                     |
|                                     | West S. Central        | 6                                     | 39,225         | 43,613 | 43,490 | 49,850         | 1.6%                     |
|                                     | East N. Central        | 6                                     | 36,251         | 47,373 | 40,703 | 55,875         | .2%                      |
|                                     | West N. Central        | 6                                     | 39,450         | 50,601 | 47,500 | 61,052         | 3.2%                     |
|                                     | Mountain               | 24                                    | 40,375         | 57,949 | 51,500 | 71,500         | 3.6%                     |
|                                     | Pacific                | 16                                    | 46,000         | 55,169 | 53,376 | 68,000         | 2.9%                     |
| Age                                 | Younger than 40        | 26                                    | 38,000         | 43,874 | 43,703 | 48,465         | 2.4%                     |
|                                     | 40 - 49                | 22                                    | 33,575         | 46,240 | 46,000 | 54,250         | 2.8%                     |
|                                     | 50 - 54                | 17                                    | 48,215         | 65,842 | 68,000 | 79,250         | 2.8%                     |
|                                     | 55 or older            | 19                                    | 51,000         | 64,532 | 55,099 | 75,149         | 3.1%                     |
| Gender                              | Male                   | 54                                    | 44,125         | 56,472 | 51,500 | 69,000         | 3.0%                     |
|                                     | Female                 | 30                                    | 37,250         | 48,465 | 44,030 | 52,250         | 2.3%                     |
| Highest Degree in Archaeology       | BA/BS                  | 5                                     | 33,750         | 50,130 | 48,000 | 67,575         | 5.9%                     |
|                                     | MA/MS                  | 60                                    | 39,250         | 51,812 | 49,000 | 65,542         | 2.5%                     |
|                                     | PhD                    | 19                                    | 44,500         | 60,214 | 52,000 | 68,000         | 2.6%                     |
| Field of Highest Degree             | Anthropology           | 59                                    | 42,481         | 54,792 | 50,000 | 66,000         | 3.1%                     |
|                                     | Archaeology            | 16                                    | 38,376         | 52,612 | 50,500 | 64,688         | 3.1%                     |
|                                     | Other                  | 8                                     | 39,500         | 49,486 | 45,400 | 64,022         | -.2%                     |
| Work Experience                     | Fewer than 10 years    | 24                                    | 33,500         | 42,522 | 44,000 | 51,250         | 3.8%                     |
|                                     | 10 - 19 years          | 28                                    | 38,625         | 48,665 | 47,358 | 57,275         | 1.5%                     |
|                                     | 20 - 24 years          | 11                                    | 44,500         | 66,205 | 68,000 | 83,500         | 2.5%                     |
|                                     | 25 years or more       | 21                                    | 51,650         | 66,285 | 65,000 | 75,000         | 3.2%                     |
| Primary Employer                    | Academic               | 1                                     |                |        |        |                |                          |
|                                     | Federal Government     | 21                                    | 50,500         | 65,135 | 55,000 | 74,575         | 5.7%                     |
|                                     | State/Local Government | 29                                    | 38,667         | 47,777 | 46,300 | 52,044         | 1.3%                     |
|                                     | CRM                    | 27                                    | 41,000         | 52,367 | 48,000 | 60,000         | 2.2%                     |
|                                     | Private Non-Profit     | 1                                     |                |        |        |                |                          |
|                                     | Other                  | 5                                     | 40,000         | 57,034 | 64,168 | 70,500         | .7%                      |
| Years in Current Position           | Fewer than 3 years     | 19                                    | 39,000         | 44,846 | 45,000 | 52,000         | 3.1%                     |
|                                     | 3 - 6 years            | 26                                    | 36,000         | 51,379 | 46,644 | 58,324         | 2.9%                     |
|                                     | 7 - 14 years           | 20                                    | 41,150         | 52,911 | 49,000 | 63,750         | 1.8%                     |
|                                     | 15 years or more       | 19                                    | 52,000         | 66,173 | 72,000 | 76,000         | 3.1%                     |
| People Supervised                   | None                   | 38                                    | 39,584         | 51,084 | 49,400 | 54,838         | 2.8%                     |
|                                     | 1 - 4                  | 27                                    | 41,500         | 52,409 | 50,000 | 66,000         | 3.8%                     |
|                                     | 5 or more              | 17                                    | 42,253         | 61,071 | 50,000 | 79,750         | 1.2%                     |

# **COMPLIANCE ARCHAEOLOGIST AVERAGE SALARY AS OF SEPTEMBER 1, 2004**



# COMPLIANCE ARCHAEOLOGIST AVERAGE SALARY AS OF SEPTEMBER 1, 2004



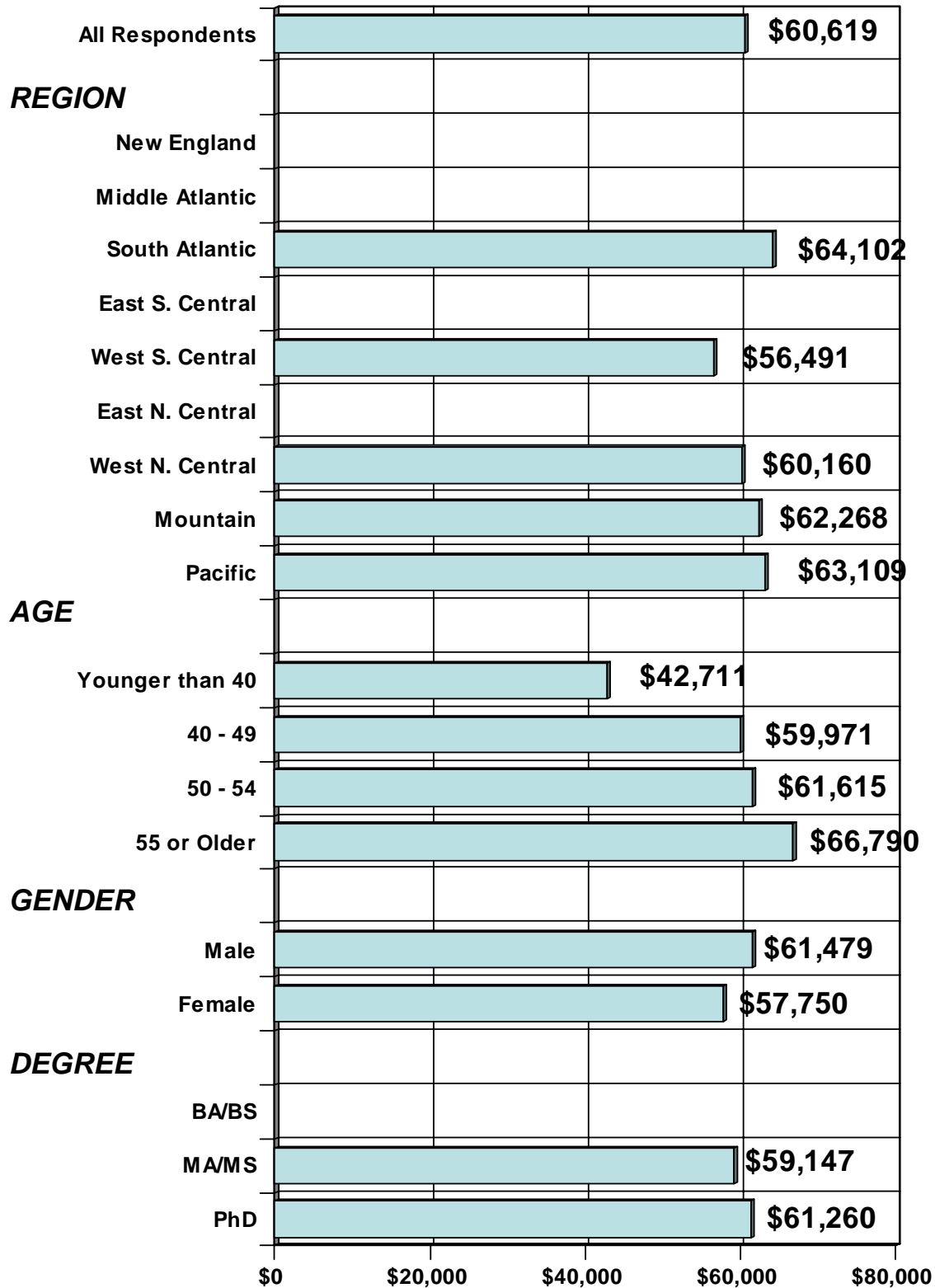
## ***District/Regional/State Archaeologist***

| <b>Respondent Profile Primary Position</b> |                          |       |
|--|--------------------------|-------|
| Number Responding                          |                          | 77    |
| Professional Experience                    | Years (Mean)             | 21.3  |
| Age  | (Mean)                   | 50.9  |
| Gender                                     | Male                     | 61.3% |
|  | Female                   | 38.7% |
| Highest Degree in Archaeology              | BA/BS                    | 5.3%  |
|  | MA/MS                    | 50.7% |
|  | PhD                      | 44.0% |
| Field of Highest Degree                    | Anthropology             | 73.3% |
|  | Archaeology              | 17.3% |
|  | Other                    | 9.3%  |
| Archaeology Degree                         | Years with Degree (Mean) | 18.1  |
| Primary Employer                           | Academic                 | 7.8%  |
|  | Federal Government       | 37.7% |
|  | State/Local Government   | 48.1% |
|  | Other                    | 6.5%  |
| Location - U.S. Census District            | New England              | 5.2%  |
|  | Middle Atlantic          | 1.3%  |
|  | South Atlantic           | 15.6% |
|  | East S. Central          | 3.9%  |
|  | West S. Central          | 11.7% |
|  | East N. Central          | 1.3%  |
|  | West N. Central          | 6.5%  |
|  | Mountain                 | 23.4% |
|  | Pacific                  | 31.2% |
| Hours Worked per Week                      | Full-time (>=30 hours)   | 98.7% |
|  | Part-time                | 1.3%  |
| Experience in Position                     | Years (Mean)             | 11.2  |
| People Supervised                          | Number (Mean)            | 5.0   |
| Has Secondary Employment                   | Yes                      | 15.6% |
|  | No                       | 84.4% |

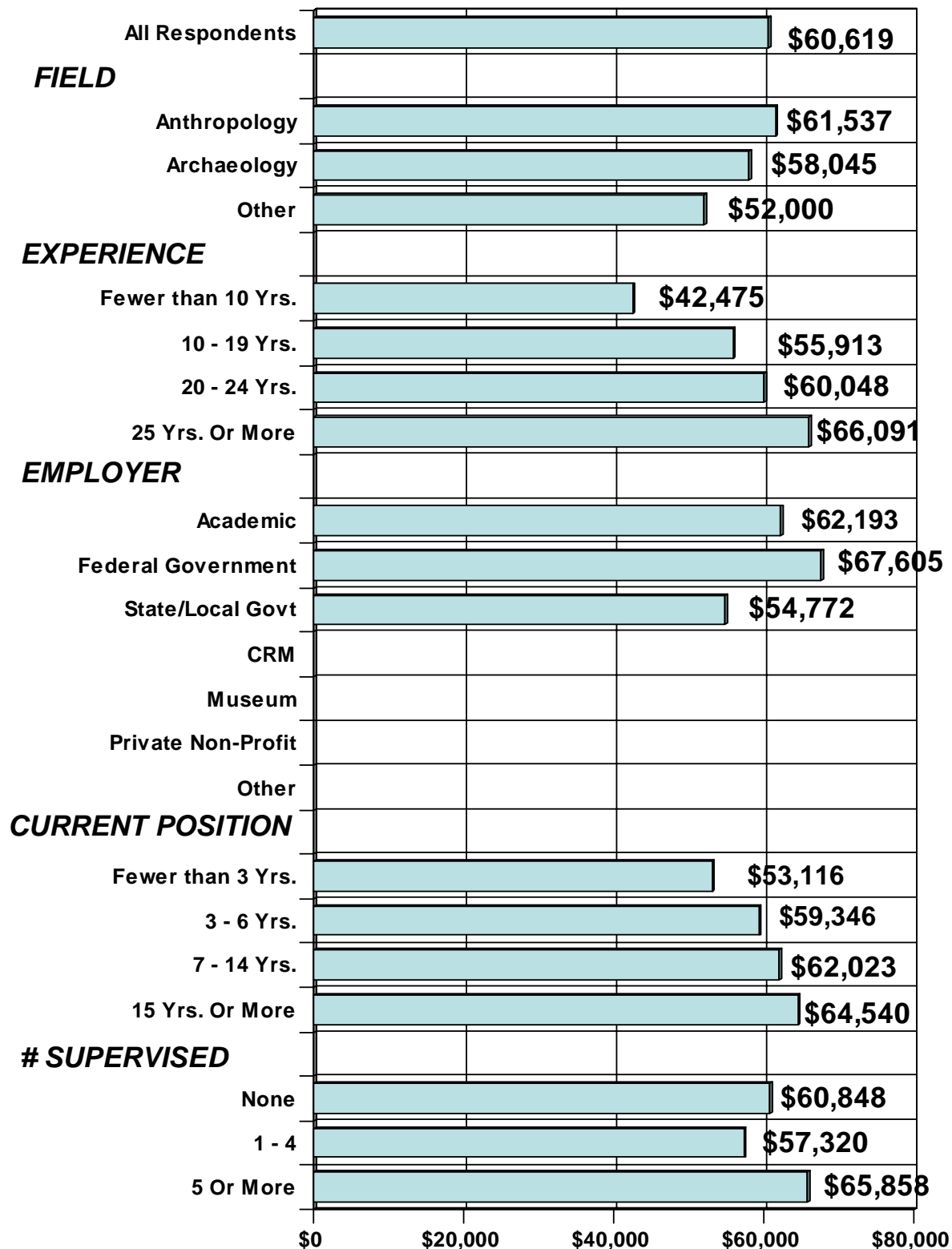
## *District/Regional/State Archaeologist*

|                                     |                        | Annual Salary As of September 1, 2004 |                |        |        |                | Percent Change 2003-2004 |
|-------------------------------------|------------------------|---------------------------------------|----------------|--------|--------|----------------|--------------------------|
|                                     |                        | Number of Respondents                 | First Quartile | Mean   | Median | Third Quartile |                          |
| <b>Full-time Primary Employment</b> |                        |                                       |                |        |        |                |                          |
| Number Responding                   |                        | 76                                    | 48,773         | 60,619 | 57,426 | 70,000         | 3.4%                     |
| Location - U.S. Census District     | New England            | 4                                     |                |        |        |                |                          |
|                                     | Middle Atlantic        | 1                                     |                |        |        |                |                          |
|                                     | South Atlantic         | 12                                    | 48,625         | 64,102 | 56,900 | 82,150         | 2.7%                     |
|                                     | East S. Central        | 3                                     |                |        |        |                |                          |
|                                     | West S. Central        | 9                                     | 44,177         | 56,491 | 56,000 | 69,851         | 3.2%                     |
|                                     | East N. Central        | 1                                     |                |        |        |                |                          |
|                                     | West N. Central        | 5                                     | 52,000         | 60,160 | 55,000 | 70,900         | 2.7%                     |
|                                     | Mountain               | 18                                    | 46,875         | 62,268 | 58,000 | 72,500         | 4.5%                     |
|                                     | Pacific                | 23                                    | 55,000         | 63,109 | 59,973 | 70,368         | 3.8%                     |
| Age                                 | Younger than 40        | 8                                     | 32,923         | 42,711 | 43,500 | 48,750         | 3.3%                     |
|                                     | 40 - 49                | 17                                    | 52,484         | 59,971 | 59,000 | 68,000         | 3.7%                     |
|                                     | 50 - 54                | 31                                    | 48,697         | 61,615 | 55,000 | 76,583         | 3.2%                     |
|                                     | 55 or older            | 20                                    | 53,100         | 66,790 | 67,721 | 82,041         | 3.5%                     |
| Gender                              | Male                   | 46                                    | 50,000         | 61,479 | 55,500 | 74,496         | 3.0%                     |
|                                     | Female                 | 28                                    | 47,631         | 57,750 | 58,200 | 63,900         | 4.0%                     |
| Highest Degree in Archaeology       | BA/BS                  | 4                                     |                |        |        |                |                          |
|                                     | MA/MS                  | 37                                    | 48,261         | 59,147 | 57,252 | 69,221         | 3.7%                     |
|                                     | PhD                    | 33                                    | 48,500         | 61,260 | 56,000 | 73,476         | 2.7%                     |
| Field of Highest Degree             | Anthropology           | 55                                    | 48,500         | 61,537 | 57,600 | 72,500         | 3.1%                     |
|                                     | Archaeology            | 12                                    | 50,715         | 58,045 | 55,000 | 67,250         | 4.1%                     |
|                                     | Other                  | 7                                     | 40,000         | 52,000 | 55,000 | 62,000         | 4.8%                     |
| Work Experience                     | Fewer than 10 years    | 9                                     | 33,369         | 42,475 | 42,164 | 49,510         | 2.6%                     |
|                                     | 10 - 19 years          | 14                                    | 47,625         | 55,913 | 55,500 | 67,250         | 4.5%                     |
|                                     | 20 - 24 years          | 15                                    | 48,697         | 60,048 | 55,000 | 66,000         | 4.1%                     |
|                                     | 25 years or more       | 36                                    | 52,842         | 66,091 | 62,500 | 79,900         | 2.9%                     |
| Primary Employer                    | Academic               | 6                                     | 49,515         | 62,193 | 65,500 | 72,277         | 2.1%                     |
|                                     | Federal Government     | 29                                    | 50,010         | 67,605 | 68,000 | 81,412         | 4.9%                     |
|                                     | State/Local Government | 37                                    | 46,250         | 54,772 | 54,000 | 59,987         | 2.6%                     |
|                                     | Other                  | 4                                     |                |        |        |                |                          |
| Years in Current Position           | Fewer than 3 years     | 16                                    | 42,750         | 53,116 | 49,000 | 67,500         | 4.7%                     |
|                                     | 3 - 6 years            | 17                                    | 48,750         | 59,346 | 55,000 | 65,600         | 3.0%                     |
|                                     | 7 - 14 years           | 13                                    | 49,358         | 62,023 | 59,000 | 71,900         | 3.2%                     |
|                                     | 15 years or more       | 29                                    | 52,400         | 64,540 | 61,000 | 81,082         | 3.1%                     |
| People Supervised                   | None                   | 31                                    | 52,000         | 60,848 | 59,973 | 68,441         | 3.7%                     |
|                                     | 1 - 4                  | 26                                    | 42,416         | 57,320 | 55,500 | 69,777         | 3.7%                     |
|                                     | 5 or more              | 18                                    | 49,674         | 65,858 | 57,000 | 83,750         | 2.4%                     |

# **DISTRICT/REGIONAL/STATE ARCHAEOLOGIST AVERAGE SALARY AS OF SEPTEMBER 1, 2004**



# **DISTRICT/REGIONAL/STATE ARCHAEOLOGIST AVERAGE SALARY AS OF SEPTEMBER 1, 2004**



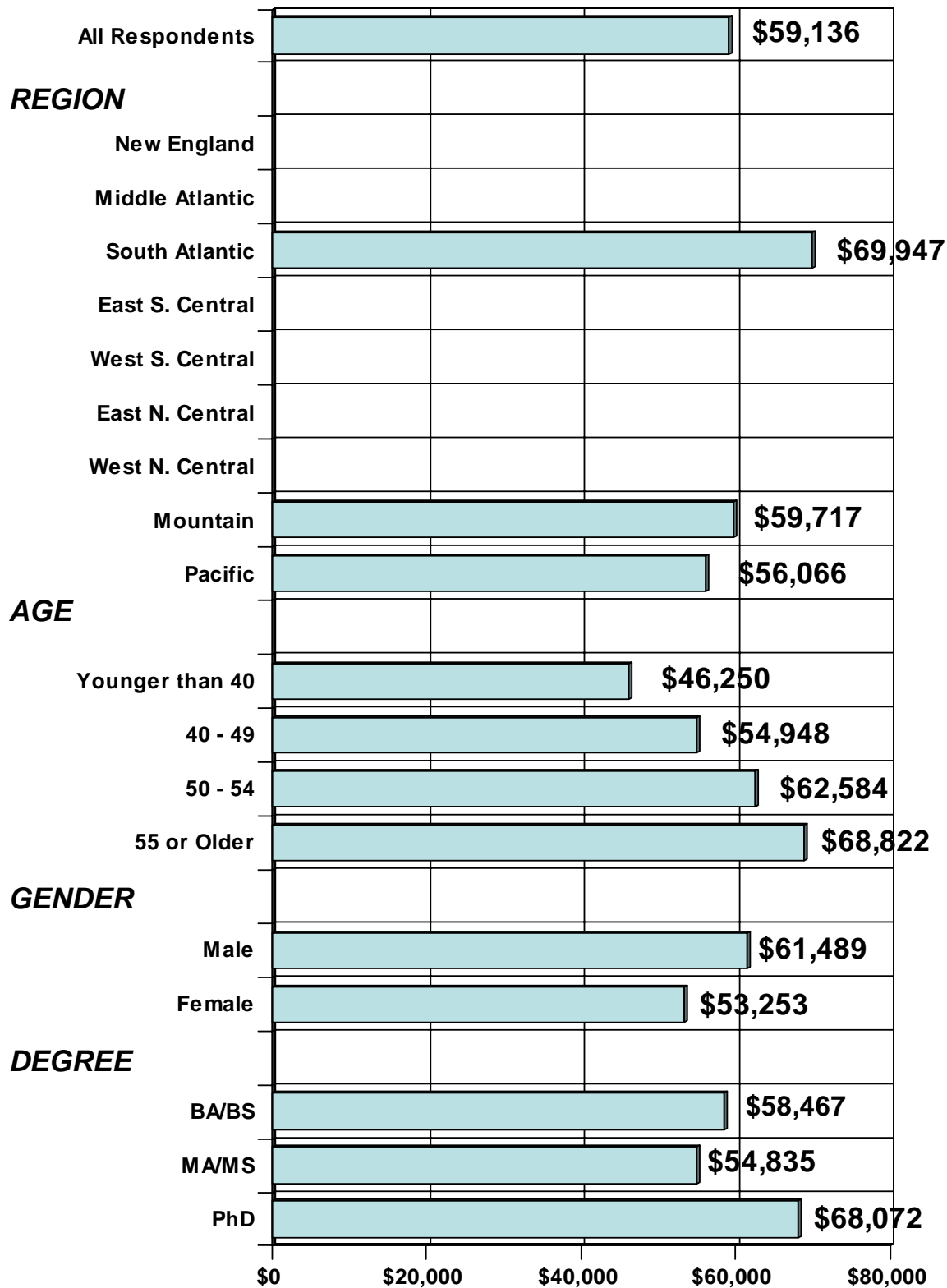
## ***Park/Forest/Field Office Archaeologist***

| <b>Respondent Profile Primary Position</b> |                          |        |
|--|--------------------------|--------|
| Number Responding                          |                          | 49     |
| Professional Experience                    | Years (Mean)             | 17.8   |
| Age  | (Mean)                   | 48.0   |
| Gender                                     | Male                     | 71.4%  |
|  | Female                   | 28.6%  |
| Highest Degree in Archaeology              | BA/BS                    | 14.3%  |
|  | MA/MS                    | 57.1%  |
|  | PhD                      | 28.6%  |
| Field of Highest Degree                    | Anthropology             | 81.3%  |
|  | Archaeology              | 14.6%  |
|  | Other                    | 4.2%   |
| Archaeology Degree                         | Years with Degree (Mean) | 16.6   |
| Primary Employer                           | Federal Government       | 93.9%  |
|  | State/Local Government   | 4.1%   |
|  | CRM                      | 2.0%   |
| Location - U.S. Census District            | New England              | 2.0%   |
|  | Middle Atlantic          | 2.0%   |
|  | South Atlantic           | 14.3%  |
|  | East S. Central          | 2.0%   |
|  | West S. Central          | 2.0%   |
|  | East N. Central          | 6.1%   |
|  | West N. Central          | 2.0%   |
|  | Mountain                 | 40.8%  |
|  | Pacific                  | 28.6%  |
| Hours Worked per Week                      | Full-time (>=30 hours)   | 100.0% |
| Experience in Position                     | Years (Mean)             | 11.1   |
| People Supervised                          | Number (Mean)            | 1.8    |
| Has Secondary Employment                   | Yes                      | 18.4%  |
|  | No                       | 81.6%  |

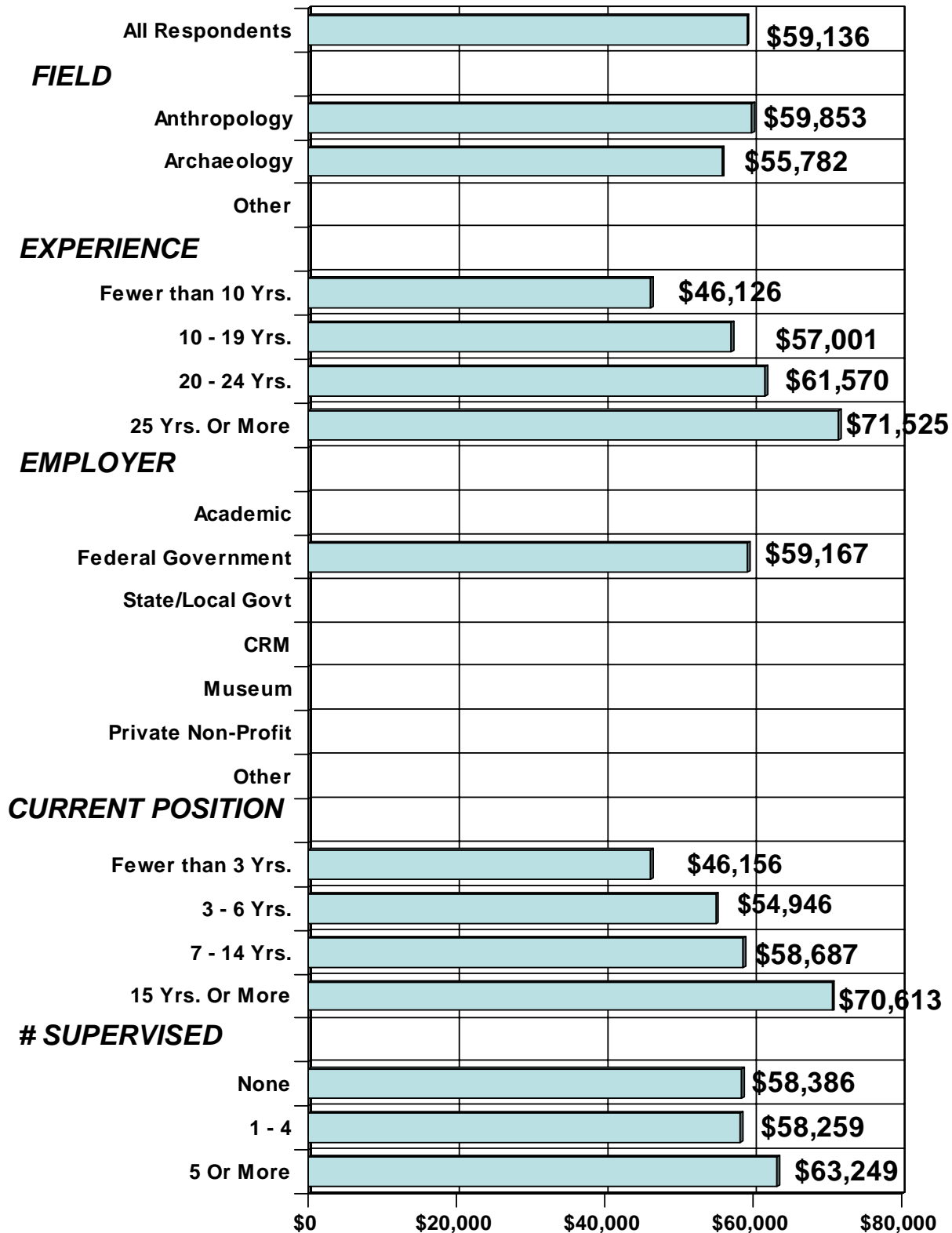
## *Park/Forest/Field Office Archaeologist*

|                                     |                        | Annual Salary As of September 1, 2004 |                |        |        |                | Percent Change 2003-2004 |
|-------------------------------------|------------------------|---------------------------------------|----------------|--------|--------|----------------|--------------------------|
|                                     |                        | Number of Respondents                 | First Quartile | Mean   | Median | Third Quartile |                          |
| <b>Full-time Primary Employment</b> |                        |                                       |                |        |        |                |                          |
| Number Responding                   |                        | 49                                    | 50,000         | 59,136 | 60,336 | 67,093         | 4.7%                     |
| Location - U.S. Census District     | New England            | 1                                     |                |        |        |                |                          |
|                                     | Middle Atlantic        | 1                                     |                |        |        |                |                          |
|                                     | South Atlantic         | 7                                     | 44,500         | 69,947 | 67,700 | 74,300         | 3.7%                     |
|                                     | East S. Central        | 1                                     |                |        |        |                |                          |
|                                     | West S. Central        | 1                                     |                |        |        |                |                          |
|                                     | East N. Central        | 3                                     |                |        |        |                |                          |
|                                     | West N. Central        | 1                                     |                |        |        |                |                          |
|                                     | Mountain               | 20                                    | 50,553         | 59,717 | 62,000 | 67,952         | 4.6%                     |
|                                     | Pacific                | 14                                    | 50,250         | 56,066 | 59,368 | 64,049         | 6.2%                     |
| Age                                 | Younger than 40        | 8                                     | 38,125         | 46,250 | 45,902 | 53,750         | 3.1%                     |
|                                     | 40 - 49                | 14                                    | 44,250         | 54,948 | 56,500 | 63,074         | 6.3%                     |
|                                     | 50 - 54                | 16                                    | 55,472         | 62,584 | 62,815 | 69,872         | 3.8%                     |
|                                     | 55 or older            | 11                                    | 60,000         | 68,822 | 63,505 | 72,000         | 5.4%                     |
| Gender                              | Male                   | 35                                    | 52,210         | 61,489 | 63,000 | 70,000         | 5.0%                     |
|                                     | Female                 | 14                                    | 48,375         | 53,253 | 55,236 | 60,752         | 4.0%                     |
| Highest Degree in Archaeology       | BA/BS                  | 7                                     | 45,000         | 58,467 | 63,629 | 66,486         | 5.7%                     |
|                                     | MA/MS                  | 28                                    | 44,825         | 54,835 | 54,000 | 66,525         | 3.4%                     |
|                                     | PhD                    | 14                                    | 60,252         | 68,072 | 63,003 | 68,875         | 6.8%                     |
| Field of Highest Degree             | Anthropology           | 39                                    | 50,000         | 59,853 | 62,000 | 68,440         | 4.4%                     |
|                                     | Archaeology            | 7                                     | 50,000         | 55,782 | 55,472 | 62,000         | 6.3%                     |
|                                     | Other                  | 2                                     |                |        |        |                |                          |
| Work Experience                     | Fewer than 10 years    | 10                                    | 39,375         | 46,126 | 46,224 | 53,500         | 3.2%                     |
|                                     | 10 - 19 years          | 17                                    | 51,105         | 57,001 | 58,735 | 64,898         | 6.0%                     |
|                                     | 20 - 24 years          | 8                                     | 52,250         | 61,570 | 64,183 | 71,520         | 3.1%                     |
|                                     | 25 years or more       | 13                                    | 62,500         | 71,525 | 66,486 | 74,000         | 3.6%                     |
| Primary Employer                    | Federal Government     | 46                                    | 50,000         | 59,167 | 60,351 | 66,790         | 4.9%                     |
|                                     | State/Local Government | 2                                     |                |        |        |                |                          |
|                                     | CRM                    | 1                                     |                |        |        |                |                          |
| Years in Current Position           | Fewer than 3 years     | 10                                    | 41,602         | 46,156 | 44,750 | 49,210         | 5.9%                     |
|                                     | 3 - 6 years            | 12                                    | 50,750         | 54,946 | 56,236 | 64,375         | 4.6%                     |
|                                     | 7 - 14 years           | 11                                    | 53,000         | 58,687 | 60,336 | 64,795         | 6.0%                     |
|                                     | 15 years or more       | 15                                    | 63,000         | 70,613 | 68,000 | 74,000         | 3.3%                     |
| People Supervised                   | None                   | 24                                    | 44,625         | 58,386 | 60,351 | 63,598         | 4.6%                     |
|                                     | 1 - 4                  | 17                                    | 49,474         | 58,259 | 58,735 | 67,850         | 4.5%                     |
|                                     | 5 or more              | 8                                     | 52,750         | 63,249 | 67,398 | 71,375         | 5.4%                     |

# **PARK/FOREST/FIELD OFFICE ARCHAEOLOGIST AVERAGE SALARY AS OF SEPTEMBER 1, 2004**



# **PARK/FOREST/FIELD OFFICE ARCHAEOLOGIST AVERAGE SALARY AS OF SEPTEMBER 1, 2004**



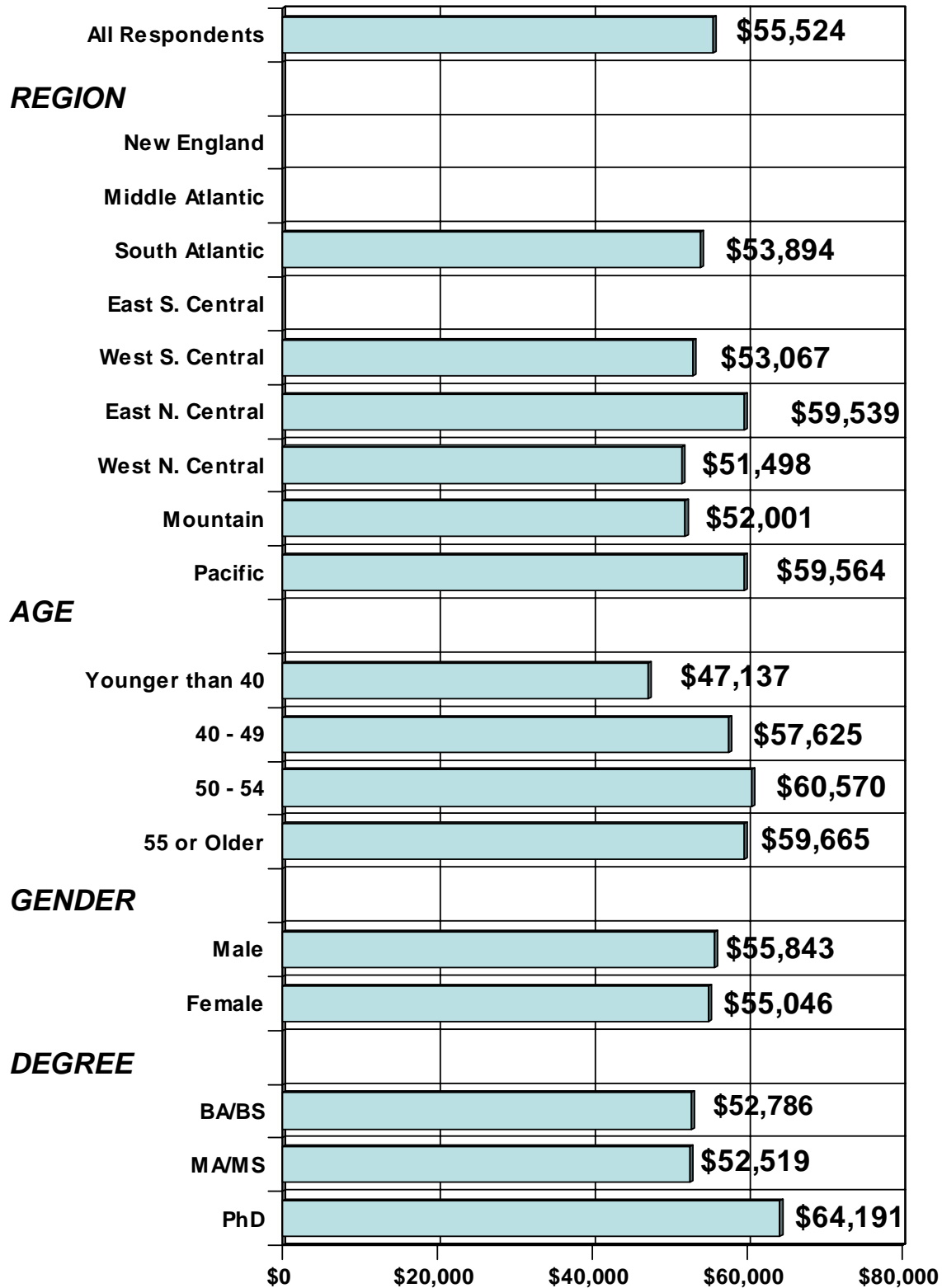
***Cultural Resources  
Coordinator/Specialist***

| <b>Respondent Profile Primary Position</b> |                          |        |
|--|--------------------------|--------|
| Number Responding                          |                          | 56     |
| Professional Experience                    | Years (Mean)             | 16.0   |
| Age  | (Mean)                   | 46.1   |
| Gender                                     | Male                     | 58.9%  |
|  | Female                   | 41.1%  |
| Highest Degree in Archaeology              | BA/BS                    | 12.5%  |
|  | MA/MS                    | 62.5%  |
|  | PhD                      | 25.0%  |
| Field of Highest Degree                    | Anthropology             | 64.3%  |
|  | Archaeology              | 23.2%  |
|  | Other                    | 12.5%  |
| Archaeology Degree                         | Years with Degree (Mean) | 14.1   |
| Primary Employer                           | Academic                 | 1.8%   |
|  | Federal Government       | 41.1%  |
|  | State/Local Government   | 23.2%  |
|  | CRM                      | 28.6%  |
|  | Other                    | 5.4%   |
| Location - U.S. Census District            | New England              | 3.6%   |
|  | Middle Atlantic          | 5.5%   |
|  | South Atlantic           | 12.7%  |
|  | East S. Central          | 1.8%   |
|  | West S. Central          | 10.9%  |
|  | East N. Central          | 12.7%  |
|  | West N. Central          | 10.9%  |
|  | Mountain                 | 14.5%  |
|  | Pacific                  | 27.3%  |
| Hours Worked per Week                      | Full-time (>=30 hours)   | 100.0% |
| Experience in Position                     | Years (Mean)             | 7.9    |
| People Supervised                          | Number (Mean)            | 8.3    |
| Has Secondary Employment                   | Yes                      | 21.4%  |
|  | No                       | 78.6%  |

