

The background of the cover is a photograph of ancient rock art. It features several large, stylized human figures drawn in earthy tones like ochre, red, and black. These figures have elongated bodies and some have distinct headgear or headdresses. To the right, there is a smaller, more detailed animal figure, possibly a dog or a small dinosaur, also in earth tones. The rock surface itself is light-colored with some natural staining and texture visible.

the
SAA archaeological record

SEPTEMBER 2001 • VOLUME 1 • NUMBER 4

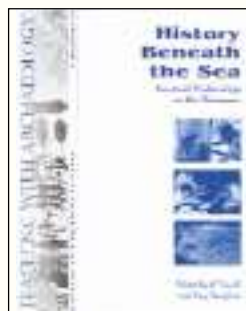
SOCIETY FOR AMERICAN ARCHAEOLOGY

FROM SAA'S BOOK PROGRAM. . .



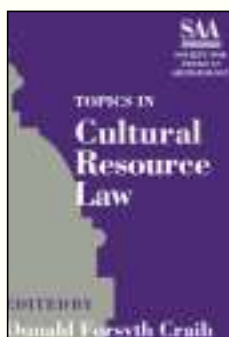
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the SAA Archaeological record

The Magazine of the Society for American Archaeology

VOLUME 1, NO. 4

SEPTEMBER 2001



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The *SAA Archaeological Record* (ISSN 1532-7299) is published five times a year and is edited by John Kantner with assistance from Ronald Hobgood.

Deadlines for submissions are: December 1 (January), February 1 (March), April 1 (May), August 1 (September), and October 1 (November); send to *The SAA Archaeological Record*, Department of Anthropology and Geography, Georgia State University, 33 Gilmer St., Atlanta, GA 30303-3083. For information, call (404) 651-1761; fax (404) 651-3235, or email: kantner@gsu.edu.

Manuscript submission via email or by disk is encouraged. Advertising and placement ads should be sent to SAA headquarters, 900 Second St., NE #12, Washington, DC 20002, (202) 789-8200.

Associate editors include:

Emily McClung de Tapia [Exchanges, Mexico & Central America]

email: mcclung@servidor.unam.mx

Jose Luis Lanata [Exchanges, Southern Cone]

email: jllanata@filo.uba.ar

Anne Vawser [Government]

email: Anne_Vawser@nps.gov

Lynne Sebastian [Insights]

email: lsebastian@srictm.com

Mark Aldenderfer [Interface]

email: aldenderfer@anth.ucsb.edu

John Hoopes [Networks]

email: hoopes@ku.edu

Teresa Hoffman [Public Education]

email: thoffman@acstempe.com

Kurt Dongoske [Working Together]

email: kdongoske@hopi.nsn.us

Inquiries and submissions should be addressed directly to them. The *SAA Archaeological Record* is provided free to members and institutional subscribers to *American Antiquity* and *Latin American Antiquity* worldwide. The *SAA Archaeological Record* can be found on the Web in pdf format at

www.saa.org/publications/thesaaarchrec/index.html.

Past issues of the *SAA Bulletin* can be found at

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Manager, Publications:
John Neikirk

Design: Victoria Russell
Papertiger Studio • Washington, DC

Production: Peter Lindeman
Oakland Street Publishing • Arlington, VA



EDITOR'S CORNER

John Kantner

John Kantner is an assistant professor of anthropology at Georgia State University

We all owe the former editor Mark Aldenderfer and his editorial assistant Karen Doehner our deepest gratitude for having developed the *SAA Bulletin* and now *The SAA Archaeological Record* into a first-class publication with an engaging format and interesting content. As I take over the editorship, I can only hope that my efforts will be sufficient for maintaining the high standards that they have set and meeting the expectations of the readership.

One of the challenges I face is that *The SAA Archaeological Record* represents not only a new format that differs from the *Bulletin*, but it also carries with it a mandate to become even more of a "trade magazine" while at the same time serving as the organization's newsletter. In my new role as editor, I will attempt to accommodate both of these functions to best serve the SAA membership while also appealing to the archaeological community in general. Fortunately, Mark and Karen spent many years developing the *Bulletin* into just such a publication, and I will adopt many of the approaches that they employed. I hope also to implement some new features to further improve the *Record*.

One of the editorial strategies developed by Mark Aldenderfer was to establish several regular columns that focused on specific topics in archaeology. To assist with soliciting and editing content, Mark persuaded archaeologists with expertise appropriate for each column to serve as Associate Editors. This approach has proven to be very successful, with these engaging columns regularly filling a substantial portion of the publication. Fortunately, many of the Associate Editors from Mark Aldenderfer's tenure are interested in continuing in their roles, providing continuity as the editorial office changes. A few new Associate Editors have also kindly agreed to contribute their efforts to the publication. The columns and their Associate Editors are listed below; potential contributors to these columns should consider directly contacting the Associate Editors (contact information is provided in the masthead to the left):

Exchanges	Emily McClung de Tapia (Mexico and Central America)
	Jose Luis Lanata (Southern Cone)
Government	Anne Vawser
Insights	Lynne Sebastian
Interface	Mark Aldenderfer
Networks	John Hoopes
Public Education	Teresa Hoffman
Working Together	Kurt Dongoske

Inspired by the set of "Professionalism" articles that appeared in the premier issue of *The SAA Archaeological Record*, I would like to assemble additional thematic issues. In these occasional issues, SAA business and other regular columns such as News and Notes and Positions Open will run as usual. However, Associate Editors and other regular columnists will be encouraged to submit articles related to the theme, and additional submissions from people whose work directly relates to the chosen theme will

be encouraged. Some of the themes that I am considering include:

- Archaeology of Ethnic Minorities in the Americas
- Gender and Minority Equity in Archaeology
- Public Outreach in Archaeology
- Repatriation and Archaeologists
- Training Archaeology Professionals

I am currently planning a thematic issue on Public Outreach in Archaeology for March 2002. I am hoping that the development of these special issues will further the evolution of *The SAA Archaeological Record*. Please send any suggestions for themes and content to me at:

John Kantner
Department of Anthropology & Geography
Georgia State University
33 Gilmer St.
Atlanta, GA 30303-3083
tel: (404) 651-1761; fax: (404) 651-3235
email: kantner@gsu.edu

CALL FOR VOLUNTEERS

You can help the 67th Annual Meeting in Denver run smoothly. We need enthusiastic volunteers to help out the SAA team March 20–24, 2002, in meeting-support services and as session attendants. In return for 12 hours of your time, you will receive FREE meeting registration (refunds available to preregistered participants will be processed after the meeting), a COMPLIMENTARY copy of the 67th Annual Meeting Abstracts book, \$5 stipend per shift, and SAA's sincere gratitude. This is a great opportunity to meet fellow archaeological enthusiasts and get involved in all aspects of our fun and exciting meeting. Act quickly, as opportunities are limited. For details and a volunteer application, contact Andrew Caruso at SAA headquarters, 900 Second Street NE, Suite 12, Washington, DC 20002-3557; email andrew_caruso@saa.org; fax (202) 789-0284; telephone 202 789-8200.

LETTERS TO THE EDITOR

The corporate memory seems to have dried up at the editor's office. The *SAA Bulletin*, contrary to implications in Mark Aldenderfer's statement, was established in 1983. Al Downer and his staff took on the thankless task of editing and distribution. Admittedly, the first issues were neither elegant nor packed, but they did the essential job of professional communication.

R.E.W. Adams
Past SAA President

Now that people have recovered from the SAA Annual Meeting in New Orleans, it's time to think about how to improve these massive events. Here are my two cents: First, the program is bloated. There are too many concurrent sessions and too many low-quality presentations. The new Thursday evening sessions are a step backward. I would like to see the SAA stress quality over inclusiveness. Or does the bottom line triumph over scholarship?

Second, there is the perennial problem of sessions not running on time. This seemed worse this year than in the past, and after several attempts, I gave up trying to catch individual papers in the middle of sessions. Some colleagues are incapable of running a session on time, yet they continue to chair delayed sessions year after year. Perhaps we could identify these people and discourage them from chairing sessions. Perhaps more training for session chairs is in order.

Third, the push for more poster sessions is an encouraging development,

but some problems remain to be worked out. The SAA has not been able to inform presenters of the size of the poster stands in advance; can't this be fixed? Societies with more experience with posters (e.g., ASPA) have ways to ensure that poster presenters have a chance to see other posters without abandoning their own; can't we do this?

Michael E. Smith, Professor
Department of Anthropology
University at Albany, SUNY

Because issues of crucial importance to the future of American archaeology are at stake, I feel compelled to comment on the debate in recent issues of the *SAA Bulletin* between Brad Lepper (18[4]:22–25), on the one hand, and Darby Stapp and Julie Longenecker (18[2]:18–20, 27; 18[4]:23–24) and John Allison on the other (18[5]:3–4).

Lepper correctly identified the generally insulting and denigrating tone of remarks by Stapp and Longenecker aimed at those who don't agree with their views concerning the handling of human skeletal remains from archaeological sites. John Allison explicitly takes an even more adversarial position. These attitudes are unfortunate, to be polite about it, and fail to contribute in a constructive manner to deliberations on what American archaeology is all about and where it should be going.

As one example, the study of 9,000-year-old Kennewick Man is unbelievably lumped by Stapp and Longenecker with "significant human rights abuses" (*SAA Bulletin* 18[4]:22)! Following other invidious comparisons, we hear about the "radical, imperialist segment of scientific archaeology"! But who is really being "radical" in making these statements?

Stapp and Longenecker show little regard for the aims and methods of sci-

☞ LETTERS, continued on page 4

LETTERS TO THE EDITOR, from page 3 

entific archaeology. However, they don't propose another way to arrive at reliable knowledge of the past and clearly prefer that some kinds of research be abandoned, because a few First American spokespersons are upset about the whole enterprise of archaeology. But there is simply no getting around the superiority of the scientific method for informing us about the past as well as other aspects of the real world.

The main issue is, should archaeologists really be forced to consult with contemporary tribal or band groups over study of human remains that can't be linked convincingly to them in the here and now? Is it right for those groups to be granted veto power over such study? In such cases, vaguely defined religious convictions are asserted to have priority despite the great humanistic value of archaeology's contribution to knowledge of the First American past.

If I become drenched in tears over the excavation of 20,000-year-old sites of Cro-magnon people in Europe, supposedly a population that included my remote ancestors, but with whom it's impossible to link my French and German family genealogy, should European archaeologists be required to consult with me or with 10,000 other folks who may happen to agree with me? Should we have the authority to force those researchers to shut down their digs and slink back to their professorial duties? Of course not.

I concur with Lepper that there is a difference between excavating 100-year-old burials and 1,000-year-old burials. In my opinion, burials of native peoples in graves or cemeteries that are marked or whose locations are known from post-Contact records, and which have proven family or tribal connections, should not be excavated without seeking permission of the descendants who have a definable and rationally defensible emotional and legal relationship

with those remains. Less clear, but arguable, is the excavation of late-prehistoric or early Contact graves with readily established ties to historic tribes. Although individual skeletons cannot be attributed to living kin, few archaeologists would deny that affiliated people alive today have a reasonable interest in such remains.

The Kennewick discovery poses a very different situation; no ties to modern kin or ethnic groups can be demonstrated, the remains come from a remote period poorly known to science, and much is to be gained from analysis. Is consultation with First Americans necessary? Should they have the power to prevent study? I personally don't think so, and the vast majority of practicing archaeologists would probably agree with me. And, as Lepper points out, what if Kennewick Man represents, as some believe, an early European immigrant to the Americas? How could that be ascertained without study? Should the skeleton have been rushed back into the ground without analysis, including DNA analysis, as preferred by Stapp and Longenecker? This would deny Europeans, Anglo-Americans, and others of non-Indian ancestry the opportunity to know about a potentially very interesting find. How many other ancient burial sites of Old World origin may exist in North America?

Judging from his choice of words, Allison is confusing worldview and religion with science. Sure, Lepper's worldview is different from Tecumseh's, but Lepper's culture developed science, Tecumseh's did not. Allison seems to be saying that the Ibo, the Polynesians, the Navajo, and others independently arrived at understandings of the world and universe that equal or perhaps even surpass the achievements of Western science. Let's see now: had those cultures figured out the Periodic Table? Described biological cell structure? Photographed the Andromeda Galaxy? Sent spacecraft to Mars? Discovered the electron? Developed treatments for cancer? Answer: No

in every case. Are all these aspects of Western science somehow subject to doubt because of the differing worldview of one group or the religion of another? Does Vine Deloria's anti-science opinion cast doubt on the Old World evolution of populations who became the First Americans, or on our ultimate African origins? Not in the least.

I agree with Lepper that NAGPRA is bad law, poorly worded, and needs something like the Hastings Bill to correct a serious imbalance in the weighing of input from different constituencies. I suspect that NAGPRA and the anti-archaeology, anti-science attitudes relate to a larger problem in America today, which is the rising tide of irrational belief systems, including the postmodernist notion that all ideas are of equal worth and that the scientific method is no better than other approaches for distinguishing truth from non-truth. We are seeing a disturbing and widespread trend toward the rejection of critical thought and objective inquiry. I have no quarrel with multiculturalism as a political notion, but fail to see what role it has in formulating archaeological research design. Contrary to postmodernist belief, not all ideas are equal, and therefore some deserve serious consideration and some don't. These opinions undoubtedly disqualify me for membership in the "new guard," so I humbly resign myself to being assigned to the "old guard."

Robert E. Funk
New York State Archaeologist (Retired)
Research Associate, New York State Museum



ARCHAEOPOLITICS

KENNEWICK: A LITIGATION UPDATE FROM SAA

Robert H. McLaughlin, Esq.

Robert H. McLaughlin is an attorney, member of SAA's Committee on Repatriation, and currently a Ph.D. student in anthropology at the University of Chicago.

The fate of the Kennewick remains, the remains of a male individual believed to have lived in the Columbia River Valley region of the Northwest Coast some 9,000 years ago, will be determined in part by a forthcoming decision of the United States Federal District Court in Portland, Oregon. Of critical importance to archaeologists, the case, *Bonnichsen v. US*, CV961481JE (D. OR 2001), will address the concepts of "cultural affiliation" and "Native American" as legal terms of art used in the Native American Graves Protection and Repatriation Act of 1990 (NAGPRA).

In the wake of prior litigation, the U.S. Department of the Interior (DOI) took the lead in evaluating the Kennewick remains and made a determination that the remains bear a cultural affiliation to five claimant Native American Indian tribes. The Plaintiffs in the present case assert that this determination is unlawful, that the Kennewick remains are neither of Native American character under the law nor culturally affiliated with the tribes to whom the DOI has assigned affiliation. The Government defends the substance and procedure of the determination of the Department of Interior made under the administration of then-Secretary Bruce Babbitt.

Among other interested groups, SAA applied for and obtained the privilege of serving as an *amicus curiae*, or friend of the court, in the case. SAA was the leading scientific organization that participated in drafting the NAGPRA legislation and remains committed to the rigorous implementation of the law. With a practical sensitivity to the challenges of implementation and the delicate balance of interests at work in NAGPRA, SAA uniquely represents the interests of the archaeological and scientific community. These interests relate to the exploration and dissemination of knowledge about the history and prehistory of the continent as inscribed in the American archaeological record. SAA believes these interests serve the public at large.

On June 4, 2001, SAA filed an *amicus curiae* brief with the district court. The brief reflects the collaborative efforts of the archaeologist members of the SAA Committee on Repatriation

and the *pro bono* attorneys for SAA, James A. Goold and Michael J. Fanelli of the law firm of Covington and Burling in Washington, DC. The brief and related documents pertaining to the case are available on the Repatriation Issues page of the SAA website at <http://www.saa.org>.

SAA believes strongly and argues in its brief that the Kennewick remains are indeed "Native American" under the law. In this respect, SAA disagrees with the arguments advanced by the Plaintiffs. "Native American" is defined in the statute as "of, or relating to, a tribe, people, or culture that is indigenous to the United States." The SAA brief submits both legal arguments and archaeological analysis in support of its position that the Kennewick remains are Native American under NAGPRA.