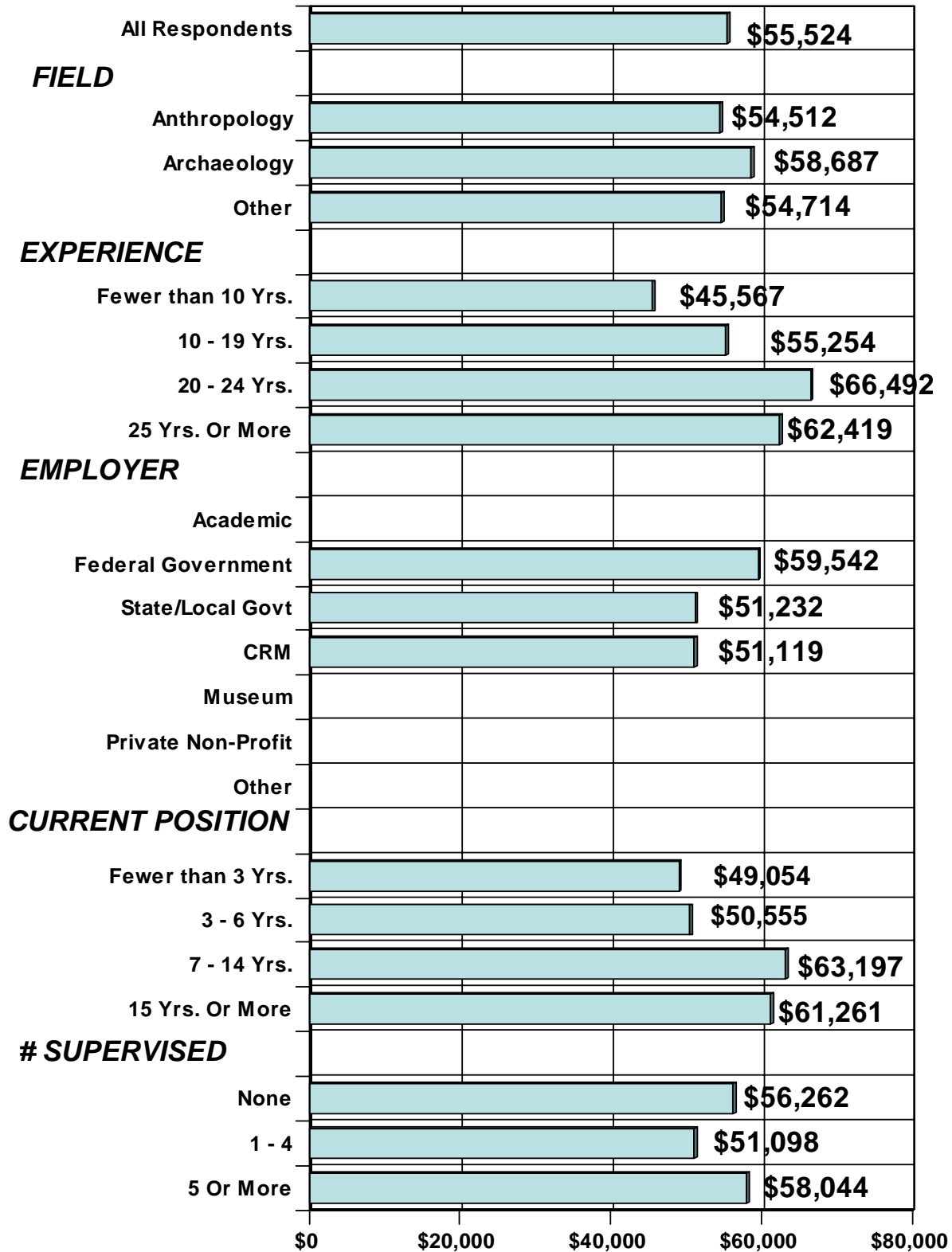
## *Cultural Resources Coordinator/Specialist*

|                                     |                        | Annual Salary As of September 1, 2004 |                |        |        |                | Percent Change 2003-2004 |
|-------------------------------------|------------------------|---------------------------------------|----------------|--------|--------|----------------|--------------------------|
|                                     |                        | Number of Respondents                 | First Quartile | Mean   | Median | Third Quartile |                          |
| <b>Full-time Primary Employment</b> |                        |                                       |                |        |        |                |                          |
| Number Responding                   |                        | 55                                    | 45,288         | 55,524 | 56,500 | 62,964         | 3.6%                     |
| Location - U.S. Census District     | New England            | 2                                     |                |        |        |                |                          |
|                                     | Middle Atlantic        | 3                                     |                |        |        |                |                          |
|                                     | South Atlantic         | 7                                     | 38,000         | 53,894 | 56,000 | 62,000         | 7.8%                     |
|                                     | East S. Central        | 1                                     |                |        |        |                |                          |
|                                     | West S. Central        | 6                                     | 36,800         | 53,067 | 53,500 | 67,250         | 3.0%                     |
|                                     | East N. Central        | 7                                     | 57,000         | 59,539 | 58,776 | 65,000         | 2.5%                     |
|                                     | West N. Central        | 6                                     | 43,216         | 51,498 | 49,950 | 58,700         | .8%                      |
|                                     | Mountain               | 8                                     | 41,145         | 52,001 | 53,700 | 58,023         | 4.3%                     |
|                                     | Pacific                | 14                                    | 50,050         | 59,564 | 60,000 | 71,077         | 2.8%                     |
| Age                                 | Younger than 40        | 17                                    | 36,567         | 47,137 | 45,900 | 56,500         | 5.7%                     |
|                                     | 40 - 49                | 13                                    | 54,000         | 57,625 | 58,531 | 66,250         | 2.9%                     |
|                                     | 50 - 54                | 13                                    | 46,575         | 60,570 | 60,000 | 73,500         | 2.4%                     |
|                                     | 55 or older            | 12                                    | 51,784         | 59,665 | 60,000 | 70,341         | 2.7%                     |
| Gender                              | Male                   | 33                                    | 45,219         | 55,843 | 56,500 | 63,000         | 4.2%                     |
|                                     | Female                 | 22                                    | 44,025         | 55,046 | 56,200 | 64,098         | 2.7%                     |
| Highest Degree in Archaeology       | BA/BS                  | 7                                     | 48,000         | 52,786 | 56,000 | 60,000         | 6.2%                     |
|                                     | MA/MS                  | 34                                    | 38,300         | 52,519 | 54,000 | 60,995         | 3.2%                     |
|                                     | PhD                    | 14                                    | 52,250         | 64,191 | 62,482 | 76,403         | 3.0%                     |
| Field of Highest Degree             | Anthropology           | 35                                    | 45,150         | 54,512 | 54,000 | 60,000         | 3.7%                     |
|                                     | Archaeology            | 13                                    | 51,500         | 58,687 | 60,660 | 69,000         | 3.3%                     |
|                                     | Other                  | 7                                     | 40,000         | 54,714 | 56,500 | 67,500         | 3.1%                     |
| Work Experience                     | Fewer than 10 years    | 14                                    | 35,750         | 45,567 | 39,200 | 55,550         | 5.9%                     |
|                                     | 10 - 19 years          | 20                                    | 49,250         | 55,254 | 55,500 | 60,000         | 3.3%                     |
|                                     | 20 - 24 years          | 6                                     | 54,038         | 66,492 | 67,400 | 79,000         | 1.8%                     |
|                                     | 25 years or more       | 14                                    | 54,875         | 62,419 | 60,330 | 73,177         | 2.7%                     |
| Primary Employer                    | Academic               | 1                                     |                |        |        |                |                          |
|                                     | Federal Government     | 22                                    | 51,645         | 59,542 | 58,654 | 65,750         | 4.4%                     |
|                                     | State/Local Government | 13                                    | 38,000         | 51,232 | 50,000 | 60,000         | 3.5%                     |
|                                     | CRM                    | 16                                    | 37,350         | 51,119 | 53,500 | 59,500         | 2.4%                     |
|                                     | Other                  | 3                                     |                |        |        |                |                          |
| Years in Current Position           | Fewer than 3 years     | 13                                    | 36,500         | 49,054 | 53,000 | 58,654         | 3.1%                     |
|                                     | 3 - 6 years            | 17                                    | 37,500         | 50,555 | 52,000 | 60,000         | 4.8%                     |
|                                     | 7 - 14 years           | 13                                    | 49,289         | 63,197 | 58,000 | 76,216         | 3.0%                     |
|                                     | 15 years or more       | 12                                    | 55,500         | 61,261 | 60,330 | 64,491         | 2.6%                     |
| People Supervised                   | None                   | 31                                    | 48,000         | 56,262 | 58,000 | 62,000         | 4.1%                     |
|                                     | 1 - 4                  | 12                                    | 38,100         | 51,098 | 51,289 | 56,250         | 2.0%                     |
|                                     | 5 or more              | 12                                    | 42,500         | 58,044 | 62,000 | 71,475         | 3.5%                     |

# **CULTURAL RESOURCES COORDINATOR/SPECIALIST AVERAGE SALARY AS OF SEPTEMBER 1, 2004**



# CULTURAL RESOURCES COORDINATOR/SPECIALIST AVERAGE SALARY AS OF SEPTEMBER 1, 2004



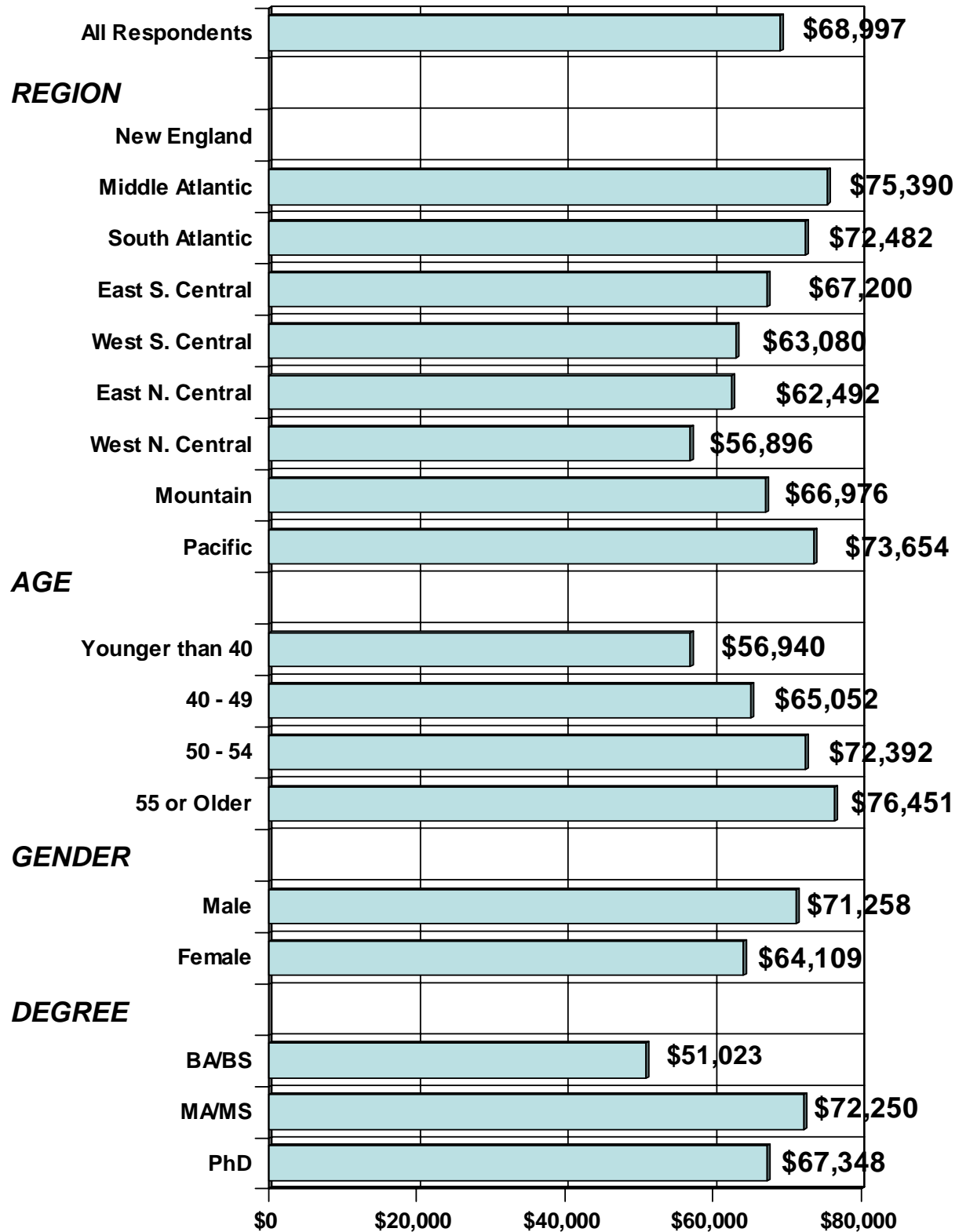
## ***Cultural Resources Program Manager***

| <b>Respondent Profile Primary Position</b> |                          |        |
|--|--------------------------|--------|
| Number Responding                          |                          | 153    |
| Professional Experience                    | Years (Mean)             | 21.0   |
| Age  | (Mean)                   | 49.2   |
| Gender                                     | Male                     | 67.1%  |
|  | Female                   | 32.9%  |
| Highest Degree in Archaeology              | BA/BS                    | 5.9%   |
|  | MA/MS                    | 53.9%  |
|  | PhD                      | 40.1%  |
| Field of Highest Degree                    | Anthropology             | 76.0%  |
|  | Archaeology              | 16.7%  |
|  | Other                    | 7.3%   |
| Archaeology Degree                         | Years with Degree (Mean) | 17.5   |
| Primary Employer                           | Academic                 | 5.9%   |
|  | Federal Government       | 38.6%  |
|  | State/Local Government   | 15.0%  |
|  | CRM                      | 30.7%  |
|  | Museum                   | 3.3%   |
|  | Private Non-Profit       | .7%    |
|  | Other                    | 5.9%   |
| Location - U.S. Census District            | New England              | 2.0%   |
|  | Middle Atlantic          | 8.6%   |
|  | South Atlantic           | 17.8%  |
|  | East S. Central          | 3.3%   |
|  | West S. Central          | 7.9%   |
|  | East N. Central          | 5.9%   |
|  | West N. Central          | 5.3%   |
|  | Mountain                 | 26.3%  |
| Pacific                                    | 23.0%                    |        |
| Hours Worked per Week                      | Full-time (>=30 hours)   | 100.0% |
| Experience in Position                     | Years (Mean)             | 11.1   |
| People Supervised                          | Number (Mean)            | 10.3   |
| Has Secondary Employment                   | Yes                      | 14.4%  |
|  | No                       | 85.6%  |

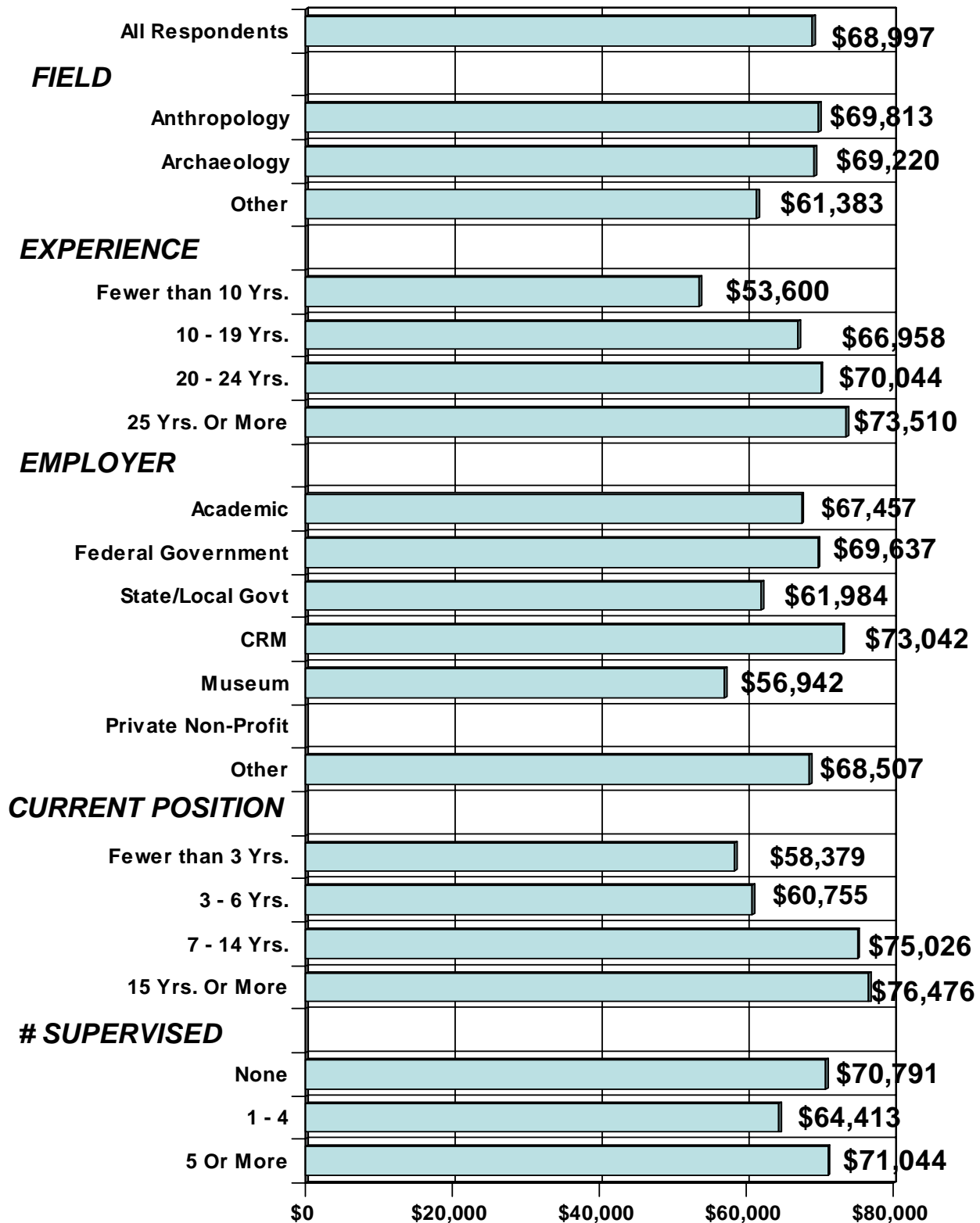
## *Cultural Resources Program Manager*

|                                     |                        | Annual Salary As of September 1, 2004 |                |        |        |                | Percent Change 2003-2004 |
|-------------------------------------|------------------------|---------------------------------------|----------------|--------|--------|----------------|--------------------------|
|                                     |                        | Number of Respondents                 | First Quartile | Mean   | Median | Third Quartile |                          |
| <b>Full-time Primary Employment</b> |                        |                                       |                |        |        |                |                          |
| Number Responding                   |                        | 152                                   | 57,625         | 68,997 | 66,862 | 80,000         | 4.3%                     |
| Location - U.S. Census District     | New England            | 3                                     |                |        |        |                |                          |
|                                     | Middle Atlantic        | 13                                    | 62,806         | 75,390 | 72,800 | 83,500         | 3.8%                     |
|                                     | South Atlantic         | 27                                    | 59,196         | 72,482 | 70,000 | 92,000         | 3.9%                     |
|                                     | East S. Central        | 5                                     | 56,500         | 67,200 | 65,000 | 79,000         | 3.8%                     |
|                                     | West S. Central        | 12                                    | 50,500         | 63,080 | 56,467 | 77,172         | 3.1%                     |
|                                     | East N. Central        | 9                                     | 48,212         | 62,492 | 60,000 | 73,500         | 1.0%                     |
|                                     | West N. Central        | 8                                     | 49,663         | 56,896 | 57,736 | 65,336         | 3.1%                     |
|                                     | Mountain               | 39                                    | 52,210         | 66,976 | 66,540 | 75,000         | 7.2%                     |
| Pacific                             | 35                     | 65,000                                | 73,654         | 72,000 | 83,200 | 3.6%           |                          |
| Age                                 | Younger than 40        | 22                                    | 50,000         | 56,940 | 59,098 | 65,000         | 5.8%                     |
|                                     | 40 - 49                | 45                                    | 53,736         | 65,052 | 64,530 | 71,896         | 4.6%                     |
|                                     | 50 - 54                | 47                                    | 59,000         | 72,392 | 71,000 | 85,000         | 4.1%                     |
|                                     | 55 or older            | 38                                    | 66,555         | 76,451 | 74,653 | 88,775         | 3.4%                     |
| Gender                              | Male                   | 101                                   | 60,000         | 71,258 | 68,000 | 81,000         | 4.2%                     |
|                                     | Female                 | 50                                    | 50,000         | 64,109 | 62,500 | 76,000         | 4.4%                     |
| Highest Degree in Archaeology       | BA/BS                  | 9                                     | 46,500         | 51,023 | 52,210 | 61,500         | 3.2%                     |
|                                     | MA/MS                  | 82                                    | 59,750         | 72,250 | 72,000 | 85,000         | 4.6%                     |
|                                     | PhD                    | 60                                    | 58,047         | 67,348 | 65,500 | 74,827         | 4.1%                     |
| Field of Highest Degree             | Anthropology           | 113                                   | 58,500         | 69,813 | 67,000 | 80,000         | 3.9%                     |
|                                     | Archaeology            | 25                                    | 56,806         | 69,220 | 71,750 | 84,250         | 5.7%                     |
|                                     | Other                  | 11                                    | 50,000         | 61,383 | 60,000 | 74,000         | 5.7%                     |
| Work Experience                     | Fewer than 10 years    | 15                                    | 50,000         | 53,600 | 53,841 | 63,000         | 4.0%                     |
|                                     | 10 - 19 years          | 41                                    | 57,500         | 66,958 | 65,000 | 73,400         | 6.0%                     |
|                                     | 20 - 24 years          | 32                                    | 55,943         | 70,044 | 66,500 | 84,250         | 4.8%                     |
|                                     | 25 years or more       | 62                                    | 61,180         | 73,510 | 73,000 | 85,500         | 3.1%                     |
| Primary Employer                    | Academic               | 9                                     | 60,000         | 67,457 | 66,612 | 74,500         | 3.3%                     |
|                                     | Federal Government     | 59                                    | 59,000         | 69,637 | 71,000 | 80,000         | 3.4%                     |
|                                     | State/Local Government | 23                                    | 50,000         | 61,984 | 62,000 | 73,000         | 3.3%                     |
|                                     | CRM                    | 46                                    | 58,253         | 73,042 | 70,500 | 90,000         | 6.1%                     |
|                                     | Museum                 | 5                                     | 49,355         | 56,942 | 59,000 | 63,500         | 8.3%                     |
|                                     | Private Non-Profit     | 1                                     |                |        |        |                |                          |
|                                     | Other                  | 9                                     | 49,825         | 68,507 | 61,573 | 87,000         | 3.7%                     |
| Years in Current Position           | Fewer than 3 years     | 21                                    | 51,000         | 58,379 | 59,000 | 70,875         | 6.1%                     |
|                                     | 3 - 6 years            | 45                                    | 50,397         | 60,755 | 60,000 | 71,000         | 4.3%                     |
|                                     | 7 - 14 years           | 34                                    | 60,258         | 75,026 | 70,400 | 92,250         | 5.6%                     |
|                                     | 15 years or more       | 52                                    | 66,634         | 76,476 | 74,653 | 88,025         | 3.0%                     |
| People Supervised                   | None                   | 24                                    | 62,633         | 70,791 | 72,000 | 86,275         | 3.2%                     |
|                                     | 1 - 4                  | 46                                    | 52,750         | 64,413 | 64,157 | 74,000         | 5.4%                     |
|                                     | 5 or more              | 82                                    | 58,141         | 71,044 | 66,862 | 83,625         | 4.0%                     |

# **CULTURAL RESOURCES PROGRAM MANAGER AVERAGE SALARY AS OF SEPTEMBER 1, 2004**



# **CULTURAL RESOURCES PROGRAM MANAGER AVERAGE SALARY AS OF SEPTEMBER 1, 2004**



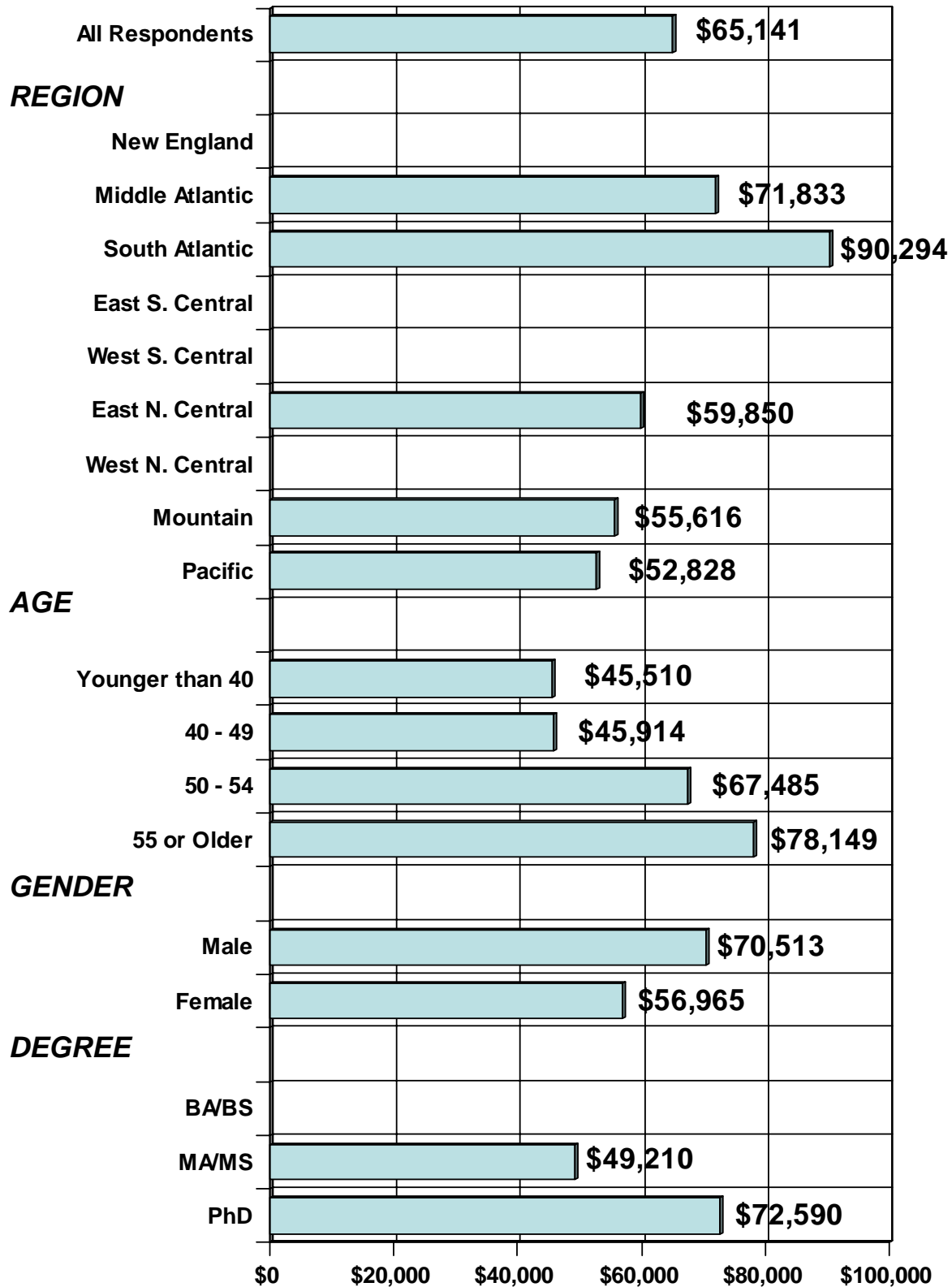
## *Curator*

| <b>Respondent Profile Primary Position</b> |                          |       |
|--|--------------------------|-------|
| Number Responding                          |                          | 63    |
| Professional Experience                    | Years (Mean)             | 23.1  |
| Age  | (Mean)                   | 51.2  |
| Gender                                     | Male                     | 59.7% |
|  | Female                   | 40.3% |
| Highest Degree in Archaeology              | BA/BS                    | 1.6%  |
|  | MA/MS                    | 31.7% |
|  | PhD                      | 66.7% |
| Field of Highest Degree                    | Anthropology             | 71.4% |
|  | Archaeology              | 15.9% |
|  | Other                    | 12.7% |
| Archaeology Degree                         | Years with Degree (Mean) | 18.7  |
| Primary Employer                           | Academic                 | 12.7% |
|  | Federal Government       | 12.7% |
|  | State/Local Government   | 7.9%  |
|  | CRM                      | 1.6%  |
|  | Museum                   | 54.0% |
|  | Private Non-Profit       | 1.6%  |
|  | Other                    | 9.5%  |
| Location - U.S. Census District            | New England              | 1.6%  |
|  | Middle Atlantic          | 11.1% |
|  | South Atlantic           | 23.8% |
|  | East S. Central          | 1.6%  |
|  | West S. Central          | 4.8%  |
|  | East N. Central          | 20.6% |
|  | West N. Central          | 4.8%  |
|  | Mountain                 | 20.6% |
|  | Pacific                  | 11.1% |
| Hours Worked per Week                      | Full-time (>=30 hours)   | 95.2% |
|  | Part-time                | 4.8%  |
| Experience in Position                     | Years (Mean)             | 11.4  |
| People Supervised                          | Number (Mean)            | 5.7   |
| Has Secondary Employment                   | Yes                      | 38.1% |
|  | No                       | 61.9% |

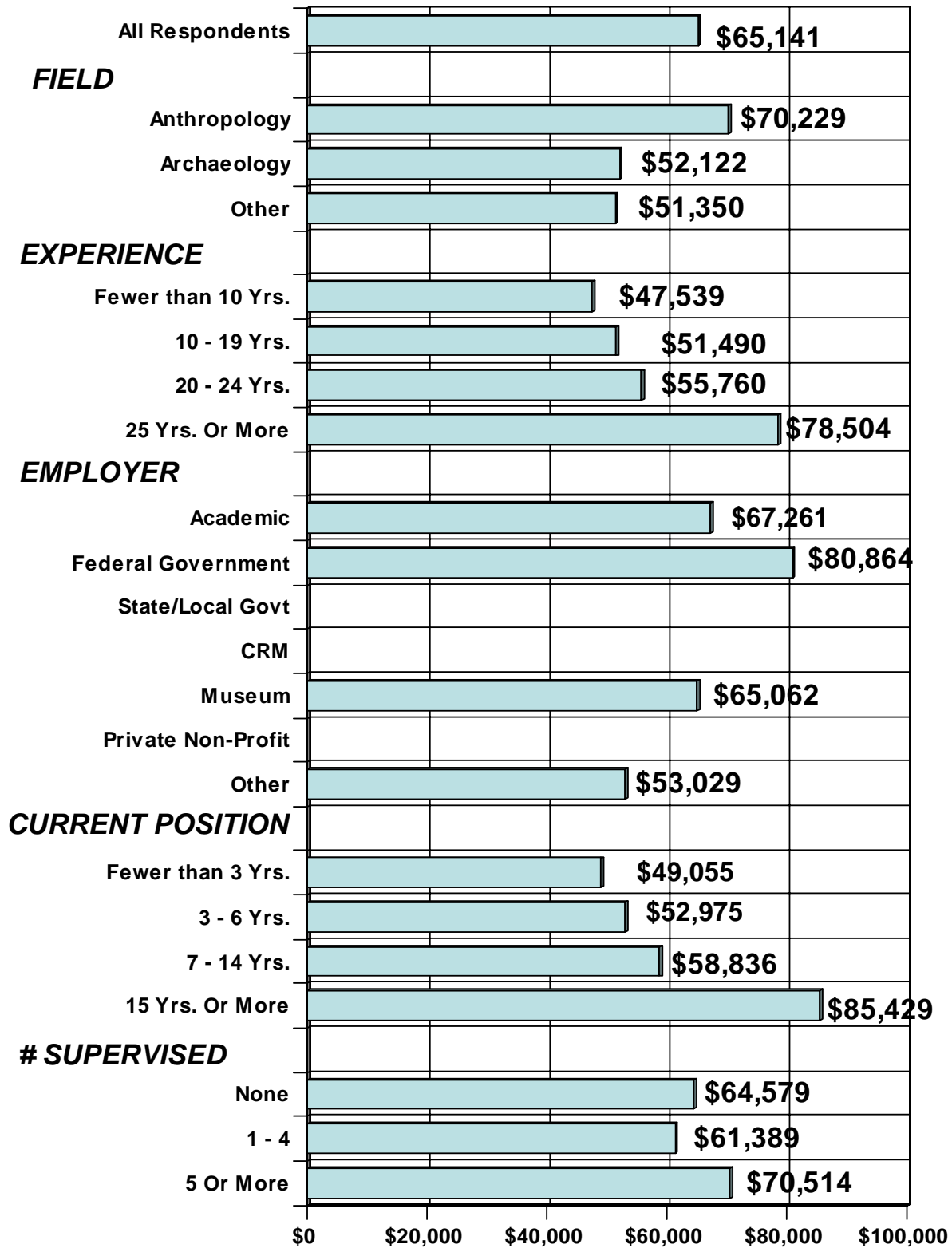
# Curator

|                                     |                        | Annual Salary As of September 1, 2004 |                |        |        |                | Percent Change 2003-2004 |
|-------------------------------------|------------------------|---------------------------------------|----------------|--------|--------|----------------|--------------------------|
|                                     |                        | Number of Respondents                 | First Quartile | Mean   | Median | Third Quartile |                          |
| <b>Full-time Primary Employment</b> |                        |                                       |                |        |        |                |                          |
| Number Responding                   |                        | 58                                    | 42,863         | 65,141 | 57,300 | 70,000         | 3.9%                     |
| Location - U.S. Census District     | New England            | 1                                     |                |        |        |                |                          |
|                                     | Middle Atlantic        | 6                                     | 61,000         | 71,833 | 66,500 | 79,500         | .8%                      |
|                                     | South Atlantic         | 14                                    | 48,987         | 90,294 | 82,485 | 115,200        | 7.9%                     |
|                                     | East S. Central        | 1                                     |                |        |        |                |                          |
|                                     | West S. Central        | 3                                     |                |        |        |                |                          |
|                                     | East N. Central        | 11                                    | 38,500         | 59,850 | 47,300 | 59,000         | 2.5%                     |
|                                     | West N. Central        | 3                                     |                |        |        |                |                          |
|                                     | Mountain               | 13                                    | 43,320         | 55,616 | 57,600 | 64,974         | 4.1%                     |
| Pacific                             | 6                      | 42,000                                | 52,828         | 48,000 | 65,741 | 1.7%           |                          |
| Age                                 | Younger than 40        | 9                                     | 37,750         | 45,510 | 42,000 | 50,064         | 4.6%                     |
|                                     | 40 - 49                | 9                                     | 36,250         | 45,914 | 45,000 | 56,613         | 1.8%                     |
|                                     | 50 - 54                | 16                                    | 44,098         | 67,485 | 57,300 | 94,987         | 6.2%                     |
|                                     | 55 or older            | 24                                    | 52,714         | 78,149 | 64,000 | 95,543         | 2.7%                     |
| Gender                              | Male                   | 35                                    | 46,000         | 70,513 | 59,000 | 75,000         | 2.7%                     |
|                                     | Female                 | 23                                    | 40,500         | 56,965 | 56,381 | 63,000         | 5.5%                     |
| Highest Degree in Archaeology       | BA/BS                  | 1                                     |                |        |        |                |                          |
|                                     | MA/MS                  | 17                                    | 37,750         | 49,210 | 43,150 | 66,500         | 3.3%                     |
|                                     | PhD                    | 40                                    | 50,237         | 72,590 | 59,750 | 95,228         | 4.2%                     |
| Field of Highest Degree             | Anthropology           | 42                                    | 45,750         | 70,229 | 57,500 | 82,688         | 2.5%                     |
|                                     | Archaeology            | 9                                     | 38,750         | 52,122 | 57,600 | 62,750         | 4.6%                     |
|                                     | Other                  | 7                                     | 38,500         | 51,350 | 48,947 | 70,000         | 9.7%                     |
| Work Experience                     | Fewer than 10 years    | 7                                     | 37,000         | 47,539 | 48,947 | 57,600         | 4.8%                     |
|                                     | 10 - 19 years          | 9                                     | 38,250         | 51,490 | 46,000 | 67,983         | 2.5%                     |
|                                     | 20 - 24 years          | 13                                    | 40,250         | 55,760 | 49,000 | 60,500         | 2.3%                     |
|                                     | 25 years or more       | 28                                    | 52,309         | 78,504 | 63,974 | 109,493        | 5.0%                     |
| Primary Employer                    | Academic               | 7                                     | 56,381         | 67,261 | 64,948 | 75,000         | 3.1%                     |
|                                     | Federal Government     | 8                                     | 58,825         | 80,864 | 69,631 | 111,450        | 5.1%                     |
|                                     | State/Local Government | 4                                     |                |        |        |                |                          |
|                                     | CRM                    | 1                                     |                |        |        |                |                          |
|                                     | Museum                 | 33                                    | 41,000         | 65,062 | 50,952 | 66,500         | 2.4%                     |
|                                     | Other                  | 5                                     | 37,500         | 53,029 | 51,180 | 69,483         | 14.2%                    |
| Years in Current Position           | Fewer than 3 years     | 8                                     | 37,675         | 49,055 | 46,049 | 60,045         | 6.2%                     |
|                                     | 3 - 6 years            | 15                                    | 40,500         | 52,975 | 46,000 | 59,000         | 2.3%                     |
|                                     | 7 - 14 years           | 15                                    | 45,000         | 58,836 | 56,381 | 62,500         | 5.8%                     |
|                                     | 15 years or more       | 20                                    | 60,125         | 85,429 | 70,000 | 110,250        | 2.9%                     |
| People Supervised                   | None                   | 11                                    | 43,150         | 64,579 | 54,225 | 63,000         | 8.0%                     |
|                                     | 1 - 4                  | 27                                    | 45,000         | 61,389 | 57,600 | 70,000         | 2.9%                     |
|                                     | 5 or more              | 20                                    | 42,000         | 70,514 | 58,500 | 73,000         | 2.8%                     |

# ***CURATOR AVERAGE SALARY AS OF SEPTEMBER 1, 2004***



# ***CURATOR AVERAGE SALARY AS OF SEPTEMBER 1, 2004***



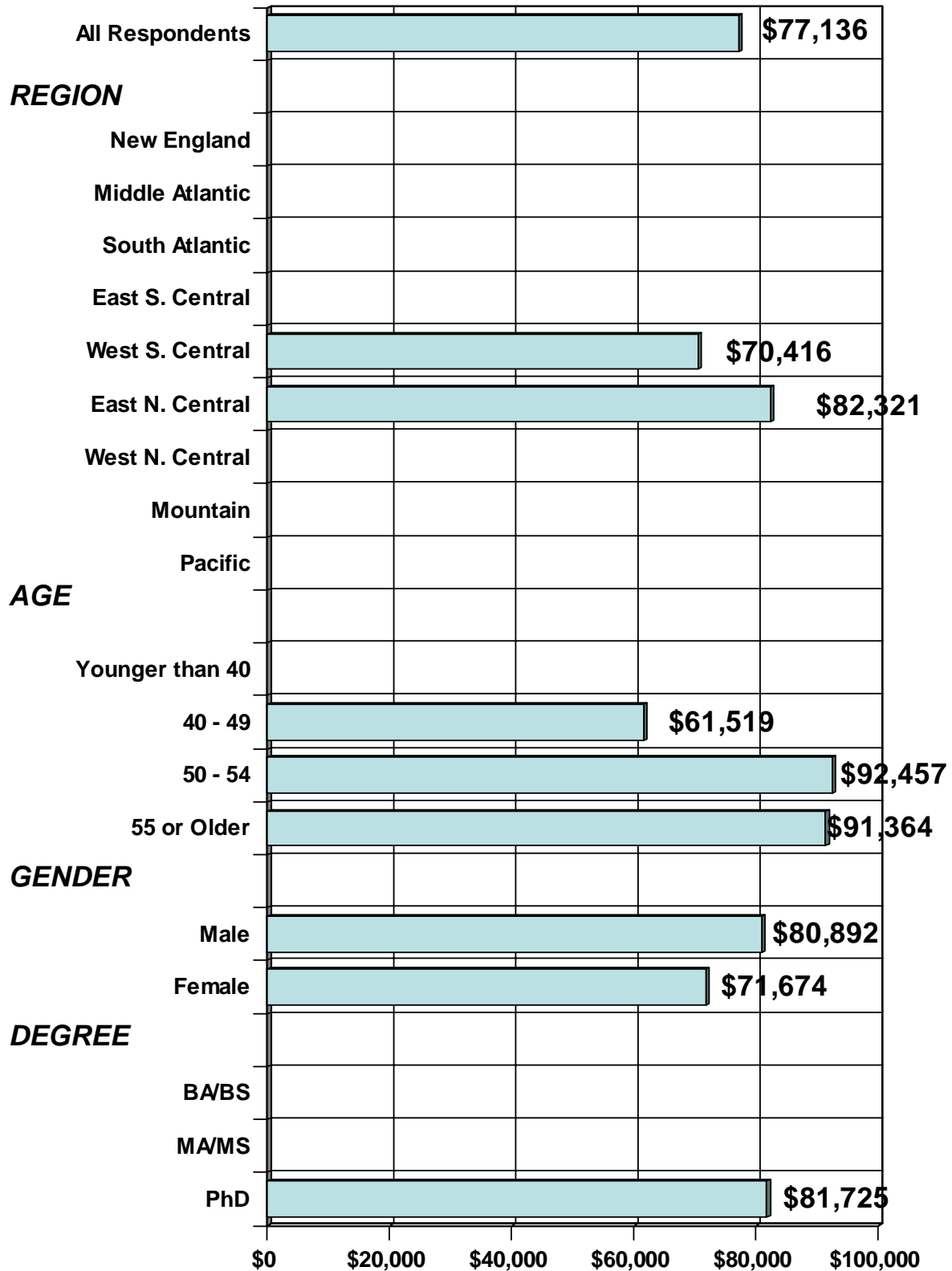
## *Department Chair/Head*

| <b>Respondent Profile Primary Position</b> |                          |        |
|--|--------------------------|--------|
| Number Responding                          |                          | 28     |
| Professional Experience                    | Years (Mean)             | 23.6   |
| Age  | (Mean)                   | 50.7   |
| Gender                                     | Male                     | 60.7%  |
|  | Female                   | 39.3%  |
| Highest Degree in Archaeology              | MA/MS                    | 14.3%  |
|  | PhD                      | 85.7%  |
| Field of Highest Degree                    | Anthropology             | 57.1%  |
|  | Archaeology              | 32.1%  |
|  | Other                    | 10.7%  |
| Archaeology Degree                         | Years with Degree (Mean) | 18.9   |
| Primary Employer                           | Academic                 | 75.0%  |
|  | Federal Government       | 3.6%   |
|  | State/Local Government   | 3.6%   |
|  | CRM                      | 7.1%   |
|  | Museum                   | 7.1%   |
|  | Private Non-Profit       | 3.6%   |
| Location - U.S. Census District            | New England              | 7.1%   |
|  | Middle Atlantic          | 10.7%  |
|  | South Atlantic           | 10.7%  |
|  | East S. Central          | 7.1%   |
|  | West S. Central          | 17.9%  |
|  | East N. Central          | 21.4%  |
|  | Mountain                 | 10.7%  |
|  | Pacific                  | 14.3%  |
| Hours Worked per Week                      | Full-time (>=30 hours)   | 100.0% |
| Experience in Position                     | Years (Mean)             | 6.1    |
| People Supervised                          | Number (Mean)            | 19.5   |
| Has Secondary Employment                   | Yes                      | 25.0%  |
|  | No                       | 75.0%  |

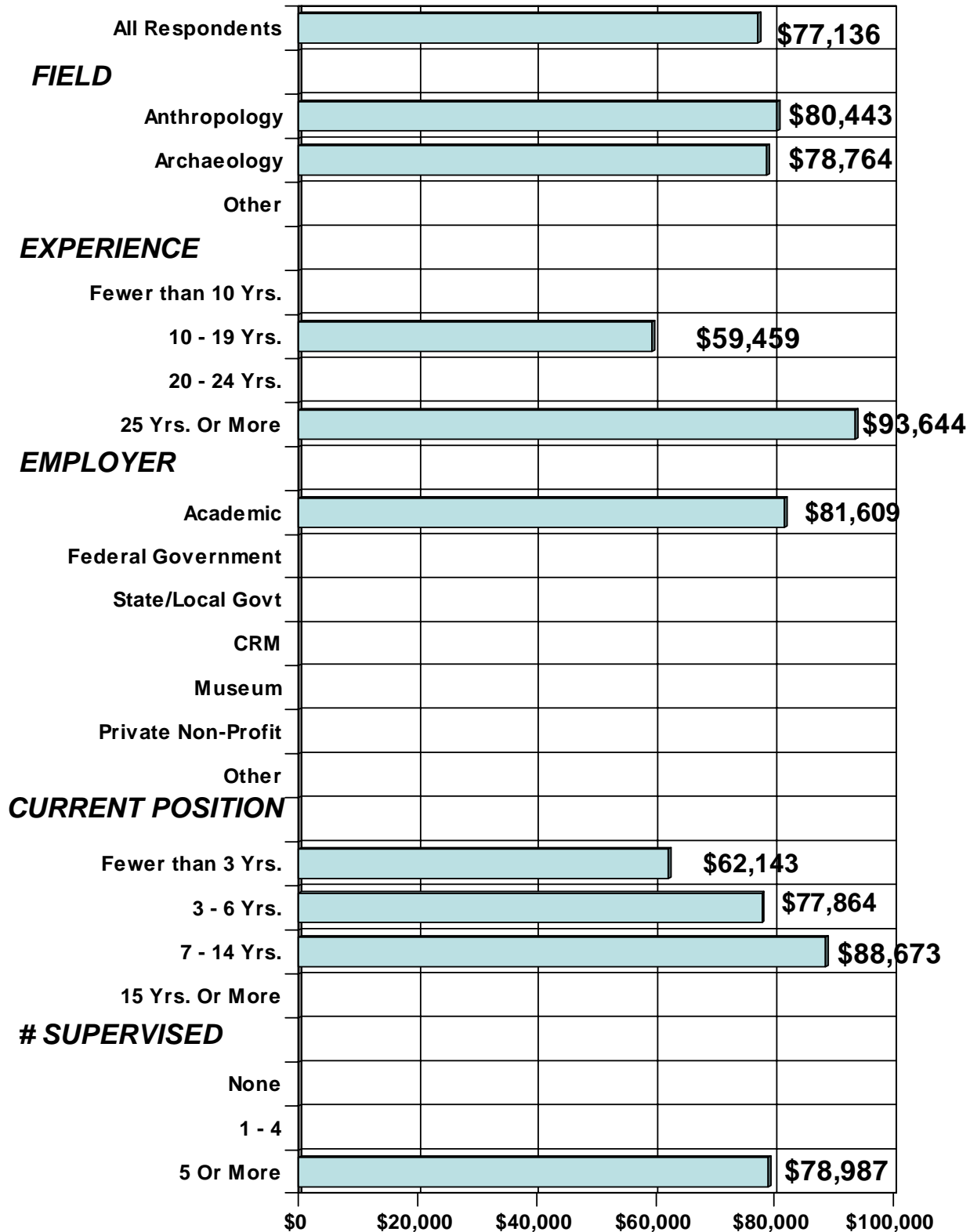
## Department Chair/Head

|                                     |                        | Annual Salary As of September 1, 2004 |                |        |        |                | Percent Change 2003-2004 |
|-------------------------------------|------------------------|---------------------------------------|----------------|--------|--------|----------------|--------------------------|
|                                     |                        | Number of Respondents                 | First Quartile | Mean   | Median | Third Quartile |                          |
| <b>Full-time Primary Employment</b> |                        |                                       |                |        |        |                |                          |
| Number Responding                   |                        | 27                                    | 56,000         | 77,136 | 69,000 | 94,000         | 2.3%                     |
| Location - U.S. Census District     | New England            | 2                                     |                |        |        |                |                          |
|                                     | Middle Atlantic        | 3                                     |                |        |        |                |                          |
|                                     | South Atlantic         | 3                                     |                |        |        |                |                          |
|                                     | East S. Central        | 2                                     |                |        |        |                |                          |
|                                     | West S. Central        | 5                                     | 59,500         | 70,416 | 61,875 | 85,602         | 1.1%                     |
|                                     | East N. Central        | 5                                     | 47,085         | 82,321 | 56,000 | 130,718        | 2.7%                     |
|                                     | Mountain               | 3                                     |                |        |        |                |                          |
|                                     | Pacific                | 4                                     |                |        |        |                |                          |
| Age                                 | Younger than 40        | 3                                     |                |        |        |                |                          |
|                                     | 40 - 49                | 9                                     | 54,085         | 61,519 | 59,000 | 72,000         | 1.1%                     |
|                                     | 50 - 54                | 6                                     | 69,903         | 92,457 | 83,750 | 118,009        | 2.8%                     |
|                                     | 55 or older            | 9                                     | 62,438         | 91,364 | 94,000 | 104,200        | 2.0%                     |
| Gender                              | Male                   | 16                                    | 56,375         | 80,892 | 82,500 | 97,500         | 2.2%                     |
|                                     | Female                 | 11                                    | 56,000         | 71,674 | 63,000 | 75,204         | 2.3%                     |
| Highest Degree in Archaeology       | MA/MS                  | 4                                     |                |        |        |                |                          |
|                                     | PhD                    | 23                                    | 57,500         | 81,725 | 75,204 | 96,000         | 1.9%                     |
| Field of Highest Degree             | Anthropology           | 15                                    | 57,500         | 80,443 | 75,204 | 98,000         | 2.4%                     |
|                                     | Archaeology            | 9                                     | 54,000         | 78,764 | 75,000 | 89,500         | 2.3%                     |
|                                     | Other                  | 3                                     |                |        |        |                |                          |
| Work Experience                     | 10 - 19 years          | 8                                     | 44,543         | 59,459 | 56,750 | 61,250         | 2.7%                     |
|                                     | 20 - 24 years          | 4                                     |                |        |        |                |                          |
|                                     | 25 years or more       | 14                                    | 75,153         | 93,644 | 86,250 | 101,100        | 2.4%                     |
| Primary Employer                    | Academic               | 20                                    | 57,000         | 81,609 | 76,602 | 95,500         | 2.3%                     |
|                                     | Federal Government     | 1                                     |                |        |        |                |                          |
|                                     | State/Local Government | 1                                     |                |        |        |                |                          |
|                                     | CRM                    | 2                                     |                |        |        |                |                          |
|                                     | Museum                 | 2                                     |                |        |        |                |                          |
|                                     | Private Non-Profit     | 1                                     |                |        |        |                |                          |
| Years in Current Position           | Fewer than 3 years     | 7                                     | 48,000         | 62,143 | 60,000 | 80,000         | 3.9%                     |
|                                     | 3 - 6 years            | 9                                     | 60,585         | 77,864 | 75,204 | 96,000         | 2.1%                     |
|                                     | 7 - 14 years           | 6                                     | 58,250         | 88,673 | 79,500 | 118,009        | 1.7%                     |
|                                     | 15 years or more       | 2                                     |                |        |        |                |                          |
| People Supervised                   | 1 - 4                  | 2                                     |                |        |        |                |                          |
|                                     | 5 or more              | 24                                    | 56,375         | 78,987 | 75,102 | 95,500         | 2.2%                     |

# **DEPARTMENT CHAIR/HEAD AVERAGE SALARY AS OF SEPTEMBER 1, 2004**



# **DEPARTMENT CHAIR/HEAD AVERAGE SALARY AS OF SEPTEMBER 1, 2004**



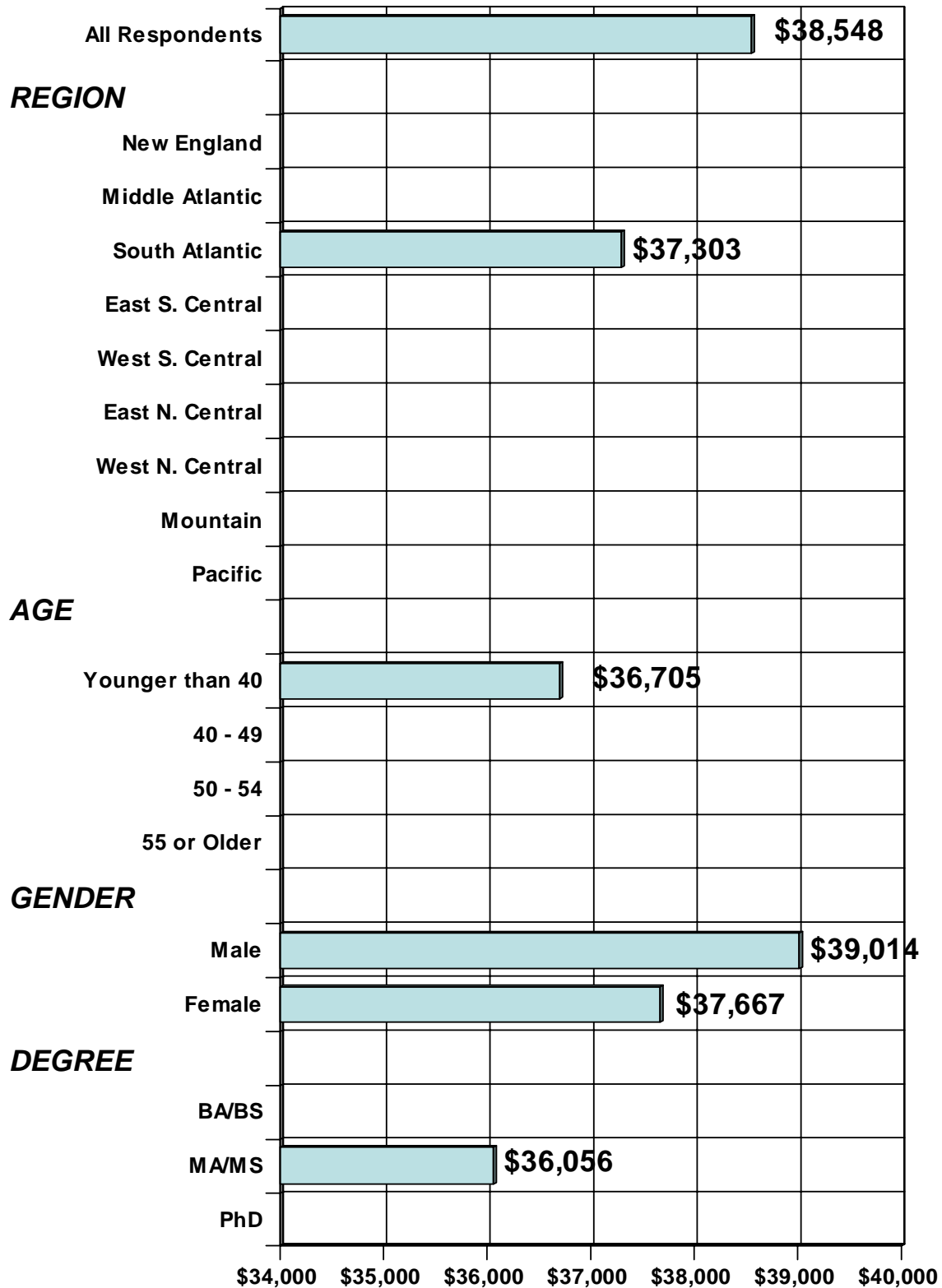
## *Field Director*

| <b>Respondent Profile Primary Position</b> |                          |        |
|--|--------------------------|--------|
| Number Responding                          |                          | 26     |
| Professional Experience                    | Years (Mean)             | 10.0   |
| Age  | (Mean)                   | 39.4   |
| Gender                                     | Male                     | 65.4%  |
|  | Female                   | 34.6%  |
| Highest Degree in Archaeology              | BA/BS                    | 15.4%  |
|  | MA/MS                    | 69.2%  |
|  | PhD                      | 15.4%  |
| Field of Highest Degree                    | Anthropology             | 65.4%  |
|  | Archaeology              | 23.1%  |
|  | Other                    | 11.5%  |
| Archaeology Degree                         | Years with Degree (Mean) | 10.8   |
| Primary Employer                           | Academic                 | 11.5%  |
|  | State/Local Government   | 11.5%  |
|  | CRM                      | 61.5%  |
|  | Museum                   | 7.7%   |
|  | Private Non-Profit       | 3.8%   |
|  | Other                    | 3.8%   |
| Location - U.S. Census District            | Middle Atlantic          | 7.7%   |
|  | South Atlantic           | 38.5%  |
|  | East S. Central          | 11.5%  |
|  | East N. Central          | 11.5%  |
|  | West N. Central          | 7.7%   |
|  | Mountain                 | 11.5%  |
|  | Pacific                  | 11.5%  |
| Hours Worked per Week                      | Full-time (>=30 hours)   | 100.0% |
| Experience in Position                     | Years (Mean)             | 4.7    |
| People Supervised                          | Number (Mean)            | 10.4   |
| Has Secondary Employment                   | Yes                      | 15.4%  |
|  | No                       | 84.6%  |

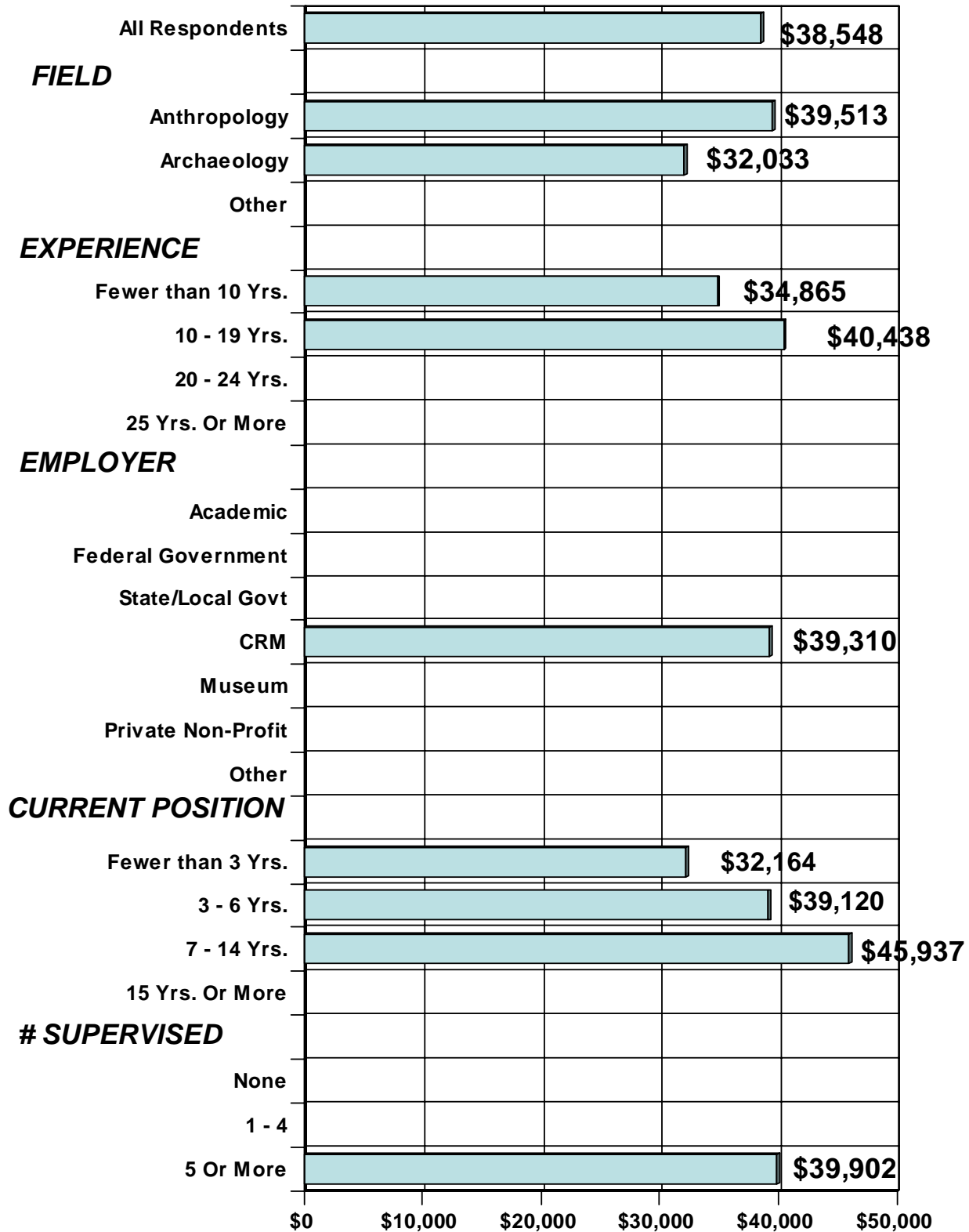
## Field Director

|                                     |                        | Annual Salary As of September 1, 2004 |                |        |        |                | Percent Change 2003-2004 |
|-------------------------------------|------------------------|---------------------------------------|----------------|--------|--------|----------------|--------------------------|
|                                     |                        | Number of Respondents                 | First Quartile | Mean   | Median | Third Quartile |                          |
| <b>Full-time Primary Employment</b> |                        |                                       |                |        |        |                |                          |
| Number Responding                   |                        | 26                                    | 34,375         | 38,548 | 37,282 | 41,500         | 3.2%                     |
| Location - U.S. Census District     | Middle Atlantic        | 2                                     |                |        |        |                |                          |
|                                     | South Atlantic         | 10                                    | 28,153         | 37,303 | 39,000 | 45,750         | 2.4%                     |
|                                     | East S. Central        | 3                                     |                |        |        |                |                          |
|                                     | East N. Central        | 3                                     |                |        |        |                |                          |
|                                     | West N. Central        | 2                                     |                |        |        |                |                          |
|                                     | Mountain               | 3                                     |                |        |        |                |                          |
|                                     | Pacific                | 3                                     |                |        |        |                |                          |
| Age                                 | Younger than 40        | 16                                    | 33,125         | 36,705 | 37,000 | 40,750         | 3.1%                     |
|                                     | 40 - 49                | 4                                     |                |        |        |                |                          |
|                                     | 50 - 54                | 3                                     |                |        |        |                |                          |
|                                     | 55 or older            | 3                                     |                |        |        |                |                          |
| Gender                              | Male                   | 17                                    | 33,750         | 39,014 | 37,000 | 40,500         | 2.8%                     |
|                                     | Female                 | 9                                     | 32,500         | 37,667 | 40,000 | 45,000         |                          |
| Highest Degree in Archaeology       | BA/BS                  | 4                                     |                |        |        |                | 2.1%                     |
|                                     | MA/MS                  | 18                                    | 34,375         | 36,056 | 37,282 | 40,250         | 3.0%                     |
|                                     | PhD                    | 4                                     |                |        |        |                |                          |
| Field of Highest Degree             | Anthropology           | 17                                    | 34,250         | 39,513 | 37,740 | 44,000         | 3.9%                     |
|                                     | Archaeology            | 6                                     | 27,400         | 32,033 | 35,000 | 36,250         | 1.1%                     |
|                                     | Other                  | 3                                     |                |        |        |                |                          |
| Work Experience                     | Fewer than 10 years    | 14                                    | 30,900         | 34,865 | 36,700 | 40,250         | 2.8%                     |
|                                     | 10 - 19 years          | 10                                    | 35,000         | 40,438 | 38,782 | 43,500         | 2.3%                     |
|                                     | 20 - 24 years          | 1                                     |                |        |        |                |                          |
|                                     | 25 years or more       | 1                                     |                |        |        |                |                          |
| Primary Employer                    | Academic               | 3                                     |                |        |        |                |                          |
|                                     | State/Local Government | 3                                     |                |        |        |                |                          |
|                                     | CRM                    | 16                                    | 35,250         | 39,310 | 37,370 | 41,000         | 2.8%                     |
|                                     | Museum                 | 2                                     |                |        |        |                |                          |
|                                     | Private Non-Profit     | 1                                     |                |        |        |                |                          |
|                                     | Other                  | 1                                     |                |        |        |                |                          |
| Years in Current Position           | Fewer than 3 years     | 9                                     | 25,756         | 32,164 | 36,000 | 37,282         | 3.0%                     |
|                                     | 3 - 6 years            | 10                                    | 34,050         | 39,120 | 40,500 | 43,500         | 2.2%                     |
|                                     | 7 - 14 years           | 7                                     | 35,000         | 45,937 | 40,000 | 60,320         | 5.0%                     |
| People Supervised                   | None                   | 3                                     |                |        |        |                |                          |
|                                     | 1 - 4                  | 4                                     |                |        |        |                |                          |
|                                     | 5 or more              | 19                                    | 35,000         | 39,902 | 37,740 | 41,000         | 3.6%                     |

# **FIELD DIRECTOR AVERAGE SALARY AS OF SEPTEMBER 1, 2004**



# **FIELD DIRECTOR AVERAGE SALARY AS OF SEPTEMBER 1, 2004**



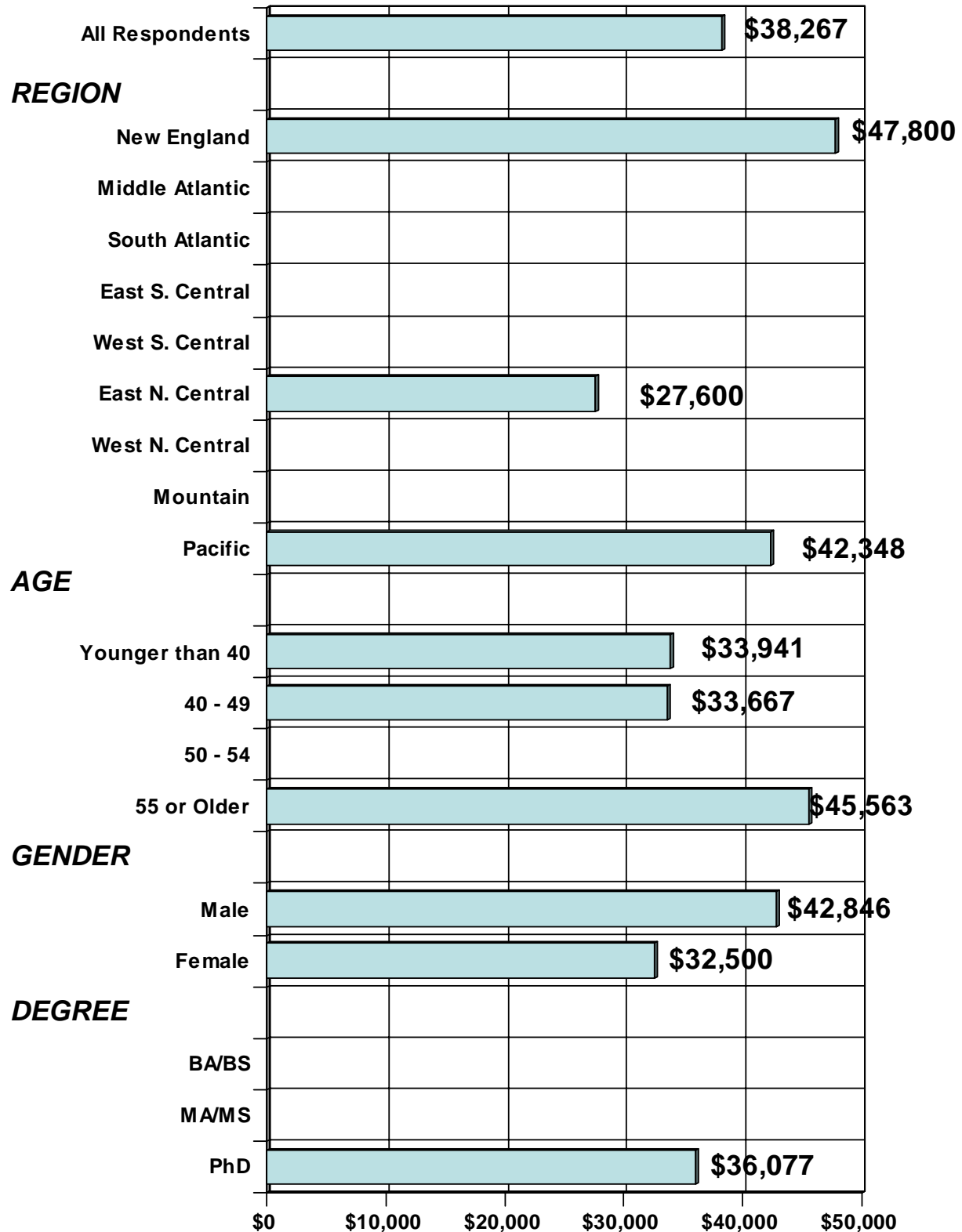
### *Instructor/Lecturer/Adjunct*

| <b>Respondent Profile Primary Position</b> |                          |       |
|--|--------------------------|-------|
| Number Responding                          |                          | 55    |
| Professional Experience                    | Years (Mean)             | 10.0  |
| Age  | (Mean)                   | 44.8  |
| Gender                                     | Male                     | 41.5% |
|  | Female                   | 58.5% |
| Highest Degree in Archaeology              | BA/BS                    | 1.9%  |
|  | MA/MS                    | 11.1% |
|  | PhD                      | 87.0% |
| Field of Highest Degree                    | Anthropology             | 75.9% |
|  | Archaeology              | 22.2% |
|  | Other                    | 1.9%  |
| Archaeology Degree                         | Years with Degree (Mean) | 7.8   |
| Primary Employer                           | Academic                 | 94.4% |
|  | Other                    | 5.6%  |
| Location - U.S. Census District            | New England              | 10.9% |
|  | Middle Atlantic          | 9.1%  |
|  | South Atlantic           | 10.9% |
|  | East S. Central          | 3.6%  |
|  | West S. Central          | 1.8%  |
|  | East N. Central          | 16.4% |
|  | West N. Central          | 1.8%  |
|  | Mountain                 | 12.7% |
|  | Pacific                  | 32.7% |
| Hours Worked per Week                      | Full-time (>=30 hours)   | 55.6% |
|  | Part-time                | 44.4% |
| Experience in Position                     | Years (Mean)             | 5.0   |
| People Supervised                          | Number (Mean)            | 6.8   |
| Has Secondary Employment                   | Yes                      | 32.7% |
|  | No                       | 67.3% |

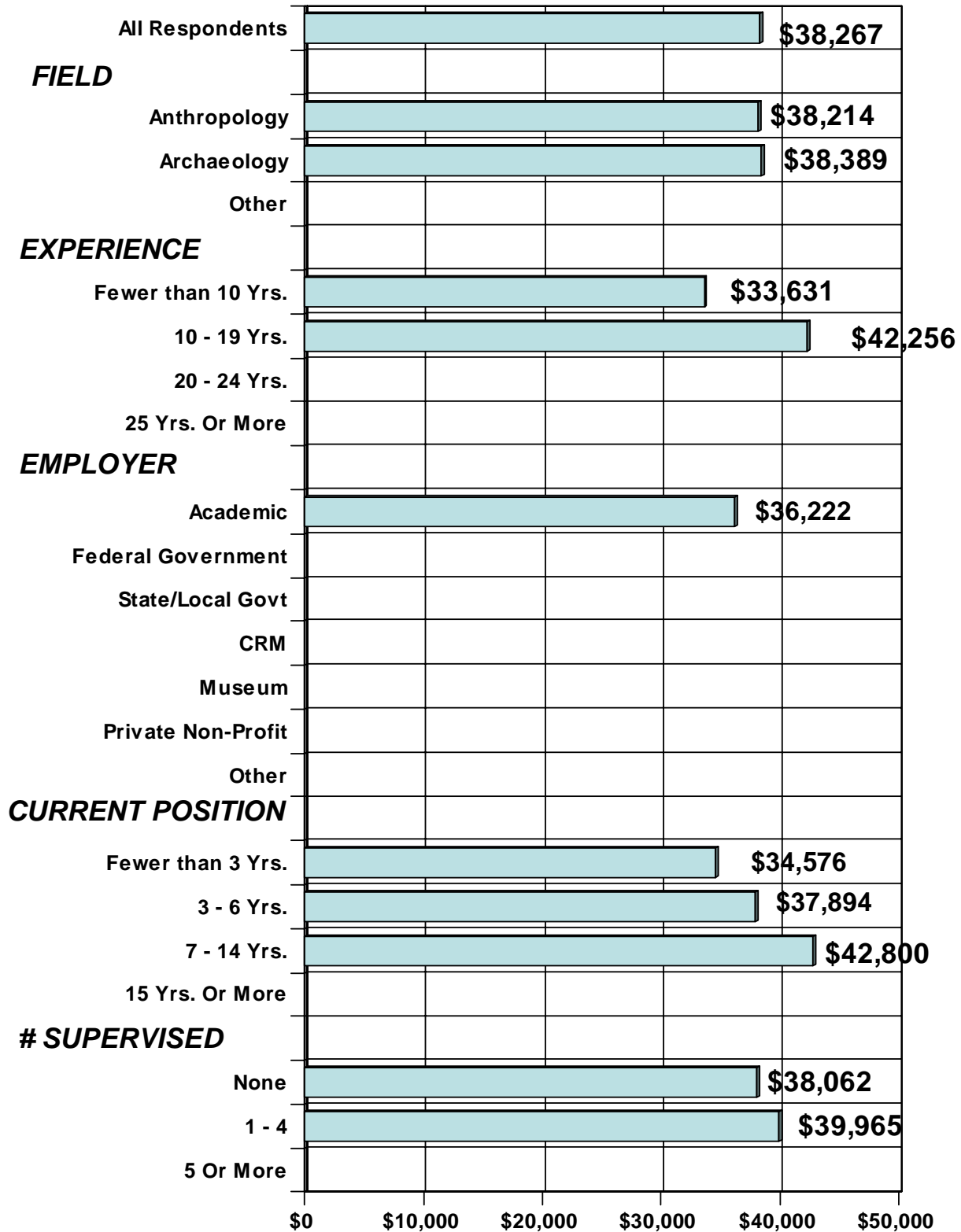
## *Instructor/Lecturer/Adjunct*

|                                     |                     | Annual Salary As of September 1, 2004 |                |        |        |                | Percent Change 2003-2004 |
|-------------------------------------|---------------------|---------------------------------------|----------------|--------|--------|----------------|--------------------------|
|                                     |                     | Number of Respondents                 | First Quartile | Mean   | Median | Third Quartile |                          |
| <b>Full-time Primary Employment</b> |                     |                                       |                |        |        |                |                          |
| Number Responding                   |                     | 30                                    | 27,545         | 38,267 | 38,000 | 48,750         | 2.0%                     |
| Location - U.S. Census District     | New England         | 5                                     | 33,500         | 47,800 | 41,000 | 65,500         | 2.5%                     |
|                                     | Middle Atlantic     | 4                                     |                |        |        |                |                          |
|                                     | South Atlantic      | 4                                     |                |        |        |                |                          |
|                                     | East S. Central     | 1                                     |                |        |        |                |                          |
|                                     | West S. Central     | 1                                     |                |        |        |                |                          |
|                                     | East N. Central     | 5                                     | 13,500         | 27,600 | 28,000 | 41,500         | 3.0%                     |
|                                     | Mountain            | 3                                     |                |        |        |                |                          |
| Age                                 | Pacific             | 7                                     | 26,179         | 42,348 | 30,000 | 60,257         | 2.0%                     |
|                                     | Younger than 40     | 13                                    | 20,090         | 33,941 | 33,000 | 47,500         | 2.0%                     |
|                                     | 40 - 49             | 6                                     | 26,750         | 33,667 | 33,000 | 42,250         | 1.8%                     |
|                                     | 50 - 54             | 3                                     |                |        |        |                |                          |
| Gender                              | 55 or older         | 8                                     | 25,500         | 45,563 | 46,250 | 66,000         | 2.4%                     |
|                                     | Male                | 13                                    | 28,000         | 42,846 | 43,000 | 56,780         | 3.0%                     |
| Highest Degree in Archaeology       | Female              | 16                                    | 23,250         | 32,500 | 34,500 | 41,750         | 1.5%                     |
|                                     | BA/BS               | 1                                     |                |        |        |                |                          |
|                                     | MA/MS               | 3                                     |                |        |        |                |                          |
| Field of Highest Degree             | PhD                 | 26                                    | 25,634         | 36,077 | 37,000 | 45,375         | 1.7%                     |
|                                     | Anthropology        | 21                                    | 27,090         | 38,214 | 34,000 | 51,000         | 1.7%                     |
| Work Experience                     | Archaeology         | 9                                     | 21,250         | 38,389 | 40,000 | 45,500         | 2.5%                     |
|                                     | Fewer than 10 years | 11                                    | 14,000         | 33,631 | 31,000 | 51,000         | 1.8%                     |
|                                     | 10 - 19 years       | 10                                    | 26,750         | 42,256 | 43,500 | 51,640         | 2.9%                     |
|                                     | 20 - 24 years       | 3                                     |                |        |        |                |                          |
| Primary Employer                    | 25 years or more    | 4                                     |                |        |        |                |                          |
|                                     | Academic            | 27                                    | 28,000         | 36,222 | 36,000 | 44,500         | 1.8%                     |
| Years in Current Position           | Other               | 3                                     |                |        |        |                |                          |
|                                     | Fewer than 3 years  | 14                                    | 23,750         | 34,576 | 32,000 | 45,750         | 1.5%                     |
|                                     | 3 - 6 years         | 10                                    | 29,045         | 37,894 | 38,000 | 46,125         | 2.3%                     |
|                                     | 7 - 14 years        | 5                                     | 20,000         | 42,800 | 40,000 | 67,000         | 2.2%                     |
| People Supervised                   | 15 years or more    | 1                                     |                |        |        |                |                          |
|                                     | None                | 19                                    | 28,000         | 38,062 | 33,000 | 48,000         | 1.8%                     |
|                                     | 1 - 4               | 7                                     | 23,000         | 39,965 | 42,000 | 60,000         | 1.8%                     |
|                                     | 5 or more           | 4                                     |                |        |        |                |                          |