With respect to the determination of cultural affiliation by the DOI, SAA believes and argues that the DOI rendered an arbitrary and capricious determination that violates the evaluative provisions of NAGPRA. NAGPRA defines cultural affiliation as a "relationship of shared group identity that can be reasonably traced" between a modern, federally recognized tribe and an identifiable earlier group. The DOI relied on a weaker and unlawful standard of "continuity" and "reasonable relationship" in its determination. The DOI further ignored the "preponderance of evidence" standard in its evaluation of evidence. Although the DOI collected relevant archaeological, geological, historical, biological, and oral historical data, it chose to privilege oral history and geographical data to the exclusion of other lines of evidence that do not support a determination of cultural affiliation. The DOI has neither the discretion nor the authority to disregard such evidence.

SAA awaits the decision of the district court. A ruling is expected from Judge Jelderks sometime this fall. His ruling will implicate the scope of cultural affiliation and of the complementary categories of unidentifiable and unaffiliated human remains and cultural items. It will inform, and may even determine, how the scientific community implements NAGPRA for the foreseeable future. The Committee on Repatriation will keep the SAA membership apprised. □

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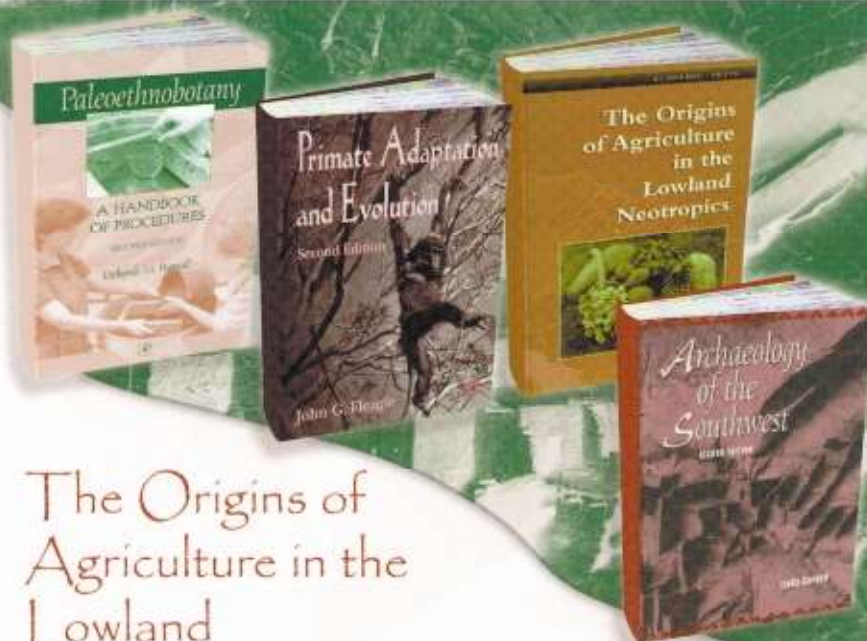
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IN BRIEF

Tobi A. Brimsek

Tobi A. Brimsek is executive director of the Society for American Archaeology.

DENVER IN 2002!

The 67th Annual Meeting of the Society for American Archaeology will be held at the Adam's Mark Hotel, 1550 Court Place, Denver, Colorado 80202. The last time SAA gathered in Denver was 1985. The hotel is located on Denver's Sixteenth Street Mall, and the meeting will be self-contained in the one property. In addition to a special rate for SAA meeting attendees, there are a limited number of student-rate rooms (\$100/ single-quad) and a limited number of government-rate rooms (prevailing government rate) available. For either the student- or government-rate rooms, student or government ID's will be respectively required. To reserve your room, please contact the Adam's Mark Hotel Denver directly at (303) 893-3333 and ask for reservations or call the Adam's Mark Central Reservations line at (800) 444-2326. Make sure that you mention that you will be attending the "SAA" or "Society for American Archaeology" meeting.

HOW DO I WIN A YEAR'S MEMBERSHIP IN SAA?

It really could be quite easy! All you need to do is register for a room at the Adam's Mark Denver Hotel by January 18, 2002, and your name will be entered into a drawing for a one-year membership in SAA. Please make sure to let the hotel know that you are attending the "SAA" or "Society for American Archaeology" meeting to receive our special rates (for hotel reservations, see telephone numbers above).

FOR FEDERAL EMPLOYEES—THE COMBINED FEDERAL CAMPAIGN (CFC)

This annual national workplace giving effort that permits federal employees to make contributions to more than 1,400 charitable organizations and agencies through payroll deductions or contributions is once again in full swing. SAA is eligible to receive funds through the CFC. In its first year of eligibility, SAA received nearly \$2,500 from federal workers. Federal employees who wish to make contributions to SAA through the CFC should designate their contributions to organization #1022. On behalf of SAA, thank you to all of the federal employees who have contributed through the CFC.

STAFF TRANSITIONS

Just prior to the annual meeting, SAA said goodbye to a five-year staff veteran, Leon Bathini, manager, Accounting Services. Jenele McKinney, formerly of the American Public Health Association, came on board during the New Orleans meeting and took over the accounting reins, just in time for the accounting system software conversion that went live on July 1, 2001.

ARE YOU CONNECTED?

In 1997, SAA launched a "Get Connected" campaign to encourage its members to report email addresses to SAA to enable the Society to increase its capability to communicate with you via email. In 1997, 43% of the membership responded to that call. Currently 82% of our members have shared email address information with us. We would love 100% connectivity! If you have an email address and haven't let us know, please send us an email at membership@saa.org, or a fax at (202) 789-0284, or call us at (202) 789-8200, or when you renew your dues, please note it on your renewal invoice. Help strengthen our communication with you . . . get connected! 

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FROM THE PRESIDENT



Dear SAA Members:

In the next year, SAA will embark on a major effort to secure funding for a permanent, full-time position in SAA headquarters in public education. At present, the SAA has only a half-time manager, Education and Outreach, with no continuing budget. As you know, archaeology depends on public support—for funding and for the preservation of cultural resources. And, as you also know, archaeology ultimately achieves its goals through public education. For these reasons, it is extremely important that SAA increase its national role in the public's understanding of prehistory. A full-time manager, Education and Outreach will permit us to do that.

We will work on two fronts to secure funding for a full-time manager, Education and Outreach position with budget. First, we are already seeking a permanent endowment through private sources. This effort will take some time to bear fruit. Second, in the meantime, we will also seek funding from one or more philanthropic organizations. An important ingredient to ensuring the success of both approaches is evidence that an organization's rank-and-file membership itself supports the endowments. SAA has three endowment funds: the General Endowment, the Native American Scholarship, and Public Education. I am asking each member to make a donation to one of these funds by the end of this year. This can be accomplished most easily through the normal membership dues renewal form that will be sent out in October. As you know, when you pay your annual dues, you can also contribute to one of SAA's endowment funds. The amount you give is less important than the act of giving, for it is necessary that we be able to tell potential funding organizations that we have substantial membership

participation in our endowment-building efforts. At present, only about 6% of SAA's membership makes donations to the endowment funds. We are most grateful to those individuals who have made donations in the past, especially those who contribute annually. But now we need the rest of the membership to show their support. I want to be able to report at the 2002 business meeting a participation rate of 100%.

Therefore, I'd like to ask that when you receive your dues renewal notice that you add some amount to one of our endowment funds—and the Public Education Fund is especially important here. Give what you feel is possible, but I'd like to suggest a minimum of \$25. Above all, it is extremely important that everyone participate in this effort, because our future fund-raising efforts are unlikely to succeed without a show of member support. No one likes to be asked for money, but your support will make it possible for us to leverage larger, permanent funding.

For the cost of a pizza dinner, you can help SAA achieve a very worthwhile goal that is in the best interests of the entire membership. Please, when you get your membership renewal form, take a moment to think about this and give whatever you can afford.

Sincerely,

Bob Kelly



PUBLIC EDUCATION COMMITTEE UPDATE

DEVELOPMENT OF ARCHAEOLOGY EDUCATION PROGRAMS IN COLLABORATION WITH NATIVE AMERICANS: ACCOMPLISHMENTS AND VISIONS OF THE PEC

Joelle Clark

Joelle Clark is with the University of Northern Arizona.

The Native American Education Subcommittee of the Public Education Committee was created during the 1995 Society for American Archaeology's (SAA) Annual Meeting in Minneapolis, Minnesota to work with educators and indigenous communities to develop the means to enhance educational experiences using archaeology. The vision for the subcommittee is for SAA to be a leader in collaborating with indigenous people in developing archaeology education programs.

Since the 1995 meeting, the subcommittee has held three educator workshops and three planning retreats for workshop instructors and subcommittee members. The first pilot workshop was held in August 1997 at Haskell Indian Nations University in Lawrence, Kansas. Twenty-five educators from around the United States attended this four-day workshop. Building on the experiences learned from the pilot workshop, a second workshop was held in Cullowhee, North Carolina in 1998. Co-hosted by Western Carolina University and the Museum of the Eastern Band of Cherokee, this workshop drew 16 educators to the hills and forests of southwestern North Carolina. Returning to Haskell Indian Nations University in 1999 in partnership with the Museum of Anthropology at the University of Kansas, a third workshop was held that included 14 educators and, for the first time, two Native American educators from previous workshops, who co-taught with two archaeologists. Prior to the workshop, the instructors met for two days to review the two previous workshops and to discuss and plan how the 1999 workshop could be structured to make it more meaningful to all participants.

ASSOCIATE EDITOR'S NOTE

The Native American Education subcommittee, chaired by Jon Czaplicki, has been successfully pursuing a course of strategic planning, workshops, and fundraising over the past six years. Jon was recently elected to the SAA Board and, though he will resign as chair of this subcommittee, the PEC looks forward to his continued support of archaeology education issues. His subcommittee partners Joelle Clark, Jeanne Moe, and Johna Hutira continue to move forward in developing this valuable component of the PEC.

In 2000, after five years of planning, fund raising, meetings, and three workshops, the subcommittee determined it was time to assess how efforts at collaboration with Native Americans through archaeology education were working. As a result, the subcommittee met in March and November 2000 for two-day retreats at the Colton House at the Museum of Northern Arizona in Flagstaff, Arizona. In an effort to get as many subcommittee members as possible to participate, funding from the Bureau of Reclamation's Lower Colorado Region Native American Affairs Office was used to subsidize travel and *per diem* for subcommittee members to attend. The result of these retreats was a revised strategic plan with goals that include continuation of professional development opportunities, such as the summer workshops; increased communication with past workshop participants, SAA members, and indigenous and educational communities; development of an evaluation plan to measure the impact and success of the subcommittee's efforts; and pursuit of funding to sustain the subcommittee's efforts.

Currently, the subcommittee is focusing efforts on offering summer workshops and communicating with past workshop participants about how archaeology can be used to enhance learning in many academic subject areas. From July 30 to August 4, 2001, Northern Arizona University (NAU), the Bureau of Land Management, and SAA offered a five-day summer institute at NAU in Flagstaff, Arizona. This institute used Project Archaeology and other supplemental materials to teach archaeology in culturally sensitive ways while meeting national education standards in several subject areas. At the same time, the workshop included opportunities to address the often deep and emotionally negative feelings that many Native Americans have toward archaeology and archaeologists. The subcommittee is also creating a newsletter named after Joseph Campbell's *A Hero's Journey*, the theme used in the archaeology education workshops. The subcommittee hopes to complete the first edition of the newsletter sometime this year. For more information about the summer institute, please visit <http://www.nau.edu/~smlc/> or the PEC's Archaeology and Public Education newsletter on the SAA website. 



MEMBERSHIP COMMITTEE UPDATE

MEMBERSHIP IN NATIONAL PROFESSIONAL ORGANIZATIONS BY MEMBERS OF STATE PROFESSIONAL ARCHAEOLOGICAL COUNCILS

David G. Anderson and Donna L. Freid

David G. Anderson is chair of the SAA Membership Committee and an archaeologist at the National Park Service's Southeast Archeological Center in Tallahassee, Florida. Donna L. Freid is a Ph.D. student and archaeological technician at the National Park Service's Southeast Archeological Center in Tallahassee, Florida.

As part of an effort to increase participation in the SAA, the Membership Committee examined the involvement of members of state professional archaeological councils in national professional organizations. Membership in a state professional council demonstrates a high level of personal commitment to local archaeology. How this translates into support for national organizations is unknown, however, and a topic worthy of exploration if SAA is to better represent and respond to the needs of the archaeological community.

For this study, an Internet search was first conducted to locate state professional archaeological councils. Some 20 such organizations had a Web presence, and several had posted their membership lists. A series of mailings (and emailings) requesting membership lists were then made, first to known professional council officers, and then to the state and SHPO archaeologists in those states where no information about professional councils was available. The data gathered included the names and addresses of practicing professional archaeologists who are members of state professional councils; this information was obtained with the understanding that it remain confidential, and that under no circumstances would the lists be sold or otherwise made available to commercial interests. Where permission was granted, however, the membership data were used for a one-time mailing of the first issue of *The SAA Archaeological Record*, in an effort to recruit new membership.

Information was obtained for 3,481 people in 35 professional organizations from 34 states (Table 1). The sample reflects those states with professional councils that responded to our inquiries. Some of the names received may not be professional archaeologists. Many smaller states, such as those in the New England area, do not have professional councils. For some states, no response was received despite repeated inquiries.

The project focused on participation in four major national organizations: SAA, the Society for Historical Archaeology (SHA), the Register of Professional Archaeologists (RPA), and the American Anthropological Association (AAA). State council membership lists were checked against current membership

lists for SAA (<http://www.saa.org>), RPA (The Register 2000–2001 Directory), SHA (<http://www.sha.org>), and AAA (AAA Guide 2000–2001). Duplicates were not eliminated; some people are members of more than one state council, just as some state members belong to more than one national organization.

Participation in national organizations by members of state professional councils varies appreciably (Table 1). Just over half (50.88%) of all the members of state professional archaeological councils sampled here are SAA members, making SAA the national organization of choice among state professional council members. Roughly one-fifth were SHA members (20.40%), and one-fifth were registered with RPA (20.17%). Just over ten percent (11.63%) were members of AAA.

SAA participation ranges from a low of 27.27% in South Carolina to a high of 72.26% in Illinois (Figure 1). SHA participation ranges from a low of 6.90% in Maine to a high of 53.75% in Maryland (Figure 2). RPA registration ranges from a low of 4.17% in Montana to a high of 47.62% in Florida (Figure 3). AAA participation ranges from a low of 3.23% in Wyoming to a high of 28.13% in New York (Figure 4).

In all but five states, SAA was the dominant national professional organization supported by local council members. In three states, Maryland, Virginia, and South Carolina, membership in SHA was greater than in SAA, while the two organizations had equal participation in Tennessee. The dominance of SHA in the three eastern seaboard states is perhaps not surprising, as this is the area where, some might argue, historical archaeology was born in the United States. In Florida, registration with RPA was higher than SAA membership.

Overall participation in professional organizations (measured as the sum of all memberships divided by the total number of state council members) was highest in New York and lowest in Wyoming and Idaho. States with high SAA participation were typically states with high overall participation.

Geographic trends in the data are not compelling, although overall support for national professional organizations tends

SAA COMMITTEES

TABLE 1. STATE PROFESSIONAL COUNCIL MEMBERSHIP PARTICIPATION IN NATIONAL PROFESSIONAL ORGANIZATIONS.