# **INSTRUCTOR/LECTURER/ADJUNCT AVERAGE SALARY AS OF SEPTEMBER 1, 2004**



# **INSTRUCTOR/LECTURER/ADJUNCT AVERAGE SALARY AS OF SEPTEMBER 1, 2004**



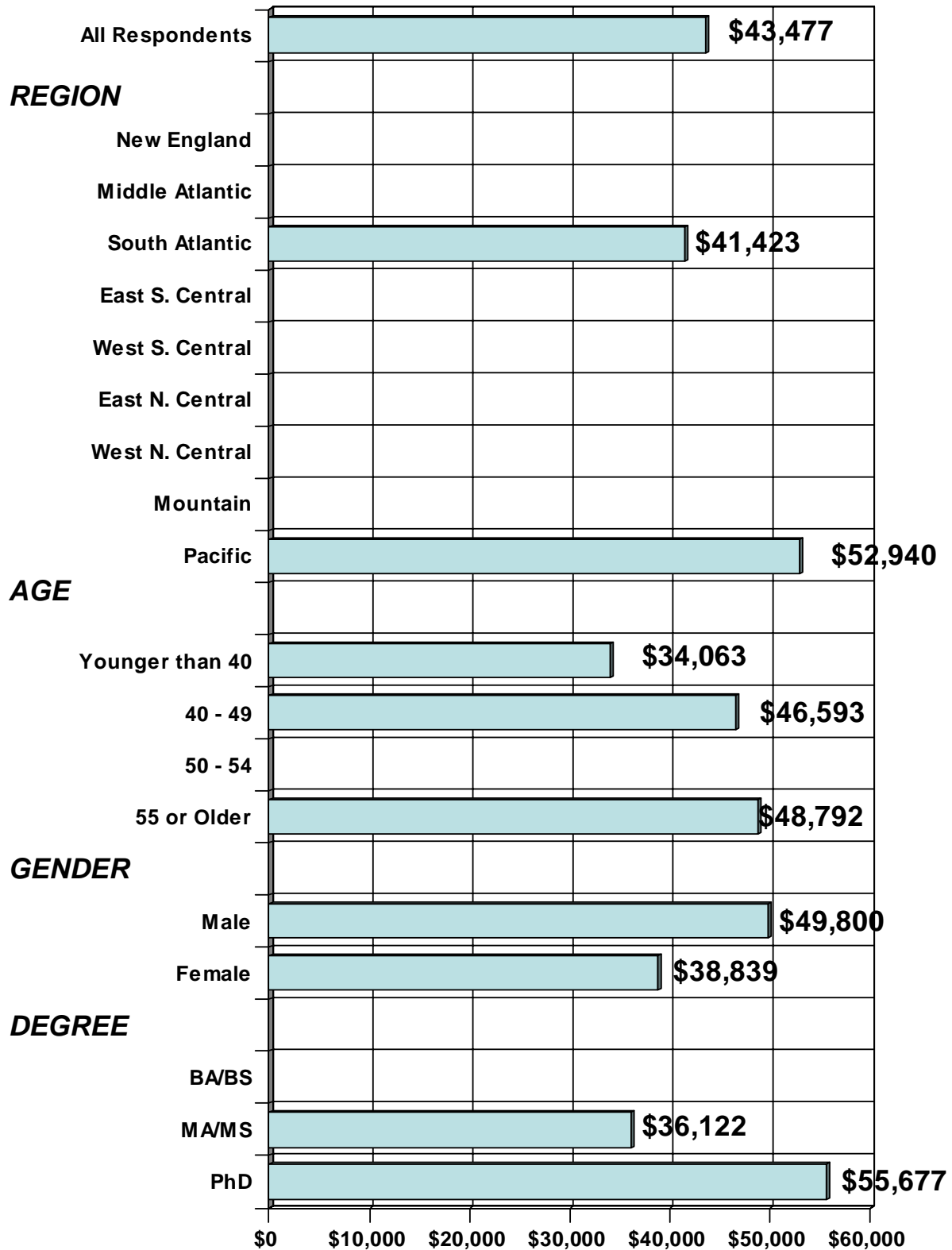
## ***Lab Director***

| <b>Respondent Profile Primary Position</b> |                          |       |
|--|--------------------------|-------|
| Number Responding                          |                          | 31    |
| Professional Experience                    | Years (Mean)             | 13.8  |
| Age  | (Mean)                   | 46.0  |
| Gender                                     | Male                     | 41.9% |
|  | Female                   | 58.1% |
| Highest Degree in Archaeology              | BA/BS                    | 9.7%  |
|  | MA/MS                    | 41.9% |
|  | PhD                      | 45.2% |
|  | Other                    | 3.2%  |
| Field of Highest Degree                    | Anthropology             | 58.1% |
|  | Archaeology              | 29.0% |
|  | Other                    | 12.9% |
| Archaeology Degree                         | Years with Degree (Mean) | 8.8   |
| Primary Employer                           | Academic                 | 35.5% |
|  | Federal Government       | 3.2%  |
|  | State/Local Government   | 9.7%  |
|  | CRM                      | 48.4% |
|  | Other                    | 3.2%  |
| Location - U.S. Census District            | New England              | 3.2%  |
|  | Middle Atlantic          | 9.7%  |
|  | South Atlantic           | 22.6% |
|  | West S. Central          | 6.5%  |
|  | East N. Central          | 9.7%  |
|  | West N. Central          | 9.7%  |
|  | Mountain                 | 12.9% |
|  | Pacific                  | 25.8% |
| Hours Worked per Week                      | Full-time (>=30 hours)   | 83.9% |
|  | Part-time                | 16.1% |
| Experience in Position                     | Years (Mean)             | 7.7   |
| People Supervised                          | Number (Mean)            | 6.0   |
| Has Secondary Employment                   | Yes                      | 19.4% |
|  | No                       | 80.6% |

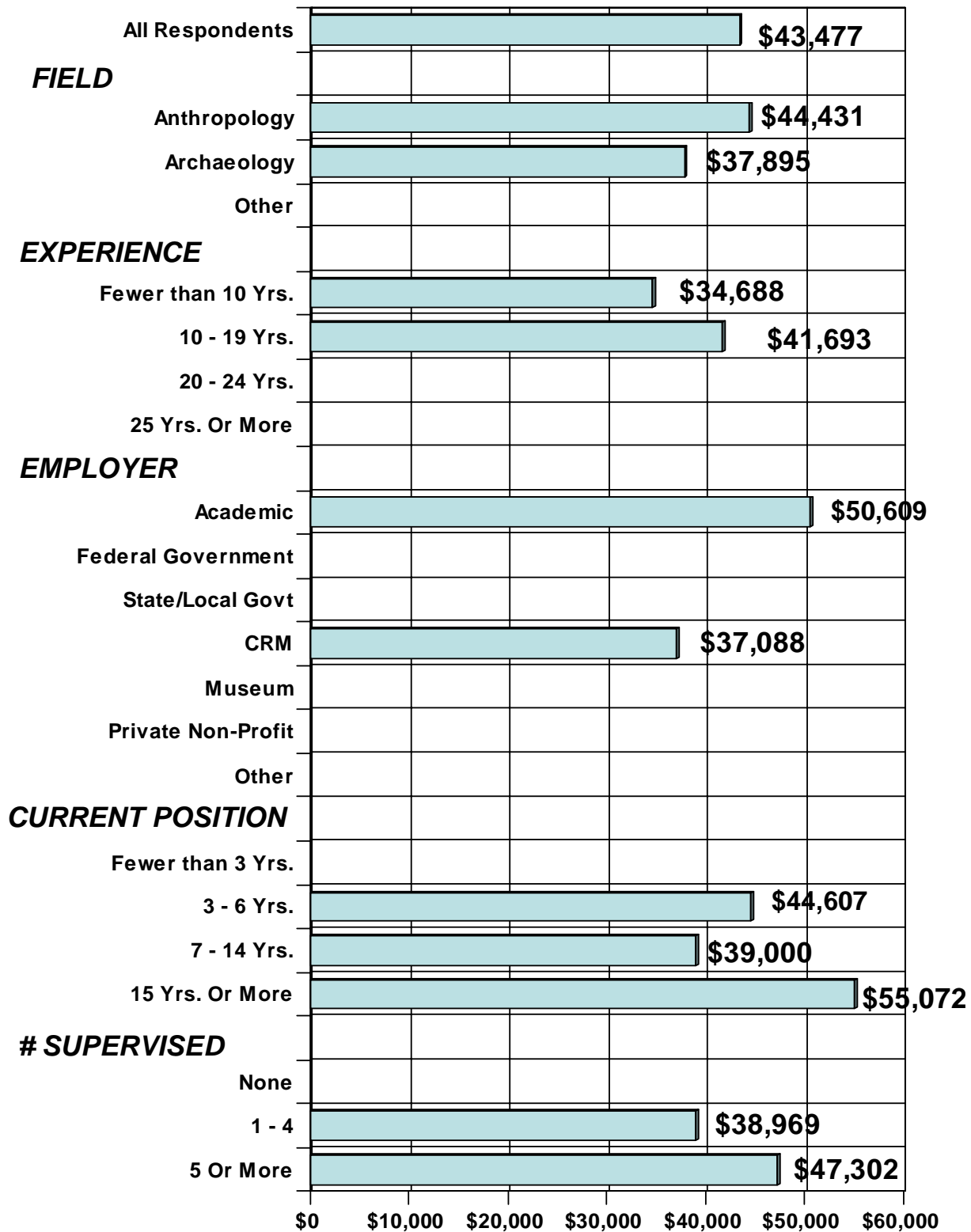
## Lab Director

|                                     |                        | Annual Salary As of September 1, 2004 |                |        |        |                | Percent Change 2003-2004 |
|-------------------------------------|------------------------|---------------------------------------|----------------|--------|--------|----------------|--------------------------|
|                                     |                        | Number of Respondents                 | First Quartile | Mean   | Median | Third Quartile |                          |
| <b>Full-time Primary Employment</b> |                        |                                       |                |        |        |                |                          |
| Number Responding                   |                        | 26                                    | 32,000         | 43,477 | 40,250 | 50,000         | 4.6%                     |
| Location - U.S. Census District     | New England            | 1                                     |                |        |        |                |                          |
|                                     | Middle Atlantic        | 3                                     |                |        |        |                |                          |
|                                     | South Atlantic         | 7                                     | 32,500         | 41,423 | 38,000 | 50,000         | 6.5%                     |
|                                     | West S. Central        | 2                                     |                |        |        |                |                          |
|                                     | East N. Central        | 3                                     |                |        |        |                |                          |
|                                     | West N. Central        | 2                                     |                |        |        |                |                          |
|                                     | Mountain               | 3                                     |                |        |        |                |                          |
| Age                                 | Pacific                | 5                                     | 41,500         | 52,940 | 43,000 | 69,350         | 1.8%                     |
|                                     | Younger than 40        | 8                                     | 30,500         | 34,063 | 32,250 | 40,250         | 4.3%                     |
|                                     | 40 - 49                | 10                                    | 31,450         | 46,593 | 39,500 | 57,099         | 1.9%                     |
|                                     | 50 - 54                | 3                                     |                |        |        |                |                          |
| Gender                              | 55 or older            | 5                                     | 38,980         | 48,792 | 43,000 | 61,500         | 2.6%                     |
|                                     | Male                   | 11                                    | 38,000         | 49,800 | 42,000 | 57,000         | 5.5%                     |
| Highest Degree in Archaeology       | Female                 | 15                                    | 30,000         | 38,839 | 37,960 | 46,700         | 3.9%                     |
|                                     | BA/BS                  | 3                                     |                |        |        |                |                          |
|                                     | MA/MS                  | 12                                    | 32,000         | 36,122 | 34,250 | 40,625         | 4.1%                     |
|                                     | PhD                    | 10                                    | 41,750         | 55,677 | 52,733 | 65,575         | 5.6%                     |
| Field of Highest Degree             | Other                  | 1                                     |                |        |        |                |                          |
|                                     | Anthropology           | 15                                    | 36,000         | 44,431 | 40,000 | 46,700         | 5.4%                     |
|                                     | Archaeology            | 7                                     | 32,000         | 37,895 | 32,000 | 43,000         | 3.9%                     |
| Work Experience                     | Other                  | 4                                     |                |        |        |                |                          |
|                                     | Fewer than 10 years    | 8                                     | 30,500         | 34,688 | 34,000 | 40,875         | 9.7%                     |
|                                     | 10 - 19 years          | 11                                    | 32,000         | 41,693 | 39,500 | 50,000         | 2.7%                     |
|                                     | 20 - 24 years          | 3                                     |                |        |        |                |                          |
| Primary Employer                    | 25 years or more       | 4                                     |                |        |        |                |                          |
|                                     | Academic               | 7                                     | 41,000         | 50,609 | 43,000 | 57,000         | 7.4%                     |
|                                     | Federal Government     | 1                                     |                |        |        |                |                          |
|                                     | State/Local Government | 3                                     |                |        |        |                |                          |
| Years in Current Position           | CRM                    | 15                                    | 32,000         | 37,088 | 37,960 | 41,000         | 3.8%                     |
|                                     | Fewer than 3 years     | 4                                     |                |        |        |                |                          |
|                                     | 3 - 6 years            | 9                                     | 34,250         | 44,607 | 38,000 | 46,000         | 7.1%                     |
|                                     | 7 - 14 years           | 7                                     | 32,000         | 39,000 | 40,500 | 43,000         | 2.4%                     |
| People Supervised                   | 15 years or more       | 6                                     | 44,916         | 55,072 | 56,233 | 65,575         | 2.5%                     |
|                                     | None                   | 1                                     |                |        |        |                |                          |
|                                     | 1 - 4                  | 11                                    | 32,000         | 38,969 | 37,960 | 46,700         | 7.4%                     |
|                                     | 5 or more              | 14                                    | 31,875         | 47,302 | 41,500 | 57,099         | 2.5%                     |

# **LAB DIRECTOR AVERAGE SALARY AS OF SEPTEMBER 1, 2004**



# LAB DIRECTOR AVERAGE SALARY AS OF SEPTEMBER 1, 2004



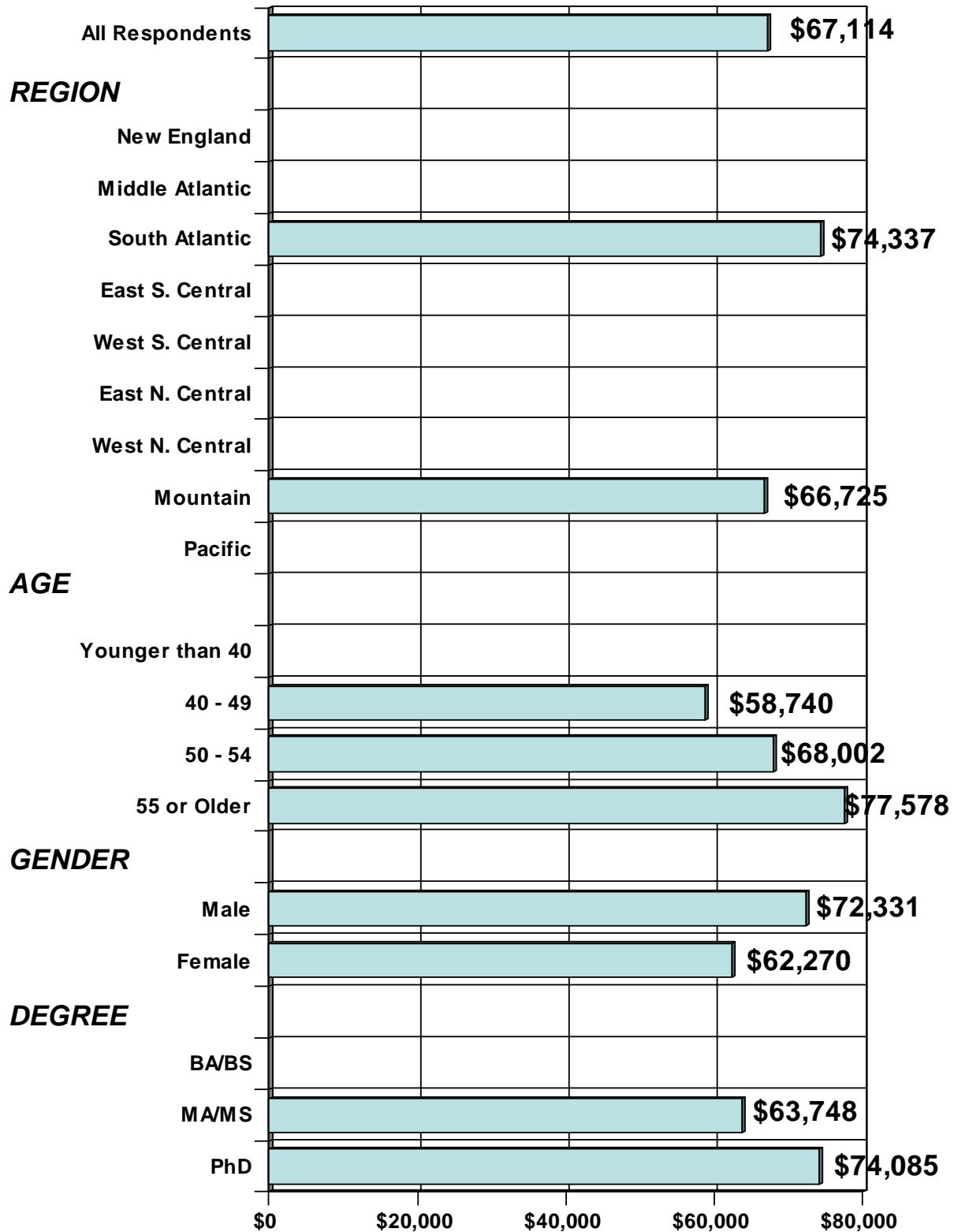
## ***Museum Director***

| <b>Respondent Profile Primary Position</b> |                          |       |
|--|--------------------------|-------|
| Number Responding                          |                          | 28    |
| Professional Experience                    | Years (Mean)             | 23.4  |
| Age  | (Mean)                   | 53.0  |
| Gender                                     | Male                     | 50.0% |
|  | Female                   | 50.0% |
| Highest Degree in Archaeology              | BA/BS                    | 7.1%  |
|  | MA/MS                    | 35.7% |
|  | PhD                      | 57.1% |
| Field of Highest Degree                    | Anthropology             | 71.4% |
|  | Archaeology              | 25.0% |
|  | Other                    | 3.6%  |
| Archaeology Degree                         | Years with Degree (Mean) | 19.1  |
| Primary Employer                           | Academic                 | 17.9% |
|  | Federal Government       | 7.1%  |
|  | State/Local Government   | 17.9% |
|  | Museum                   | 42.9% |
|  | Private Non-Profit       | 7.1%  |
|  | Other                    | 7.1%  |
| Location - U.S. Census District            | New England              | 14.3% |
|  | Middle Atlantic          | 3.6%  |
|  | South Atlantic           | 21.4% |
|  | East S. Central          | 7.1%  |
|  | West S. Central          | 7.1%  |
|  | East N. Central          | 14.3% |
|  | West N. Central          | 3.6%  |
|  | Mountain                 | 21.4% |
|  | Pacific                  | 7.1%  |
| Hours Worked per Week                      | Full-time (>=30 hours)   | 96.4% |
|  | Part-time                | 3.6%  |
| Experience in Position                     | Years (Mean)             | 10.1  |
| People Supervised                          | Number (Mean)            | 19.0  |
| Has Secondary Employment                   | Yes                      | 28.6% |
|  | No                       | 71.4% |

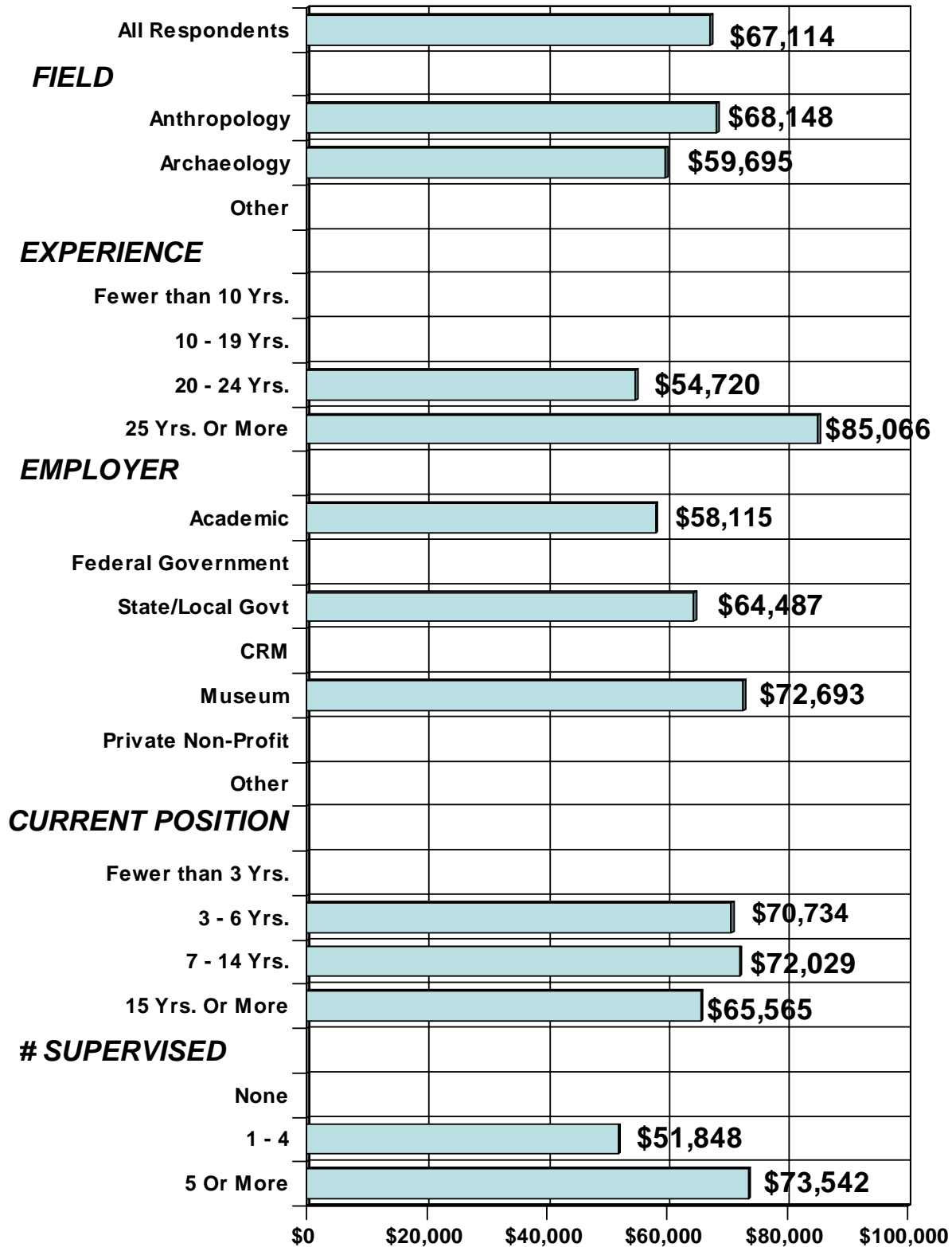
## Museum Director

|                                     |                        | Annual Salary As of September 1, 2004 |                |        |        |                | Percent Change 2003-2004 |
|-------------------------------------|------------------------|---------------------------------------|----------------|--------|--------|----------------|--------------------------|
|                                     |                        | Number of Respondents                 | First Quartile | Mean   | Median | Third Quartile |                          |
| <b>Full-time Primary Employment</b> |                        |                                       |                |        |        |                |                          |
| Number Responding                   |                        | 27                                    | 50,000         | 67,114 | 67,000 | 84,000         | 2.0%                     |
| Location - U.S. Census District     | New England            | 3                                     |                |        |        |                |                          |
|                                     | Middle Atlantic        | 1                                     |                |        |        |                |                          |
|                                     | South Atlantic         | 6                                     | 58,112         | 74,337 | 75,259 | 87,853         | 2.2%                     |
|                                     | East S. Central        | 2                                     |                |        |        |                |                          |
|                                     | West S. Central        | 2                                     |                |        |        |                |                          |
|                                     | East N. Central        | 4                                     |                |        |        |                |                          |
|                                     | West N. Central        | 1                                     |                |        |        |                |                          |
|                                     | Mountain               | 6                                     | 45,511         | 66,725 | 54,500 | 92,500         | 1.9%                     |
| Pacific                             | 2                      |                                       |                |        |        |                |                          |
| Age                                 | Younger than 40        | 1                                     |                |        |        |                |                          |
|                                     | 40 - 49                | 6                                     | 42,261         | 58,740 | 63,789 | 73,388         | 1.7%                     |
|                                     | 50 - 54                | 12                                    | 50,500         | 68,002 | 63,500 | 84,000         | 2.2%                     |
|                                     | 55 or older            | 8                                     | 51,937         | 77,578 | 74,000 | 109,566        | 2.4%                     |
| Gender                              | Male                   | 13                                    | 56,000         | 72,331 | 70,000 | 84,133         | 1.7%                     |
|                                     | Female                 | 14                                    | 45,511         | 62,270 | 52,500 | 78,000         | 2.4%                     |
| Highest Degree in Archaeology       | BA/BS                  | 2                                     |                |        |        |                |                          |
|                                     | MA/MS                  | 9                                     | 50,458         | 63,748 | 60,000 | 75,700         | 2.7%                     |
|                                     | PhD                    | 16                                    | 52,250         | 74,085 | 74,259 | 84,199         | 1.9%                     |
| Field of Highest Degree             | Anthropology           | 19                                    | 50,000         | 68,148 | 67,400 | 84,000         | 2.1%                     |
|                                     | Archaeology            | 7                                     | 46,348         | 59,695 | 53,000 | 72,517         | 1.7%                     |
|                                     | Other                  | 1                                     |                |        |        |                |                          |
| Work Experience                     | Fewer than 10 years    | 2                                     |                |        |        |                |                          |
|                                     | 10 - 19 years          | 3                                     |                |        |        |                |                          |
|                                     | 20 - 24 years          | 11                                    | 43,000         | 54,720 | 52,000 | 67,400         | 2.4%                     |
|                                     | 25 years or more       | 11                                    | 70,000         | 85,066 | 84,000 | 99,413         | 1.7%                     |
| Primary Employer                    | Academic               | 5                                     | 51,500         | 58,115 | 60,000 | 63,789         | 2.0%                     |
|                                     | Federal Government     | 2                                     |                |        |        |                |                          |
|                                     | State/Local Government | 5                                     | 51,958         | 64,487 | 70,000 | 74,259         | 2.0%                     |
|                                     | Museum                 | 12                                    | 44,500         | 72,693 | 78,804 | 92,316         | 1.9%                     |
|                                     | Private Non-Profit     | 1                                     |                |        |        |                |                          |
|                                     | Other                  | 2                                     |                |        |        |                |                          |
| Years in Current Position           | Fewer than 3 years     | 4                                     |                |        |        |                |                          |
|                                     | 3 - 6 years            | 9                                     | 51,000         | 70,734 | 76,000 | 84,000         | 2.4%                     |
|                                     | 7 - 14 years           | 7                                     | 46,348         | 72,029 | 60,177 | 99,413         | 1.5%                     |
|                                     | 15 years or more       | 7                                     | 40,000         | 65,565 | 60,000 | 78,000         | 2.3%                     |
| People Supervised                   | 1 - 4                  | 8                                     | 35,000         | 51,848 | 52,500 | 65,294         | 1.1%                     |
|                                     | 5 or more              | 19                                    | 51,916         | 73,542 | 72,517 | 84,265         | 2.4%                     |

# **MUSEUM DIRECTOR AVERAGE SALARY AS OF SEPTEMBER 1, 2004**



# **MUSEUM DIRECTOR AVERAGE SALARY AS OF SEPTEMBER 1, 2004**



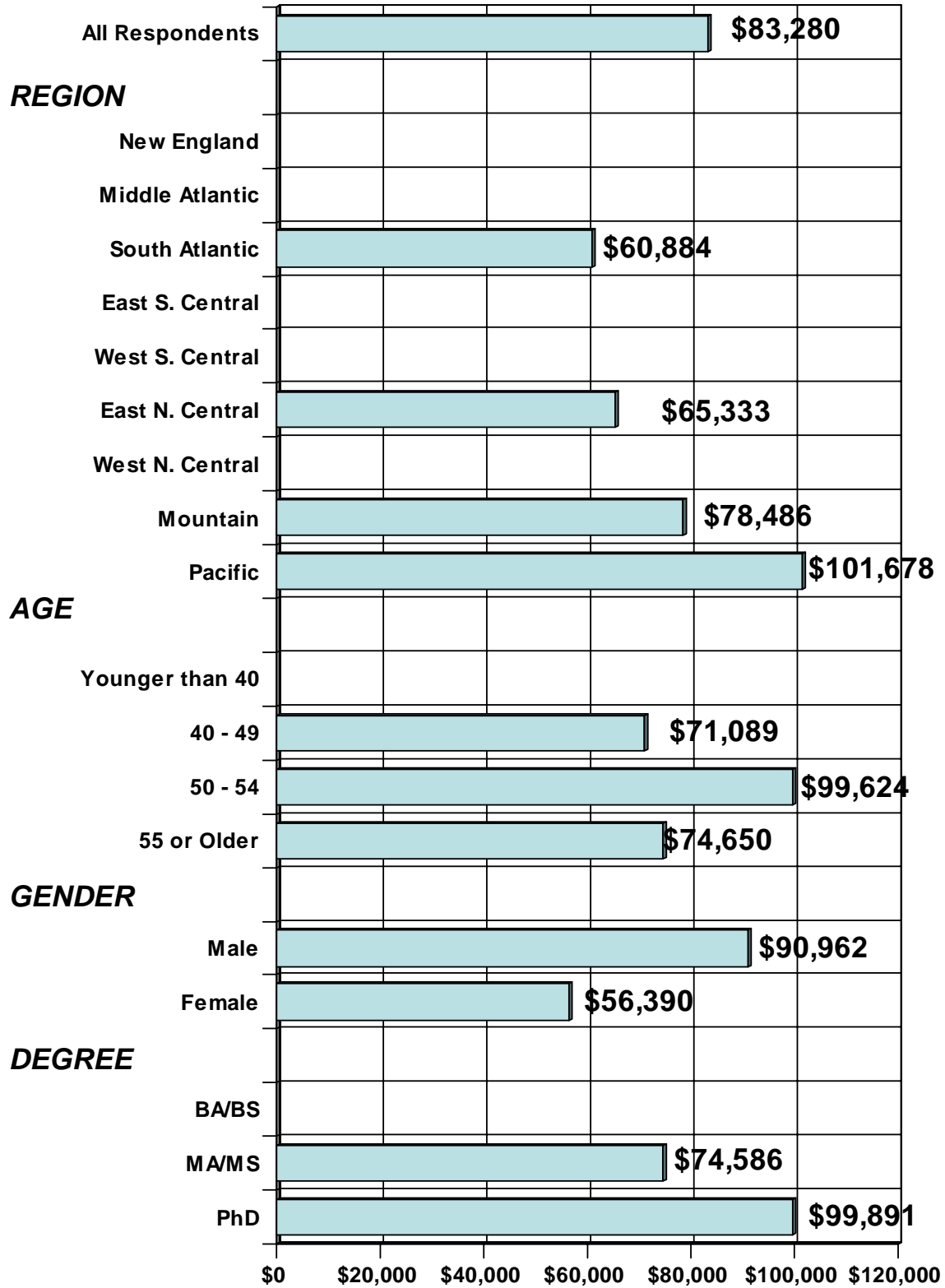
## *Owner*

| <b>Respondent Profile Primary Position</b> |                          |       |
|--|--------------------------|-------|
| Number Responding                          |                          | 62    |
| Professional Experience                    | Years (Mean)             | 23.0  |
| Age  | (Mean)                   | 52.5  |
| Gender                                     | Male                     | 71.0% |
|  | Female                   | 29.0% |
| Highest Degree in Archaeology              | BA/BS                    | 3.3%  |
|  | MA/MS                    | 59.0% |
|  | PhD                      | 36.1% |
|  | Other                    | 1.6%  |
| Field of Highest Degree                    | Anthropology             | 78.7% |
|  | Archaeology              | 8.2%  |
|  | Other                    | 13.1% |
| Archaeology Degree                         | Years with Degree (Mean) | 19.0  |
| Primary Employer                           | CRM                      | 88.7% |
|  | Other                    | 11.3% |
| Location - U.S. Census District            | New England              | 4.8%  |
|  | Middle Atlantic          | 6.5%  |
|  | South Atlantic           | 14.5% |
|  | East S. Central          | 3.2%  |
|  | West S. Central          | 6.5%  |
|  | East N. Central          | 11.3% |
|  | West N. Central          | 3.2%  |
|  | Mountain                 | 24.2% |
|  | Pacific                  | 25.8% |
| Hours Worked per Week                      | Full-time (>=30 hours)   | 90.2% |
|  | Part-time                | 9.8%  |
| Experience in Position                     | Years (Mean)             | 13.1  |
| People Supervised                          | Number (Mean)            | 13.8  |
| Has Secondary Employment                   | Yes                      | 16.1% |
|  | No                       | 83.9% |

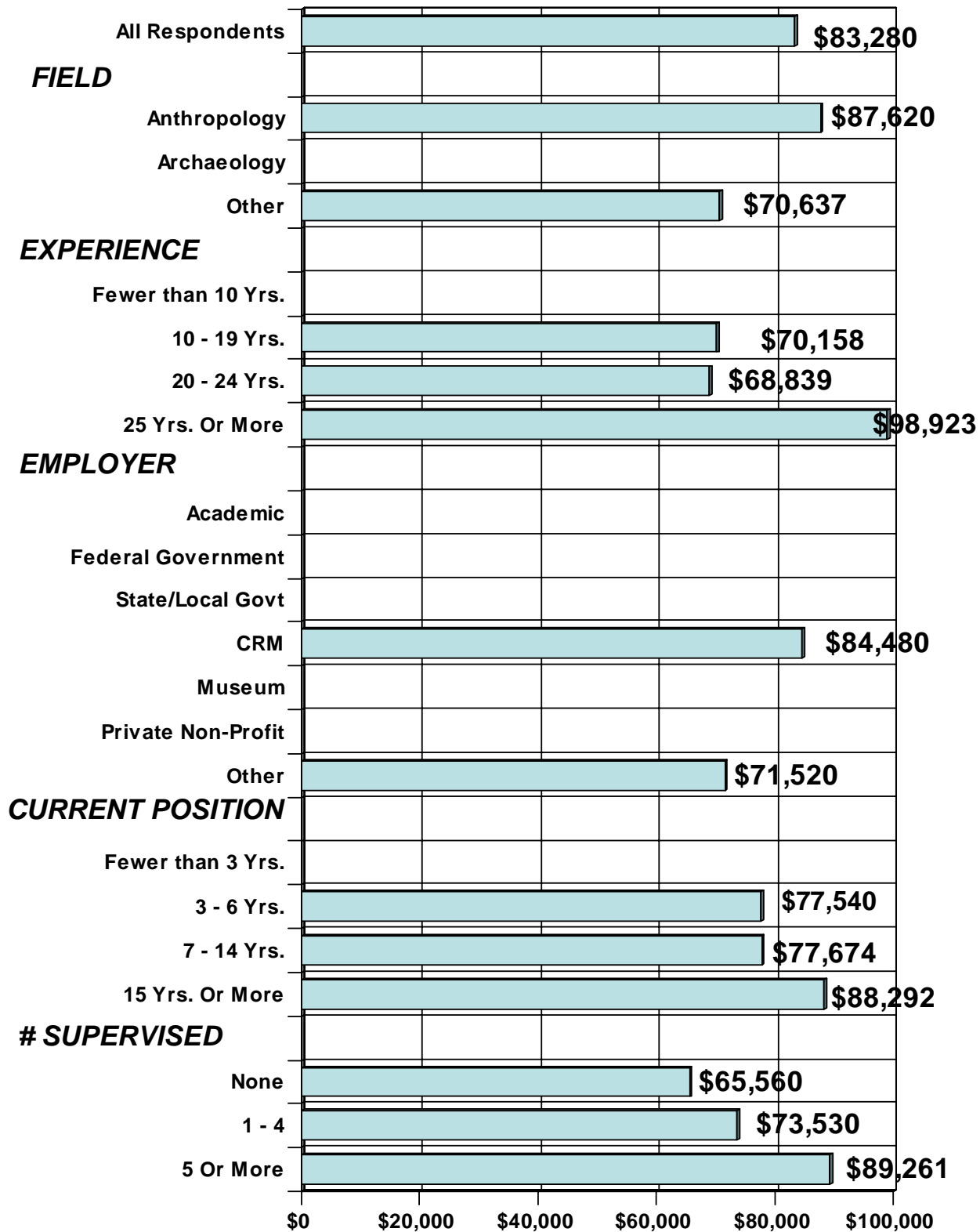
## Owner

|                                     |                     | Annual Salary As of September 1, 2004 |                |        |         |                | Percent Change 2003-2004 |
|-------------------------------------|---------------------|---------------------------------------|----------------|--------|---------|----------------|--------------------------|
|                                     |                     | Number of Respondents                 | First Quartile | Mean   | Median  | Third Quartile |                          |
| <b>Full-time Primary Employment</b> |                     |                                       |                |        |         |                |                          |
| Number Responding                   |                     | 54                                    | 50,000         | 83,280 | 65,000  | 100,000        | 3.6%                     |
| Location - U.S. Census District     | New England         | 3                                     |                |        |         |                |                          |
|                                     | Middle Atlantic     | 2                                     |                |        |         |                |                          |
|                                     | South Atlantic      | 7                                     | 38,000         | 60,884 | 65,000  | 70,000         | .7%                      |
|                                     | East S. Central     | 2                                     |                |        |         |                |                          |
|                                     | West S. Central     | 3                                     |                |        |         |                |                          |
|                                     | East N. Central     | 6                                     | 48,750         | 65,333 | 62,500  | 79,000         | 3.8%                     |
|                                     | West N. Central     | 2                                     |                |        |         |                |                          |
|                                     | Mountain            | 15                                    | 52,000         | 78,486 | 61,500  | 82,000         | 9.2%                     |
| Pacific                             | 14                  | 57,500                                | 101,678        | 85,000 | 150,000 | .5%            |                          |
| Age                                 | Younger than 40     | 4                                     |                |        |         |                |                          |
|                                     | 40 - 49             | 14                                    | 59,400         | 71,089 | 66,450  | 85,000         | 1.6%                     |
|                                     | 50 - 54             | 20                                    | 50,500         | 99,624 | 63,700  | 137,772        | 4.0%                     |
|                                     | 55 or older         | 16                                    | 45,684         | 74,650 | 65,000  | 80,250         | 1.7%                     |
| Gender                              | Male                | 42                                    | 60,000         | 90,962 | 67,500  | 100,272        | 2.6%                     |
|                                     | Female              | 12                                    | 37,580         | 56,390 | 49,490  | 67,886         | 6.8%                     |
| Highest Degree in Archaeology       | BA/BS               | 2                                     |                |        |         |                |                          |
|                                     | MA/MS               | 33                                    | 52,500         | 74,586 | 62,900  | 73,900         | 2.8%                     |
|                                     | PhD                 | 18                                    | 51,245         | 99,891 | 78,500  | 127,500        | 5.7%                     |
|                                     | Other               | 1                                     |                |        |         |                |                          |
| Field of Highest Degree             | Anthropology        | 44                                    | 52,750         | 87,620 | 65,000  | 100,000        | 3.7%                     |
|                                     | Archaeology         | 4                                     |                |        |         |                |                          |
|                                     | Other               | 6                                     | 49,434         | 70,637 | 62,500  | 100,272        | 4.0%                     |
| Work Experience                     | Fewer than 10 years | 4                                     |                |        |         |                |                          |
|                                     | 10 - 19 years       | 9                                     | 49,490         | 70,158 | 60,000  | 87,500         | 4.7%                     |
|                                     | 20 - 24 years       | 14                                    | 43,250         | 68,839 | 61,950  | 100,000        | 1.1%                     |
|                                     | 25 years or more    | 27                                    | 55,000         | 98,923 | 68,848  | 115,000        | 2.5%                     |
| Primary Employer                    | CRM                 | 49                                    | 50,000         | 84,480 | 65,000  | 100,000        | 5.1%                     |
|                                     | Other               | 5                                     | 58,800         | 71,520 | 60,000  | 90,000         | -8.3%                    |
| Years in Current Position           | Fewer than 3 years  | 2                                     |                |        |         |                |                          |
|                                     | 3 - 6 years         | 10                                    | 39,500         | 77,540 | 60,000  | 82,500         | 3.9%                     |
|                                     | 7 - 14 years        | 15                                    | 50,000         | 77,674 | 65,000  | 100,000        | 4.1%                     |
|                                     | 15 years or more    | 26                                    | 51,500         | 88,292 | 66,924  | 84,000         | 1.6%                     |
| People Supervised                   | None                | 5                                     | 47,500         | 65,560 | 60,000  | 86,400         | 5.0%                     |
|                                     | 1 - 4               | 13                                    | 39,000         | 73,530 | 60,000  | 70,000         | 3.3%                     |
|                                     | 5 or more           | 36                                    | 58,200         | 89,261 | 69,424  | 100,000        | 3.6%                     |

# OWNER AVERAGE SALARY AS OF SEPTEMBER 1, 2004



# OWNER AVERAGE SALARY AS OF SEPTEMBER 1, 2004



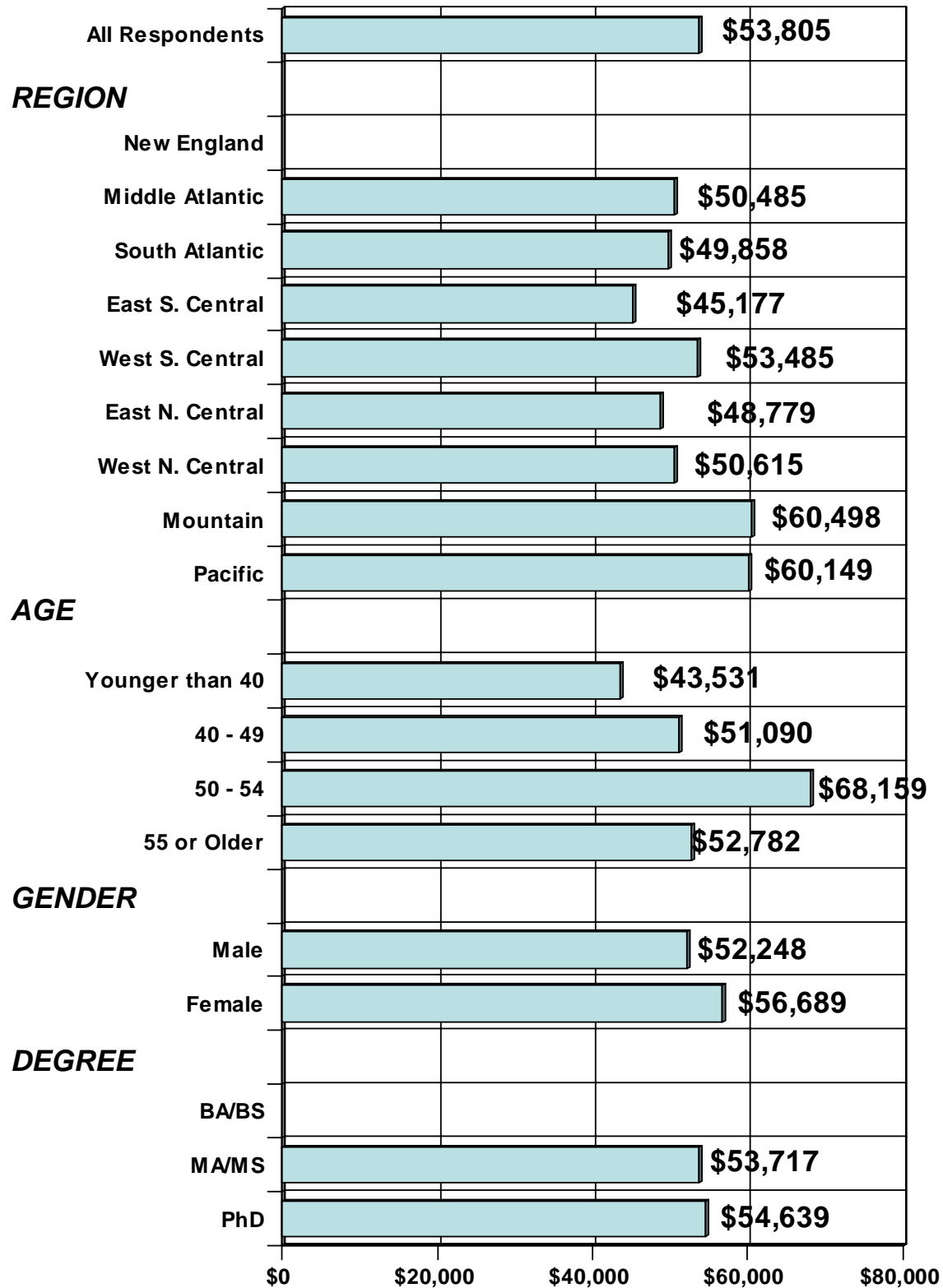
## *Principal Investigator*

| <b>Respondent Profile Primary Position</b> |                          |       |
|--|--------------------------|-------|
| Number Responding                          |                          | 169   |
| Professional Experience                    | Years (Mean)             | 17.0  |
| Age  | (Mean)                   | 46.1  |
| Gender                                     | Male                     | 64.3% |
|  | Female                   | 35.7% |
| Highest Degree in Archaeology              | BA/BS                    | 1.8%  |
|  | MA/MS                    | 55.2% |
|  | PhD                      | 42.4% |
|  | Other                    | .6%   |
| Field of Highest Degree                    | Anthropology             | 66.1% |
|  | Archaeology              | 21.4% |
|  | Other                    | 12.5% |
| Archaeology Degree                         | Years with Degree (Mean) | 13.5  |
| Primary Employer                           | Academic                 | 4.7%  |
|  | Federal Government       | 1.2%  |
|  | State/Local Government   | 5.3%  |
|  | CRM                      | 79.9% |
|  | Museum                   | 1.2%  |
|  | Private Non-Profit       | 1.8%  |
|  | Other                    | 5.9%  |
| Location - U.S. Census District            | New England              | 2.4%  |
|  | Middle Atlantic          | 10.1% |
|  | South Atlantic           | 17.9% |
|  | East S. Central          | 6.0%  |
|  | West S. Central          | 8.9%  |
|  | East N. Central          | 8.9%  |
|  | West N. Central          | 6.5%  |
|  | Mountain                 | 19.0% |
| Pacific                                    | 20.2%                    |       |
| Hours Worked per Week                      | Full-time (>=30 hours)   | 94.0% |
|  | Part-time                | 6.0%  |
| Experience in Position                     | Years (Mean)             | 9.2   |
| People Supervised                          | Number (Mean)            | 7.9   |
| Has Secondary Employment                   | Yes                      | 16.0% |
|  | No                       | 84.0% |

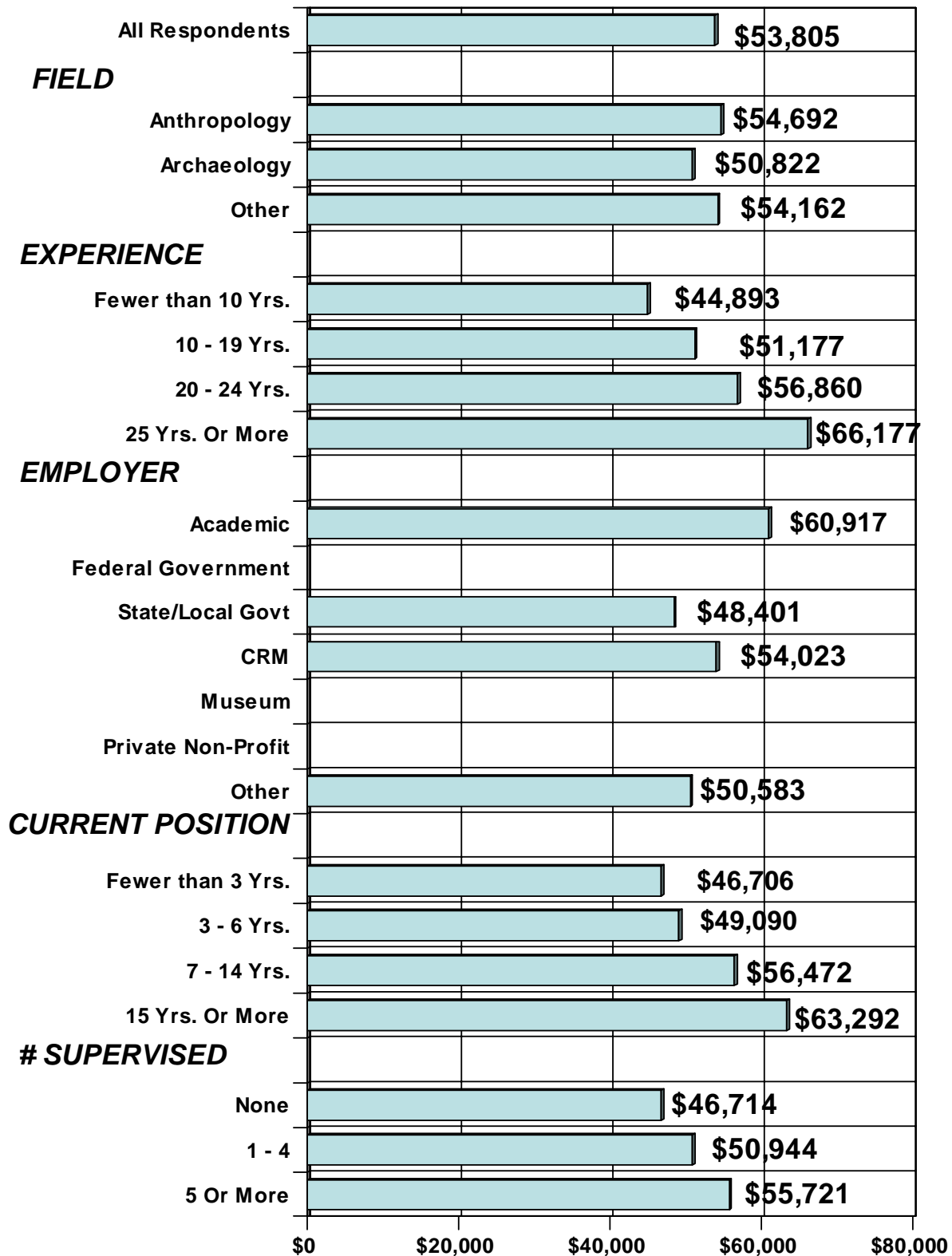
## Principal Investigator

|                                     |                        | Annual Salary As of September 1, 2004 |                |        |        |                | Percent Change 2003-2004 |
|-------------------------------------|------------------------|---------------------------------------|----------------|--------|--------|----------------|--------------------------|
|                                     |                        | Number of Respondents                 | First Quartile | Mean   | Median | Third Quartile |                          |
| <b>Full-time Primary Employment</b> |                        |                                       |                |        |        |                |                          |
| Number Responding                   |                        | 151                                   | 41,000         | 53,805 | 49,900 | 60,000         | 4.7%                     |
| Location - U.S. Census District     | New England            | 3                                     |                |        |        |                |                          |
|                                     | Middle Atlantic        | 16                                    | 43,375         | 50,485 | 50,000 | 57,950         | 4.5%                     |
|                                     | South Atlantic         | 29                                    | 40,300         | 49,858 | 50,000 | 59,000         | 3.3%                     |
|                                     | East S. Central        | 10                                    | 41,500         | 45,177 | 42,500 | 48,475         | 3.7%                     |
|                                     | West S. Central        | 13                                    | 38,500         | 53,485 | 46,000 | 63,650         | 1.8%                     |
|                                     | East N. Central        | 14                                    | 35,196         | 48,779 | 40,280 | 51,000         | 6.1%                     |
|                                     | West N. Central        | 10                                    | 36,700         | 50,615 | 45,500 | 57,539         | 9.4%                     |
|                                     | Mountain               | 29                                    | 40,800         | 60,498 | 52,000 | 61,000         | 5.3%                     |
| Pacific                             | 26                     | 48,000                                | 60,149         | 57,120 | 72,750 | 5.4%           |                          |
| Age                                 | Younger than 40        | 44                                    | 36,463         | 43,531 | 42,250 | 48,000         | 5.1%                     |
|                                     | 40 - 49                | 47                                    | 42,000         | 51,090 | 48,000 | 60,000         | 4.0%                     |
|                                     | 50 - 54                | 42                                    | 50,000         | 68,159 | 58,389 | 67,036         | 4.9%                     |
|                                     | 55 or older            | 17                                    | 38,250         | 52,782 | 54,600 | 63,250         | 5.3%                     |
| Gender                              | Male                   | 97                                    | 41,300         | 52,248 | 48,000 | 60,000         | 5.0%                     |
|                                     | Female                 | 53                                    | 40,280         | 56,689 | 51,000 | 60,000         | 4.3%                     |
| Highest Degree in Archaeology       | BA/BS                  | 3                                     |                |        |        |                |                          |
|                                     | MA/MS                  | 84                                    | 39,702         | 53,717 | 46,000 | 60,338         | 4.4%                     |
|                                     | PhD                    | 60                                    | 45,250         | 54,639 | 52,000 | 58,884         | 5.4%                     |
|                                     | Other                  | 0                                     |                |        |        |                |                          |
| Field of Highest Degree             | Anthropology           | 100                                   | 42,000         | 54,692 | 50,000 | 60,000         | 4.5%                     |
|                                     | Archaeology            | 32                                    | 35,250         | 50,822 | 46,500 | 56,500         | 4.7%                     |
|                                     | Other                  | 19                                    | 38,168         | 54,162 | 48,000 | 60,000         | 6.5%                     |
| Work Experience                     | Fewer than 10 years    | 38                                    | 35,375         | 44,893 | 42,000 | 48,000         | 6.1%                     |
|                                     | 10 - 19 years          | 49                                    | 42,000         | 51,177 | 47,840 | 55,650         | 4.8%                     |
|                                     | 20 - 24 years          | 32                                    | 47,625         | 56,860 | 53,500 | 68,750         | 2.2%                     |
|                                     | 25 years or more       | 31                                    | 49,920         | 66,177 | 58,000 | 66,000         | 5.0%                     |
| Primary Employer                    | Academic               | 6                                     | 41,500         | 60,917 | 50,950 | 73,703         | 3.4%                     |
|                                     | Federal Government     | 2                                     |                |        |        |                |                          |
|                                     | State/Local Government | 7                                     | 37,852         | 48,401 | 42,000 | 65,000         | 2.5%                     |
|                                     | CRM                    | 125                                   | 40,800         | 54,023 | 48,000 | 60,000         | 5.0%                     |
|                                     | Museum                 | 2                                     |                |        |        |                |                          |
|                                     | Private Non-Profit     | 3                                     |                |        |        |                |                          |
| Other                               | 6                      | 27,175                                | 50,583         | 45,800 | 68,750 | 5.8%           |                          |
| Years in Current Position           | Fewer than 3 years     | 27                                    | 40,000         | 46,706 | 45,000 | 50,000         | 4.3%                     |
|                                     | 3 - 6 years            | 52                                    | 37,742         | 49,090 | 45,120 | 54,750         | 4.2%                     |
|                                     | 7 - 14 years           | 34                                    | 45,750         | 56,472 | 55,825 | 60,375         | 7.0%                     |
|                                     | 15 years or more       | 37                                    | 47,500         | 63,292 | 57,000 | 70,250         | 3.9%                     |
| People Supervised                   | None                   | 14                                    | 32,513         | 46,714 | 41,424 | 57,850         | 3.4%                     |
|                                     | 1 - 4                  | 34                                    | 37,325         | 50,944 | 45,500 | 55,250         | 5.4%                     |
|                                     | 5 or more              | 102                                   | 42,000         | 55,721 | 51,500 | 61,625         | 4.8%                     |

# **PRINCIPAL INVESTIGATOR AVERAGE SALARY AS OF SEPTEMBER 1, 2004**



# PRINCIPAL INVESTIGATOR AVERAGE SALARY AS OF SEPTEMBER 1, 2004



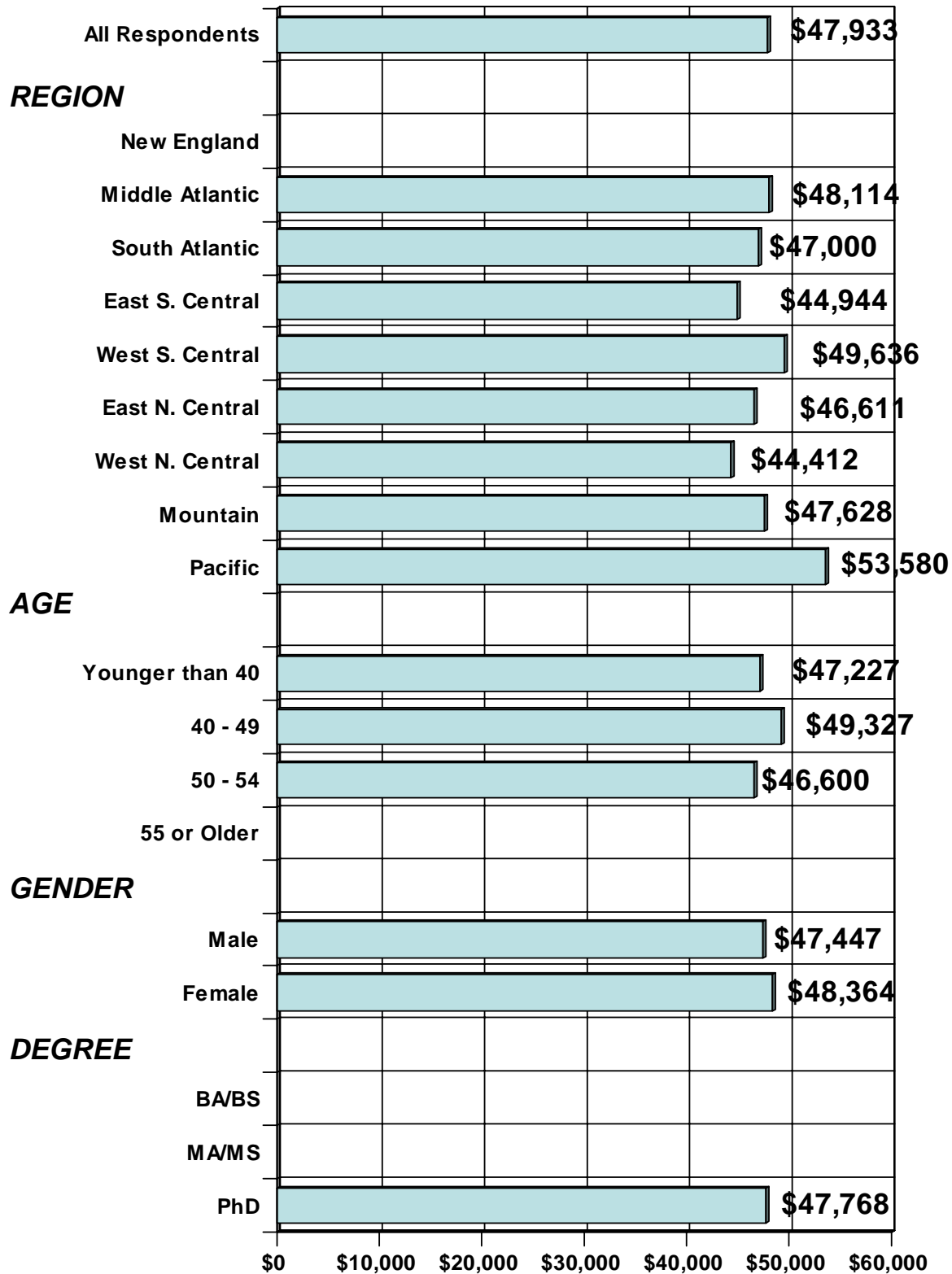
### *Assistant/Visiting Assistant Professor*

| <b>Respondent Profile Primary Position</b> |                          |       |
|--|--------------------------|-------|
| Number Responding                          |                          | 137   |
| Professional Experience                    | Years (Mean)             | 10.8  |
| Age  | (Mean)                   | 39.5  |
| Gender                                     | Male                     | 50.4% |
|  | Female                   | 49.6% |
| Highest Degree in Archaeology              | MA/MS                    | 3.7%  |
|  | PhD                      | 96.3% |
| Field of Highest Degree                    | Anthropology             | 80.7% |
|  | Archaeology              | 14.8% |
|  | Other                    | 4.4%  |
| Archaeology Degree                         | Years with Degree (Mean) | 5.3   |
| Primary Employer                           | Academic                 | 96.3% |
|  | State/Local Government   | .7%   |
|  | CRM                      | 1.5%  |
|  | Other                    | 1.5%  |
| Location - U.S. Census District            | New England              | 4.5%  |
|  | Middle Atlantic          | 11.9% |
|  | South Atlantic           | 14.9% |
|  | East S. Central          | 6.7%  |
|  | West S. Central          | 9.0%  |
|  | East N. Central          | 18.7% |
|  | West N. Central          | 9.0%  |
|  | Mountain                 | 14.2% |
|  | Pacific                  | 11.2% |
| Hours Worked per Week                      | Full-time (>=30 hours)   | 94.2% |
|  | Part-time                | 5.8%  |
| Experience in Position                     | Years (Mean)             | 3.3   |
| People Supervised                          | Number (Mean)            | 2.3   |
| Has Secondary Employment                   | Yes                      | 16.8% |
|  | No                       | 83.2% |

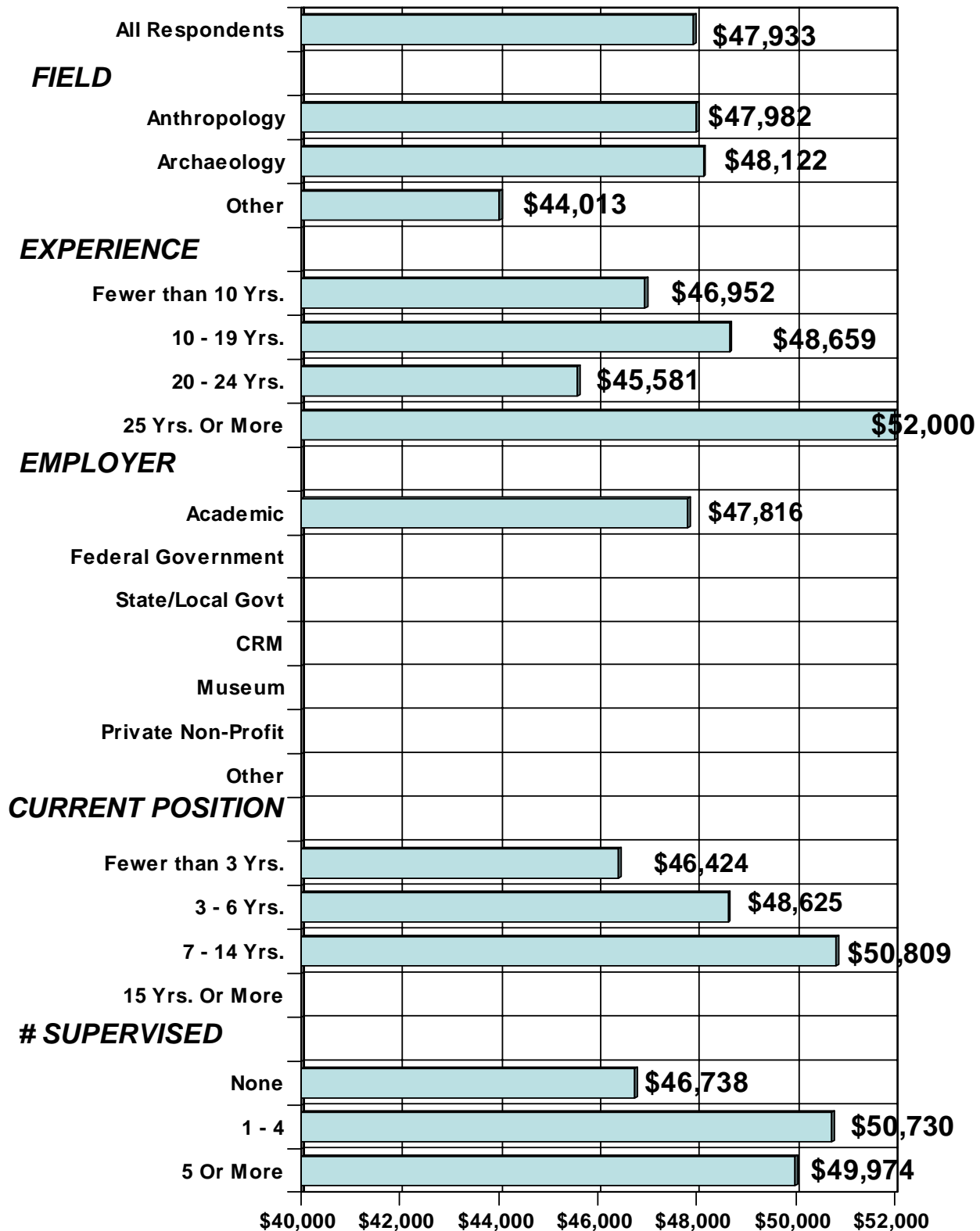
## *Assistant/Visiting Assistant Professor*

|                                     |                        | Annual Salary As of September 1, 2004 |                |        |        |                | Percent Change 2003-2004 |
|-------------------------------------|------------------------|---------------------------------------|----------------|--------|--------|----------------|--------------------------|
|                                     |                        | Number of Respondents                 | First Quartile | Mean   | Median | Third Quartile |                          |
| <b>Full-time Primary Employment</b> |                        |                                       |                |        |        |                |                          |
| Number Responding                   |                        | 128                                   | 42,000         | 47,933 | 47,300 | 52,725         | 3.4%                     |
| Location - U.S. Census District     | New England            | 4                                     |                |        |        |                |                          |
|                                     | Middle Atlantic        | 15                                    | 43,476         | 48,114 | 45,000 | 56,000         | 3.5%                     |
|                                     | South Atlantic         | 19                                    | 44,000         | 47,000 | 47,000 | 51,640         | 5.2%                     |
|                                     | East S. Central        | 9                                     | 41,500         | 44,944 | 45,000 | 47,000         | 2.6%                     |
|                                     | West S. Central        | 11                                    | 44,000         | 49,636 | 50,500 | 54,000         | 2.9%                     |
|                                     | East N. Central        | 25                                    | 41,200         | 46,611 | 48,900 | 51,000         | 2.2%                     |
|                                     | West N. Central        | 12                                    | 39,000         | 44,412 | 44,084 | 49,662         | 3.1%                     |
|                                     | Mountain               | 15                                    | 42,000         | 47,628 | 43,000 | 55,000         | 2.5%                     |
| Pacific                             | 15                     | 46,500                                | 53,580         | 53,000 | 59,000 | 3.4%           |                          |
| Age                                 | Younger than 40        | 75                                    | 43,000         | 47,227 | 47,000 | 51,000         | 3.1%                     |
|                                     | 40 - 49                | 44                                    | 42,000         | 49,327 | 49,000 | 55,000         | 3.7%                     |
|                                     | 50 - 54                | 5                                     | 41,000         | 46,600 | 44,000 | 53,500         | 2.8%                     |
|                                     | 55 or older            | 3                                     |                |        |        |                |                          |
| Gender                              | Male                   | 64                                    | 42,000         | 47,447 | 46,250 | 52,500         | 3.4%                     |
|                                     | Female                 | 60                                    | 42,000         | 48,364 | 48,614 | 53,057         | 3.3%                     |
| Highest Degree in Archaeology       | MA/MS                  | 3                                     |                |        |        |                |                          |
|                                     | PhD                    | 123                                   | 42,000         | 47,768 | 47,000 | 51,899         | 3.3%                     |
| Field of Highest Degree             | Anthropology           | 102                                   | 42,000         | 47,982 | 47,250 | 53,600         | 2.6%                     |
|                                     | Archaeology            | 18                                    | 44,750         | 48,122 | 47,500 | 50,625         | 5.2%                     |
|                                     | Other                  | 6                                     | 38,000         | 44,013 | 44,000 | 49,634         | 9.3%                     |
| Work Experience                     | Fewer than 10 years    | 56                                    | 42,000         | 46,952 | 45,084 | 51,075         | 3.1%                     |
|                                     | 10 - 19 years          | 56                                    | 43,250         | 48,659 | 49,114 | 53,057         | 3.5%                     |
|                                     | 20 - 24 years          | 9                                     | 41,000         | 45,581 | 44,728 | 50,500         | 2.8%                     |
|                                     | 25 years or more       | 5                                     | 41,500         | 52,000 | 45,000 | 66,000         | 3.0%                     |
| Primary Employer                    | Academic               | 120                                   | 42,000         | 47,816 | 47,300 | 52,725         | 3.4%                     |
|                                     | State/Local Government | 1                                     |                |        |        |                |                          |
|                                     | CRM                    | 2                                     |                |        |        |                |                          |
|                                     | Other                  | 2                                     |                |        |        |                |                          |
| Years in Current Position           | Fewer than 3 years     | 51                                    | 42,000         | 46,424 | 46,500 | 50,198         | 3.1%                     |
|                                     | 3 - 6 years            | 67                                    | 42,000         | 48,625 | 50,000 | 55,000         | 3.7%                     |
|                                     | 7 - 14 years           | 5                                     | 42,500         | 50,809 | 53,443 | 57,800         | 2.3%                     |
|                                     | 15 years or more       | 2                                     |                |        |        |                |                          |
| People Supervised                   | None                   | 79                                    | 42,000         | 46,738 | 45,500 | 51,100         | 3.2%                     |
|                                     | 1 - 4                  | 22                                    | 45,875         | 50,730 | 49,941 | 57,025         | 3.9%                     |
|                                     | 5 or more              | 23                                    | 44,000         | 49,974 | 48,900 | 55,000         | 3.7%                     |

# **ASSISTANT/VISITING ASSISTANT PROFESSOR AVERAGE SALARY AS OF SEPTEMBER 1, 2004**



# ASSISTANT/VISITING ASSISTANT PROFESSOR AVERAGE SALARY AS OF SEPTEMBER 1, 2004



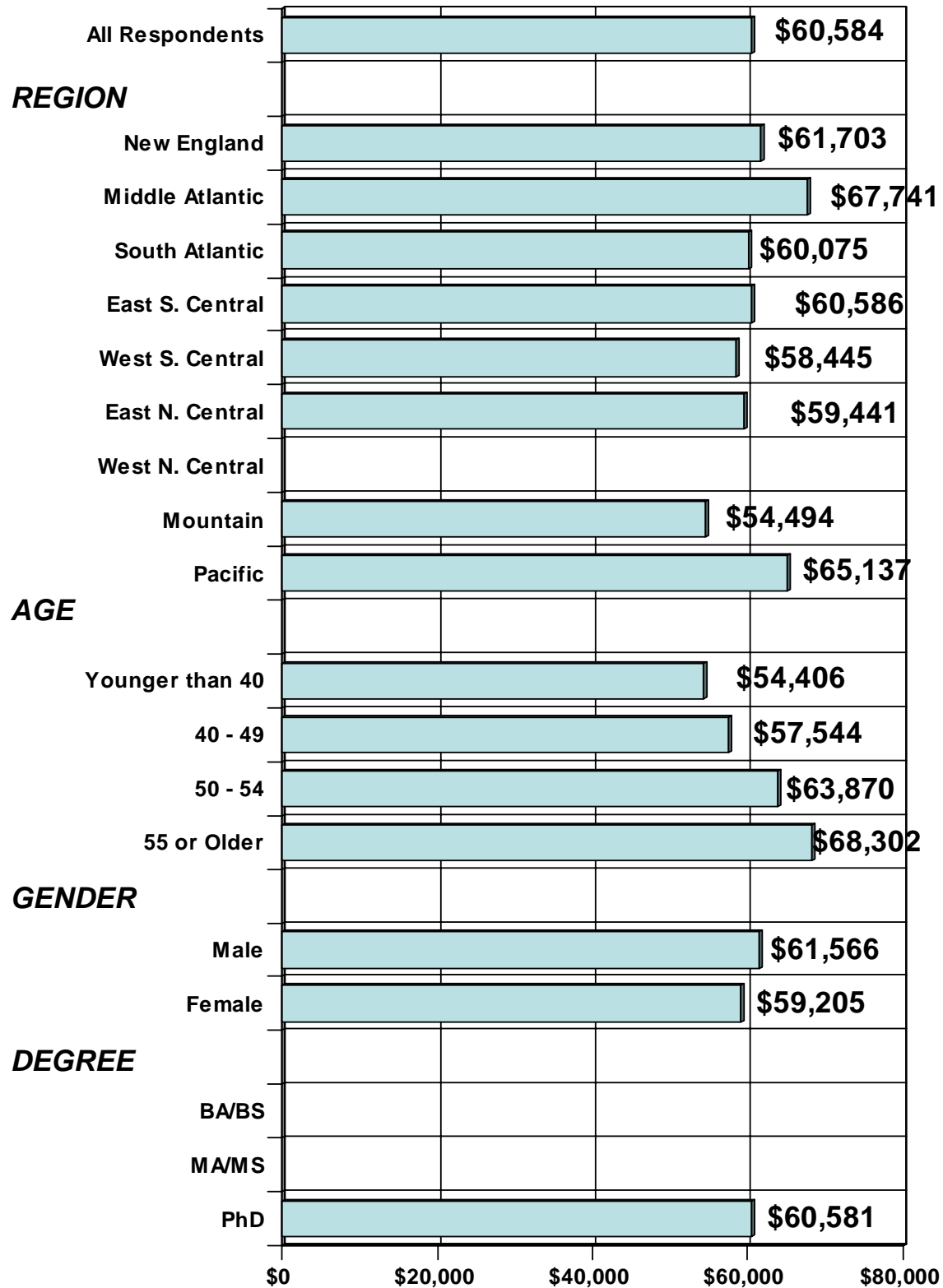
## *Associate/Visiting Associate Professor*

| <b>Respondent Profile Primary Position</b> |                          |       |
|--|--------------------------|-------|
| Number Responding                          |                          | 123   |
| Professional Experience                    | Years (Mean)             | 19.9  |
| Age  | (Mean)                   | 48.4  |
| Gender                                     | Male                     | 59.5% |
|  | Female                   | 40.5% |
| Highest Degree in Archaeology              | MA/MS                    | 1.7%  |
|  | PhD                      | 98.3% |
| Field of Highest Degree                    | Anthropology             | 77.5% |
|  | Archaeology              | 18.3% |
|  | Other                    | 4.2%  |
| Archaeology Degree                         | Years with Degree (Mean) | 15.1  |
| Primary Employer                           | Academic                 | 95.9% |
|  | State/Local Government   | 4.1%  |
| Location - U.S. Census District            | New England              | 6.6%  |
|  | Middle Atlantic          | 16.5% |
|  | South Atlantic           | 17.4% |
|  | East S. Central          | 7.4%  |
|  | West S. Central          | 5.0%  |
|  | East N. Central          | 19.0% |
|  | West N. Central          | 3.3%  |
|  | Mountain                 | 11.6% |
|  | Pacific                  | 13.2% |
| Hours Worked per Week                      | Full-time (>=30 hours)   | 98.4% |
|  | Part-time                | 1.6%  |
| Experience in Position                     | Years (Mean)             | 9.9   |
| People Supervised                          | Number (Mean)            | 4.2   |
| Has Secondary Employment                   | Yes                      | 35.0% |
|  | No                       | 65.0% |