State	Total Members	SAA Members	SHA Members	RPA Members	AAA Members	None	Source
Alabama	46	15	7	6	5	25	Council on Alabama Archaeology
Alaska							
Arizona	203	125	19	30	27	68	Arizona Archaeological Council
Arkansas	93	35	14	13	9	54	Ark. Arch. Survey Directory of Ark. Archaeologists
California	847	313	116	112	78	450	Society for California Archaeology
Colorado	107	51	12	7	5	52	Colorado Council of Professional Archaeologists
Connecticut	n/a						Connecticut State Archaeologist
Delaware	n/a						Delaware State Historic Preservation Office
District of Columbia							
Florida	89	38	22	41	10	30	Florida Archaeological Council
Georgia	71	36	27	18	5	25	Georgia Council of Professional Archaeologists
Hawaii							
Idaho	53	11	6	3	2	40	Idaho Advisory Council of Professional Archaeologists
Illinois	137	99	23	30	22	31	Illinois Archaeological Survey
Indiana							
Iowa	57	31	6	17	6	21	Iowa Professional Archaeological Council
Kansas							Professional Archaeologists of Kansas
Kentucky	80	37	23	19	9	32	Kentucky Organization of Professional Archaeologists
Louisiana							
Maine	29	18	2	2	3	9	Maine SHPO Advisory Committee
Maryland	80	34	43	14	13	23	Council for Maryland Archaeology
Massachusetts	n/a						Massachusetts Historical Commission
Michigan	70	34	17	11	12	30	Conference on Michigan Archaeology
Minnesota	75	36	13	10	7	35	Council for Minnesota Archaeology
Mississippi	55	29	4	12	5	25	Mississippi Association of Professional Archaeologists
Missouri	30	19	11	8	8	9	Missouri Association of Professional Archaeologists
Montana	48	14	5	2	2	31	Montana Historical Society, Montana Historic Preservation Services Directory
Nebraska	91	47	19	6	11	38	Nebraska Association of Professional Archaeologists
Nevada	110	51	27	31	10	41	Nevada Archaeological Association
New Hampshire							
New Jersey							
New Mexico	211	128	24	23	26	73	New Mexico Archaeological Council
New York	96	68	34	32	27	17	New York Archaeological Council
New York2	55	30	23	31	12	8	PANyc
North Carolina	92	48	21	21	12	31	North Carolina Archaeological Council
North Dakota							
Ohio	98	55	15	18	10	39	Ohio Archaeological Council
Oklahoma	47	27	5	11	9	17	Oklahoma Archaeological Survey
Oregon							
Pennsylvania	68	44	23	26	15	7	Pennsylvania Archaeological Council
Puerto Rico							
Rhode Island							
South Carolina	88	24	26	19	4	45	South Carolina Council of Professional Archaeologists
South Dakota							
Tennessee	21	7	7	6	3	10	Tennessee Council for Professional Archaeology
Texas	194	76	40	59	11	85	Council of Texas Archaeologists
Utah							
Vermont	n/a						Vermont State Archaeologist
Virginia	58	24	27	12	3	19	Council of Virginia Archaeologists, Inc.
Washington	114	68	17	16	6	40	Association for Washington Archaeology
West Virginia	21	14	7	10	4	2	Council for West Virginia Archaeology
Wisconsin	90	54	16	18	10	32	Wisconsin Archaeological Survey
Wyoming	124	31	9	8	4	90	Wyoming Association of Professional Archaeologists
Total Sample	3481	1771	710	702	405	1584	
(% participation)		50.88%	20.40%	20.17%	11.63%	45.50%	

Total Membership 3481
as of: 1/31/01
% participation: 26.83%
n/a= no professional council; blank = no response or no data provided

Note: the AAA Archaeology Division has 1356 members as of 11/30/2000.

Participation in the AAA AD is 30.16%

SAA COMMITTEES

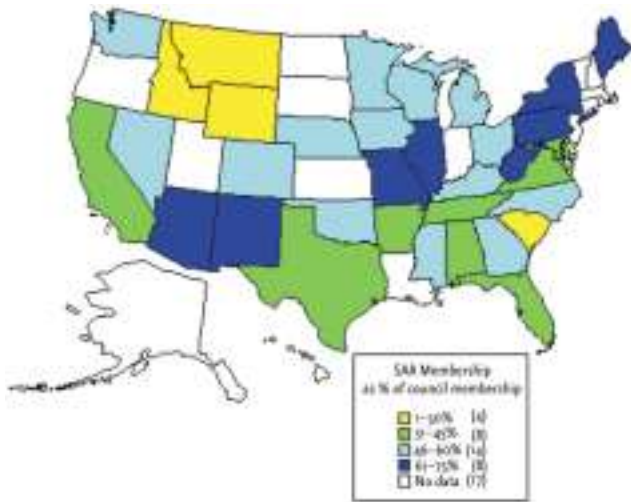


Figure 1. SAA Membership as Percent of Professional Council Membership, by State.

to be somewhat higher in northeastern and midwestern states, and lower in less populous states in the west and southeast (Figures 1–4). SHA membership exhibits a clear geographic distribution, with greater participation in eastern states (Figure 2).

Looked at from the opposite perspective, about one-fourth of the 6,600 current SAA members ($n = 1,771$, 26.83%) are in the state professional councils sampled here. This constituency is clearly an important segment of SAA, and the high percentage of membership among state professional councils is encouraging. While participation in AAA is low across the board (Figure 4), the actual numbers in our sample ($n = 405$; 30.16%) represent



Figure 2. SHA Membership as Percent of Professional Council Membership, by State.



Figure 3. RPA Membership as Percent of Professional Council Membership, by State.

almost a third of the total members of the AAA Archaeology Division (AAA AD). Thus, state professional council members represent an important part of AAA AD membership. State professional council members also account for about a third of SHA membership (30.39%), and just over half (54.25%) of total RPA registration.

Surprisingly, while the members of state professional councils comprise an important part of national organization membership, a surprising number—1,584 people (45.50%)—are not members of any of the four national organizations. These organizations, including SAA, need to examine the reasons why this is the case and determine if there are ways to increase par-



Figure 4. AAA Membership as Percent of Professional Council Membership, by State.

ticipation. State organizations can also work to encourage members to participate in the national organizations.

We believe that SAA membership provides important benefits to all archaeologists in state councils, even if their interests are primarily regional or local. SAA's national lobbying activities, its public education and outreach efforts, and its role in media relations efforts benefit archaeologists nationwide. SAA's publications, including *The SAA Archaeological Record*, *American Antiquity*, *Latin American Antiquity*, and the new monograph series, have much to offer and are a major source of information about research findings as well as political and personal changes in our profession. The professional development opportunities that SAA provides, including participation in the national meetings, benefit a broad range of archaeologists. The more archaeologists that join SAA, especially those who have already shown a professional commitment by joining a state council, the more effective SAA can be in accomplishing goals that benefit the profession at large.

For those inspired by this article, membership information (including the application form) is available at SAAweb (www.saa.org). Or feel free to contact SAA headquarters for promotional material (900 Second Street NE, Suite 12, Washington DC 20002-3557; email: membership@saa.org).

The SAA Membership Committee hopes to follow up on this effort, examining professional participation in state and federal government agencies, CRM firms, U.S. territories, and in other countries, such as Canada and Latin America.

Acknowledgments: This project was instituted at the direction of former SAA President Keith Kintigh (who offered appreciable help in the editing and wording of earlier drafts) and President Robert Kelly, who spurred us on through encouraging emails and comments. SAA Executive Director Tobi Brimsek and Information Services Manager Lana Leon provided advice and assistance, particularly with the data files. The authors would like to thank all those who provided state membership lists (far too many to list here . . . we know, we tried!). We apologize to any organizations that were inadvertently missed. 

COMING SOON FROM SAA'S BOOK PROGRAM

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NATIVE AMERICAN SCHOLARSHIPS

ARTHUR C. PARKER SCHOLARSHIP

The award from SAA's Native American Scholarship Fund is named in honor of SAA's first president, Arthur C. Parker, who was of Seneca ancestry. The goal of the scholarship is to provide archaeological training for Native Americans, so that they can take back to their communities a deeper understanding of archaeology, and also that they might show archaeologists better ways to integrate the goals of Native people and archaeology.

The winner of this year's Arthur C. Parker Scholarship is Cynthia Williams of Anchorage Alaska. An Inupiaq Eskimo, Ms. Williams is an undergraduate student at the University of Alaska. She will use her scholarship to attend the field school at Old Knik Townsite, Alaska.

NATIONAL SCIENCE FOUNDATION SCHOLARSHIPS

SAA has been able to award three additional Native American Scholarships that have been made possible by generous support of the National Science Foundation:

Desiree Martinez of Baldwin Park, California. Ms. Martinez is Gabrielino and a graduate student at Harvard University. She will use her scholarship to attend two training workshops offered through the Heritage Resources Management Program of the University of Nevada, Reno.

Bonnie Lee Dziadasek of Kenmore, New York. Ms. Dziadasek, a Seneca, is a graduate student at SUNY Buffalo. She will use her scholarship to attend the student training program of the Yalahua Regional Human Ecology Project, Belize.

Blair First Rider of Standoff, Alberta. Mr. First Rider is of the Blood Tribe in Canada and an undergraduate at the University of Lethbridge, Canada. He will use his scholarship to attend the Cypress Hills Field School of the University of Lethbridge.



THE REGISTER

NEWS FROM THE REGISTER OF PROFESSIONAL ARCHAEOLOGISTS

Donald L. Hardesty

Donald L. Hardesty is the President of the Register.

WELCOME TO THE AAA

The American Anthropological Association notified the Register in July that it has accepted our invitation to become a sponsoring organization along with the AIA, SAA, and SHA. AAA sponsorship begins on January 1, 2002, for a two-year trial period. Jeffrey Altschul (Statistical Research, Inc.) will be the first AAA representative to the Register's Board of Directors. Our thanks to the Executive Committee of the Archaeology Division of the AAA for helping make this possible and especially to Deborah Nichols (Dartmouth), immediate past-president of the AD-AAA.

FALL ELECTIONS

The 2001 election ballot will be mailed to RPAs early this fall. Don't forget to vote! Included on the slate are candidates for the positions of President, Registrar, Nominations Committee chair, Nominations Committee member, Standards Board member, and Alternative Standards Board member. A call for nominations for the 2001 ballot has been on the Register's website for months, and the Nominations Committee thanks those of you who responded.

ATTEND RPA BOARD MEETINGS

The Board of Directors encourages communication from RPAs. Toward this end, RPA board meetings are scheduled at each of the annual conferences of our sponsor societies and are open to all RPAs. Meeting times and places will be listed in the conference programs and on the Register's website. Plan to attend.

THE PROPOSED GOLD STAR PROGRAM

In July, the Register's Board of Directors announced the inauguration of the Gold Star program, which was intended to recognize businesses, academic and nonprofit institutions (e.g., museums or university CRM centers), organizations (e.g., archaeological societies), or government agencies for outstanding professional responsibility in archaeology. To be given the Gold Star award, a firm or agency needed to register all of their eligible archaeological personnel. The Board visualized the award as a simple tool to promote registration in organizations. Several immediate responses, however, showed that we should

have given RPAs an opportunity to comment on the pros and cons of the program before its inauguration. For this reason, the Board suspended the program.

The Board invites a discussion of alternative means of promoting registration before going further with program development. The proposed Gold Star program raised several issues. First is the question of whether registration should be extended to organizations, as does England's Institute of Field Archaeologists, for example. To some RPAs, the Gold Star award seemed to be a slippery slope toward registering organizations, to which they objected. If not registered, should organizations fully engaged in the Register be given recognition? If so, how? Another issue is the legal implications of the Gold Star program for employment practices. Some RPAs argued that the program would encourage employers to force their eligible employees to become registered as a condition of employment, which they could not do in right-to-work states. Yet another objection is that small organizations would be able to qualify easily for the Gold Star award, while large organizations would be at a distinct disadvantage. Finally, some RPAs objected to the Gold Star program as gimmicky, circus-like, kindergarten, or making the Register a "shell" for businesses. The Board welcomes suggestions of other ways of encouraging registration within the community of professional archaeologists.

AFFILIATE ORGANIZATIONS

The RPA Bylaws recognize sponsoring organizations that enter into a mutually supportive relationship with the Register to establish and maintain "a profession-wide Code of Conduct, Standards of Research Performance, and Grievance Procedure" (Article VII). Sponsoring organizations have a voting seat on the Register's Board of Directors but also have a financial obligation that is beyond the means of many archaeological organizations. It would seem advantageous to have another category of "affiliate" organizations that also enter into mutually supportive relationships with the Register but that neither pay sponsor fees nor have a seat on the Board of Directors. We have discussed the possibility of this type of affiliation with such organizations as the Canadian Archaeological Association, the American Schools

THE REGISTER

of Oriental Research, the Society for California Archaeology, and the Ontario Association of Professional Archaeologists. There are many similar professional organizations (e.g., the Alabama Association of Professional Archaeologists, the Missouri Association of Professional Archaeologists, the Council of South Carolina Archaeologists) that promote professionalism in archaeology. The current bylaws of the Register do not recognize an "affiliate" category but could be easily amended by a vote of RPAs for this purpose. We welcome comments on this issue.

ONE LAST ISSUE TO CONSIDER

The Register currently excludes practicing professional archaeologists who do not meet the academic qualifications of the Register. Should such archaeologists who agree to abide by the Code of Conduct and the Standards of Research Performance be affiliated with the Register as "associates" or in a different category of registration? The time is right to seriously consider some way of bringing these folks into the fold. Perhaps the establishment of such a category would go a long way toward alleviating what I have found to be the most frequent criticism of the Register.

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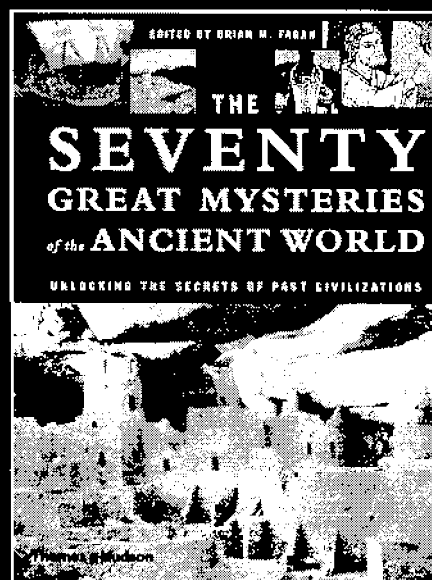
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COSWA REPORT

WOMEN ARCHAEOLOGISTS IN THE “GOVERNMENT”

S. Terry Childs

S. Terry Childs is an Archaeologist in the Archaeology and Ethnography Program of the National Park Service.

We all know that the government is large and complex. This is especially true if you consider its many levels—federal, state, tribal, county, city, and town. Due to the historic preservation legislation enacted since the late 1960s and increased interest in heritage by local communities, it is possible today to find archaeologists employed at almost every level. Because the government is so large and heterogeneous, I focus here on women archaeologists at the federal level and, more specifically, in the National Park Service (NPS) in the Department of the Interior where I am employed. My observations about the NPS are not representative of all levels of government, or of all federal government, such as Defense, or even other agencies in the Department of Interior, such as the Bureau of Land Management. I hope to be accurate about one small sample of “women in government” and not misrepresent reality by generalizing from the specific to the generic in such a large, diverse environment. I also hope that this article stimulates consideration of a future, formal study of women archaeologists in all sectors of government.

In my eighth year as a permanent employee, I am a veritable spring chicken among NPS archaeologists. (I also have five years of previous service in the late 1970s and early 1980s as a temporary employee involved in systematic survey, excavation, and collections analysis at Cape Cod National Seashore.) A number of women archaeologists have worked for the NPS for well over 10 years, although many male archaeologists have been around much longer. Some, like myself, thought their careers would be in academia, not government, and we got a Ph.D. for that career path. Once into public archaeology, we discovered that our formal coursework at either the Ph.D. or M.A. level provided little foundation for the work we actually do. Overall job satisfaction among the women I have talked to, however, is very high.

I work at the national level of the NPS in Washington, D.C. where I have both park and national program responsibilities. Although I don't “wear green” (meaning I am not located in a park and hence do not wear the green NPS uniform), I am the coordinator of the NPS archaeological site management data-

base and work with many park archaeologists on site management and data management issues. On the Archeological Assistance or partnership side of the NPS program, I coordinate the National Archeological Database, deal with federal archaeological collections management issues, and do public outreach and education efforts as the leader of the NPS Cultural Resources Web team that develops and maintains “Links to the Past” (www.cr.nps.gov).

Other women in my office are involved in the creation of international and domestic policies on historic shipwreck management, bilateral agreements between the U.S. government and other nations on controlling international trafficking, and evaluating the effectiveness of federal government archaeology programs.