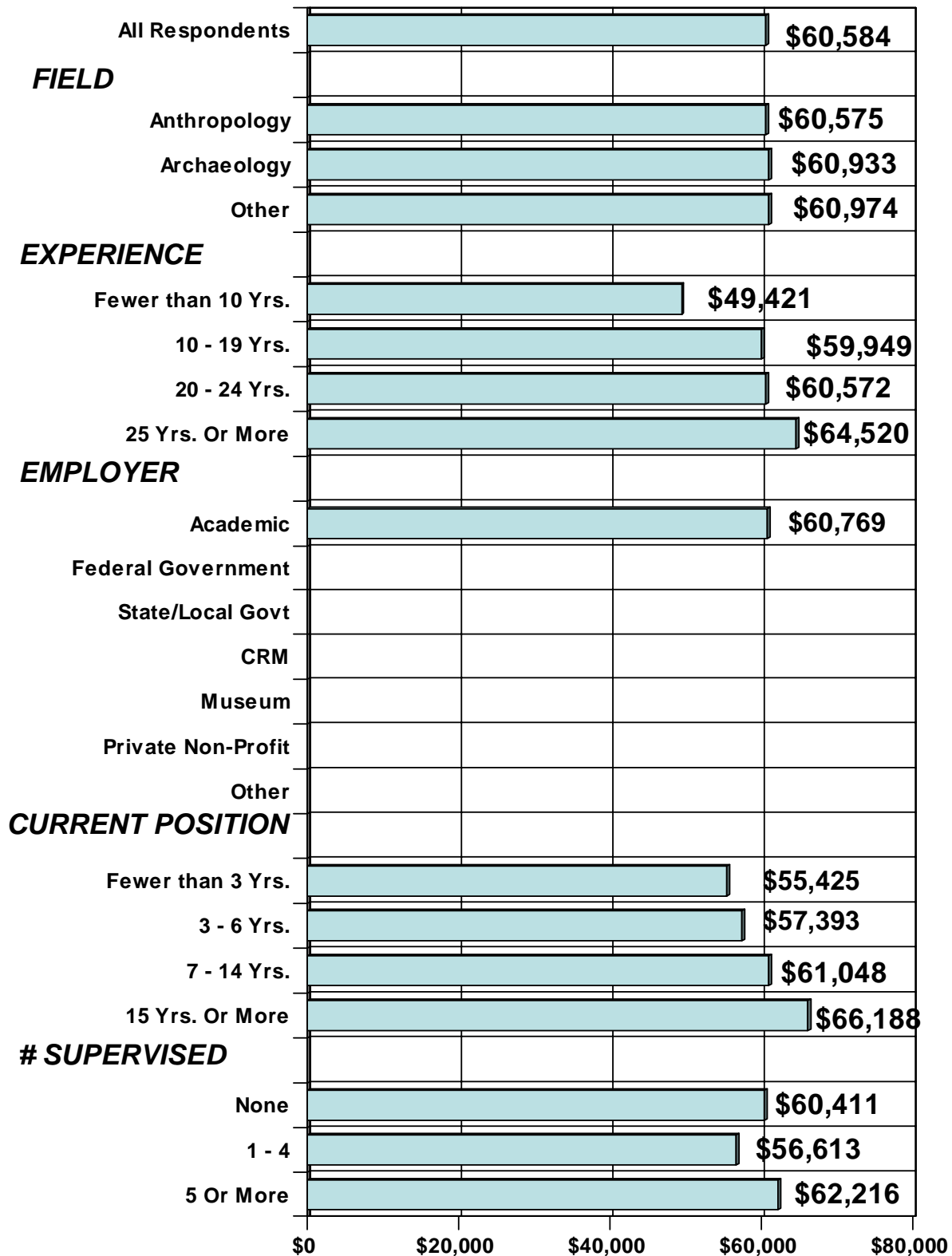
## *Associate/Visiting Associate Professor*

|                                     |                        | Annual Salary As of September 1, 2004 |                |        |        |                | Percent Change 2003-2004 |
|-------------------------------------|------------------------|---------------------------------------|----------------|--------|--------|----------------|--------------------------|
|                                     |                        | Number of Respondents                 | First Quartile | Mean   | Median | Third Quartile |                          |
| <b>Full-time Primary Employment</b> |                        |                                       |                |        |        |                |                          |
| Number Responding                   |                        | 121                                   | 53,336         | 60,584 | 59,600 | 64,836         | 4.5%                     |
| Location - U.S. Census District     | New England            | 8                                     | 54,000         | 61,703 | 59,061 | 72,375         | 5.8%                     |
|                                     | Middle Atlantic        | 19                                    | 56,000         | 67,741 | 69,050 | 82,000         | 5.2%                     |
|                                     | South Atlantic         | 20                                    | 55,246         | 60,075 | 61,324 | 64,125         | 4.8%                     |
|                                     | East S. Central        | 9                                     | 51,500         | 60,586 | 59,000 | 72,300         | 5.0%                     |
|                                     | West S. Central        | 6                                     | 54,500         | 58,445 | 60,300 | 63,518         | 3.7%                     |
|                                     | East N. Central        | 23                                    | 53,000         | 59,441 | 58,000 | 63,000         | 4.2%                     |
|                                     | West N. Central        | 4                                     |                |        |        |                |                          |
|                                     | Mountain               | 14                                    | 52,250         | 54,494 | 54,707 | 56,625         | 4.1%                     |
| Pacific                             | 16                     | 56,000                                | 65,137         | 62,250 | 76,300 | 3.9%           |                          |
| Age                                 | Younger than 40        | 11                                    | 46,500         | 54,406 | 54,000 | 61,600         | 5.8%                     |
|                                     | 40 - 49                | 60                                    | 53,678         | 57,544 | 56,250 | 63,000         | 5.5%                     |
|                                     | 50 - 54                | 29                                    | 55,968         | 63,870 | 62,000 | 71,218         | 3.1%                     |
|                                     | 55 or older            | 20                                    | 54,500         | 68,302 | 68,500 | 82,263         | 2.6%                     |
| Gender                              | Male                   | 72                                    | 53,250         | 61,566 | 59,500 | 67,575         | 4.3%                     |
|                                     | Female                 | 47                                    | 53,000         | 59,205 | 59,600 | 62,675         | 4.7%                     |
| Highest Degree in Archaeology       | MA/MS                  | 2                                     |                |        |        |                |                          |
|                                     | PhD                    | 117                                   | 53,336         | 60,581 | 59,600 | 64,836         | 4.5%                     |
| Field of Highest Degree             | Anthropology           | 92                                    | 53,000         | 60,575 | 59,000 | 64,954         | 4.2%                     |
|                                     | Archaeology            | 21                                    | 55,500         | 60,933 | 63,000 | 67,000         | 6.0%                     |
|                                     | Other                  | 5                                     | 50,895         | 60,974 | 61,000 | 71,041         | 3.7%                     |
| Work Experience                     | Fewer than 10 years    | 10                                    | 44,563         | 49,421 | 51,000 | 54,500         | 6.1%                     |
|                                     | 10 - 19 years          | 46                                    | 53,693         | 59,949 | 58,900 | 63,125         | 5.9%                     |
|                                     | 20 - 24 years          | 24                                    | 55,245         | 60,572 | 60,405 | 64,554         | 4.1%                     |
|                                     | 25 years or more       | 38                                    | 53,750         | 64,520 | 61,500 | 76,000         | 2.8%                     |
| Primary Employer                    | Academic               | 117                                   | 53,686         | 60,769 | 59,790 | 65,150         | 4.6%                     |
|                                     | State/Local Government | 4                                     |                |        |        |                |                          |
| Years in Current Position           | Fewer than 3 years     | 17                                    | 48,250         | 55,425 | 56,500 | 66,775         | 5.7%                     |
|                                     | 3 - 6 years            | 24                                    | 49,195         | 57,393 | 57,550 | 62,919         | 5.8%                     |
|                                     | 7 - 14 years           | 51                                    | 54,995         | 61,048 | 59,790 | 63,000         | 4.4%                     |
|                                     | 15 years or more       | 26                                    | 53,750         | 66,188 | 62,000 | 79,250         | 2.6%                     |
| People Supervised                   | None                   | 65                                    | 53,000         | 60,411 | 59,000 | 65,150         | 3.9%                     |
|                                     | 1 - 4                  | 15                                    | 50,000         | 56,613 | 55,000 | 61,000         | 3.4%                     |
|                                     | 5 or more              | 33                                    | 53,127         | 62,216 | 62,000 | 70,368         | 5.2%                     |

# ASSOCIATE/VISITING ASSOCIATE PROFESSOR AVERAGE SALARY AS OF SEPTEMBER 1, 2004



# ASSOCIATE/VISITING ASSOCIATE PROFESSOR AVERAGE SALARY AS OF SEPTEMBER 1, 2004



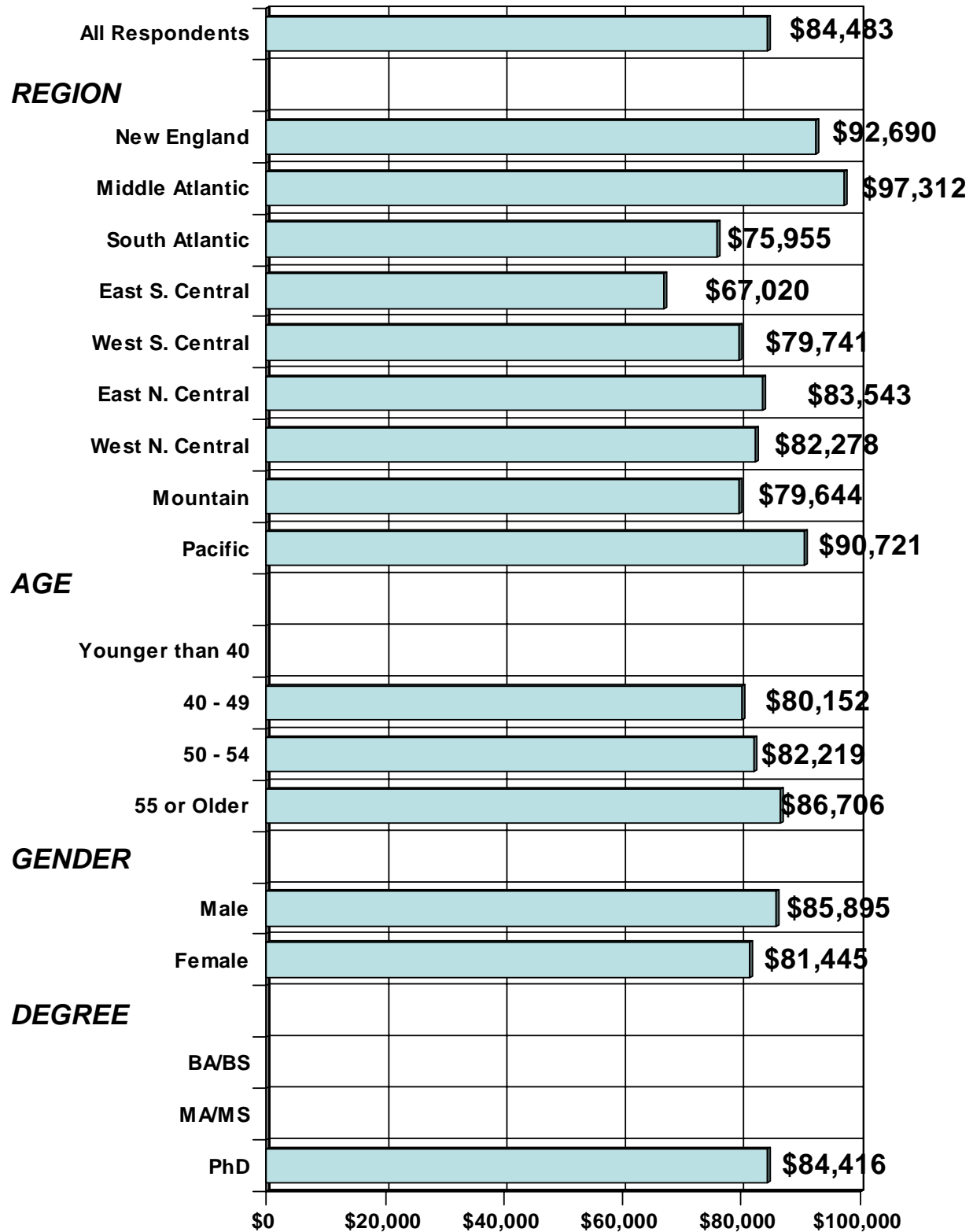
## *Full/Visiting Full Professor*

| <b>Respondent Profile Primary Position</b> |                          |       |
|--|--------------------------|-------|
| Number Responding                          |                          | 192   |
| Professional Experience                    | Years (Mean)             | 28.4  |
| Age  | (Mean)                   | 56.3  |
| Gender                                     | Male                     | 72.6% |
|  | Female                   | 27.4% |
| Highest Degree in Archaeology              | MA/MS                    | 1.1%  |
|  | PhD                      | 98.4% |
|  | Other                    | .5%   |
| Field of Highest Degree                    | Anthropology             | 83.1% |
|  | Archaeology              | 9.8%  |
|  | Other                    | 7.1%  |
| Archaeology Degree                         | Years with Degree (Mean) | 25.0  |
| Primary Employer                           | Academic                 | 98.4% |
|  | State/Local Government   | 1.1%  |
|  | Private Non-Profit       | .5%   |
| Location - U.S. Census District            | New England              | 5.8%  |
|  | Middle Atlantic          | 12.0% |
|  | South Atlantic           | 12.6% |
|  | East S. Central          | 4.2%  |
|  | West S. Central          | 7.9%  |
|  | East N. Central          | 15.2% |
|  | West N. Central          | 7.3%  |
|  | Mountain                 | 14.7% |
|  | Pacific                  | 20.4% |
| Hours Worked per Week                      | Full-time (>=30 hours)   | 99.0% |
|  | Part-time                | 1.0%  |
| Experience in Position                     | Years (Mean)             | 18.0  |
| People Supervised                          | Number (Mean)            | 6.5   |
| Has Secondary Employment                   | Yes                      | 31.3% |
|  | No                       | 68.8% |

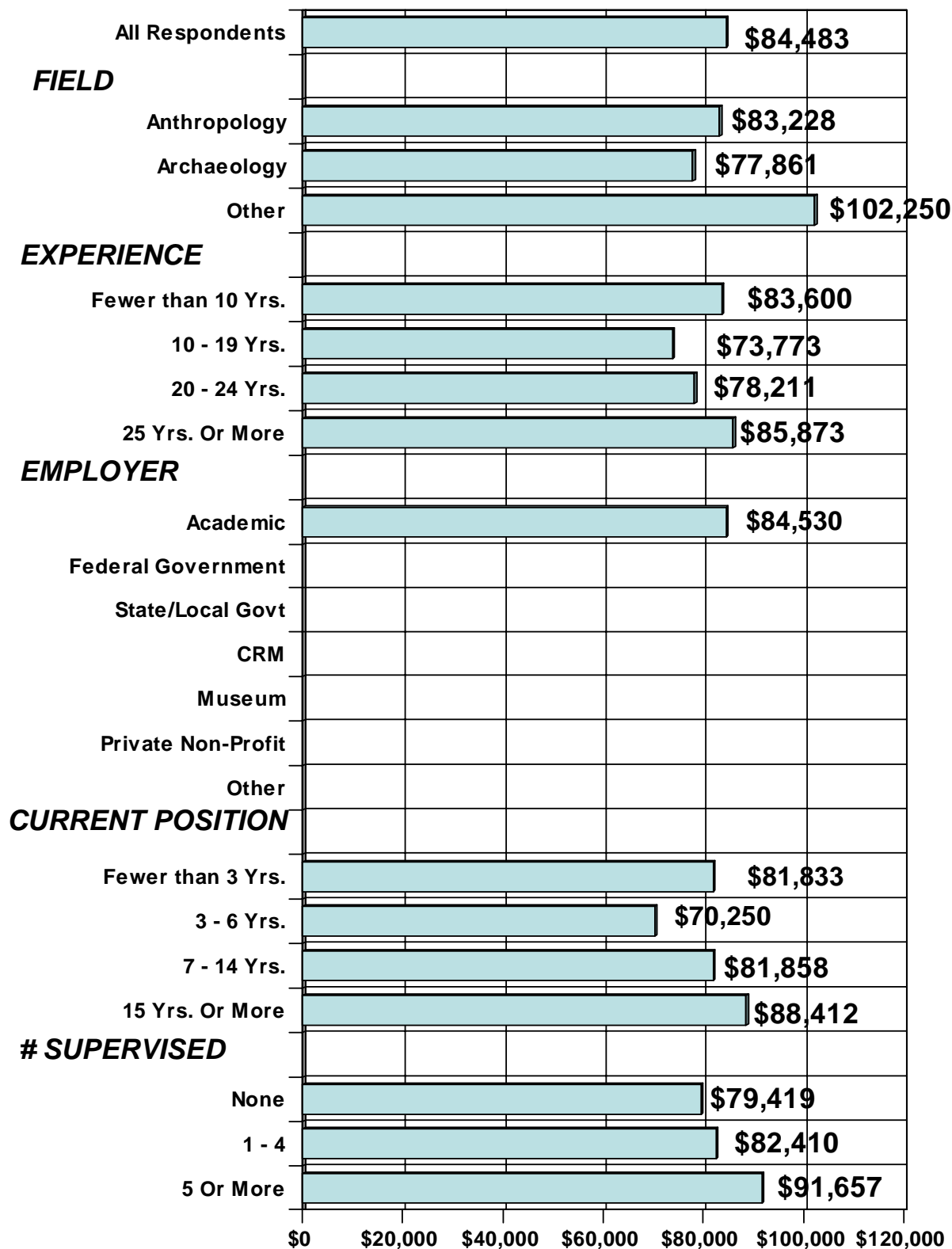
## Full/Visiting Full Professor

|                                     |                        | Annual Salary As of September 1, 2004 |                |         |         | Percent Change 2003-2004 |                |
|-------------------------------------|------------------------|---------------------------------------|----------------|---------|---------|--------------------------|----------------|
|                                     |                        | Number of Respondents                 | First Quartile | Mean    | Median  |                          | Third Quartile |
| <b>Full-time Primary Employment</b> |                        |                                       |                |         |         |                          |                |
| Number Responding                   |                        | 187                                   | 66,000         | 84,483  | 82,766  | 98,000                   | 3.4%           |
| Location - U.S. Census District     | New England            | 10                                    | 80,000         | 92,690  | 92,500  | 104,000                  | 3.9%           |
|                                     | Middle Atlantic        | 21                                    | 89,907         | 97,312  | 102,000 | 112,000                  | 4.6%           |
|                                     | South Atlantic         | 24                                    | 61,768         | 75,955  | 72,118  | 80,000                   | 4.2%           |
|                                     | East S. Central        | 8                                     | 60,685         | 67,020  | 64,000  | 68,900                   | 3.0%           |
|                                     | West S. Central        | 15                                    | 63,312         | 79,741  | 73,000  | 88,000                   | 2.4%           |
|                                     | East N. Central        | 28                                    | 66,000         | 83,543  | 85,000  | 98,000                   | 2.6%           |
|                                     | West N. Central        | 14                                    | 69,571         | 82,278  | 82,950  | 91,239                   | 3.0%           |
|                                     | Mountain               | 27                                    | 58,746         | 79,644  | 78,000  | 91,000                   | 3.3%           |
|                                     | Pacific                | 39                                    | 79,000         | 90,721  | 85,000  | 100,400                  | 3.3%           |
| Age                                 | Younger than 40        | 2                                     |                |         |         |                          |                |
|                                     | 40 - 49                | 24                                    | 62,804         | 80,152  | 76,750  | 93,375                   | 4.4%           |
|                                     | 50 - 54                | 52                                    | 62,000         | 82,219  | 78,500  | 93,000                   | 3.6%           |
|                                     | 55 or older            | 108                                   | 70,302         | 86,706  | 85,000  | 99,443                   | 3.1%           |
| Gender                              | Male                   | 133                                   | 67,000         | 85,895  | 85,000  | 102,000                  | 3.0%           |
|                                     | Female                 | 52                                    | 63,996         | 81,445  | 80,000  | 93,000                   | 4.3%           |
| Highest Degree in Archaeology       | MA/MS                  | 2                                     |                |         |         |                          |                |
|                                     | PhD                    | 183                                   | 66,000         | 84,416  | 82,000  | 99,000                   | 3.4%           |
| Field of Highest Degree             | Anthropology           | 148                                   | 65,250         | 83,228  | 80,000  | 95,164                   | 3.5%           |
|                                     | Archaeology            | 18                                    | 61,220         | 77,861  | 74,550  | 93,000                   | 3.1%           |
|                                     | Other                  | 12                                    | 86,500         | 102,250 | 93,500  | 118,000                  | 2.0%           |
| Work Experience                     | Fewer than 10 years    | 5                                     | 61,000         | 83,600  | 79,000  | 108,500                  | 1.0%           |
|                                     | 10 - 19 years          | 12                                    | 56,250         | 73,773  | 72,635  | 84,250                   | 4.4%           |
|                                     | 20 - 24 years          | 25                                    | 61,500         | 78,211  | 77,000  | 93,000                   | 2.9%           |
|                                     | 25 years or more       | 135                                   | 69,747         | 85,873  | 85,000  | 100,000                  | 3.5%           |
| Primary Employer                    | Academic               | 182                                   | 65,750         | 84,530  | 82,883  | 98,250                   | 3.4%           |
|                                     | State/Local Government | 2                                     |                |         |         |                          |                |
|                                     | Private Non-Profit     | 1                                     |                |         |         |                          |                |
| Years in Current Position           | Fewer than 3 years     | 9                                     | 60,000         | 81,833  | 91,000  | 99,500                   | 3.9%           |
|                                     | 3 - 6 years            | 20                                    | 58,622         | 70,250  | 61,845  | 80,000                   | 3.0%           |
|                                     | 7 - 14 years           | 45                                    | 67,000         | 81,858  | 79,000  | 93,000                   | 3.7%           |
|                                     | 15 years or more       | 112                                   | 70,134         | 88,412  | 86,650  | 102,000                  | 3.3%           |
| People Supervised                   | None                   | 90                                    | 62,000         | 79,419  | 79,500  | 91,966                   | 2.4%           |
|                                     | 1 - 4                  | 32                                    | 69,400         | 82,410  | 78,441  | 96,750                   | 3.3%           |
|                                     | 5 or more              | 60                                    | 74,250         | 91,657  | 90,454  | 103,566                  | 4.9%           |

# **FULL/VISITING FULL PROFESSOR AVERAGE SALARY AS OF SEPTEMBER 1, 2004**



# FULL/VISITING FULL PROFESSOR AVERAGE SALARY AS OF SEPTEMBER 1, 2004



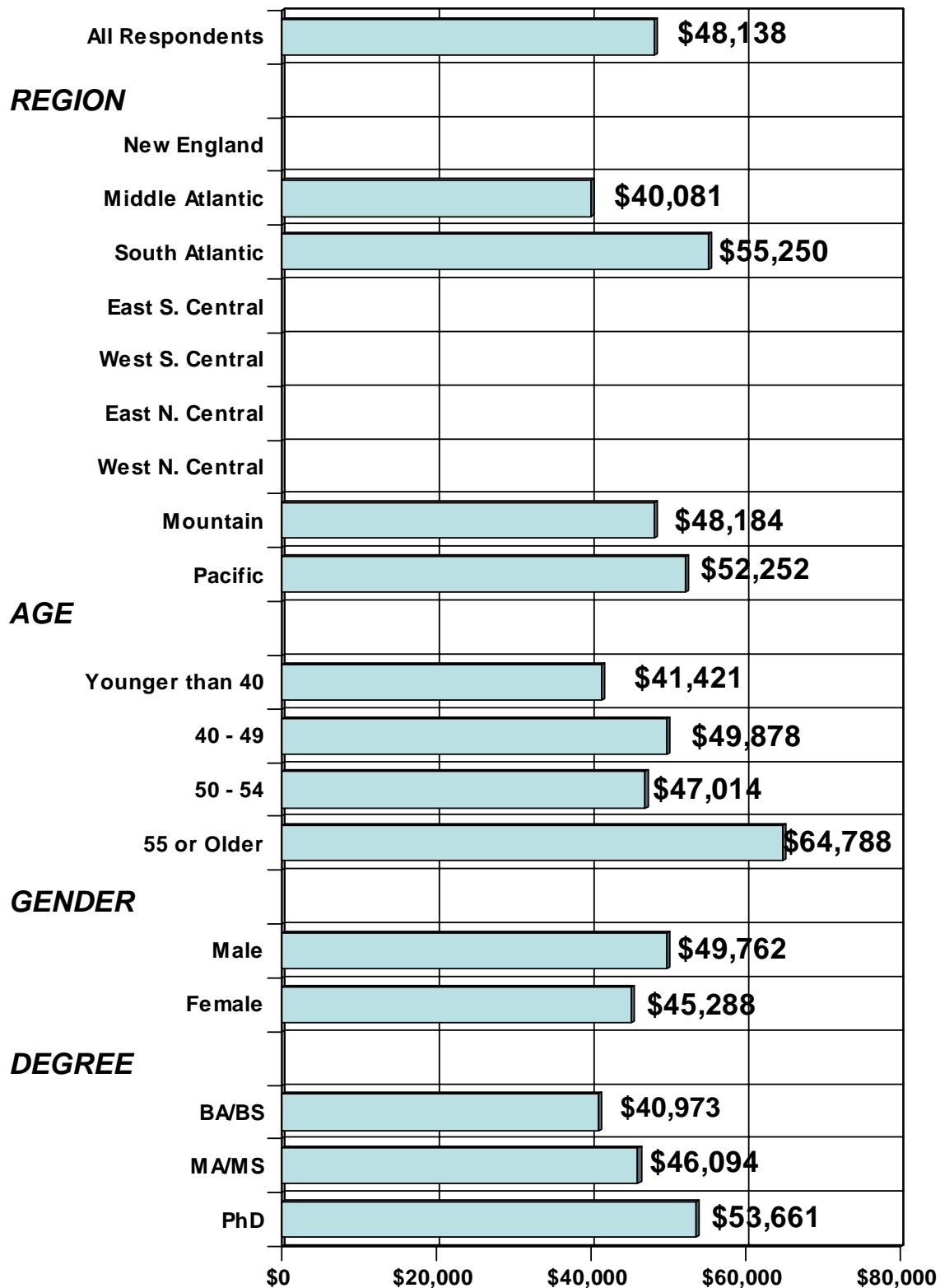
## ***Project Director***

| <b>Respondent Profile Primary Position</b> |                          |       |
|--|--------------------------|-------|
| Number Responding                          |                          | 73    |
| Professional Experience                    | Years (Mean)             | 15.3  |
| Age  | (Mean)                   | 44.7  |
| Gender                                     | Male                     | 63.9% |
|  | Female                   | 36.1% |
| Highest Degree in Archaeology              | BA/BS                    | 12.3% |
|  | MA/MS                    | 52.1% |
|  | PhD                      | 35.6% |
| Field of Highest Degree                    | Anthropology             | 75.3% |
|  | Archaeology              | 21.9% |
|  | Other                    | 2.7%  |
| Archaeology Degree                         | Years with Degree (Mean) | 11.9  |
| Primary Employer                           | Academic                 | 12.3% |
|  | Federal Government       | 4.1%  |
|  | State/Local Government   | 9.6%  |
|  | CRM                      | 53.4% |
|  | Museum                   | 4.1%  |
|  | Private Non-Profit       | 9.6%  |
|  | Other                    | 6.8%  |
| Location - U.S. Census District            | New England              | 2.8%  |
|  | Middle Atlantic          | 11.1% |
|  | South Atlantic           | 12.5% |
|  | East S. Central          | 2.8%  |
|  | West S. Central          | 5.6%  |
|  | East N. Central          | 5.6%  |
|  | West N. Central          | 2.8%  |
|  | Mountain                 | 48.6% |
| Pacific                                    | 8.3%                     |       |
| Hours Worked per Week                      | Full-time (>=30 hours)   | 98.6% |
|  | Part-time                | 1.4%  |
| Experience in Position                     | Years (Mean)             | 7.0   |
| People Supervised                          | Number (Mean)            | 6.5   |
| Has Secondary Employment                   | Yes                      | 26.0% |
|  | No                       | 74.0% |

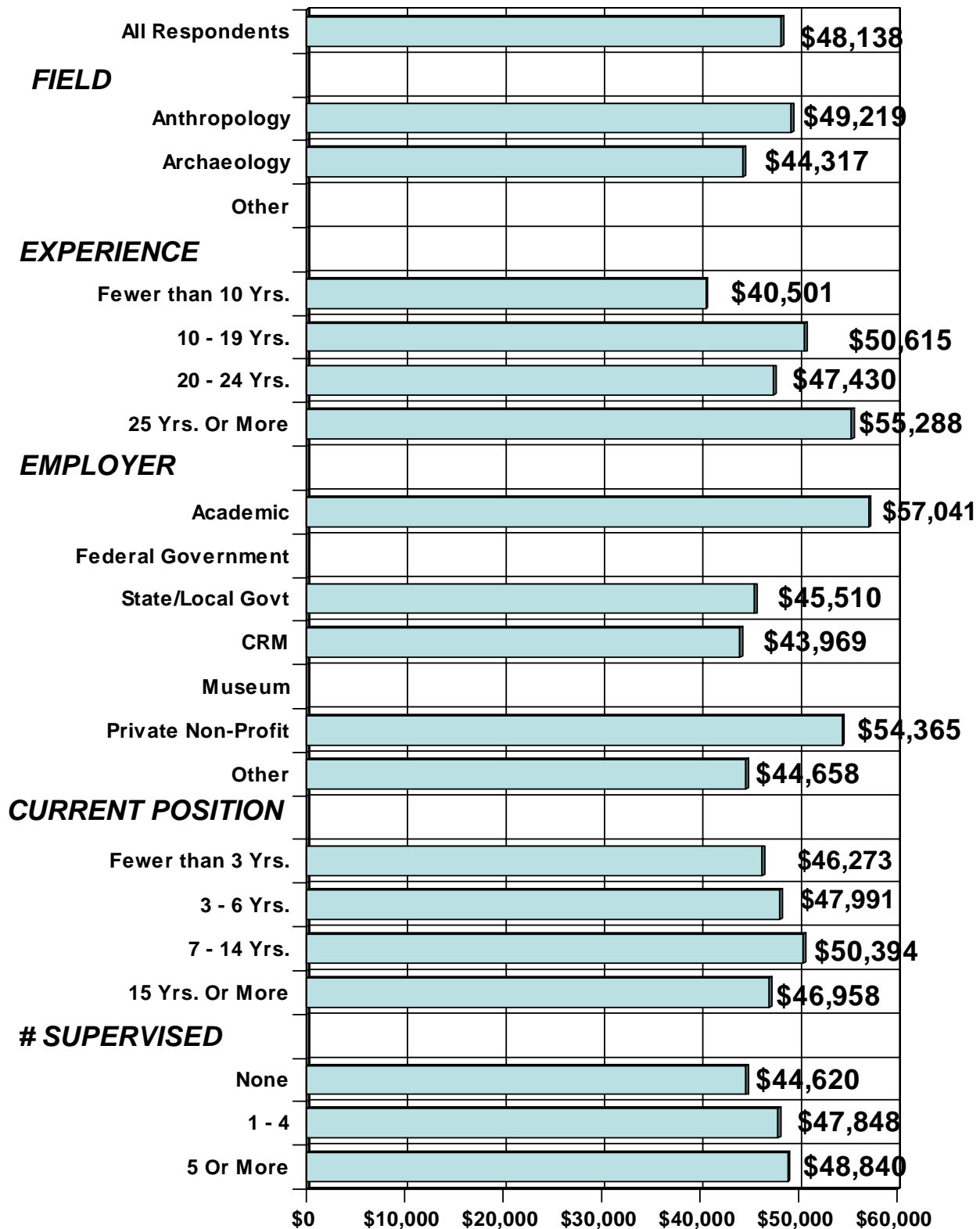
## Project Director

|                                     |                        | Annual Salary As of September 1, 2004 |                |        |        |                | Percent Change 2003-2004 |
|-------------------------------------|------------------------|---------------------------------------|----------------|--------|--------|----------------|--------------------------|
|                                     |                        | Number of Respondents                 | First Quartile | Mean   | Median | Third Quartile |                          |
| <b>Full-time Primary Employment</b> |                        |                                       |                |        |        |                |                          |
| Number Responding                   |                        | 70                                    | 40,000         | 48,138 | 43,000 | 52,000         | 3.8%                     |
| Location - U.S. Census District     | New England            | 2                                     |                |        |        |                |                          |
|                                     | Middle Atlantic        | 8                                     | 32,750         | 40,081 | 39,575 | 43,000         | 3.0%                     |
|                                     | South Atlantic         | 8                                     | 42,250         | 55,250 | 44,000 | 74,250         | 3.6%                     |
|                                     | East S. Central        | 2                                     |                |        |        |                |                          |
|                                     | West S. Central        | 4                                     |                |        |        |                |                          |
|                                     | East N. Central        | 3                                     |                |        |        |                |                          |
|                                     | West N. Central        | 2                                     |                |        |        |                |                          |
|                                     | Mountain               | 34                                    | 40,000         | 48,184 | 43,250 | 50,800         | 4.6%                     |
|                                     | Pacific                | 6                                     | 43,415         | 52,252 | 50,246 | 60,200         | 4.4%                     |
| Age                                 | Younger than 40        | 22                                    | 38,875         | 41,421 | 41,258 | 44,180         | 3.7%                     |
|                                     | 40 - 49                | 27                                    | 40,000         | 49,878 | 46,000 | 52,000         | 4.5%                     |
|                                     | 50 - 54                | 14                                    | 38,863         | 47,014 | 43,500 | 55,750         | 2.8%                     |
|                                     | 55 or older            | 7                                     | 41,500         | 64,788 | 60,000 | 102,000        | 3.1%                     |
| Gender                              | Male                   | 46                                    | 39,875         | 49,762 | 44,500 | 54,050         | 4.0%                     |
|                                     | Female                 | 23                                    | 40,000         | 45,288 | 42,016 | 50,400         | 3.4%                     |
| Highest Degree in Archaeology       | BA/BS                  | 9                                     | 35,750         | 40,973 | 42,000 | 44,123         | 2.2%                     |
|                                     | MA/MS                  | 36                                    | 39,625         | 46,094 | 42,450 | 50,368         | 4.1%                     |
|                                     | PhD                    | 25                                    | 41,000         | 53,661 | 45,000 | 59,000         | 4.0%                     |
| Field of Highest Degree             | Anthropology           | 53                                    | 40,000         | 49,219 | 43,000 | 52,950         | 4.0%                     |
|                                     | Archaeology            | 16                                    | 39,125         | 44,317 | 41,758 | 49,500         | 2.9%                     |
|                                     | Other                  | 1                                     |                |        |        |                |                          |
| Work Experience                     | Fewer than 10 years    | 20                                    | 36,125         | 40,501 | 41,008 | 44,540         | 4.3%                     |
|                                     | 10 - 19 years          | 27                                    | 40,000         | 50,615 | 47,000 | 56,000         | 4.1%                     |
|                                     | 20 - 24 years          | 10                                    | 38,750         | 47,430 | 47,700 | 54,550         | 2.3%                     |
|                                     | 25 years or more       | 13                                    | 41,462         | 55,288 | 43,000 | 65,750         | 3.4%                     |
| Primary Employer                    | Academic               | 8                                     | 42,193         | 57,041 | 54,200 | 60,750         | 2.7%                     |
|                                     | Federal Government     | 3                                     |                |        |        |                |                          |
|                                     | State/Local Government | 7                                     | 39,000         | 45,510 | 42,245 | 44,000         | 1.7%                     |
|                                     | CRM                    | 38                                    | 37,500         | 43,969 | 41,250 | 47,250         | 4.1%                     |
|                                     | Museum                 | 3                                     |                |        |        |                |                          |
|                                     | Private Non-Profit     | 6                                     | 47,008         | 54,365 | 52,250 | 61,750         | 6.4%                     |
|                                     | Other                  | 5                                     | 36,200         | 44,658 | 50,000 | 50,446         | 1.7%                     |
| Years in Current Position           | Fewer than 3 years     | 10                                    | 40,262         | 46,273 | 44,860 | 52,868         | 5.2%                     |
|                                     | 3 - 6 years            | 29                                    | 40,000         | 47,991 | 42,120 | 51,200         | 4.0%                     |
|                                     | 7 - 14 years           | 24                                    | 40,375         | 50,394 | 43,500 | 53,175         | 3.2%                     |
|                                     | 15 years or more       | 6                                     | 38,750         | 46,958 | 41,623 | 55,375         | 1.9%                     |
| People Supervised                   | None                   | 6                                     | 33,000         | 44,620 | 42,000 | 53,290         | 5.0%                     |
|                                     | 1 - 4                  | 24                                    | 39,125         | 47,848 | 42,022 | 52,000         | 3.9%                     |
|                                     | 5 or more              | 40                                    | 40,250         | 48,840 | 43,000 | 51,998         | 3.5%                     |