This diversity of work reflects the interesting and challenging nature of the archaeology jobs available to both women and men across the NPS. Archaeologists in the regional offices and archaeology centers work with parks on compliance projects, survey and inventory work, tribal consultation, museum exhibits, and budgeting. They also work with partners in federal, state and city agencies, universities, and museums on a variety of programs. Park archaeologists do Section 106 compliance work as park development occurs, develop archaeological resource management plans, inventory and record new sites, monitor known sites, consult with tribes, conduct research, and do public programs. They must also plan for and deal with the effects of natural disasters, such as fire and flood, on archaeological resources.

I was told that it is better to work at a large park if you want to do archaeology full time. In small parks, you may be enlisted to do additional jobs such as fee collection, interpretation, and trail maintenance. I was also reminded of the challenges to an archaeologist in a “natural” park, such as Glacier or Yellowstone, where cultural resources do not receive much attention. At least one woman archaeologist has been successful in slowly building a cultural resources program in such a park because the managers focused on natural resources, such as endangered

species or air quality, did not want to be confronted by a woman regarding resources and activities they knew nothing about.

Let us now look at a little history and a few statistics. During the 1930s, women were first hired in the NPS as summer archaeological interpreters at Mesa Verde (Kaufman 1996). Fieldwork was discouraged for women. Upon their retirement in the 1960s, two women had risen from being a volunteer and a museum assistant to a supervisory archaeologist and a museum specialist, respectively. By 1970, there were again only two women archaeologists, both at the entry level. The first woman with a Ph.D. in anthropology was hired by NPS in 1972 at the professional level. A year or two later she found herself to be the only woman at a meeting of federal archaeologists, and she reports that they had no idea what to do with her.

Much has changed since then, as reflected in a few statistics on the NPS archaeological work force culled from data in the AAA Handbook and an NPS Work Force Profile issued in 1991. In 1980–1981, there were 94 archaeologists, including 14 (15%) women. In 1990–1991, there were 107 archaeologists of which 29 (27%) were women. By 1999, there were 188 archaeologists of which 65 (29%) were women. The noticeable jump in the percentage of women archaeologists during the 1980s has stabilized over the last decade.

Also of interest is where NPS archaeologists have worked. In 1980–1981, most men and women worked in archaeology centers (M = 48; W = 8 or 15%) and regional offices (M = 24; W = 4 or 14%). There were only three park archaeologists, all of whom were men. By 1999, there were 66 park archaeologists (M = 44; W = 22 or 33%) and another 15 trained archaeologists in non-archaeology park jobs (M = 11; W = 4 or 27%), including superintendent, resource manager, and chief of interpretation. The number of archaeologists in regional offices declined to 17 (M = 13; W = 4 or 24%) and the number in centers increased to 80 (M = 51; W = 29 or 36%). This reflects some substantial changes in the organization of the NPS that emphasized decentralizing program responsibilities from central offices to parks.

Two issues of wide concern to women are pay equity and job promotion. Due to federal law, pay equity does not seem to be a big problem in the NPS. Men and women hired by specific job title receive the same or very similar starting salaries. For job promotion, several women noted that length of service is more of a factor than gender. Age and gender, however, do seem to correlate in terms of the more prestigious and higher paying jobs of supervisory archaeologist, regional archaeologist, center manager, and program manager. Men who have been in the service a long time now hold the majority of these positions. Hope was expressed that these positions will become available to more women as some of the “old guard” retire in the next 5–10 years.

Mobility between jobs to gain experience toward promotion is also of interest. It is difficult for either women or men to “wear green” (be a park archaeologist) if they apply for a job from a national office, regional office, or a center. Park managers assume that archaeologists from central offices only work on “external” projects and know nothing about park-based issues and activities. There is also the attitude that these archaeologists do not want park jobs because of the distance to cultural amenities (e.g., theater, concerts, etc.) and difficulties in obtaining good child daycare and jobs for spouses. Movement between parks and between jobs within a park is easier. However, women who have families may tend to move less than men or choose to not have families at all. Fortunately, there are increasing opportunities in some settings for highly flexible work schedules, telecommuting, and dual careers for both spouses in one location to further ease the constraints on career movement.

All in all, the women archaeologists I consulted, as well as myself, find their NPS jobs interesting, challenging, and never boring. Many believe, in fact, that they have made more of an impact on the profession and the public in their NPS jobs than would have been possible in academia. Many have had opportunities to steer the development of new programs, create key policies, and pioneer new research, preservation, and public outreach efforts as archaeology has grown at the federal level and within the NPS. In some cases, they took initiative to scope out and then launch projects and programs in which men had less interest. In other cases, they used grit, determination, and a show of undying confidence to accomplish their jobs. Sometimes, they were just in the right place at the right time. At the bottom of it all, however, is one key ingredient—networking. Some women archaeologists have been fortunate to find good women role models in the NPS to help steer their careers. Most, however, have just worked hard to know a wide variety of NPS professionals and managers, as well as colleagues in academia, state government, tribes, and museums, to help them make things happen.

Acknowledgments: I would like to thank the following women with whom I consulted on this article: Adrienne Anderson, Michele Aubry (who also provided the statistics), Jan Balsom, Val Canouts, Ann Johnson, Trinkle Jones, Barbara Little, Tef Rodeffer, and Anne Vawser. 

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STUDENT AFFAIRS

AVOIDING “YOU WANT FRIES WITH THAT?”: STRATEGIES FOR THE ACADEMIC JOB SEARCH

Jane Eva Baxter

Jane Eva Baxter is a former chair of the Student Affairs Committee and an assistant professor of anthropology at DePaul University. She was hired by that institution while still ABD at the University of Michigan.

While the guys of NPR’s Car Talk enjoy poking fun at those of us pursuing academic careers in the social sciences and humanities, the quest for an academic job, despite what often seems like overwhelming odds, is what motivates many students to push through the rigors of graduate school. Completing graduate school is cause for celebration and relaxation. However, this completion is also followed by the search for an academic job, which can be as exhausting and overwhelming as graduate school itself.

There are many sources of information on the job search process, and students are encouraged to tap as many resources as possible: academic advisers and faculty members, friends and colleagues, career centers, websites, and workshops. One outstanding and affordable source of job search information is *The Academic Job Search Handbook* by Mary Morris Heiberger and Julia Miller Vick (1996, University of Pennsylvania Press).

To provide an additional source of information, this article is an overview of the academic job search process in archaeology that offers information and advice for each major step in the process. The information is derived from my recent experiences on both sides of the job search experience—as an applicant and a search committee member.

Who? What? When?: Where to Find Job Postings

Academic job postings in anthropology begin in August and continue into the spring. Generally, but with many exceptions, tenure-track jobs are announced in the fall, and visiting and replacement positions are advertised most often in the spring. As such, it is the onus of the job seeker to continuously search various sources of job information throughout the academic year to keep apprised of current offerings.

The most reliable sources for jobs in archaeology are the websites of our major professional organizations: SAA (<http://www.saa.org/Careers/job-listings.html>) (Figure 1), AAA (<http://www.aaanet.org/carplc.htm>), and SHA (<http://www.sha.org/nl-emp.htm>), listing the most up-to-date job information. The same job postings also are listed in each organization’s newsletter (or equivalent).

There are other useful websites to consult if your job search extends into interdisciplinary areas of the humanities and social sciences. These sites include h-net (<http://www.matrix.msu.edu/jobs>), “PhDs” (<http://www.phds.org>), and The Chronicle of Higher Education (<http://www.chronicle.com/jobs>). While the Chronicle website states that you need to subscribe to access current job information, the weekly posted archives are available for free. Both the Chronicle and “PhDs” websites also contain a variety of useful job searching tips.

Introducing Yourself: CV and Cover Letters

With job announcements in hand, the next step is to construct a letter of introduction and curriculum vita (CV).

Remember that job letters and CVs rarely get the level of attention the applicant would like. Search committees are inundated with stacks of paperwork from each applicant, and decisions about the quality of an application can often come down to what may seem like insignificant details. To get the most from your job letter and CV there are a few simple steps you can follow.

First, do not send your application on the posted deadline, which is when the majority of applications arrive. An application in a pile of five versus one in a pile of 50 is far more likely to get a thorough perusal by search committee members. If possible, submit your application well before the AAA annual meeting to be considered for a conference interview (see below).

Second, remember that the job letter should be designed to pique the interest of the search committee; it does not need to detail everything about you and your research and/or teaching abilities. Limit the letter to two pages. Make your job letter and CV work together to reflect you. Use the letter to give an overall impression of you and your work and let the CV provide the details of your experiences and abilities.

Third, read the job advertisements carefully and provide each with the information requested. This includes information such as lists of references, letters of reference, teaching portfolios, and transcripts. While it would be difficult (though not impossible) to construct a letter for each and every job, it is advisable



Figure 1. In addition to the Positions Open section found in the SAA Archaeological Record, job announcements are also featured at SAAweb at <http://www.saa.org/Careers/job-listings.html>.

to have a couple of letter and CV formats, one for research institutions and another for teaching institutions. These standard letters can then be “tweaked” to emphasize the fit between your interests and qualifications and those of the particular institution.

Finally, pay attention to the details of your application. Make sure your letter and CV are well-formatted, well-organized, and easy to read. Keep your fonts consistent, use standard margins, and use nice paper. All other things being equal, lack of attention to detail can mean the difference between an interview and a rejection letter.

Your 15 Minutes of Fame: AAA Interviewing

Membership in AAA is important for overall professional development (see Baxter and Nichols, *SAA Bulletin* 17(4):18–19), and it is essential during your year(s) on the job market. Every year hundreds of candidates flock to the AAA annual meeting to participate in the interview process. Generally, there are two types of interviews that take place there.

The famous (or infamous) 15-minute AAA interview is conducted in “booths” in a central interviewing area. Job seekers

interested in obtaining this type of interview should bring multiple copies of their CV and job letters with them. Interviews scheduled at the meeting through a special message center offer candidates and search committees a brief opportunity to meet one another.

Institutions planning to interview candidates at the annual meeting will review applications received in advance, decide on a list of candidates they wish to meet, and schedule interviews with them. These institutions often have reserved a special space—such as a hotel room or suite—or will use the booths allotted by AAA. These interviews tend to be longer and more involved, as the search committee is familiar with the candidate’s background and skills.

It is erroneous to think that these brief interviews are of little significance in the job search process. When creating a “short list” for on-campus interviews, search committees often prefer to invite someone they have already met briefly and liked, rather than invite someone they have only seen on paper. It is important to remember that a search committee is not only charged with finding an outstanding researcher and/or teacher, but also with finding a colleague who will share in the daily departmental operations, ostensibly for years to come. Finding someone who is compatible, affable, and collegial is very important; these types of qualities are not conveyed on paper. As such, the impression you make at the AAA annual meeting is very important.

It is wise to do some background research prior to attending the annual meeting. Go to the website for each school you may be interviewing with and learn about its faculty, institution, and department. Think of questions to ask about the institution and the job.

Bring additional materials to support your application. For example, even if a teaching portfolio hasn’t been requested, producing one during or after an interview might reinforce or augment your response to an interview question. Finally, do pay attention to how you dress and present yourself. This is the one time in your archaeological career to be overdressed. Invest in a suit. Buy a briefcase for your interview materials. Have business cards made. Be polite and pleasant. Present yourself as the type of colleague you yourself would like to have.

Making the “Short List”: On Campus Interviews

Once a search has reached its closing date, a search committee convenes and reviews the materials for each candidate, including job letters, CVs, and notes from the AAA interviews. The next step is often the creation of a “long short list,” generally comprised of the top 10–15 applicants for the position. At this point, the committee can request additional materials, such as teaching portfolios, reference letters, transcripts, and writing samples. These materials are evaluated to generate a “short list”

of the top 3–5 candidates who will be invited to interview on campus.

Campus visits can include an array of activities, including a research presentation, an opportunity to teach a class, meetings with faculty and deans, visits and campus tours with students, and meals and social gatherings. When you go to an on-campus interview be prepared for a long, grueling experience—both exhausting and fun. You will be “on stage” for the duration of your visit and amazed at just how much human interaction can be compacted into a two-day period. To help mitigate the effects of the intense schedule, try to schedule your travel to have time before and after your interview to rest, and, if necessary, adjust to a new time zone. Dress appropriately, but comfortably—you may end up sitting on the floor eating potluck in a student’s apartment a few hours after meeting with the dean.

If you make the long short list for an institution, prepare for the possibility that you will be invited to campus. Often an official invitation comes only a week or two before your scheduled arrival. Starting early with your preparations will enable you to spend your limited final preparation time adding finesse to your presentations, rather than scrambling to get the basics together. Have a job talk well outlined and graphics ready, and if possible do a “practice job talk” at your home institution.

Do additional research on institutions that have expressed an interest in your application. If possible, read recent publications by faculty members and spend more time on the institution’s website. Go through library holdings, course catalogs, and student and faculty handbooks. Use this information to ask faculty

members and deans relevant questions and have informed conversations.

When a school invites you to interview on campus, they are investing time and money in you as a candidate, which should be taken as a serious statement of interest. The people you meet will be wooing you, just as you are them. The faculty will want you to leave with a positive impression so that you will choose to become a member of their department if offered the position. Enjoy the experience.

The Decision-Making Process

After the interview process is over and you are hovering by the phone, email, and mailbox for word, try to remember that the process of “landing” an academic job is not up to you alone. There is no magic formula, no one right thing to say or do at an interview. Decisions are made largely on the basis of fit: Do your research, teaching interests, and experiences match what the department needs/wants at a particular time? This concept is difficult for most of us to accept, particularly after making such a serious commitment of time and energy to pursuing an academic career. However, remember that there are many people who have had long and productive careers that were not hired their first few years on the job market. Good luck!

Acknowledgments: I would like to acknowledge Carla Sinopoli and Lisa Young. While they were not consulted directly for this article, much of the information contained in the article comes from the advice they gave to me during my own job search process. 

NEW EDITORS FOR *AMERICAN ANTHROPOLOGIST* SOLICIT CONTRIBUTIONS

The incoming Editors-in-Chief of the *American Anthropologist*, Susan Lees (Hunter, CUNY) and Fran Mascia-Lees (Sarah Lawrence College), welcome contributions from archaeologists.

While every generation of anthropologists in the past century has experienced the centrifugal effects of specialization in our subdisciplines, it is also clear that we have a great deal to say to one another and that groundbreaking work continues to be made at the intersection of disciplines and subdisciplines. Many of us also teach and work in programs that cross disciplines and subdisciplines of anthropology. While our many subdisciplinary journals play a critical role in keeping us current on new theory, findings, and methods in our specializations, it is also important that we communicate significant developments in anthropological research across the discipline. This helps our colleagues to be more effective educators and researchers throughout the field.

To this end, we urge archaeologists to share their achievements, in the form of articles, and their views, in the form of suggestions to the editors about what topics might be timely and appropriate for the journal to address in special issues and our “exchanges across difference” forum, with the wider community of our discipline through the *American Anthropologist*.

The editors would like to hear from you. Please write to: *American Anthropologist*, 695 Park Avenue, New York, NY 10021.

WORKING TOGETHER

WHO CARES?

Jay F. Custer

Jay F. Custer is Professor of Anthropology and Director of the Center for Archaeological Research at the University of Delaware.

Last March I presented a paper at the Middle Atlantic Archaeological Conference with Charles C. Clark, IV, assistant chief of the Nanticoke Indian Tribe of Delaware—an American Indian tribe recognized by the State of Delaware since 1881. The paper described our cooperative research and led some members to suggest that interaction with Native Americans was a good idea and should be encouraged at future meetings. But one person replied that he believed General Philip Sheridan had been correct—the only good Indians were the dead ones. Living Indians have nothing useful or relevant to offer to archaeologists or anthropologists. Only the dead ones and their artifacts are of interest.

Many of the archaeologists present vigorously protested the remark and I hope that you are appalled at its “inherent racism” and bigotry. But recent experience makes me believe that many archaeologists agree with the statement’s underlying view: namely, that Native Americans have little to offer to archaeology. I also believe that most archaeologists have absolutely no interest in working with American Indian people and fear that any consultation with them will limit archaeologists’ power to do whatever they please under the guise of academic freedom and “pure” research.