# **PROJECT DIRECTOR AVERAGE SALARY AS OF SEPTEMBER 1, 2004**



# PROJECT DIRECTOR AVERAGE SALARY AS OF SEPTEMBER 1, 2004



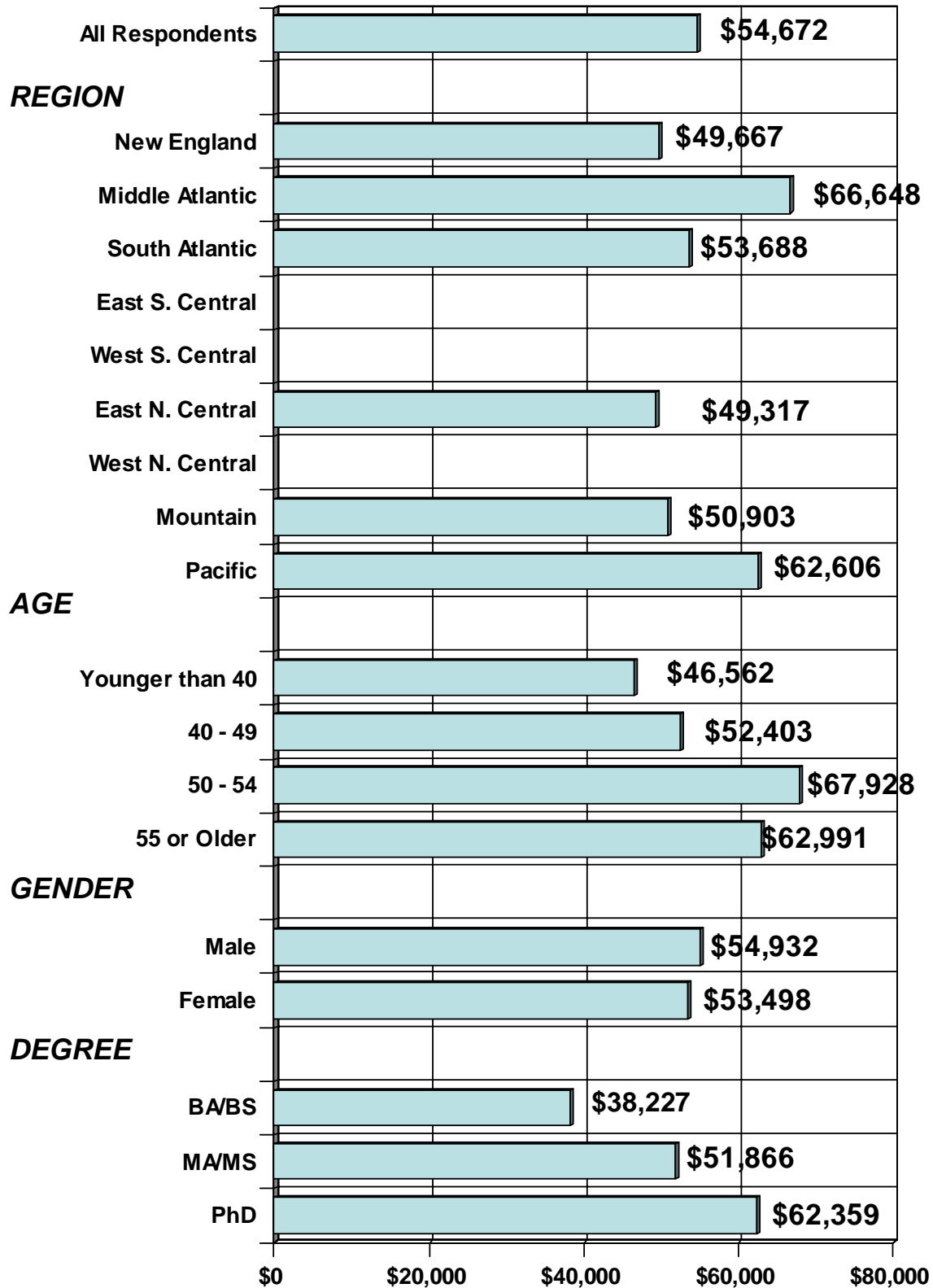
## ***Project Manager***

| <b>Respondent Profile Primary Position</b> |                          |       |
|--|--------------------------|-------|
| Number Responding                          |                          | 85    |
| Professional Experience                    | Years (Mean)             | 14.7  |
| Age  | (Mean)                   | 43.6  |
| Gender                                     | Male                     | 63.1% |
|  | Female                   | 36.9% |
| Highest Degree in Archaeology              | BA/BS                    | 7.1%  |
|  | MA/MS                    | 56.5% |
|  | PhD                      | 36.5% |
| Field of Highest Degree                    | Anthropology             | 69.0% |
|  | Archaeology              | 19.0% |
|  | Other                    | 11.9% |
| Archaeology Degree                         | Years with Degree (Mean) | 12.3  |
| Primary Employer                           | Academic                 | 9.4%  |
|  | Federal Government       | 4.7%  |
|  | State/Local Government   | 3.5%  |
|  | CRM                      | 71.8% |
|  | Museum                   | 1.2%  |
|  | Private Non-Profit       | 4.7%  |
|  | Other                    | 4.7%  |
| Location - U.S. Census District            | New England              | 7.1%  |
|  | Middle Atlantic          | 5.9%  |
|  | South Atlantic           | 14.1% |
|  | East S. Central          | 3.5%  |
|  | West S. Central          | 2.4%  |
|  | East N. Central          | 7.1%  |
|  | West N. Central          | 4.7%  |
|  | Mountain                 | 32.9% |
|  | Pacific                  | 22.4% |
| Hours Worked per Week                      | Full-time (>=30 hours)   | 97.6% |
|  | Part-time                | 2.4%  |
| Experience in Position                     | Years (Mean)             | 6.9   |
| People Supervised                          | Number (Mean)            | 8.4   |
| Has Secondary Employment                   | Yes                      | 9.4%  |
|  | No                       | 90.6% |

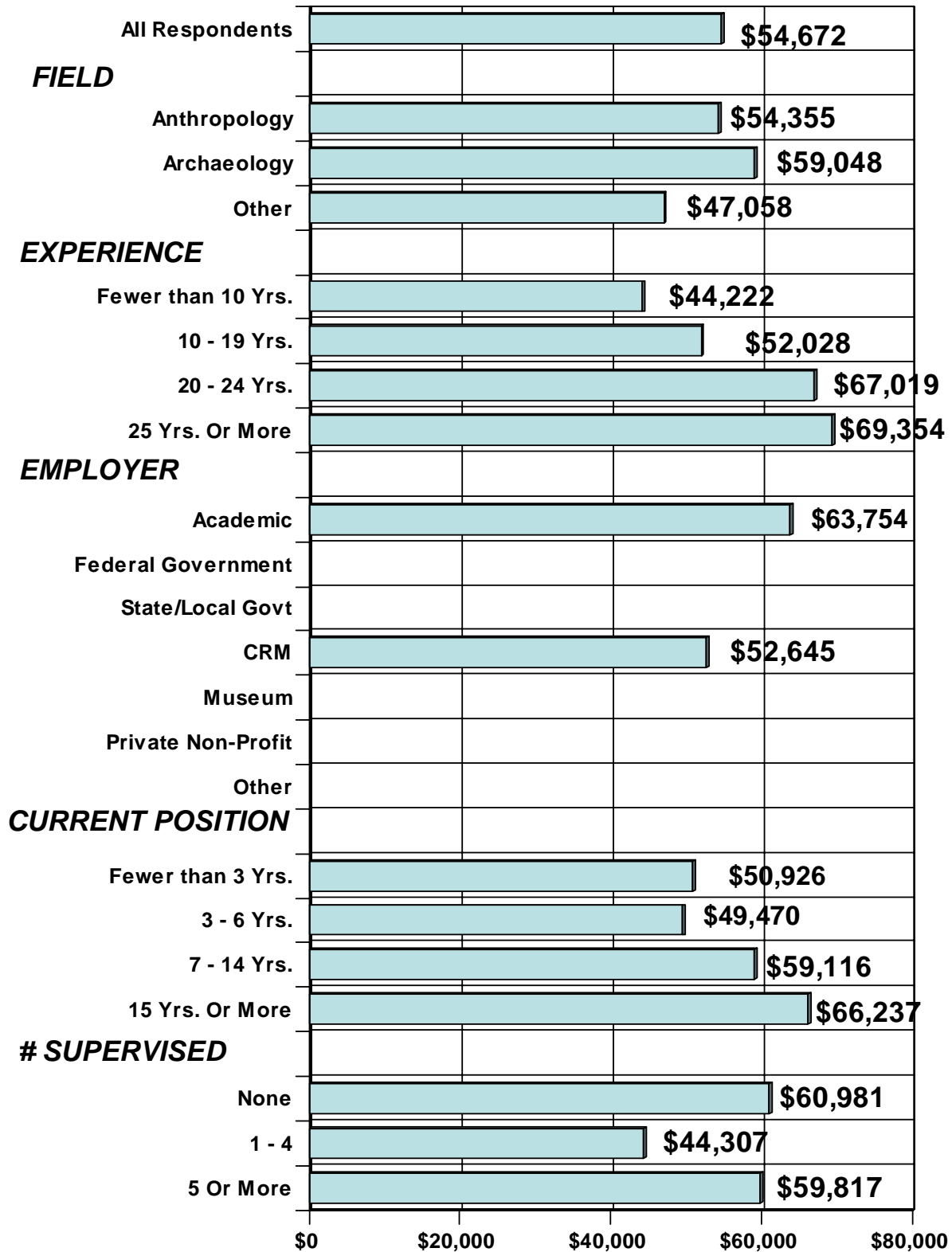
## Project Manager

|                                     |                        | Annual Salary As of September 1, 2004 |                |        |        |                | Percent Change 2003-2004 |
|-------------------------------------|------------------------|---------------------------------------|----------------|--------|--------|----------------|--------------------------|
|                                     |                        | Number of Respondents                 | First Quartile | Mean   | Median | Third Quartile |                          |
| <b>Full-time Primary Employment</b> |                        |                                       |                |        |        |                |                          |
| Number Responding                   |                        | 83                                    | 40,000         | 54,672 | 53,000 | 70,000         | 5.8%                     |
| Location - U.S. Census District     | New England            | 6                                     | 40,500         | 49,667 | 51,000 | 60,500         | 4.2%                     |
|                                     | Middle Atlantic        | 5                                     | 53,800         | 66,648 | 67,600 | 79,020         | 7.8%                     |
|                                     | South Atlantic         | 12                                    | 38,750         | 53,688 | 52,250 | 70,477         | 9.3%                     |
|                                     | East S. Central        | 3                                     |                |        |        |                |                          |
|                                     | West S. Central        | 2                                     |                |        |        |                |                          |
|                                     | East N. Central        | 6                                     | 24,375         | 49,317 | 55,000 | 65,350         | 2.1%                     |
|                                     | West N. Central        | 4                                     |                |        |        |                |                          |
|                                     | Mountain               | 26                                    | 37,688         | 50,903 | 46,000 | 56,308         | 6.6%                     |
| Pacific                             | 19                     | 51,000                                | 62,606         | 60,000 | 78,416 | 5.1%           |                          |
| Age                                 | Younger than 40        | 33                                    | 37,605         | 46,562 | 41,000 | 54,750         | 8.6%                     |
|                                     | 40 - 49                | 21                                    | 38,500         | 52,403 | 53,000 | 65,000         | 3.5%                     |
|                                     | 50 - 54                | 15                                    | 55,411         | 67,928 | 75,000 | 80,000         | 5.3%                     |
|                                     | 55 or older            | 14                                    | 51,500         | 62,991 | 57,000 | 74,895         | 3.2%                     |
| Gender                              | Male                   | 53                                    | 40,462         | 54,932 | 53,000 | 67,800         | 6.7%                     |
|                                     | Female                 | 29                                    | 39,000         | 53,498 | 53,000 | 70,767         | 4.2%                     |
| Highest Degree in Archaeology       | BA/BS                  | 6                                     | 33,830         | 38,227 | 39,000 | 43,194         | 8.3%                     |
|                                     | MA/MS                  | 47                                    | 39,000         | 51,866 | 50,000 | 62,000         | 6.3%                     |
|                                     | PhD                    | 30                                    | 50,000         | 62,359 | 61,000 | 74,895         | 4.6%                     |
| Field of Highest Degree             | Anthropology           | 58                                    | 40,000         | 54,355 | 52,500 | 70,384         | 6.1%                     |
|                                     | Archaeology            | 15                                    | 42,500         | 59,048 | 59,000 | 71,302         | 3.7%                     |
|                                     | Other                  | 9                                     | 40,500         | 47,058 | 46,000 | 53,237         | 8.3%                     |
| Work Experience                     | Fewer than 10 years    | 26                                    | 37,860         | 44,222 | 40,462 | 50,000         | 8.3%                     |
|                                     | 10 - 19 years          | 31                                    | 38,000         | 52,028 | 53,473 | 67,600         | 4.9%                     |
|                                     | 20 - 24 years          | 12                                    | 50,750         | 67,019 | 75,200 | 78,854         | 5.6%                     |
|                                     | 25 years or more       | 14                                    | 54,750         | 69,354 | 69,567 | 79,500         | 3.5%                     |
| Primary Employer                    | Academic               | 8                                     | 51,250         | 63,754 | 66,767 | 78,000         | 2.9%                     |
|                                     | Federal Government     | 4                                     |                |        |        |                |                          |
|                                     | State/Local Government | 3                                     |                |        |        |                |                          |
|                                     | CRM                    | 59                                    | 40,000         | 52,645 | 50,000 | 62,000         | 6.6%                     |
|                                     | Museum                 | 1                                     |                |        |        |                |                          |
|                                     | Private Non-Profit     | 4                                     |                |        |        |                |                          |
|                                     | Other                  | 4                                     |                |        |        |                |                          |
| Years in Current Position           | Fewer than 3 years     | 21                                    | 37,720         | 50,926 | 50,000 | 60,000         | 8.6%                     |
|                                     | 3 - 6 years            | 30                                    | 40,000         | 49,470 | 46,000 | 60,500         | 5.9%                     |
|                                     | 7 - 14 years           | 19                                    | 44,000         | 59,116 | 56,160 | 76,000         | 4.7%                     |
|                                     | 15 years or more       | 13                                    | 48,523         | 66,237 | 72,000 | 79,500         | 4.0%                     |
| People Supervised                   | None                   | 13                                    | 49,523         | 60,981 | 62,000 | 73,351         | 7.2%                     |
|                                     | 1 - 4                  | 28                                    | 36,720         | 44,307 | 40,462 | 50,000         | 6.0%                     |
|                                     | 5 or more              | 41                                    | 46,250         | 59,817 | 59,000 | 74,910         | 5.0%                     |

# **PROJECT MANAGER AVERAGE SALARY AS OF SEPTEMBER 1, 2004**



# PROJECT MANAGER AVERAGE SALARY AS OF SEPTEMBER 1, 2004



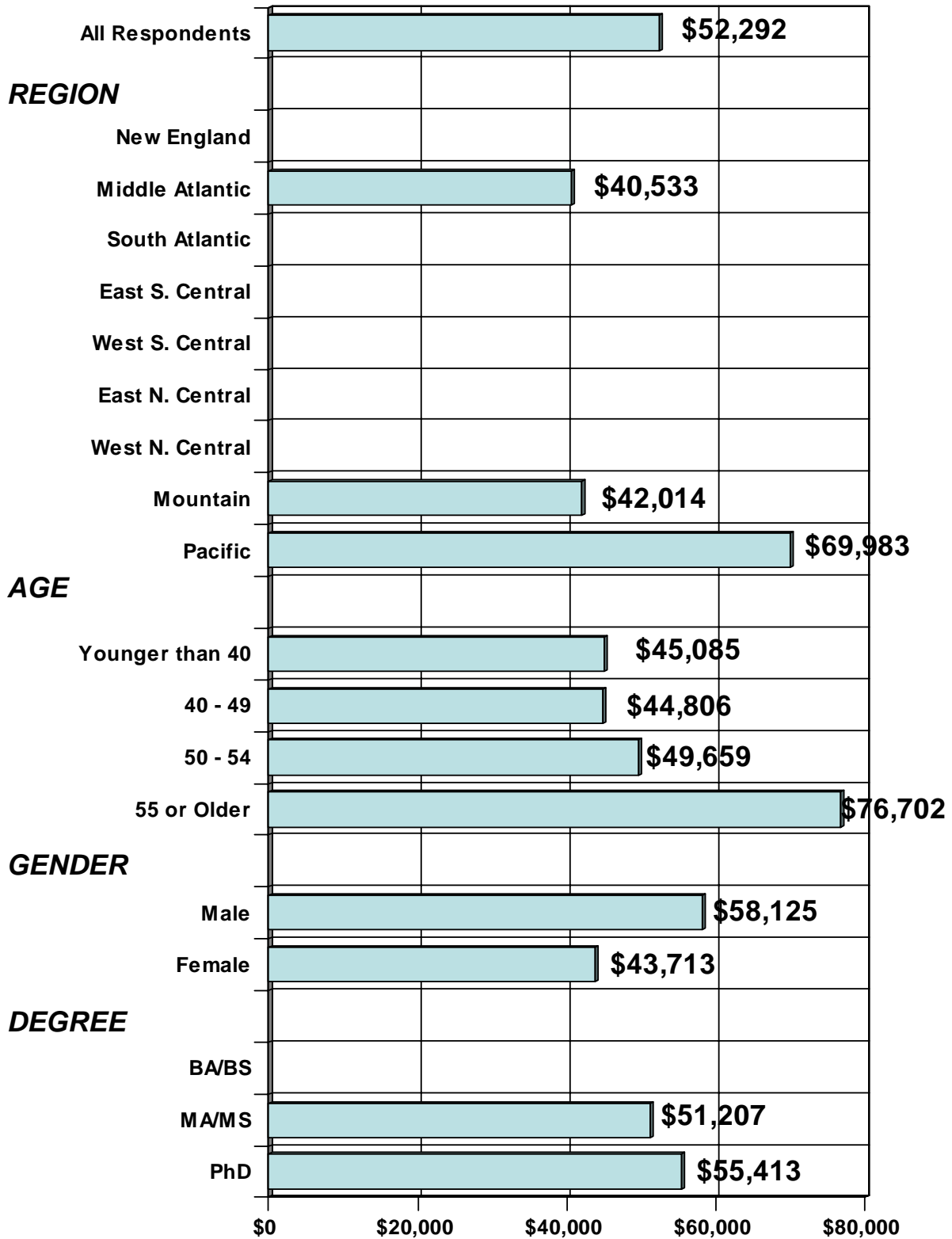
***Specialist (analysis, geoarchaeology,  
etc.)***

| <b>Respondent Profile Primary Position</b> |                          |       |
|--|--------------------------|-------|
| Number Responding                          |                          | 51    |
| Professional Experience                    | Years (Mean)             | 15.8  |
| Age  | (Mean)                   | 46.3  |
| Gender                                     | Male                     | 54.9% |
|  | Female                   | 45.1% |
| Highest Degree in Archaeology              | BA/BS                    | 9.8%  |
|  | MA/MS                    | 47.1% |
|  | PhD                      | 43.1% |
| Field of Highest Degree                    | Anthropology             | 60.8% |
|  | Archaeology              | 9.8%  |
|  | Other                    | 29.4% |
| Archaeology Degree                         | Years with Degree (Mean) | 13.5  |
| Primary Employer                           | Academic                 | 7.8%  |
|  | Federal Government       | 9.8%  |
|  | State/Local Government   | 7.8%  |
|  | CRM                      | 41.2% |
|  | Museum                   | 5.9%  |
|  | Private Non-Profit       | 5.9%  |
|  | Other                    | 21.6% |
| Location - U.S. Census District            | New England              | 2.0%  |
|  | Middle Atlantic          | 13.7% |
|  | South Atlantic           | 7.8%  |
|  | East S. Central          | 5.9%  |
|  | West S. Central          | 5.9%  |
|  | West N. Central          | 5.9%  |
|  | Mountain                 | 31.4% |
|  | Pacific                  | 27.5% |
| Hours Worked per Week                      | Full-time (>=30 hours)   | 82.4% |
|  | Part-time                | 17.6% |
| Experience in Position                     | Years (Mean)             | 10.8  |
| People Supervised                          | Number (Mean)            | 2.4   |
| Has Secondary Employment                   | Yes                      | 33.3% |
|  | No                       | 66.7% |

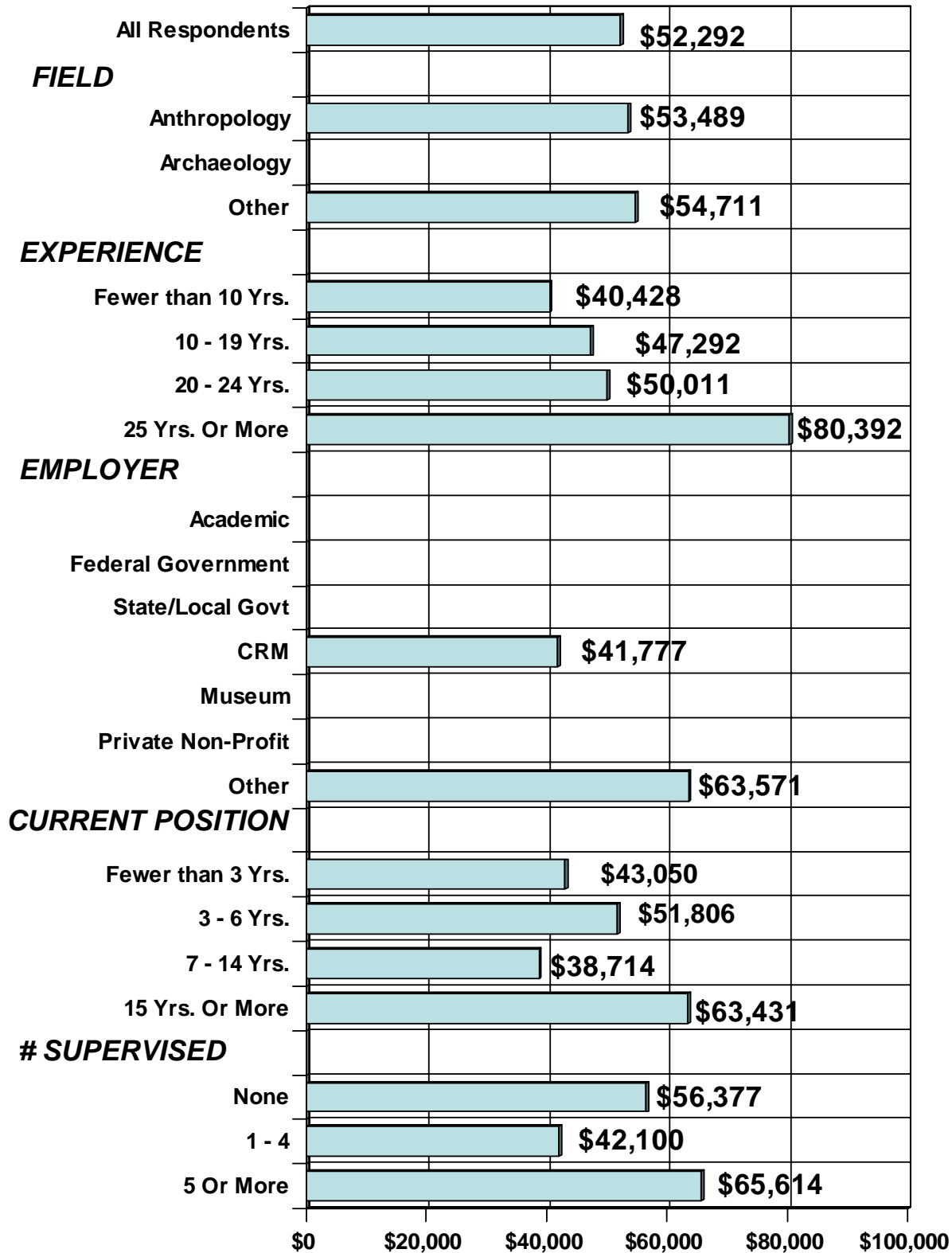
***Specialist (analysis, geoarchaeology, etc.)***

|                                     |                        | Annual Salary As of September 1, 2004 |                |        |         |                | Percent Change 2003-2004 |
|-------------------------------------|------------------------|---------------------------------------|----------------|--------|---------|----------------|--------------------------|
|                                     |                        | Number of Respondents                 | First Quartile | Mean   | Median  | Third Quartile |                          |
| <b>Full-time Primary Employment</b> |                        |                                       |                |        |         |                |                          |
| Number Responding                   |                        | 42                                    | 40,000         | 52,292 | 44,500  | 60,000         | 3.3%                     |
| Location - U.S. Census District     | New England            | 1                                     |                |        |         |                |                          |
|                                     | Middle Atlantic        | 6                                     | 22,250         | 40,533 | 46,085  | 53,273         | 4.8%                     |
|                                     | South Atlantic         | 4                                     |                |        |         |                |                          |
|                                     | East S. Central        | 1                                     |                |        |         |                |                          |
|                                     | West S. Central        | 2                                     |                |        |         |                |                          |
|                                     | West N. Central        | 3                                     |                |        |         |                |                          |
|                                     | Mountain               | 15                                    | 34,000         | 42,014 | 41,600  | 44,000         | 2.9%                     |
| Pacific                             | 10                     | 44,250                                | 69,983         | 56,516 | 97,850  | 4.4%           |                          |
| Age                                 | Younger than 40        | 11                                    | 34,000         | 45,085 | 42,000  | 46,000         | 4.5%                     |
|                                     | 40 - 49                | 17                                    | 35,000         | 44,806 | 45,000  | 54,100         | 3.4%                     |
|                                     | 50 - 54                | 5                                     | 42,132         | 49,659 | 48,000  | 58,016         | 2.2%                     |
|                                     | 55 or older            | 9                                     | 41,661         | 76,702 | 81,000  | 112,500        | 2.8%                     |
| Gender                              | Male                   | 25                                    | 35,000         | 58,125 | 48,000  | 76,500         | 4.0%                     |
|                                     | Female                 | 17                                    | 40,085         | 43,713 | 42,000  | 51,000         | 2.4%                     |
| Highest Degree in Archaeology       | BA/BS                  | 4                                     |                |        |         |                |                          |
|                                     | MA/MS                  | 18                                    | 33,500         | 51,207 | 43,500  | 60,000         | 2.5%                     |
|                                     | PhD                    | 20                                    | 41,150         | 55,413 | 51,000  | 69,500         | 4.1%                     |
| Field of Highest Degree             | Anthropology           | 26                                    | 40,793         | 53,489 | 45,000  | 61,008         | 3.5%                     |
|                                     | Archaeology            | 4                                     |                |        |         |                |                          |
|                                     | Other                  | 12                                    | 37,000         | 54,711 | 47,000  | 54,758         | 1.9%                     |
| Work Experience                     | Fewer than 10 years    | 12                                    | 32,000         | 40,428 | 38,800  | 45,000         | 6.0%                     |
|                                     | 10 - 19 years          | 12                                    | 40,500         | 47,292 | 46,000  | 52,025         | 3.0%                     |
|                                     | 20 - 24 years          | 8                                     | 40,915         | 50,011 | 44,132  | 54,625         | 2.1%                     |
|                                     | 25 years or more       | 9                                     | 56,250         | 80,392 | 64,032  | 112,500        | 8.4%                     |
| Primary Employer                    | Academic               | 3                                     |                |        |         |                |                          |
|                                     | Federal Government     | 4                                     |                |        |         |                |                          |
|                                     | State/Local Government | 4                                     |                |        |         |                |                          |
|                                     | CRM                    | 19                                    | 40,000         | 41,777 | 42,000  | 48,000         | 2.8%                     |
|                                     | Museum                 | 2                                     |                |        |         |                |                          |
|                                     | Private Non-Profit     | 3                                     |                |        |         |                |                          |
| Other                               | 7                      | 25,000                                | 63,571         | 50,000 | 110,000 | 4.7%           |                          |
| Years in Current Position           | Fewer than 3 years     | 6                                     | 33,500         | 43,050 | 38,800  | 55,025         | 3.7%                     |
|                                     | 3 - 6 years            | 13                                    | 43,576         | 51,806 | 50,000  | 57,750         | 7.6%                     |
|                                     | 7 - 14 years           | 7                                     | 40,000         | 38,714 | 41,000  | 42,000         | 1.8%                     |
|                                     | 15 years or more       | 15                                    | 40,170         | 63,431 | 52,000  | 87,000         | -.3%                     |
| People Supervised                   | None                   | 20                                    | 40,250         | 56,377 | 43,208  | 63,024         | 5.9%                     |
|                                     | 1 - 4                  | 14                                    | 33,500         | 42,100 | 43,000  | 49,883         | -1.4%                    |
|                                     | 5 or more              | 7                                     | 50,000         | 65,614 | 62,000  | 87,000         | 3.9%                     |

# SPECIALIST AVERAGE SALARY AS OF SEPTEMBER 1, 2004



# SPECIALIST AVERAGE SALARY AS OF SEPTEMBER 1, 2004



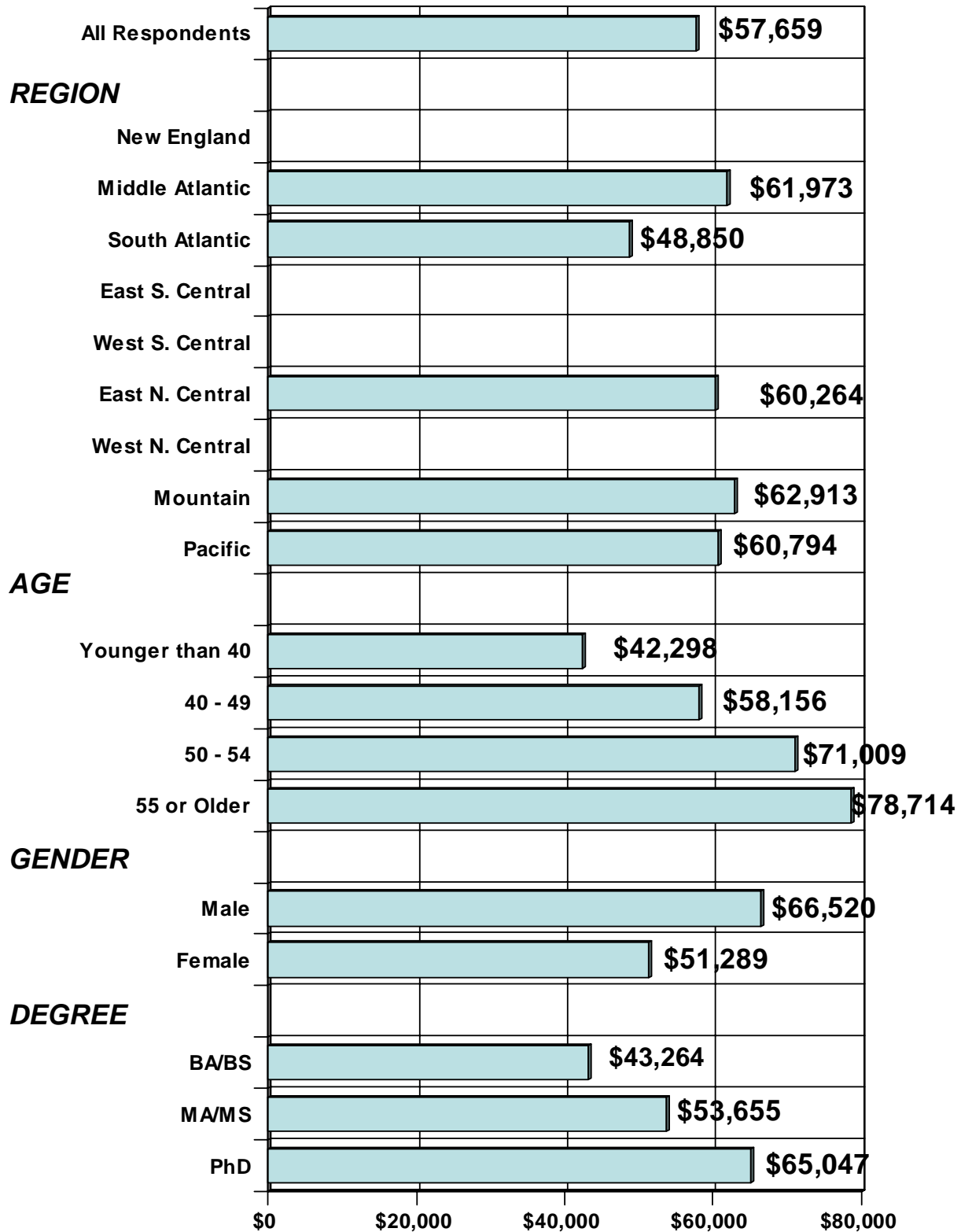
## *Other*

| <b>Respondent Profile Primary Position</b> |                          |       |
|--|--------------------------|-------|
| Number Responding                          |                          | 66    |
| Professional Experience                    | Years (Mean)             | 13.2  |
| Age  | (Mean)                   | 45.5  |
| Gender                                     | Male                     | 40.0% |
|  | Female                   | 60.0% |
| Highest Degree in Archaeology              | BA/BS                    | 12.3% |
|  | MA/MS                    | 43.1% |
|  | PhD                      | 41.5% |
|  | Other                    | 3.1%  |
| Field of Highest Degree                    | Anthropology             | 71.9% |
|  | Archaeology              | 15.6% |
|  | Other                    | 12.5% |
| Archaeology Degree                         | Years with Degree (Mean) | 12.4  |
| Primary Employer                           | Academic                 | 22.7% |
|  | Federal Government       | 21.2% |
|  | State/Local Government   | 13.6% |
|  | CRM                      | 19.7% |
|  | Museum                   | 4.5%  |
|  | Private Non-Profit       | 4.5%  |
|  | Other                    | 13.6% |
| Location - U.S. Census District            | New England              | 4.7%  |
|  | Middle Atlantic          | 10.9% |
|  | South Atlantic           | 9.4%  |
|  | East S. Central          | 6.3%  |
|  | West S. Central          | 6.3%  |
|  | East N. Central          | 7.8%  |
|  | West N. Central          | 6.3%  |
|  | Mountain                 | 26.6% |
| Pacific                                    | 21.9%                    |       |
| Hours Worked per Week                      | Full-time (>=30 hours)   | 87.9% |
|  | Part-time                | 12.1% |
| Experience in Position                     | Years (Mean)             | 6.0   |
| People Supervised                          | Number (Mean)            | 4.6   |
| Has Secondary Employment                   | Yes                      | 22.7% |
|  | No                       | 77.3% |