A simple measure of this lack of interest can be found in the program of the SAA’s Annual Meeting. Only a handful of the hundreds of papers presented at last year’s Annual Meeting addressed issues of interaction between Native American people and archaeologists or reported on cooperative research by these two groups. Did you notice? Do you care? Do you care that our current interpretations of the archaeological record shape the general public’s perceptions of Native Americans, some of which adversely affect the interests and welfare of American Indian people? Do you care what American Indian people think about archaeologists?

Up until two years ago, I didn’t care. But personal interactions with Native Americans who were offended by my work, and study of the work of Vine Deloria, Ward Churchill, and other Native American critics of anthropology and archaeology, con-

vinced me I was wrong. We do need to care what Native Americans think about us because it is their past that we study. Winston Churchill remarked after World War II that the world owed the victims and survivors of the Holocaust a new and enhanced international morality. I think the history of the Euroamerican conquest of North America and our own discipline’s history similarly require archaeologists to develop an enhanced sense of ethics to guide our study of the American Indian past.

Most archaeologists want to think we are doing some form of objective science where we discover facts about the past that are “value-free” or “value-neutral,” terms also used when discussing ethical implications of atomic weapons research and scholarship concerning the Holocaust and Nazi Germany. But we archaeologists have a hard time claiming that we present only facts because we take observations of dead, static material items and from them infer past human behavior. The literature of processual archaeological method and theory provides us with a whole series of epistemological rules and formulae to use so that we can be “scientific” when making our inferences. However, we often do not follow our own rules and our work can be seriously lacking in intellectual rigor (e.g., see Churchill 2000). Even if we did follow our own rules, they have their own inherent biases. Our forays into the realm of interpretation and reconstruction of past lifeways and behavior allow the operation of numerous biases and preconceptions in our own work, as noted by many postprocessual critics within archaeology. Unfortunately, many archaeologists are unwilling to recognize these biases. Likewise, we have a poor record of even recognizing that North American archaeologists doing “prehistoric archaeology,” a term with its own unpleasant connotations, are interpreting and reconstructing someone else’s past. The issue is irrelevant. We simply don’t care.

Actually, this uncaring attitude is the easiest course of action for us. It allows us to avoid what the German scholars of the Nazi era call *Vergangenheitsbewältigung*—a coming to terms with the past. As David Hurst Thomas (2000) notes in his book *Skull Wars*, archaeology and anthropology grew into mature academic disciplines in North America as Native Americans, whose

past and present were the focus of much of American anthropology, were dispossessed of their land, hunted and killed like animals when they resisted, and subjected to systematic attempts to eliminate their culture. While Native Americans struggled to survive, archaeologists and anthropologists photographed ceremonies in direct opposition to the participants' wishes; paid vulnerable individuals to divulge esoteric cultural knowledge not meant to be shared with outsiders; tried to hide their publications from the very people these studies described; bribed Native Americans to betray their own people and seize vast numbers of ritual and ceremonial artifacts; provided any number of racist and ethnocentric schemes of sociocultural evolution that portrayed Native Americans as either degraded savages or ethereal examples of an unspoiled and "vanishing" past to be used to validate our own modernity; despoiled countless graves; dismembered the bodies of Native Americans and then boiled the remains, or encouraged carefully maintained and nurtured colonies of maggots to consume the flesh and soft tissue, to produce samples of "clean" bones suitable for study; and systematically underestimated Native American populations so that the deaths of millions of people could be denied. (See Lapsley 1999 for an interesting view from outside our field and di Leonardo 1998 for one from the inside.) There is no doubt that archaeologists and anthropologists have a past with which we must come to terms.

Nor are these sins limited to the past. The Smithsonian Institution staff and other anthropologists still produce low estimates of Precolumbian Native American populations. An association of archaeologists, the American Committee for the Preservation of Archaeological Collections, seeks to thwart repatriation of human remains and grave offerings, avoids compliance with the Native American Grave Protection and Repatriation Act (NAGPRA), denigrates Native American concerns about archaeological research, and even stoops so low as to question the validity of Native American distinct identities. In magazines for the general public, such as *Newsweek* (April 26, 1999) and *Discovering Archaeology* (February 2000), biological anthropologists associated with the Smithsonian Institution identify racial "types" from limited skeletal remains using methods reminiscent of Nazi pseudoscience, and archaeologists from the same institution make pronouncements of continental ethnic identity from ridiculously small samples of stone tools. These statements suggest an ancient Precolumbian European presence in North America earlier than that of Native Americans in what can easily be seen as an attempt to undermine the primacy of indigenous peoples occupation of North and South America, thereby undermining repatriation claims aimed at the Smithsonian. It is hard to argue with Churchill (1997) when he equates past and present Euroamerican studies of Native Americans with the kind of Jewish studies victorious Nazi scientists might have authored in a post-Holocaust world. (And to take that unpleasant analogy one step further, think about the fact

that Hitler planned a "Museum of Jewish Culture" and commissioned the looting of captured synagogues for display items. When these collections were recovered after the war, no human remains were included. How many skeletons and body parts were collected and still reside in Euroamerican "Museums of Indian Culture?")

To make matters even worse, we cannot claim a separation of our "scientific" studies from American popular culture and its biases against American Indian people. SAA currently touts its public education program and has encouraged the growth of a plethora of state "archaeology months" during which we communicate our "insights" about "prehistoric" Native Americans to the general public. Cable television channels like The Discovery Channel bombard American homes with a steady diet of archaeological "interpretations" from SAA members. We have deliberately chosen to operate in the public sphere and provide views of Native Americans that shape public perceptions. Therefore, we must shoulder some of the responsibility when the American public cannot understand the similarity between the symbolic meaning of "Chief Wahoo," mascot of the Cleveland Indians baseball team, and the depiction of the "eternal Jew" by the Nazi propagandist Julius Streicher, a form of imagery that led the United States government to impose a death sentence, cremation, and scattering of his ashes so that no one could mourn at his grave. We also must accept our complicity in producing a society that does not react in horror when an esteemed "liberal scholar" like Arthur Schlesinger Jr. blatantly stated in 1992 that acts of genocide perpetrated against indigenous people in North and South America were acceptable because the Euroamerican world that emerged from the carnage was so eminently and obviously superior to the cultures it sought to erase (see Stannard 1996).

And there is an even more important issue. Although some American Indian people believe these sins are part of a conspiracy among archaeologists to restrict their rights, I don't think they are. I never saw any signs of one, with the exception of very recent times. My own insensitive behavior was not based on a desire to assault Native American rights. It resulted from the fact that I never saw Native American concerns or sensibilities as relevant to what I did as an archaeologist. That statement itself is probably a more damaging confession than admitting to a true conspiracy. It tells me that archaeology has become so alienated from Native Americans, and so bound up in avoiding and hiding the nasty past of our discipline and nation, that we do not consider Native American interests and concerns at all.

Now, however, American Indian people are demanding our attention, and NAGPRA provides the legal venue for them to make their concerns known. We can no longer say we are unaware of

➤ WORKING TOGETHER, continued on page 38



PUBLIC EDUCATION

COMMUNICATING WITH THE PUBLIC PART I: SLIDE-LECTURE TIPS

Mary L. Kwas

Mary L. Kwas is editor of Archaeology and Public Education, the newsletter of the SAA Public Education Committee, which is published on the SAAweb. She also serves as education specialist with the Arkansas Archeological Survey, Fayetteville, Arkansas.

As archaeologists, many of us recognize the importance of sharing the excitement of our work with the public and contributing our time and energy toward public education. What we soon realize, however, is that communicating with the general public is not the same as communicating with our students or colleagues. In general, people want to be inspired, excited, educated, and informed—and we should do so in a manner that will win support for archaeology. Poor speakers can do just the opposite—lose people's interest in our field. With that in mind, I would like to offer a few suggestions to help you become an effective communicator in a public forum. Following these tips will make the experience more worthwhile and enjoyable for both you and your audience.

Talking to an Audience

KEEP YOUR PRESENTATION INFORMAL. Keep in mind that the general public will not have the same background in archaeology as your colleagues, and most will not want to be bogged down with too much scientific data and facts. If possible, present your information in the form of a story and share the clues and techniques that helped you unravel the answers to questions you sought in the course of your site investigations.

KEEP YOUR PRESENTATION SHORT. Your audience is part of the TV generation, used to frequent commercial breaks, half-hour formats, and the freedom to censor with a remote control. For the general public, the 50-minute class-period format is not appropriate—20 to 30 minutes are long enough. Very few archaeologists will have a style so riveting, regardless of the subject, that more time is warranted.

BE ENTHUSIASTIC! Speak up; speak lively; speak clearly! Be excited about your subject. If you are having a good time and show interest in your subject, your audience will be interested too. If you have never heard yourself speak, get an honest opinion from a friend or make a recording. Nothing is more deadly than a monotone delivery, capped off with sentences that fade away. Don't say the same thing six different ways, and do not talk down to your audience.

DO NOT READ YOUR PRESENTATION. Your audience will not be so studied that they will catch your slightest factual error. Most people prefer a down-to-earth presentation, even one with a few rough edges and mistakes. Keep in mind, however, that the material you present should be so familiar to you that, at most, you only need note cards to keep you on track. Your slides are your visual aids and should provide sufficient cues to carry along your talk.

MAKE IT RELEVANT. People love to have the past related to things of today. How many feet tall is the mound? How many dump trucks of dirt would it take to build one? How old is that pottery? How far did those people have to travel to get that obsidian? Place your information in a context your audience can understand. Be careful not to let jargon creep into your language; houses weren't units, trash wasn't debris, and good food wasn't subsistence. And don't forget to include people in your interpretation of the past. Ancient people had husbands and wives, parents and children, just like we do today. Help your audience understand the lives of ancient people by pointing out our shared humanity, not just the exotic differences. Always look for common experiences and relationships; this is the essence of good interpretation.

Using Slides in Public Programs

Slides are still the visual medium of choice for most archaeologists. They are colorful, inexpensive, and a regular part of every field project. But not every picture you take will work for a public presentation; what the trained eye of an archaeologist can see will often be invisible to the untrained eyes of the general public.

ASSOCIATE EDITOR'S NOTE

Associate Editor's Note: This is the first in a series of articles on effectively communicating with public audiences through various media. Although particularly useful for those just getting their feet wet with public presentations, this article also serves as a good reminder to seasoned public speakers.

CHOOSE YOUR SLIDES CAREFULLY. Try to imagine you are seeing your slides for the first time. Are the things that are pictured understandable to the viewer? Are the objects or features visually apparent? If not, can you adequately explain them? Are the pictures interesting? Don't be afraid to use the laser pointer to indicate what you are talking about or assist viewers to find difficult patterns.

START YOUR SLIDE SHOW WITH A MAP. Your audience will appreciate having a geographical context for what they are seeing. Don't leave them wondering if the site you are discussing is located in their home county or on the opposite coast.

DON'T SHOW PROFILES. As important as profiles are to archaeologists, it is difficult to make them meaningful to the public. Unless you have an excellent photograph or drawing that clearly illustrates a particular feature or issue, avoid using profiles in your presentations.

BE CAREFUL USING ARCHAEOLOGIST HUMOR. Several months in the field can diminish concerns about social niceties and sensitivities. Keep in mind that your audience may not be accustomed to the same level of earthiness as are some archaeologists. Slides of the crew posed next to profane graffiti or staged in a questionable pose may be appreciated by your colleagues, but are inappropriate for the public. Use common sense and good taste.

DO USE LOTS OF ARTIFACT PICTURES. Granted, some sites don't produce many artifacts and as professionals we strive to reduce the treasure-hunting image that many have of archaeologists. Nonetheless, just as we do, the public likes to see cool stuff, and your presentation will be pretty dull without it.

TAKE ADVANTAGE OF HUMAN INTEREST. Your audience will like to see pictures of archaeologists in action. Show your crew excavating a feature, pushing a wheelbarrow, water screening, or gluing pots together. Action shots make for a lively slide show.

AVOID PHOTOS OF BURIALS. Pictures of inhumations, cremations, and their associated grave goods may offend members of your audience and their use may be restricted by federal or state guidelines. Avoid their use or get permission beforehand.

TOO MANY SLIDES ARE BETTER THAN TOO FEW. Don't leave your audience staring at any one slide for too long; the image will quickly become boring. Use duplicate slides if you feel you may need to return to a previously seen slide; fast-reversing through a slide show is distracting and looks amateurish.

PREVIEW YOUR SLIDES. Even though this sounds incredibly obvious, many presenters fail to take this important step. Slides must be right side up, viewed from the correct side, and in the order planned. A speaker's presentation and credibility can be seriously compromised by inattentive slide preparation.

POWERPOINT® PRESENTATIONS. Laptop computer presentations are becoming more common. Programs such as PowerPoint® provide professional-looking graphics at the touch of a key and can do much to spice up a presentation. Nonetheless, don't rely too much on the outline format such programs so easily produce. This feature is better for classroom presentations where key points need to be copied by students. Your viewers will read through the topics quickly and get bored. Good photos and illustrations are still needed.

In conclusion, a well-planned and executed public presentation is the key component of good communication. A dull, boring, or poorly organized public program is worse than no program at all—in both cases, communication and education simply do not occur. Take the time to think about what you want to say and to prepare your program to educate through inspiration. Your audience will be thrilled, you'll gain confidence in your communication skills, and you'll play an important role in fostering understanding and support for cultural resources. 

PUBLIC EDUCATION COMMITTEE ANNOUNCEMENT

History Beneath the Sea: Nautical Archaeology in the Classroom is the first *Teaching with Archaeology* education module prepared by the SAA Public Education Committee. Edited by KC Smith and Amy Douglass, it provides background readings and classroom activities for secondary-level educators who wish to teach history, social studies, and science through the exciting medium of nautical archaeology (the study of material remains, technologies, and traditions relating to ships and the sea).

History Beneath the Sea is designed for educators and students. It includes background readings for both audiences as well as classroom activities and resources. Student readings are geared for the secondary level. While the primary subject areas are social studies and language arts, science and math instructors can construct lessons based on the information provided. The volume begins with an overview of nautical archaeology, followed by short articles about four notable shipwrecks. It also includes single-page readings, called "Dive into Details," that are designed to help students improve literacy skills through the use of historical content. "Dive into Details" pages also offer several food-for-thought questions about the reading. An article about artifact conservation is included to introduce students to this important aspect of the archaeological process. The rest of the volume is devoted to educational materials, including a strategy for conducting a simulated excavation in the classroom, additional activity ideas, a list of resources, and a glossary of terms found in the readings.

SAA's *Teaching with Archaeology* series will feature periodic, theme-based instructional modules designed for educators who wish to teach history, language arts, math, social studies, and science through archaeology. For ordering information, see the advertisement on SAA publications in this issue.

CALLS FOR AWARD NOMINATIONS

The Society for American Archaeology calls for nominations for its awards to be presented at the 2002 Annual Meeting in Denver. SAA's awards are presented for important contributions in many areas of archaeology. If you wish to nominate someone for one of the awards, please send a letter of nomination to the contact person for the award. The letter of nomination should describe in detail the contributions of the nominee. In some cases, a curriculum vita of the nominee or copies of the nominee's work also are required. Please check the descriptions, requirements, and deadlines for nomination for individual awards. Award winners will receive a certificate. An award citation will be read by the SAA president during the Annual Business Meeting, and an announcement will be published in *The SAA Archaeological Record*.

Award for Excellence in Archaeological Research and Analysis

This award recognizes the excellence of an archaeologist whose innovative and enduring research has made a significant impact on the discipline. Nominees are evaluated on their demonstrated ability to successfully create an interpretive bridge between good ideas, empirical evidence, research, and analysis. This award now subsumes within it three themes presented on a cyclical basis: (1) an Unrestricted or General category (first awarded in 2001); (2) Lithic Analysis; and (3) Ceramic Analysis. The 2002 award will be presented for Excellence in Lithic Analysis, for which submission requirements are as follows:

- Letter of nomination describing in detail the nature, scope, and significance of the nominee's research and analytic contributions in lithic analysis.
- Curriculum vita of the nominee.
- Any relevant other relevant documents, including letters of support.

Deadline for nomination: January 5, 2002. **Contact:** George Odell, Department of Anthropology, University of Tulsa, Tulsa, OK 74104; tel: (918) 631-3082; email: george-odell@utulsa.edu.

Book Award

The Society for American Archaeology annually awards a prize to honor a recently published book that has had, or is expected to have, a major impact on the direction and character of archaeological research. The Book Award committee solicits your nominations for this prize, which will be awarded at the 2002 Annual Meeting of the SAA. Books published in 1999 or more recently are eligible. Nominators must arrange to have one copy of the nominated book sent to each member of the committee listed below:

Dr. W. Raymond Wood, Chair
Department of Anthropology
107 Swallow Hall
University of Missouri
Columbia, MO 65211-1440

Dr. Angela E. Close
Department of Anthropology

PO Box 353100
University of Washington
Seattle, WA 98195-3100

Dr. Guy Gibbon
Department of Anthropology
395 Humphrey Center
Minneapolis, Minnesota 55455

Dr. Robert D. Leonard
Department of Anthropology
University of New Mexico
Albuquerque, NM 87131-1086

Dr. Olga Soffer
Department of Anthropology
CB 1114
Washington University
1 Brookings Drive
St. Louis, MO 63130-4889

Dr. Bonnie Styles
Illinois State Museum
Research and Collection Center
1011 East Ash Street
Springfield, IL 62703

Deadline for nominations: December 1, 2001. **Contact:** W. Raymond Wood at the address above or tel: (573) 882-4362; fax: (573) 884-5450; email: WoodW@missouri.edu.

Crabtree Award

Presented to an outstanding avocational archaeologist in remembrance of signal contributions of Don Crabtree. Nominees should have made significant contributions to advance understandings of local, regional, or national archaeologies through excavation, research, publication, site preservation, and/or public outreach.

Special Requirements:

- Curriculum vita.
- Letter of nomination.
- Letters of support.

Deadline for nomination: January 5, 2002. **Contact:** John E. Clark, Department of Anthropology, Brigham Young University, 950 SWKT, Provo, UT 84602; tel: (801) 378-3822; email: jec4@email.byu.edu.

CRM Award

Presented to recognize lifetime contributions and special achievements in the categories of program administration/management, site preservation, and research in CRM on a rotating basis. The 2002 award will recognize important contributions in the preservation and protection of archaeological sites. Preservation efforts might include site stabilization (design or implementation) or legal acquisition of sites for the purpose of long-term preservation (in fee simple, purchase, donation, or covenant restriction). Protection efforts might include interpretation, law enforcement, public education, or monitoring archaeological resources. This category is intended to recognize the work of people who have taken actions to preserve/protect archaeological resources for the benefit of future generations. Examples include an individual or group that works with avocational groups to monitor the condition of sites, develops programs of public education to reduce site vandalism, or works with landowners to develop new land-use practices that will ensure site preservation.

Special requirements:

- Summary of the nominee's achievement in site preservation.
- Background information.
- Curriculum vita.
- Any relevant supporting documents.

Deadline for nomination: January 5, 2002. **Contact:** Kay Simpson, The Louis Berger Group, Inc., 1001 East Broad Street, Suite LL40, Richmond, VA 23219; tel: (804) 225-0348; fax: (804) 225-0311; email: ksimpson@louisberger.com.

Dissertation Award

Members (other than student members) of SAA may nominate a recent graduate whose dissertation they consider to be original, well written, and outstanding. A three-year membership in SAA is given to the recipient.

Special requirements:

- Nominations must be made by nonstudent SAA members and must be in the form of a nomination letter that makes a case for the dissertation. Self-nominations cannot be accepted.
- Nomination letters should include a description of the special contributions of the dissertation and the nominee's current address. Nominees must have defended their dissertations and received their Ph.D. degree within three years prior to September 1, 2001.
- Nominees are informed at the time of nomination by the

nominator and are asked to submit a copy of the dissertation to the committee by October 31, 2001 (to be mailed to the committee chair Pauketat).

- Nominees do not have to be members of SAA.

Deadline for nomination: October 15, 2001. **Contact:** Tim Pauketat, SAA Dissertation Award Committee, Department of Anthropology, 109 Davenport Hall (MC 148), University of Illinois, Urbana, IL 61801; tel: (217) 244-8818; fax: (217) 244-3490; email: pauketat@uiuc.edu.

Fryxell Award for 2003

The Fryxell Award is presented in recognition for interdisciplinary excellence of a scientist who need not be an archaeologist, but whose research has contributed significantly to American archaeology. The award is made possible through the generosity of the family of the late Ronald Fryxell, a geologist whose career exemplified the crucial role of multidisciplinary cooperation in archaeology. Nominees are evaluated on the breadth and depth of their research and its impact on American archaeology, the nominee's role in increasing awareness of interdisciplinary studies in archaeology, and the nominee's public and professional service to the community. The award cycles through zoological sciences, botanical sciences, earth sciences, physical sciences, and general interdisciplinary studies. The 2003 Fryxell Award will be in the area of earth sciences. The award will be given at the SAA's 68th Annual Meeting, April 9–13, 2003, in Milwaukee, Wisconsin. The award consists of an engraved medal, a certificate, an award citation read by the SAA president during the annual business meeting, and a half-day symposium at the Annual Meeting held in honor of the awardee.

Special Requirements:

- Describe the nature, scope, and significance of the nominee's contributions to American Archaeology.
- Send a curriculum vita of the nominee.
- Supporting letters from other scholars are helpful. Three are suggested.

Deadline for nomination: January 5, 2002. **Contact:** Michael Waters, Department of Anthropology, Texas A&M University, College Station, TX 77843-4352; email: mwaters@tamu.edu.

Dienje M. E. Kenyon Fellowship

A fellowship in honor of the late Dienje M. E. Kenyon has been established to support the research of women archaeologists in the early stages of their graduate training. This year's award, of \$500, will be made to a student pursuing research in zooarchaeology, which was Kenyon's specialty. In order to qualify for the award, applicants must be enrolled in a graduate degree program focusing on archaeology with the intention of receiving either the M.A. or Ph.D. on a topic related to zooarchaeology, and must be in the first two years of that program. Strong preference will be given to students

working with faculty members with zooarchaeological expertise. Only women will be considered for the award. Applicants will be notified via email that their applications have been received. Applications are to consist of:

- A statement of proposed research related to zooarchaeology, toward the conduct of which the award would be applied, of no more than 1,500 words, including a brief statement indicating how the award would be spent in support of that research.
- A curriculum vita.
- Two letters of support from individuals familiar with the applicant's work and research potential. One of these letters must be from the student's primary advisor and must indicate the year in which the applicant entered the graduate program.

Deadline for nominations: applications, preferably sent via email as an attachment in Microsoft Word, are due no later than January 5, 2002, and are to be sent to Donald K. Grayson (email grayson@u.washington.edu), Department of Anthropology, Box 353100, University of Washington, Seattle, WA 98195-3100.

Lifetime Achievement Award

The Lifetime Achievement Award is presented annually to an archaeologist for specific accomplishments that are truly extraordinary, widely recognized as such, and of positive and lasting quality. Recognition can be granted to an archaeologist of any nationality for activities within any theoretical framework, for work in any part of the world, and for a wide range of areas relating to archaeology, including but not limited to research or service. Given as the Distinguished Service Award between 1975 and 2000, it became the Lifetime Achievement Award and was awarded as such for the first time in 2001.

Special requirements:

- Curriculum vita.
- Letter of nomination, outlining nominee's lifetime accomplishments.
- Additional letters may be submitted but are not required.

Deadline for all nomination materials: January 5, 2002. **Contact:** Glenn Davis Stone at stone@artsci.wustl.edu. Send nomination materials to Lifetime Achievement Award Committee, Darla Dale, Secretary, Dept. of Anthropology, Washington Univ., St. Louis, MO 63130-4899.

Fred Plog Fellowship

An award of \$1,000 is presented in memory of the late Fred Plog to support the research of an ABD who is writing a dissertation on the North American Southwest or northern Mexico or on a topic, such as culture change or regional interactions, on which Fred Plog did research. Applications should consist of a research proposal no more than three-pages long and a budget indicating how the funds will be used.

Special requirements:

- ABD by the time the award is made.
- Two letters of support, including one from the dissertation chair that indicates the expected date of completion of the dissertation.
- Description of the proposed research and the importance of its contributions to American archaeology.

Deadline for nomination: January 5, 2002. **Contact:** Stephen Plog, 679A Garcia St., Santa Fe, NM 87505; email: sep6n@virginia.edu.



Award recipients are presented a certificate by the SAA President. Here, William W. Fitzhugh and Elisabeth I. Ward accept the 2001 Saa Book Award from former President Keith Kintigh.

Poster Award

Two awards are given to the best presentations of archaeological research in poster sessions. One award acknowledges the best poster whose principal author is a student. The second award acknowledges the best poster by a non-student. A panel of approximately 20 archaeologists, with varied topical, geographic, and theoretical interests, serves as judges.

Deadline for submission: Presented at the poster session at

the SAA Annual Meeting. **Contact:** Maria Nieves Zedeño, The University of Arizona, Bureau of Applied Research in Anthropology, Tucson, AZ 85721; tel: (520) 621-9607; fax: (520) 621-9608; email: mzedeno@u.arizona.edu.

Award for Excellence in Public Education

This award is presented for outstanding contributions by individuals or institutions in the sharing of archaeological knowledge with the public. In 2002, eligible candidates will be educational, research, or management institutions (such as government agencies, private organizations, professional or avocational societies, etc.) that have contributed substantially to public education about archaeology through the development and/or presentation of educational programs, publishing and/or distribution of educational materials, and

other similar activities. Candidates are evaluated on the basis of their public impact, creativity in programming, leadership role, and promotion of archaeological ethics. Nominations should include a letter identifying the nominee and explaining, with specific examples, the contribution made to public education by that institution. Other supporting materials are encouraged.

Deadline for nomination: January 5, 2002. **Contact:** Elaine Davis, Crow Canyon Archaeological Center, 23390 Rd. K, Cortez, CO 81321-9408; tel: (970) 565-8957 ext. 143; fax: (970) 565-4859; email: edavis@crowcanyon.org.

Gene S. Stuart Award

Presented to honor outstanding efforts to enhance public understanding of archaeology, in memory of Gene S. Stuart, a writer and managing editor of National Geographic Society books. The award is given to the most interesting and responsible original story or series about any archaeological topic published in a newspaper with a circulation of at least 25,000 in the target area. The target area for the 2002 award consists of the states of Arizona, Colorado, Kansas, Nebraska, Nevada, New Mexico, Oklahoma, Utah, and Wyoming.

Special requirements:

- The nominated article should have been published within the calendar year of 2001.
- An author/newspaper may submit no more than five stories or five articles from a series.
- Six copies of each entry must be submitted by the author or an editor of the newspaper.

Deadline for nomination: January 15, 2002. **Contact:** Alan Brew, Department of Anthropology, Bemidji State University, Bemidji, MN 56601; tel: (218) 755-3778; fax: (218) 755-2822; email: albrew@vax1.bemidjistate.edu.

Student Paper Award

The year 2000 marked the first time that the Society for American Archaeology honored an excellent student conference paper with an award. This newly established award recognizes original student research as a growing component of the annual meeting, and is a way to highlight outstanding

contributions. All student members of SAA are eligible to participate. The papers will be evaluated anonymously by committee members on both the quality of the arguments and data presented, and the paper's contribution to our understanding of a particular area or topic in archaeology.

Special requirements:

- A student must be the primary author of the paper and be the presenter at the Annual Meeting.
- Six copies of the conference paper and relevant figures and tables must be submitted (please submit these copies without a name so that they may be reviewed anonymously).
- The paper should be double-spaced, with standard margins, and 12-pt font. The submitted paper should include any relevant figures, tables, and references cited. An average 15-minute paper is approximately 10–12 pages in length (double-spaced, not including references cited, figures, and tables).

The award winner will receive a citation from the SAA president, a piece of official SAA merchandise, a \$250 cash prize, as well as over \$700 worth of books/journals from the following sponsors:

Academic Press
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AltaMira Press
Blackwell Publishers, Inc.
The University of California Press
University Press of Florida
University of Iowa Press
International Monographs in Prehistory
Mayfield Publishing Company
The University of New Mexico Press
University of Nebraska Press
Thames and Hudson
Prentice Hall
University of Utah Press
Westview Press/Perseus Books

Deadline for submission: January 5, 2002. **Contact:** Caryn M. Berg, Chair, SAA Student Paper Award Committee, Department of Anthropology, University of Denver, 2199 South University Blvd., Denver, CO 80208; email: bergcm@ucsub.colorado.edu.

NETWORKS

HOOKS, LAYERS, AND OTHER TECHNIQUES TO HELP ARCHAEOLOGISTS DESIGN EFFECTIVE WEBSITES

Heather A. E. Hembrey

Heather A. Hembrey holds a Master of Applied Anthropology from the University of Maryland, College Park and a Master of Arts in History and a Certificate in Historical Agencies and Administration from Northeastern University in Boston, Massachusetts.

Imagine, if you like, three scenes. In the first, a museum educator waits as dozens of fourth graders spill out of a bus—each student shouting, excited, and ready to be entertained. In scene two, a designer reads an exhibition script, conceptualizing how to best make the voluminous amount of scholarly information accessible and engaging to museum visitors. In the third scene, an archaeologist given the task of designing a project website leafs through a report and boxes of artifacts and photographs, wondering where to begin.

Faced with these assignments, each of our imaginary characters might ask the same questions: How do I attract my audience's attention? How do I make what I have to communicate interesting enough to keep my audience's interest? How do I organize the information I wish to share in a way that is exciting, educational, and entertaining? Why should my audience even care about what I have to say?

During my career, I have been each of these three characters. As a museum educator, I designed and presented programs for diverse audiences, among them hundreds of fourth graders, and I have served on several exhibition development teams. As I expand into archaeology, I find that many museum education- and exhibition-design techniques are quite helpful as I work to share archaeology with the public. An archaeologist may employ these techniques to attract and retain an audience and creatively organize and present information as s/he plans an interpretive program in any format, be it a site tour for students, an exhibition, or a website. Because the World Wide Web has become the most dynamic means for sharing archaeology with the public, I emphasize how archaeologists may employ these techniques when designing or revising websites to share information about archaeology with the public in exciting and effective ways. Included is a selection of URLs for noncommercial archaeology websites that I believe successfully use these techniques.

Identify Your "Hook"

Our imaginary museum educator gathers the excited students around him, realizing that he needs to get their attention quickly. He needs a "hook"—something that will attract their attention and enable him to direct their experience. At this point, he may employ a variety of "hooks." He may pull an object from his bag. He may ask a question that elicits an emotional response. He may tell a story or ask students to close their eyes and listen to sounds. If he quickly captures the students' interest he has a good chance of retaining their attention throughout their entire museum experience.

Website designers may also employ "hooks" to both attract visitors' attention and introduce the site. If a website does not capture a virtual visitor's interest within seconds, chances are that he will leave and not return. Conversely, if a site intrigues a visitor, she will stay, explore, and learn. The "hook" may be a provocative statement or question, an intriguing image, an attractive design, a sound or movement on the screen—the possibilities are endless. The General Service Administration's "The Five Points Site" (<http://R2.gsa.gov/fivept/fphome.htm>) uses this and other techniques discussed below quite successfully.

Make It Personal

A museum visitor once told market researchers: "It would put you off, when every museum you go into, it doesn't have anything to do with you" (Hooper-Greenhill 1994). We all find it easier to learn new information

when we can tie it to our own experience. Relating new information to personal memory enables one to understand new concepts and make meaningful links with the unfamiliar. Virtual visitors should be encouraged to make comparisons with their own experience in order to fully grasp and understand the similarities and differences between the experiences of past peoples and their own (Hooper-Greenhill 1994).