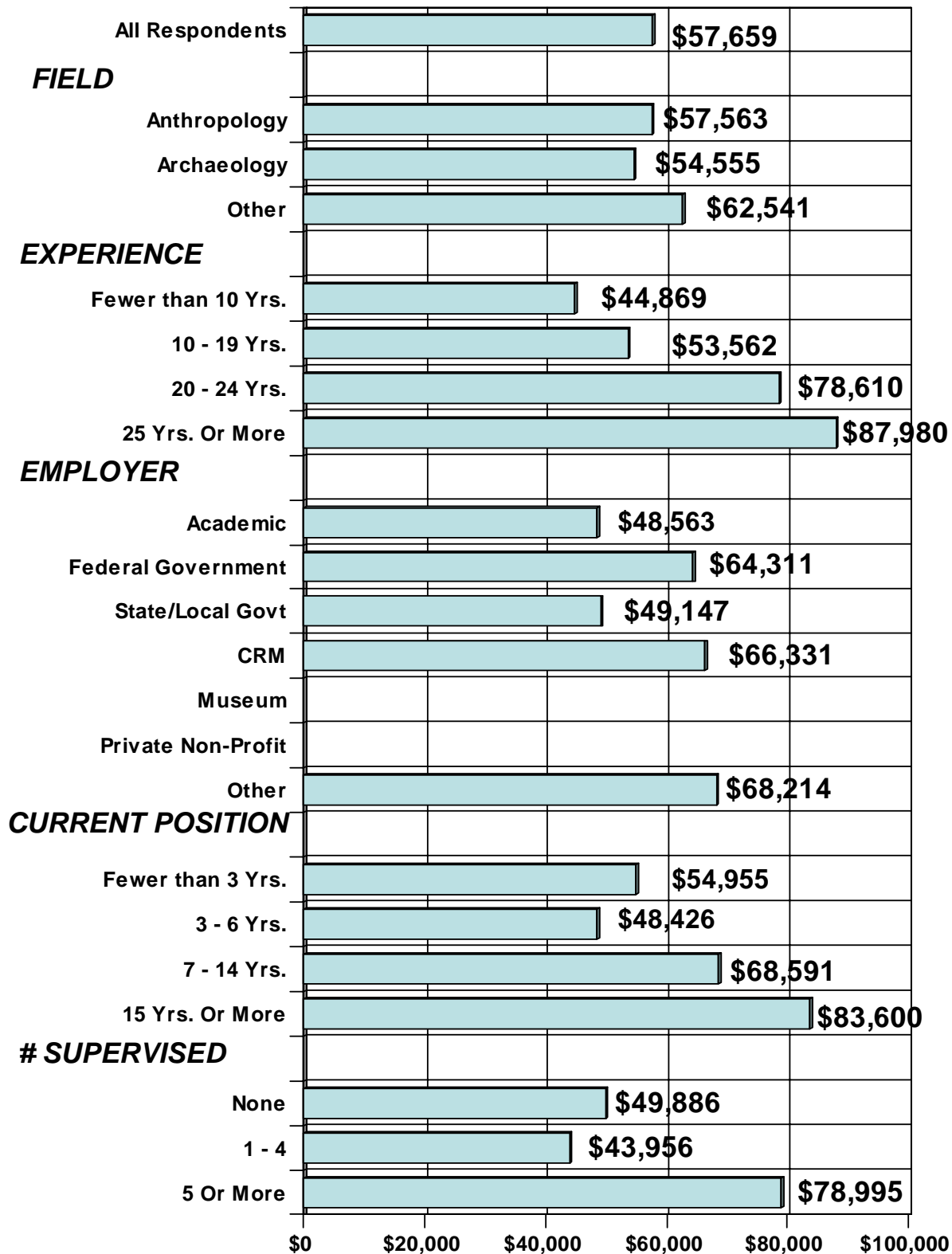
**Other**

|                                     |                        | Annual Salary As of September 1, 2004 |                |        |        |                | Percent Change 2003-2004 |
|-------------------------------------|------------------------|---------------------------------------|----------------|--------|--------|----------------|--------------------------|
|                                     |                        | Number of Respondents                 | First Quartile | Mean   | Median | Third Quartile |                          |
| <b>Full-time Primary Employment</b> |                        |                                       |                |        |        |                |                          |
| Number Responding                   |                        | 55                                    | 37,000         | 57,659 | 53,500 | 73,113         | 2.9%                     |
| Location - U.S. Census District     | New England            | 3                                     |                |        |        |                |                          |
|                                     | Middle Atlantic        | 6                                     | 44,000         | 61,973 | 65,720 | 74,600         | 2.0%                     |
|                                     | South Atlantic         | 6                                     | 30,675         | 48,850 | 42,600 | 68,500         | 2.2%                     |
|                                     | East S. Central        | 1                                     |                |        |        |                |                          |
|                                     | West S. Central        | 3                                     |                |        |        |                |                          |
|                                     | East N. Central        | 5                                     | 40,000         | 60,264 | 51,000 | 85,160         | 3.1%                     |
|                                     | West N. Central        | 4                                     |                |        |        |                |                          |
|                                     | Mountain               | 16                                    | 31,750         | 62,913 | 55,062 | 89,110         | 2.8%                     |
|                                     | Pacific                | 10                                    | 52,801         | 60,794 | 64,857 | 73,617         | 2.5%                     |
| Age                                 | Younger than 40        | 22                                    | 30,000         | 42,298 | 38,500 | 51,625         | 2.1%                     |
|                                     | 40 - 49                | 11                                    | 38,000         | 58,156 | 58,735 | 85,000         | 3.6%                     |
|                                     | 50 - 54                | 10                                    | 53,300         | 71,009 | 68,160 | 90,050         | 4.1%                     |
|                                     | 55 or older            | 11                                    | 60,000         | 78,714 | 74,413 | 85,000         | 2.7%                     |
| Gender                              | Male                   | 23                                    | 42,000         | 66,520 | 60,000 | 88,400         | 3.0%                     |
|                                     | Female                 | 32                                    | 31,250         | 51,289 | 49,250 | 64,929         | 2.9%                     |
| Highest Degree in Archaeology       | BA/BS                  | 8                                     | 26,250         | 43,264 | 33,000 | 67,335         | 4.5%                     |
|                                     | MA/MS                  | 23                                    | 37,000         | 53,655 | 51,000 | 68,000         | 3.3%                     |
|                                     | PhD                    | 22                                    | 44,900         | 65,047 | 59,362 | 85,000         | 2.0%                     |
|                                     | Other                  | 2                                     |                |        |        |                |                          |
| Field of Highest Degree             | Anthropology           | 39                                    | 35,000         | 57,563 | 53,500 | 74,413         | 2.6%                     |
|                                     | Archaeology            | 9                                     | 36,000         | 54,555 | 50,000 | 76,557         | 4.0%                     |
|                                     | Other                  | 6                                     | 47,750         | 62,541 | 56,568 | 79,835         | 4.6%                     |
| Work Experience                     | Fewer than 10 years    | 22                                    | 29,625         | 44,869 | 38,000 | 60,750         | 3.0%                     |
|                                     | 10 - 19 years          | 16                                    | 42,500         | 53,562 | 50,500 | 64,610         | 3.7%                     |
|                                     | 20 - 24 years          | 7                                     | 74,413         | 78,610 | 80,000 | 90,480         | 2.3%                     |
|                                     | 25 years or more       | 8                                     | 59,372         | 87,980 | 86,700 | 95,000         | 1.4%                     |
| Primary Employer                    | Academic               | 8                                     | 37,250         | 48,563 | 47,750 | 61,500         | 1.5%                     |
|                                     | Federal Government     | 14                                    | 56,801         | 64,311 | 63,857 | 76,348         | 3.3%                     |
|                                     | State/Local Government | 9                                     | 36,500         | 49,147 | 45,200 | 60,862         | 2.4%                     |
|                                     | CRM                    | 11                                    | 25,000         | 66,331 | 70,320 | 95,000         | 3.0%                     |
|                                     | Museum                 | 3                                     |                |        |        |                |                          |
|                                     | Private Non-Profit     | 3                                     |                |        |        |                |                          |
| Years in Current Position           | Fewer than 3 years     | 24                                    | 35,000         | 54,955 | 48,500 | 64,929         | 2.5%                     |
|                                     | 3 - 6 years            | 15                                    | 37,000         | 48,426 | 48,500 | 63,440         | 2.9%                     |
|                                     | 7 - 14 years           | 10                                    | 53,300         | 68,591 | 71,557 | 85,850         | 5.2%                     |
|                                     | 15 years or more       | 5                                     | 61,500         | 83,600 | 95,000 | 100,000        | 1.4%                     |
|                                     | None                   | 29                                    | 30,700         | 49,886 | 51,000 | 65,357         | 2.8%                     |
| People Supervised                   | 1 - 4                  | 9                                     | 33,000         | 43,956 | 38,000 | 52,200         | 5.5%                     |
|                                     | 5 or more              | 16                                    | 50,875         | 78,995 | 85,000 | 95,000         | 2.0%                     |

# OTHER AVERAGE SALARY AS OF SEPTEMBER 1, 2004



## OTHER AVERAGE SALARY AS OF SEPTEMBER 1, 2004



# APPENDIX C

## Gender Analysis

This report reveals a gap in the compensation of male and female archaeologists in some but not all positions. The tables in this report show only cross-tabs that are two-dimensional. That is, the reader may view salary differences based on age, experience, location, degree, or gender, but only one characteristic at a time. If one compares salaries based on differences in years of experience, one cannot simultaneously look at differences due to location. Therefore, the salary differences based on gender do not demonstrate the effects of experience, location, or other factors that influence and help determine compensation levels. There are two issues surrounding the gender gap observed in the data for some archaeologists positions:

1. Is there an actual gap based on gender or is the gap attributable to women having less experience or preferring positions with nonprofit organizations, for example?
2. If there is a gap, what are the root causes?

The scope of this research is limited by time and budget and, therefore, rules out a multiple regression analysis. However, some additional analysis was carried out to address the first question. The second was not considered at all in this report.

Overall, six of 10 respondents were male. Female respondents were younger, with 59.1% younger than 50 compared with 45.7% of males who were younger than 50. Males had more experience (38.7% with 25 years or more) versus females, only 21% of whom had 25 years or more experience.

Male respondents were more likely to be in some type of management position—two-thirds supervised one or more people while only 57% of females did so.

## Respondent Background

|                                    |                        | Gender           |       |                  |       |
|------------------------------------|------------------------|------------------|-------|------------------|-------|
|                                    |                        | Male             |       | Female           |       |
|                                    |                        | Count<br>Percent | Count | Count<br>Percent | Count |
| All Respondents                    |                        | 100.0%           | 1,194 | 100.0%           | 807   |
| Location - U.S.<br>Census District | New England            | 4.4%             | 52    | 4.0%             | 32    |
|                                    | Middle Atlantic        | 8.8%             | 104   | 10.7%            | 86    |
|                                    | South Atlantic         | 14.4%            | 171   | 17.3%            | 139   |
|                                    | East S. Central        | 5.1%             | 60    | 3.7%             | 30    |
|                                    | West S. Central        | 7.2%             | 86    | 6.6%             | 53    |
|                                    | East N. Central        | 11.6%            | 138   | 8.6%             | 69    |
|                                    | West N. Central        | 7.1%             | 84    | 5.4%             | 43    |
|                                    | Mountain               | 21.9%            | 260   | 22.7%            | 182   |
| Pacific                            | 19.5%                  | 232              | 20.9% | 168              |       |
| Age                                | Younger than 40        | 21.3%            | 254   | 30.7%            | 247   |
|                                    | 40 - 49                | 24.4%            | 291   | 28.4%            | 229   |
|                                    | 50 - 54                | 25.9%            | 308   | 20.9%            | 168   |
|                                    | 55 or older            | 28.4%            | 338   | 20.0%            | 161   |
| Highest Degree<br>in Archaeology   | BA/BS                  | 6.3%             | 75    | 7.5%             | 60    |
|                                    | MA/MS                  | 38.4%            | 457   | 41.7%            | 335   |
|                                    | PhD                    | 54.7%            | 650   | 50.7%            | 408   |
|                                    | Other                  | .6%              | 7     | .1%              | 1     |
| Field of Highest<br>Degree         | Anthropology           | 74.5%            | 880   | 70.7%            | 563   |
|                                    | Archaeology            | 16.7%            | 197   | 20.2%            | 161   |
|                                    | Other                  | 8.9%             | 105   | 9.0%             | 72    |
| Work Experience                    | Fewer than 10 years    | 19.8%            | 232   | 33.2%            | 263   |
|                                    | 10 - 19 years          | 25.8%            | 303   | 29.7%            | 235   |
|                                    | 20 - 24 years          | 15.8%            | 185   | 16.0%            | 127   |
|                                    | 25 years or more       | 38.7%            | 454   | 21.1%            | 167   |
| Primary<br>Employer                | Academic               | 33.6%            | 394   | 33.0%            | 262   |
|                                    | Federal Government     | 16.0%            | 187   | 14.6%            | 116   |
|                                    | State/Local Government | 8.9%             | 104   | 11.4%            | 91    |
|                                    | CRM                    | 29.1%            | 341   | 26.2%            | 208   |
|                                    | Museum                 | 4.9%             | 58    | 4.8%             | 38    |
|                                    | Private Non-Profit     | 2.0%             | 23    | 2.5%             | 20    |
| Hours Worked<br>per Week           | Full-time (>=30 hours) | 96.6%            | 1,130 | 91.1%            | 724   |
|                                    | Part-time              | 3.4%             | 40    | 8.9%             | 71    |
| Years in Current<br>Position       | Fewer than 3 years     | 18.5%            | 213   | 25.1%            | 195   |
|                                    | 3 - 6 years            | 28.0%            | 322   | 32.9%            | 256   |
|                                    | 7 - 14 years           | 22.7%            | 261   | 23.3%            | 181   |
|                                    | 15 years or more       | 30.8%            | 355   | 18.8%            | 146   |
| People<br>Supervised               | None                   | 33.0%            | 379   | 42.9%            | 333   |
|                                    | 1 - 4                  | 24.4%            | 280   | 26.8%            | 208   |
|                                    | 5 or more              | 42.6%            | 489   | 30.4%            | 236   |
| Has Secondary<br>Employment        | Yes                    | 22.7%            | 271   | 20.3%            | 164   |
|                                    | No                     | 77.3%            | 923   | 79.7%            | 643   |

Special tables were run for the six positions with the largest number of respondents. For Archaeologist and Cultural Resources Program Manager there was a significant gender gap—13.7% and 11.2%, respectively, based on mean salaries. While many factors determine actual compensation levels, for these positions the gender gap is significantly larger for those in the 55 and older cohort. This suggests more equity for males and females who entered the job market in the past 10-15 years.

Interestingly enough, there is gender bias for Principal Investigator, but it favors females with an 8.5% premium over the mean salary for males.

For academic positions, there is small salary gap at the Associate and Assistant Professor level. Male Full Professors reported a mean salary of \$85,895, compared with \$81,445 for females. This 5.5% gap is not readily explained by experience or years in position.

In conclusion, age and experience accounted for some of the difference in the mean salary of male and female archaeologists who responded to the survey, but did not explain it entirely.

*Archaeologist*

|                                     |                        |        | Annual Salary As of September 1, 2004 |        |            | Percent Change<br>2003- 2004 |
|-------------------------------------|------------------------|--------|---------------------------------------|--------|------------|------------------------------|
|                                     |                        |        | Number of<br>Respon-<br>dents         | Mean   | Median 50% |                              |
| <b>Full-time Primary Employment</b> |                        |        |                                       |        |            |                              |
| Total                               |                        | Male   | 123                                   | 53,210 | 52,000     | 3.9%                         |
|                                     |                        | Female | 89                                    | 46,786 | 41,100     | 3.3%                         |
| Age                                 | Younger<br>than 40     | Male   | 31                                    | 38,286 | 37,920     | 4.1%                         |
|                                     |                        | Female | 37                                    | 37,120 | 34,154     | 4.9%                         |
|                                     | 40 - 49                | Male   | 19                                    | 48,380 | 48,180     | 7.4%                         |
|                                     |                        | Female | 14                                    | 43,864 | 42,250     | 2.0%                         |
|                                     | 50 - 54                | Male   | 33                                    | 57,575 | 53,000     | 3.1%                         |
|                                     |                        | Female | 21                                    | 59,809 | 55,000     | 2.9%                         |
|                                     | 55 or older            | Male   | 39                                    | 62,892 | 63,629     | 2.7%                         |
|                                     |                        | Female | 17                                    | 54,141 | 56,000     | 2.2%                         |
| Highest Degree<br>in Archaeology    | BA/BS                  | Male   | 14                                    | 44,134 | 50,750     | 2.3%                         |
|                                     |                        | Female | 17                                    | 36,775 | 28,000     | 4.3%                         |
|                                     | MA/MS                  | Male   | 68                                    | 49,450 | 47,000     | 4.1%                         |
|                                     |                        | Female | 49                                    | 44,404 | 40,000     | 3.7%                         |
|                                     | PhD                    | Male   | 41                                    | 62,546 | 61,329     | 4.0%                         |
|                                     |                        | Female | 23                                    | 59,261 | 56,000     | 2.0%                         |
| Work<br>Experience                  | Fewer than<br>10 years | Male   | 29                                    | 37,360 | 36,000     | 5.8%                         |
|                                     |                        | Female | 42                                    | 36,118 | 33,577     | 4.5%                         |
|                                     | 10 - 19<br>years       | Male   | 24                                    | 51,445 | 53,416     | 4.7%                         |
|                                     |                        | Female | 17                                    | 44,637 | 40,000     | 2.7%                         |
|                                     | 20 - 24<br>years       | Male   | 22                                    | 52,844 | 52,000     | 2.4%                         |
|                                     |                        | Female | 8                                     | 60,438 | 53,000     | 2.9%                         |
|                                     | 25 years or<br>more    | Male   | 47                                    | 63,811 | 63,600     | 3.0%                         |
|                                     |                        | Female | 21                                    | 64,269 | 61,000     | 2.0%                         |
| Years in<br>Current<br>Position     | Fewer than<br>3 years  | Male   | 19                                    | 39,389 | 40,000     | 6.2%                         |
|                                     |                        | Female | 28                                    | 37,388 | 32,000     | 4.0%                         |
|                                     | 3 - 6 years            | Male   | 31                                    | 46,148 | 44,000     | 5.2%                         |
|                                     |                        | Female | 25                                    | 44,594 | 42,850     | 3.9%                         |
|                                     | 7 - 14 years           | Male   | 29                                    | 52,716 | 54,000     | 3.1%                         |
|                                     |                        | Female | 19                                    | 50,980 | 42,000     | 2.5%                         |
|                                     | 15 years or<br>more    | Male   | 43                                    | 64,119 | 62,700     | 2.8%                         |
|                                     |                        | Female | 16                                    | 62,413 | 60,500     | 2.2%                         |

**Cultural Resources Program Manager**

| Full-time Primary Employment  |                     |        | Annual Salary As of September 1, 2004 |        |            | Percent Change 2003- 2004 |
|-------------------------------|---------------------|--------|---------------------------------------|--------|------------|---------------------------|
|                               |                     |        | Number of Respondents                 | Mean   | Median 50% |                           |
| Total                         |                     | Male   | 101                                   | 71,258 | 68,000     | 4.2%                      |
|                               |                     | Female | 50                                    | 64,109 | 62,500     | 4.4%                      |
| Age                           | Younger than 40     | Male   | 12                                    | 59,380 | 61,810     | 3.9%                      |
|                               |                     | Female | 10                                    | 54,011 | 55,605     | 7.9%                      |
|                               | 40 - 49             | Male   | 29                                    | 65,463 | 64,530     | 5.0%                      |
|                               |                     | Female | 16                                    | 64,308 | 62,094     | 3.9%                      |
|                               | 50 - 54             | Male   | 30                                    | 74,106 | 72,500     | 4.3%                      |
|                               |                     | Female | 16                                    | 68,389 | 69,221     | 3.8%                      |
|                               | 55 or older         | Male   | 30                                    | 78,764 | 74,653     | 3.6%                      |
|                               |                     | Female | 8                                     | 67,777 | 74,500     | 2.5%                      |
| Highest Degree in Archaeology | BA/BS               | Male   | 5                                     |        |            |                           |
|                               |                     | Female | 4                                     |        |            |                           |
|                               | MA/MS               | Male   | 52                                    | 73,734 | 72,400     | 4.4%                      |
|                               |                     | Female | 30                                    | 69,677 | 70,500     | 4.8%                      |
|                               | PhD                 | Male   | 43                                    | 70,033 | 67,000     | 4.3%                      |
|                               |                     | Female | 16                                    | 59,028 | 56,806     | 3.7%                      |
| Work Experience               | Fewer than 10 years | Male   | 8                                     | 59,949 | 61,810     | 4.2%                      |
|                               |                     | Female | 7                                     | 46,344 | 50,000     | 3.8%                      |
|                               | 10 - 19 years       | Male   | 25                                    | 67,336 | 65,000     | 5.1%                      |
|                               |                     | Female | 16                                    | 66,366 | 65,500     | 7.5%                      |
|                               | 20 - 24 years       | Male   | 20                                    | 70,678 | 65,000     | 6.8%                      |
|                               |                     | Female | 12                                    | 68,988 | 73,000     | 1.9%                      |
|                               | 25 years or more    | Male   | 46                                    | 75,680 | 73,000     | 2.8%                      |
|                               |                     | Female | 15                                    | 66,090 | 68,441     | 4.0%                      |
| Years in Current Position     | Fewer than 3 years  | Male   | 12                                    | 62,583 | 62,500     | 8.3%                      |
|                               |                     | Female | 9                                     | 52,772 | 52,210     | 3.8%                      |
|                               | 3 - 6 years         | Male   | 31                                    | 63,503 | 63,313     | 4.6%                      |
|                               |                     | Female | 14                                    | 54,670 | 50,500     | 3.6%                      |
|                               | 7 - 14 years        | Male   | 25                                    | 75,269 | 68,000     | 4.5%                      |
|                               |                     | Female | 8                                     | 73,020 | 72,000     | 10.1%                     |
|                               | 15 years or more    | Male   | 33                                    | 78,660 | 76,261     | 2.9%                      |
|                               |                     | Female | 19                                    | 72,683 | 74,000     | 3.1%                      |

*Principal Investigator*

| Full-time Primary Employment  |                     |        | Annual Salary As of September 1, 2004 |        |            | Percent Change 2003- 2004 |
|-------------------------------|---------------------|--------|---------------------------------------|--------|------------|---------------------------|
|                               |                     |        | Number of Respondents                 | Mean   | Median 50% |                           |
| Total                         |                     | Male   | 97                                    | 52,248 | 48,000     | 5.0%                      |
|                               |                     | Female | 53                                    | 56,689 | 51,000     | 4.3%                      |
| Age                           | Younger than 40     | Male   | 28                                    | 43,378 | 42,000     | 6.8%                      |
|                               |                     | Female | 16                                    | 43,801 | 44,340     | 2.3%                      |
|                               | 40 - 49             | Male   | 33                                    | 53,040 | 47,500     | 3.4%                      |
|                               |                     | Female | 14                                    | 46,492 | 49,000     | 5.5%                      |
|                               | 50 - 54             | Male   | 27                                    | 62,088 | 58,240     | 4.6%                      |
|                               |                     | Female | 14                                    | 81,022 | 60,000     | 5.5%                      |
|                               | 55 or older         | Male   | 8                                     | 47,350 | 48,900     | 6.5%                      |
|                               |                     | Female | 9                                     | 57,611 | 55,650     | 4.4%                      |
| Highest Degree in Archaeology | BA/BS               | Male   | 2                                     |        |            |                           |
|                               |                     | Female | 1                                     |        |            |                           |
|                               | MA/MS               | Male   | 54                                    | 51,943 | 45,000     | 4.4%                      |
|                               |                     | Female | 29                                    | 57,080 | 49,000     | 4.6%                      |
|                               | PhD                 | Male   | 39                                    | 52,717 | 52,000     | 6.3%                      |
|                               |                     | Female | 21                                    | 58,210 | 51,000     | 3.7%                      |
| Work Experience               | Fewer than 10 years | Male   | 22                                    | 46,262 | 42,000     | 8.7%                      |
|                               |                     | Female | 16                                    | 43,009 | 40,280     | 2.4%                      |
|                               | 10 - 19 years       | Male   | 32                                    | 50,840 | 46,000     | 5.0%                      |
|                               |                     | Female | 16                                    | 51,800 | 51,000     | 4.5%                      |
|                               | 20 - 24 years       | Male   | 21                                    | 58,977 | 52,000     | .7%                       |
|                               |                     | Female | 11                                    | 52,817 | 55,000     | 4.8%                      |
|                               | 25 years or more    | Male   | 21                                    | 54,520 | 56,604     | 4.4%                      |
|                               |                     | Female | 10                                    | 90,656 | 63,750     | 6.2%                      |
| Years in Current Position     | Fewer than 3 years  | Male   | 15                                    | 48,601 | 43,000     | 5.3%                      |
|                               |                     | Female | 12                                    | 44,336 | 46,500     | 3.4%                      |
|                               | 3 - 6 years         | Male   | 33                                    | 46,450 | 44,974     | 4.3%                      |
|                               |                     | Female | 18                                    | 53,768 | 46,920     | 3.9%                      |
|                               | 7 - 14 years        | Male   | 24                                    | 56,892 | 55,862     | 6.5%                      |
|                               |                     | Female | 10                                    | 55,465 | 55,825     | 8.1%                      |
|                               | 15 years or more    | Male   | 25                                    | 57,633 | 52,000     | 4.3%                      |
|                               |                     | Female | 12                                    | 75,083 | 58,704     | 3.0%                      |

*Assistant/Visiting Assistant Professor*

| Full-time Primary Employment  |                     |        | Annual Salary As of September 1, 2004 |        |            | Percent Change 2003- 2004 |
|-------------------------------|---------------------|--------|---------------------------------------|--------|------------|---------------------------|
|                               |                     |        | Number of Respondents                 | Mean   | Median 50% |                           |
| Total                         |                     | Male   | 64                                    | 47,447 | 46,250     | 3.4%                      |
|                               |                     | Female | 60                                    | 48,364 | 48,614     | 3.3%                      |
| Age                           | Younger than 40     | Male   | 38                                    | 47,380 | 46,700     | 3.1%                      |
|                               |                     | Female | 34                                    | 47,223 | 48,114     | 3.4%                      |
|                               | 40 - 49             | Male   | 20                                    | 47,856 | 46,750     | 4.3%                      |
|                               |                     | Female | 24                                    | 50,553 | 50,500     | 3.3%                      |
|                               | 50 - 54             | Male   | 4                                     |        |            |                           |
|                               |                     | Female | 1                                     |        |            |                           |
|                               | 55 or older         | Male   | 2                                     |        |            |                           |
|                               |                     | Female | 1                                     |        |            |                           |
| Highest Degree in Archaeology | MA/MS               | Male   | 1                                     |        |            |                           |
|                               |                     | Female | 2                                     |        |            |                           |
|                               | PhD                 | Male   | 63                                    | 47,596 | 46,500     | 3.4%                      |
|                               |                     | Female | 58                                    | 48,118 | 48,614     | 3.3%                      |
| Work Experience               | Fewer than 10 years | Male   | 29                                    | 47,247 | 45,168     | 2.8%                      |
|                               |                     | Female | 27                                    | 46,635 | 45,000     | 3.2%                      |
|                               | 10 - 19 years       | Male   | 28                                    | 47,774 | 48,000     | 3.8%                      |
|                               |                     | Female | 26                                    | 50,046 | 50,926     | 3.6%                      |
|                               | 20 - 24 years       | Male   | 4                                     |        |            |                           |
|                               |                     | Female | 5                                     |        |            |                           |
|                               | 25 years or more    | Male   | 3                                     |        |            |                           |
|                               |                     | Female | 2                                     |        |            |                           |
| Years in Current Position     | Fewer than 3 years  | Male   | 28                                    | 47,059 | 46,700     | 2.4%                      |
|                               |                     | Female | 20                                    | 45,149 | 44,000     | 2.9%                      |
|                               | 3 - 6 years         | Male   | 31                                    | 48,033 | 48,000     | 4.0%                      |
|                               |                     | Female | 35                                    | 49,109 | 50,500     | 3.6%                      |
|                               | 7 - 14 years        | Male   | 1                                     |        |            |                           |
|                               |                     | Female | 4                                     |        |            |                           |
|                               | 15 years or more    | Male   | 1                                     |        |            |                           |
|                               |                     | Female | 1                                     |        |            |                           |

*Associate/Visiting Associate Professor*

| Full-time Primary Employment  |                     |        | Annual Salary As of September 1, 2004 |        |            | Percent Change 2003- 2004 |
|-------------------------------|---------------------|--------|---------------------------------------|--------|------------|---------------------------|
|                               |                     |        | Number of Respondents                 | Mean   | Median 50% |                           |
| Total                         |                     | Male   | 72                                    | 61,566 | 59,500     | 4.3%                      |
|                               |                     | Female | 47                                    | 59,205 | 59,600     | 4.7%                      |
| Age                           | Younger than 40     | Male   | 5                                     | 50,300 | 53,000     | 6.9%                      |
|                               |                     | Female | 6                                     | 57,829 | 57,861     | 4.9%                      |
|                               | 40 - 49             | Male   | 31                                    | 58,175 | 58,200     | 5.9%                      |
|                               |                     | Female | 28                                    | 56,972 | 55,750     | 5.2%                      |
|                               | 50 - 54             | Male   | 23                                    | 63,067 | 61,000     | 2.9%                      |
|                               |                     | Female | 6                                     | 66,946 | 63,638     | 3.9%                      |
|                               | 55 or older         | Male   | 13                                    | 71,327 | 74,000     | 2.0%                      |
|                               |                     | Female | 7                                     | 62,684 | 59,790     | 3.5%                      |
| Highest Degree in Archaeology | MA/MS               | Male   | 1                                     |        |            |                           |
|                               |                     | Female | 1                                     |        |            |                           |
|                               | PhD                 | Male   | 71                                    | 61,728 | 60,000     | 4.4%                      |
|                               |                     | Female | 46                                    | 58,810 | 59,300     | 4.8%                      |
| Work Experience               | Fewer than 10 years | Male   | 6                                     |        |            |                           |
|                               |                     | Female | 4                                     |        |            |                           |
|                               | 10 - 19 years       | Male   | 21                                    | 61,996 | 62,000     | 6.1%                      |
|                               |                     | Female | 25                                    | 58,230 | 56,000     | 5.6%                      |
|                               | 20 - 24 years       | Male   | 14                                    | 59,584 | 60,500     | 4.5%                      |
|                               |                     | Female | 10                                    | 61,955 | 60,405     | 3.5%                      |
|                               | 25 years or more    | Male   | 30                                    | 64,371 | 60,500     | 2.3%                      |
|                               |                     | Female | 8                                     | 65,081 | 63,300     | 4.5%                      |
| Years in Current Position     | Fewer than 3 years  | Male   | 11                                    | 55,267 | 56,500     | 4.0%                      |
|                               |                     | Female | 6                                     | 55,714 | 57,637     | 8.9%                      |
|                               | 3 - 6 years         | Male   | 13                                    | 56,706 | 53,000     | 5.8%                      |
|                               |                     | Female | 10                                    | 57,893 | 57,550     | 5.9%                      |
|                               | 7 - 14 years        | Male   | 27                                    | 61,634 | 60,000     | 4.9%                      |
|                               |                     | Female | 24                                    | 60,389 | 58,895     | 3.9%                      |
|                               | 15 years or more    | Male   | 19                                    | 69,015 | 73,000     | 2.4%                      |
|                               |                     | Female | 6                                     | 59,267 | 59,500     | 3.0%                      |

**Full/Visiting Full Professor**

|                                     |                     |        | Annual Salary As of September 1, 2004 |        |            | Percent Change<br>2003- 2004 |
|-------------------------------------|---------------------|--------|---------------------------------------|--------|------------|------------------------------|
|                                     |                     |        | Number of<br>Respon-<br>dents         | Mean   | Median 50% |                              |
| <b>Full-time Primary Employment</b> |                     |        |                                       |        |            |                              |
| Total                               |                     | Male   | 133                                   | 85,895 | 85,000     | 3.0%                         |
|                                     |                     | Female | 52                                    | 81,445 | 80,000     | 4.3%                         |
| Age                                 | Younger than 40     | Male   | 1                                     |        |            |                              |
|                                     |                     | Female | 1                                     |        |            |                              |
|                                     | 40 - 49             | Male   | 16                                    | 82,561 | 79,000     | 3.5%                         |
|                                     |                     | Female | 8                                     | 75,334 | 72,885     | 6.3%                         |
|                                     | 50 - 54             | Male   | 36                                    | 85,596 | 82,000     | 4.0%                         |
|                                     |                     | Female | 15                                    | 75,395 | 72,000     | 2.5%                         |
|                                     | 55 or older         | Male   | 79                                    | 86,666 | 86,000     | 2.5%                         |
|                                     |                     | Female | 28                                    | 87,197 | 83,000     | 4.7%                         |
| Highest Degree in Archaeology       | PhD                 | Male   | 130                                   | 85,770 | 84,000     | 3.0%                         |
|                                     |                     | Female | 52                                    | 81,445 | 80,000     | 4.3%                         |
| Work Experience                     | Fewer than 10 years | Male   | 2                                     |        |            |                              |
|                                     |                     | Female | 2                                     |        |            |                              |
|                                     | 10 - 19 years       | Male   | 5                                     | 68,000 | 68,000     | 4.0%                         |
|                                     |                     | Female | 7                                     | 77,896 | 75,000     | 4.6%                         |
|                                     | 20 - 24 years       | Male   | 15                                    | 81,385 | 77,000     | 3.1%                         |
|                                     |                     | Female | 10                                    | 73,450 | 70,500     | 2.6%                         |
|                                     | 25 years or more    | Male   | 106                                   | 86,809 | 86,000     | 3.1%                         |
|                                     |                     | Female | 29                                    | 82,453 | 80,000     | 5.1%                         |
| Years in Current Position           | Fewer than 3 years  | Male   | 7                                     |        |            |                              |
|                                     |                     | Female | 2                                     |        |            |                              |
|                                     | 3 - 6 years         | Male   | 11                                    | 72,046 | 61,691     | 2.3%                         |
|                                     |                     | Female | 9                                     | 68,056 | 62,000     | 3.8%                         |
|                                     | 7 - 14 years        | Male   | 29                                    | 82,179 | 79,000     | 2.9%                         |
|                                     |                     | Female | 16                                    | 81,277 | 79,500     | 5.1%                         |
|                                     | 15 years or more    | Male   | 85                                    | 89,757 | 89,000     | 3.1%                         |
|                                     |                     | Female | 25                                    | 85,347 | 83,000     | 3.9%                         |

# **APPENDIX D**



2004 SALARY SURVEY

Association Research, Inc. (ARI), an independent survey research organization located in Rockville, Maryland, is conducting this confidential survey for SAA. All responses will be anonymous.

Please complete and submit the survey no later than **November 5, 2004**, by fax (240)-268-1267, or by mail to Association Research, Inc., 4 Research Place, Suite 220, Rockville, MD 20850.

Thank you in advance for your time and commitment to SAA and our profession.

ABOUT YOU

- 1. In what state do you work the majority of your time?
2. When were you born? 19\_\_ \_\_
3. Are you: Male Female
4. What is your highest degree that qualifies you to work in archaeology?
5. In what year did you earn your highest degree that qualifies you to work in archaeology?
6. In what field is that degree?
7. How many years of work experience beyond the position of crew member or field/lab technician do you have in archaeology? Years

PRIMARY EMPLOYMENT

Primary Employment refers to the position related to archaeology in which you earn the majority of your compensation.

- 8. Which of the following best describes your primary employer?
9. What job title best describes your primary position? (Write in the number from the list on page 3.) If other, please specify title:

10. **How many hours per week do you work?** *(Check only one)*
1.  Full-time (30 hours or more per week)
  2.  Part-time
11. **If part time, how many hours per week do you typically work?** \_\_\_\_\_ Hours
12. **How many years have you held this position?** \_\_\_\_\_ Years
13. **How many people do you supervise? ('0' if none)** \_\_\_\_\_ People
14. **As of September 1, 2004, what was your annual salary from your primary employer? (If you receive an hourly rate, please indicate the total base compensation you received during 2003, where base compensation excludes benefits, bonuses, profit sharing, etc.) \$** \_\_\_\_\_
15. **If you were in this position on September 1, 2003, by what percentage has your annual salary changed?** \_\_\_\_\_ %

## SECONDARY EMPLOYMENT

*Secondary Employment includes your second largest source of compensation, related to archaeology.*

16. **Do you earn compensation from secondary employment?**
- Yes       No *(If no, this completes the survey. Thank you.)*
17. **Which of the following best describes your secondary employer:** *(Check only one)*
- |  |   |
|--|---|
| 1. <input type="checkbox"/> Academic           | 7. <input type="checkbox"/> Museum                        |
| 2. <input type="checkbox"/> Federal Government | 8. <input type="checkbox"/> Historical Society            |
| 3. <input type="checkbox"/> Local Government   | 9. <input type="checkbox"/> Private Foundation            |
| 4. <input type="checkbox"/> State Government   | 10. <input type="checkbox"/> Private Non-Profit           |
| 5. <input type="checkbox"/> Tribal Government  | 11. <input type="checkbox"/> Other <i>(Specify)</i> _____ |
| 6. <input type="checkbox"/> CRM                |   |
18. **What job title best describes your secondary position?** *(Write in the number from the list on page 3.)*  
 \_\_\_\_\_  
**If other, please specify title:** \_\_\_\_\_
19. **How many hours per week do you work?** *(Check only one)*
1.  Full-time (30 hours or more per week)
  2.  Part-time
20. **If part time, how many hours per week do you typically work?** \_\_\_\_\_ Hours
21. **How many years have you held this position?** \_\_\_\_\_ Years
22. **How many people do you supervise? ('0' if none)** \_\_\_\_\_ People
23. **As of September 1, 2004, what was your annual salary from your secondary employer? (If you receive an hourly rate, please indicate the total base compensation you received during 2003, where base compensation excludes benefits, bonuses, profit sharing, etc.) \$** \_\_\_\_\_

**THANK YOU VERY MUCH FOR COMPLETING THIS SURVEY.**

**PLEASE COMPLETE YOUR QUESTIONNAIRE NO LATER THAN NOVEMBER 5, 2004,**

**BY FAX (240) 268-1267, OR MAIL TO  
 ASSOCIATION RESEARCH, INC.**

**4 RESEARCH PLACE, SUITE 220, ROCKVILLE, MD 20850**

## JOB TITLES

Please choose the one job title that most closely reflects your primary job responsibilities. If your job responsibilities are not reflected appropriately in any of the job titles, please use the “other” category (#37) and specify your title in the survey (Questions #9 and/or #18).

1. Academic Administrator (above level of chair)
2. Archaeologist
3. Compliance Archaeologist
4. District/Regional/State Archaeologist
5. Park/Forest/Field Office Archaeologist
6. Archivist
7. Cartographer/GIS/GPS Manager
8. Collections Manager
9. Assistant Collections Manager
10. Conservator
11. Crew Chief
12. Assistant Crew Chief
13. Cultural Resources Coordinator/Specialist
14. Cultural Resources Program Manager
15. Curator
16. Assistant Curator
17. Associate Curator
18. Database/Information Manager/Webmaster
19. Department Chair/Head
20. Field Director
21. Instructor/Lecturer/Adjunct
22. Lab Director
23. Museum Director
24. Operations Director
25. Owner
26. Photographer
27. Physical Anthropologist
28. Planner
29. Principal Investigator
30. Assistant/Visiting Assistant Professor
31. Associate/Visiting Associate Professor
32. Full/Visiting Full Professor
33. Project Director
34. Project Manager
35. Social Scientist
36. Specialist (analysis, geoarchaeology, etc.)
37. Other

# APPENDIX E

# U.S. CENSUS MAP