As an example, an archaeologist might use an image of an iron pot to illustrate the variety of artifacts recovered from a site. The caption could read, "An iron cooking pot." Or the archaeologist might write, "The people who lived at this site may have used this iron pot to cook stews, soups, boiled cornmeal or other foods." Both captions identify the artifact as an iron cooking pot. The second caption goes further, placing the artifact in a context that every visitor can understand—that of cooking and eating. A visitor will be far more interested in learning more about an artifact that somehow relates to his own emotions or experience. The Archaeology © Online Feature "In Their Own Words: Tales from a Civil War Prison" (<http://www.archaeology.org/online/features/civil/index.html>) effectively employs this technique.

Hand the Controls to Your Visitors

Our imaginary designer must decide how to use labels, objects, images, and other media to physically and conceptually move visitors through her exhibition. Her decision will determine whether visitors follow a single, linear path through the galleries or whether they move freely between galleries. In other words, her design determines whether the museum or the visitor controls the gallery experience.

The archaeologist must also make this decision when designing a web page. Unlike traditional, linear educational media such as books, the World Wide Web necessitates a more actively engaged reader, as navigation is required rather than passive page turning (Milas and Cochran 2001). When designing a web page, the archaeologist should not expect the visitor to read the site from start to finish with no deviations as if it were a book (although many archaeological site reports appearing on the web expect visitors to do just that). Rather, the archaeologist should take advantage of the web's multidirectional structure. Embedded links to other websites or access to deeper text layers take advantage of the visitor's ability to freely move through a website. The visitor chooses her own direction and the depth to which she will pursue a topic. Harvard University Film Study Center's "Do History" (<http://www.dohistory.org>) exemplifies this free navigation technique.

Use Conversational Language

It is good to use language that is as close to a conversational style as possible. Audiences will more likely read short sentences using an everyday order of words rather than long complex sentences. If the archaeologist must use specialist words, it is preferable to use them in a context that explains their meaning. For example, "Field Methodology" could be more simply restated as "Methods archaeologists used in the field" or "What archaeologists did in the field." Text should meet the needs of a nonspecialist audience that seeks to assimilate the basics quickly, become informed and be entertained, and be able to find a way of making a personal link to the past (Hooper-Greenhill 1994). "Archaeology & You" (<http://www.saa.org/Whatis/arch&you/chap1.html>) posted on SAAweb is written in such conversational language.

Layer Your Text

A museum visitor may easily find herself in an exhibition where object labels are long and void of visual variation. She may be on a tour where the guide relates everything he knows about everything. Or she may view an archaeology web page comprised of nothing but paragraph after paragraph of text. In these situations she is given little opportunity to break up and comfortably assimilate the amount of information presented.

A web page designer may easily avoid this problem by simply layering text, thus creating a hierarchy of information that the visitor may recognize. Layered text allows a visitor to read to the depth with which s/he is comfortable, without missing the most important messages. The visitor is not obligated to read every word and information is presented in manageable pieces. Text layers for each section of a web page might include:

- A title/heading/subheading that is short, relevant to the entire web page, and written in familiar words
- An introduction describing what the section is about, how it is organized, why the information is worth discussing, and what the visitor can do or learn



Figure 1. Archaeology Magazine's Online Feature, an "Interactive Dig at Brooklyn's Eighteenth-Century Lott House," engages visitors through a variety of activities and visual and aural media. (© The Archaeological Institute of America. Photograph courtesy of Brooklyn College Archaeological Research Center.)

- An interpretive body of text that poses and answers questions and addresses important issues
- Image captions written in descriptive and active language (Hooper-Greenhill 1994).

Layered text, when used consistently throughout a web page or exhibition, enables the visitor to recognize the levels of emphasis placed on each layer. A visitor who wishes to read only the title and introduction to each section will not have to search through an entire section to obtain the amount of information s/he desires. The Royal Ontario Museum employs layered text well in "Archaeological Analysis: Pieces of the Past" (<http://www.rom.on.ca/digs/munsell.html>).

Use a Variety of Media

Museum educators recognize that any successful program must appeal to people with different learning styles. Any audience will contain people who learn best visually through activities such as reading. Others learn more by listening. Still others learn by touching and actively participating. Most of us learn through a combination of these styles.

Media that satisfy each learning style are available to website designers. Visual media include color, type fonts, photographs, videos, and animations. Audio media include music, sounds, and voices. Archaeology websites have yet to utilize the full potential of audio media; spoken stories, poetry, readings, and recollections recording someone's personal experience with archaeological resources can be quite compelling. Interactive media such as activities, games, and problem-solving exercises are highly appealing, as are the "Courseware Exercises" that the University of California, Santa Barbara offers (<http://archservex.id.ucsb.edu/Anth3/Courseware/Exercises.html>). A site that makes excellent use of many activities

and visual and aural media is the Archaeology® Online Feature, "Interactive Dig at Brooklyn's Eighteenth-century Lott House" (<http://www.archaeology.org/online/features/lott/index.html>) (Figure 1). Web-based media offer diverse means by which an audience representing different learning styles may actively participate in online archaeology.

Archaeologists often reap the benefits of cross-disciplinary research. As geologists, historians, chemists, and geographers have helped archaeologists understand physical and social phenomena, exhibition designers and museum educators can assist us as we share our profession to the public. We may borrow exhibition design techniques to organize and present text, images, and objects so the visitor takes control of his or her learning. Museum education techniques help us design programs that appeal to diverse audiences. When an archaeologist uses these techniques to design a website, the result invites the virtual visitor to more easily question, explore, participate, learn, and remember.

Acknowledgments: I wish to thank Barbara J. Little and Paul A. Shackel for encouraging me to write on this topic. I thank Douglas Hembrey for his editorial expertise and enduring support. 

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1994 *Museums and Their Visitors*. Routledge, London.
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GOVERNMENT ARCHAEOLOGY

GOVERNMENT ARCHAEOLOGY SURVEY

Anne M. Wolley Vawser

Anne M. Wolley Vawser is an archaeologist at the Midwest Archeological Center, National Park Service, in Lincoln, Nebraska.

Recently, archaeologists working for the federal government have begun to notice a trend. Colleagues retiring, colleagues talking more about retiring, more gray hair in the office, more reading glasses around the conference table. Yes, it appears that the average federally employed archaeologist is aging. These are, however, casual observations. Does it just seem that way, or is there some basis for this belief? More importantly, if it is true, how does this population of archaeologists compare to those in the private sector and academics? Also, if the average age of our ranks in the government is really increasing, what are the implications for the future of the field?

These are the questions that inspired me to poll my colleagues through a recent survey via Internet listservers and federal agency email. After briefly analyzing the results of 176 responses, I have realized in hindsight that the whole thing was not that well thought out. For example, conducting a poll on such short notice, and by such methods in the middle of the summer when most archaeologists are busy with fieldwork, probably skewed the results somewhat. In addition, having collected much more data than I anticipated, I realize it was not wise to undertake such a survey with so little time to analyze the data. However, I believe there are some things of interest that I can report now to pique the interest of the *The SAA Archaeological Record* readers, and I will take more time to look at the data and provide additional reports in future issues.

A brief survey of 17 questions was sent to the Federal Preservation Forum Listserver (<http://www.federalpreservationforum.org>) and a list of National Park Service archaeologists. Individuals on these lists were encouraged to circulate the survey to other lists within their agency and send results directly to me. To maintain the anonymity of the respondents, responses were copied out of the email messages and any source information deleted. The survey questions were designed to determine some basic information about the workforce, such as age, sex, agency, years with the government, years in the field of archaeology, work duties and areas, and some basic personal information like marital status and hobbies.

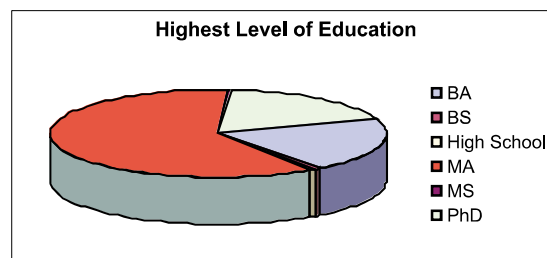


Figure 1.

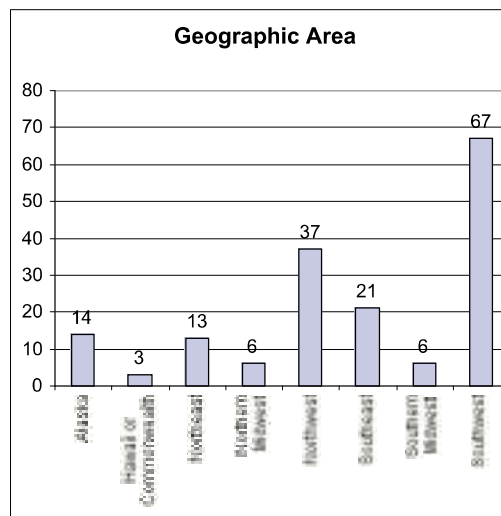


Figure 2.

Initial analysis indicates that many government archaeologists were willing to participate, and they had a lot to say about their jobs, their personal interests, and their own observations about the workforce. In fact, I was surprised by the number of responses I received, and many of the respondents indicated that they were interested to see the results. And, not surprising-

GOVERNMENT ARCHAEOLOGY, continued on page 44

JAMES WILLIS HATCH

1948–1999

James Willis Hatch died December 11, 1999, at State College, Pennsylvania following a lengthy illness and surgery. Hatch was born April 24, 1948 in Providence, Rhode Island. Having developed a passion for archaeology as a boy, he obtained a B.A. in anthropology from the University of Georgia in 1970, followed by his M.A. and Ph.D. degrees from The Pennsylvania State University in 1974 and 1976, respectively.

Realizing the caliber researcher and teacher they had, Penn State offered Hatch a faculty position as an assistant professor, and he spent the remainder of his life and career in the Nittany Valley. Hatch also served as the Director of Penn State Matson Museum of Anthropology, and he was a founding member of the Pennsylvania Archaeological Council and a longtime member and president (1981–1983) of the Society for Pennsylvania Archaeology.

Hatch authored or coauthored more than 40 publications on the archaeology of Pennsylvania and the midwestern and southeastern U.S. The breadth of his research interests was great and included the examination of subsistence and settlement systems, the development of Mississippian chiefdoms, lithic raw material procurement and sourcing, tool production, Hopewell studies, Late Woodland cultural evolution, bioarchaeology, the study of mortuary behavior, and Susquehannock demography and settlement. All work Hatch undertook was a classic example of the integration of field research and laboratory analyses. He also was the recipient of many grants and contracts, for which he authored or coauthored more than two dozen research reports for various federal and state-sponsored projects.

But in his own estimation, and for those of us who were fortunate enough to be students of his, Hatch's chief contribution was as a teacher and mentor. His willingness to treat his students as colleagues and equals in learning about the past was formally recognized when he won the 1990 Liberal Arts Distinguished Teaching Award from Penn State.

Hatch was widely acknowledged for the archaeological field schools he taught over the years: at Bedford Village, Fisher Farm and the associated Bald Eagle watershed survey, and the Hershey site in Pennsylvania; the Woodlief, Carroll, Sweetgum, Sugar Creek, and Marshall sites in Georgia; and Copán in Honduras. No matter where they were conducted, all his field schools served as training grounds for dozens of graduate and undergraduate students who have gone on to productive careers in archaeology as well as other disciplines.

The involvement of students in all levels of research was a signature characteristic of Hatch's. This legacy has been acknowledged in several ways since his death. A special session "My Legacy Will Be My Students" was organized by former students at the 71st annual meeting of the Society for Pennsylvania Archaeology on May 7, 2000. A special issue of the *Journal of Middle Atlantic Archaeology* was dedicated to Hatch. A symposium "Cool Dude in a Loose Mood" was held in his honor at the 57th Annual Meeting of the Southeastern Archaeological Conference on November 10, 2000. Finally, the Department of Anthropology at Penn State has established the James Hatch Enrichment Fund to support archaeological field school opportunities for undergraduates.

His ongoing research programs in Georgia and Pennsylvania are being completed by his students and colleagues but will lack Hatch's unique perspective on life and archaeology. Hatch's death deprived the archaeological community of a scholar and teacher. For those of us who knew him, we lost more than a respected mentor and colleague, we lost a friend.

Jim is survived by his wife Dianne, children Kathryn and Christopher, parents Willis and Elizabeth Hatch, and brother Robert Hatch.

ERNEST ALLEN CONNALLY

1921–1999

Raymond Harris Thompson

Raymond Harris Thompson is Emeritus Director of the Arizona State Museum at the University of Arizona in Tucson, Arizona.

American archaeologists are well aware of the productive partnership between the federal government and their profession and honor those who fought and won important legislative and administrative battles. Unfortunately, less attention is paid to federal colleagues (often not archaeologists) who labored effectively but almost anonymously to protect archaeological resources. Among the most important of these federal partners was Ernest Allen Connally, who played a key role in the creation of the national infrastructure for archaeological and historic preservation. He died of cancer in northern Virginia at the age of 78 on December 23, 1999. A fourth-generation Texan, he was born in Groesbeck to businessman Ernest Lackey Connally and Eleanor Pauline Allen Connally on November 15, 1921. He studied architecture at Rice University (1939) and the University of Texas at Austin (1940–41) and served as a major in the Army Air Force (1942–46). He attended the University of Florence, Italy (1947) and received a Bachelor of Architecture degree (Austin, Texas, 1950). He earned M.A. (1952) and Ph.D.

(1955) degrees in art history from Harvard University. He married fellow graduate student, Janice Muriel Wegner, August 28, 1951 and they had two children, Mary Allen and John Arnold.

Connally taught for 15 years at Miami University in Ohio (1952–55), Washington University in St. Louis (1955–57), and at the University of Illinois at Urbana (1957–67). Elegant in speech and demeanor, he lectured in an eloquent and witty manner that was greatly appreciated by his students. He served with historian Ronald Freeman Lee of the National Park Service (NPS) and archaeologist John Otis Brew of Harvard University on a task force to plan the implementation of the National Historic Preservation Act of 1966 (NHPA). NPS Director George Benjamin Hartzog took advantage of the expanded authority granted to NHPA to consolidate NPS activities in archaeological and historic preservation. On the recommendations of Lee and Brew, he

asked Connally to help conceive, create, and then lead a new Office of Archeology and Historic Preservation (OAHP), which has since evolved into the NPS cultural resource management programs. As Director of OAHP and, after 1972, Associate Director of the NPS, Connally was the highest federal official responsible for preservation programs. Hartzog chose a man with the graciousness of a southern gentleman, the erudition of a successful scholar, great persuasive powers,

legendary political acumen, and considerable organizational genius. A distinguished architectural historian, Connally had a broad perspective on protection problems. He maintained close contact with leaders in the archaeological community, sought their advice, and strove to meet their needs. Under his capable leadership, archaeology prospered in the NPS and the conservation ethic was firmly rooted in the federal system.

Connally also contributed significantly to historic preservation on the international scene: as U.S. leader in the early 1970s of the U.S.-U.S.S.R. Working Group on the

Urban Environment, as secretary (1969–72) and chairman (1972–75) of the U.S. Committee of the International Council on Monuments and Sites (ICOMOS), and as Secretary General of ICOMOS (1975–81). Connally was greatly respected in the academic, architectural, archaeological, preservation, and governmental communities and received many honors: the Distinguished Service Award of the Department of the Interior in 1978, the Louise DuPont Crowninshield Award of the National Trust for Historic Preservation in 1980, Membre d'Honneur of ICOMOS in 1981, officer of the Ordre des Arts et des Lettres of France in 1987, Presidential Citation from the American Institute of Architects in 1990 and in 1996, the Gazzola Prize, the highest international honor in historic preservation, from ICOMOS.

To work with Connally was a delightful and rewarding



➤ IN MEMORIAM, continued on page 41

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NEWS & NOTES

Archaeologists Honored for Fieldwork, Publication and Editorial Service. The Society for Historical Archaeology honored three archaeologists with named awards at its 34th annual meeting in January. Roberta S. Greenwood received the J. C. Harrington Medal for a lifelong career of excavating and publishing on California archaeology, including thirty years of work on the Contact, Spanish, Mexican, and Anglo-American periods. Her recent *Down by*



Roberta S. Greenwood

the Station: Los Angeles Chinatown (1996) won the Cotsen Prize Award. Greenwood has also been very active in preservation and in scholarly organizations including SOPA and the SHA. Norman F.

Barka (College of William and Mary) received the Carol V. Ruppé Distinguished Service Award for his almost two decades of editing the *SHA Newsletter*. Nineteen volumes of this informative publication (including 72 individual issues) will have come out under his guidance by the end of 2001. Barka vastly improved the format, size, and coverage of what has become one of the most impressive newsletters in world archaeology. Audrey Horning, a young scholar at the start of her career, was honored with the second presentation of the John L. Cotter Award in Historical Archaeology. Horning was recognized for her innovative and broadly based research on the Middle Atlantic region, ranging from seventeenth-century Jamestown to nineteenth- to twentieth-century Appalachia.

The Wenner-Gren Foundation for Anthropological Research, Inc. offers downloadable Individual Research Grants applications through its website at <http://www.wennergren.org>. These forms are intended to speed up delivery of applications as well as improve their availability worldwide. Applicants using downloaded applications are required to print the forms and return them (with copies) to the foundation via conventional (i.e., nonelectronic) mail delivery. The forms utilize the Portable Document Format (PDF) and require Adobe Acrobat Reader to be viewed and printed; the latest version of the Acrobat Reader can be downloaded free-of-charge from <http://www.adobe.com>. For the latest information regarding this and other foundation programs and activities, please visit the Wenner-Gren Foundation website at <http://www.wennergren.org>.

The Curtiss T. and Mary G. Brennan Foundation announces two pilot programs of grants to support archaeological field research in 1) early civilizations in the Mediterranean world and 2) Andean South America. Those periods and areas of the Mediterranean world qualifying include the Bronze Age and earlier of Egypt, Anatolia, the Levant, Near East, Greece, Crete, Cyprus, and the Aegean. Funds are available to a maximum of \$5,000 to support research designed to establish the significance of proposed projects and the feasibility of carrying them to completion, or to fund ancillary portions of ongoing projects important to an understanding of the project as a whole. Application must be made by the sponsoring institution through the principal investigator. Individuals are not eligible, and dissertation research does not qualify. Applica-

tion may be made throughout the year, with deadlines of April 15 and October 15. For guidelines and application materials, contact the Curtiss T. & Mary G. Brennan Foundation, 551 W. Cordova Road, #426, Santa Fe, NM 87505; fax: (505) 983-5120; email: BrenFdn@compuserve.com.

The Center for Desert Archaeology was recently awarded a \$100,000 grant from the National Endowment for the Humanities (NEH) to fund a two-year ethnohistoric research project in the San Pedro River Valley of southeastern Arizona. This collaborative research will enable Native Americans and archaeologists to work together to use Native American oral histories and traditions to interpret the rich archaeology and history of the San Pedro River Valley. This NEH grant will allow the Center to broaden scientific interpretation of the archaeology of this area by incorporating Native American perspectives on the past, working with four Native American tribes that have historical ties to the area. These tribes include the Tohono O'odham Nation, the Hopi Tribe, the Pueblo of Zuni, and a consortium of Western Apache tribes under the lead of the San Carlos Apache Tribe. Project results will be shared with the tribes and with members of the public through a special issue of *Archaeology Southwest*, the Center for Desert Archaeology's quarterly publication. Since 1990, the San Pedro River Valley has been the focus of a long-term Center for Desert Archaeology research and preservation program. Archaeological survey by the Center has documented nearly 500 archaeological sites in the lower region of the river, and test excavations have recently been completed at 30 sites. The NEH grant enables the participating

tribes to assist in the interpretation of this data.

Center for Desert Archaeology Awards Two Preservation Fellowships. Graduate students Jim Vint (University of Arizona) and Chip Colwell-Chanthaphonh (Indiana University) will join the Center for Desert Archaeology later this year as the Center's new Preservation Fellows for 2001–2004. Vint's fellowship research will focus on the protohistoric and Spanish-era Sobaipuri occupation of the San Pedro River Valley in southeastern Arizona. Colwell-Chanthaphonh will concentrate on the "social life" of archaeological resources in the San Pedro Valley, focusing on the local stakeholders of the region and how they value, interpret, and experience the archaeology of their own community. The Center for Desert Archaeology's Preservation Fellowship Program provides three years of substantial financial and practical support to promising archaeology Ph.D. students, who pursue preservation archaeology research projects under the guidance of Center archaeologists, utilizing the Center's volunteers and resources. A recent generous anonymous gift to endow the Center's Preservation Fellowship Program made it possible to award two fellowships this year. More importantly, this endowment will allow the Center to offer additional Preservation Fellowships in the coming years. Anna Neuzil (University of Arizona) has already been selected as the Center's 2002–2005 Preservation Fellow. Students interested in applying for a future Preservation Fellowship should contact the Center for Desert Archaeology for more information.

The annual John L. Cotter Award for Excellence in National Park Service Park Archeology was made to Jeffery F. Burton, staff archaeologist at Western Archeological and Conservation Center, Tucson, for his recent work at Manzanar National Historic Site in eastern California. The unofficial award, begun by NPS archaeologists in

1999, was established to honor the long and distinguished career of Dr. John L. Cotter for his pioneering contributions to archaeology within the National Park System and to inspire NPS employees to continue his model of excellence. Dr. Cotter's career included significant "Early Man" and other studies on North American prehistory and major historical archaeological projects. He was the first president and journal editor for the Society for Historical Archaeology, which also honors his career with an award. Jeff Burton's choice for this year's award is based on his accomplishments in 2000 at Manzanar NHS. His exemplary work is recognized for interdisciplinary research design, scientific historical archaeological analysis, very broad public involvement, and sharing of research results in a variety of media—hallmarks of John Cotter's NPS career.

The Bill and Rita Clements Research Fellowships for the Study of Southwestern America.

The William P. Clements Center for Southwest Studies in the Department of History at Southern Methodist University in Dallas welcomes applications for three research fellowships. The fellowships are designed to provide time for senior or junior scholars to bring book-length manuscripts to completion. Fellows will be expected to spend the 2002–2003 academic year at SMU to teach one course during the two-semester duration of the fellowship, and to participate in Clements Center activities. Each fellow will receive the support of the Center and access to the extraordinary holdings of the DeGolyer Library. Fellowships carry a stipend of \$31,000, health benefits, a \$2,000 allowance for research and travel expenses, and a publication subvention. Applicants should send a copy of their vita, a description of their research project, and a sample chapter or extract (if the sample is from a dissertation, please include the introduction), and arrange to have letters of reference sent from three persons who can assess the significance of the work and the abil-

ity of the scholar to carry it out. Send applications to David Weber, Director, Clements Center for Southwest Studies, Dallas Hall, Room 356, 3225 University Ave., P.O. Box 750176, Dallas, TX 75275-0176. Applications must be received by January 14, 2002. The award will be announced on March 1, 2002. This announcement contains all the information necessary to complete the application process. If you have questions, contact Andrea Boardman, Associate Director, at (214) 768-1233 or email swcenter@mail.smu.edu. Our website address is <http://www2.smu.edu/swcenter>.

The following archaeological properties were listed in the National Register of Historic Places during the second quarter of 2001:

- Arizona, Pinal County. Grewe Site. Listed 5/30/01.
- California, San Luis Obispo County. Carrizo Plain Rock Art Discontiguous District. Listed 5/23/01.
- Connecticut, New Haven County. New England Cement Company Kiln and Quarry. Listed 4/23/01.
- Connecticut, Tolland County. Fifth Camp of Rochambeau's Infantry. Listed 4/30/01.
- Florida, Bay County. SS Tarpon (Shipwreck). Listed 5/31/01.
- Florida, Broward County. SS Copenhagen (Shipwreck). Listed 5/31/01.
- Florida, Dade County. Half Moon (Shipwreck). Listed 5/31/01.
- Florida, Dixie County. City of Hawkinsville (Shipwreck). Listed 5/31/01.
- Florida, Escambia County. USS Massachusetts-BB-2 (Shipwreck). Listed 5/31/01.
- Florida, Manatee County. Shaw's Point Archeological District. Listed 4/06/01.
- Florida, Monroe County. San Pedro (Shipwreck). Listed 5/31/01.

- Florida, St. Lucie County. Urca De Lima (Shipwreck). Listed 5/31/01.
- Illinois, Randolph County. Piney Creek Site. Listed 5/31/01 (Native American Rock Art Sites of Illinois MPS).
- Illinois, Randolph County. Piney Creek South Site. Listed 5/31/01 (Native American Rock Art Sites of Illinois MPS).
- Illinois, Randolph County. Piney Creek West Site. Listed 5/31/01 (Native American Rock Art Sites of Illinois MPS).
- Illinois, Randolph County. Tegtmeyer Site. Listed 5/31/01 (Native American Rock Art Sites of Illinois MPS).
- Mississippi, Warren County. Loosa Yoke-na Archeological Site. Listed 5/08/01.
- North Carolina, Lenoir County. CSS Neuse (Ironclad Gundboat). Listed 6/11/01.
- South Dakota, Minnehaha County. Brandon Village. Listed 6/14/01.
- Wisconsin, Crawford County. Tainter Cave. Listed 5/08/01 (Wisconsin Indian Rock Art Sites MPS).
- Wisconsin, Door County. Fleetwing. Listed 7/11/01 (Great Lakes Shipwreck Sites of Wisconsin MPS).
- Wisconsin, Grant County. Eagle Valley Mound District. Listed 7/11/01 (Late Woodland Stage in Archeological Region 8 MPS).
- Wisconsin, Oneida County. McCord Village. Listed 4/06/01.

For a full list of National Register listings every week, check "Recent Listings" at <http://www.cr.nps.gov/nr/nrlist.htm>.

The Sainsbury Research Unit for the Arts of Africa, Oceania & the Americas, University of East Anglia, invites applications for Visiting Research Fellowships, tenable during the academic year 2002–2003. Holders of a doctorate who are undertaking research for publication in the field of the arts of

Africa, Oceania, and the Americas are eligible to apply. In exceptional cases, advanced doctoral candidates may be considered. Application deadline is November 15, 2001. For further information, contact the Admissions Secretary, Sainsbury Research Unit, Sainsbury Centre for Visual Arts, University of East Anglia, Norwich NR4 7TJ, UK; tel: 0044 (0)1603 592498; fax: 0044 (0)1603 259401; email: admin.sru@uea.ac.uk.

Introducing Eliot Werner Publications (EWP), a new publisher of academic and scientific books in archaeology, anthropology, and related fields. Our mission is to publish high-quality books at prices that are affordable to individual scholars, researchers, practitioners, and students as well as libraries and other institutions. Our emphasis is on professional service, accessibility, personal responsibility, and developing long-term relationships with authors and customers. Included within the EWP umbrella is Percheron Press, a division devoted to reprinting important books in the above fields (with new introductions) that are no longer available from the original publishers. We are pleased to announce that distinguished researchers Melvin Ember, Gary M. Feinman, and Joyce Marcus have agreed to edit two reprint series for Percheron Press: *Foundations of Archaeology* and *Foundations of Anthropology*. Eliot Werner, the founder and president of EWP, has 25 years experience in scholarly and scientific publishing. As social sciences editor at Academic and Plenum presses between 1978 and 2001, he oversaw the publication of approximately 700 books in a wide range of fields while initiating or acquiring nearly 60 journals, book series, serials, and treatises. For further information, please contact Eliot Werner, President, Eliot Werner Publications, Inc., P.O. Box 268, Clinton Corners, NY 12514; tel: (845) 266-4241; fax: (845) 266-3317; email: kochwerner@vh.net.

their views. Discussion of NAGPRA-related issues forced me to meet and talk with real, live Native Americans who were unhappy with me. I saw *people* whose past I had blithely probed and reconstructed without ever talking to them, *people* with legitimate grievances concerning my actions. My beliefs led me to the view that if I really was a thoughtful human being, I had to listen to those grievances and make amends.

So, I ask you to think seriously and honestly about these issues. Read what Deloria and Churchill have to say about us. Then, if you are not part of a conspiracy and do not willingly seek to damage Native American interests, you can prove you are a decent human being by acknowledging our past sins, accepting responsibility, listening to present criticisms, and making meaningful amends in future actions. As Deloria (1989) has written, it is really a "simple question of humanity."

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1997 *Little Matter of Genocide: Holocaust and Denial in the Americas 1492 to the Present*. City Light Books, San Francisco, California.

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di Leonardo, M.

1998 *Exotics at Home*. University of Chicago Press, Chicago, Illinois.

Lapsley, H.

1999 *Mead and Ruth Benedict: The Kinship of Women*. University of Massachusetts Press, Amherst.



POSITIONS OPEN

POSITION: ASSISTANT PROFESSOR

LOCATION: BOSTON, MASSACHUSETTS

The Department of Archaeology at Boston University announces the search for a tenure-track faculty post at the assistant professor level in remote sensing and archaeology, effective September 1, 2002. Ph.D. required. Research and instructional background in remote sensing (geophysical prospecting and satellite imagery) and familiarity with Geophysical Information Systems necessary. Geographic area of interest open. Send current vita and names and addresses of three references by November 1, 2001 to: Professor Julie Hansen, Chair, Faculty Search Committee, Boston University, Archaeology Department, 675 Commonwealth Avenue, Boston, MA 02215. Boston University is an Equal Opportunity/Affirmative Action Employer.

POSITIONS: FIELD DIRECTORS, FIELD TECHNICIANS, AND LABORATORY DIRECTORS

LOCATION: MORRIS PLAINS, NEW JERSEY

Foster Wheeler Environmental Corporation seeks archaeologists for cultural resources projects in eastern United States. **Field Directors:** MA in Anthropology or related discipline, archaeological field school, and 3–5 years of field supervisory experience required. Experience in Section 106, writing, laboratory, and computer skills desirable. **Field Technicians:** BA in Anthropology or related discipline and completion of archaeological field school required. **Laboratory Directors:** MA in Anthropology or related discipline, archaeological field school, 3–5 years of laboratory experience in historic and/or prehistoric artifact analysis, and good writing and computer skills required. Applicants submit a letter of interest, salary require-

ments, curriculum vita, and availability for part-time employment and travel. Fax: (973) 630-8111; email: mcervnak@fwenc.com; or mail to Mary Ellen Cervenak, Foster Wheeler Environmental Corporation, 1000 The American Road, Morris Plains, NJ 07950.

POSITION: ASSISTANT PROFESSOR

LOCATION: BOSTON, MASSACHUSETTS

The Department of Archaeology at Boston University seeks an archaeologist of the Greco-Roman world at the assistant professor level. The most appropriate candidates will have experience in multidisciplinary field research and commitment to excellence in teaching. Ph.D. is required; tenure-track appointment effective September 1, 2002. Send current vita and names and addresses of at least three referees by November 1, 2001 to Professor James Wiseman, Boston University, Department of Archaeology, 675 Commonwealth Avenue, Boston, MA 02215. Boston University is an Affirmative Action/Equal Opportunity Employer.

POSITION: ARCHAEOLOGICAL PROJECT MANAGER

LOCATION: COSTA MESA, CA

The Keith Companies (TKC), a multidisciplined engineering and consulting services company headquartered in Costa Mesa, has grown to approximately 650 professionals and 15 divisions located throughout the western United States. Our 18-year reputation for quality work provides us with a diverse client base and a wide variety of planning, engineering, and design projects. Our growth requires that we seek the following position: archaeological project manager. The Archaeology Department at the Keith Companies, Inc.'s Costa

Mesa, CA office invites applications from professional archaeologists interested in full-time employment in basic and applied (CRM) research in historic and/or prehistoric archaeology. The archaeological project manager is a principal investigator-level research and management position requiring a Master's degree in Anthropology (Ph.D. preferred) with specialization in archaeology of the State of California and a minimum of five years full-time research experience (or equivalent) subsequent to the Master's degree. Qualifications include demonstrated ability to develop research methodologies, field and work schedules, research budgets, and report writing. Successful candidates must work effectively in team environments and be able to lead and motivate research teams. Well-developed writing skills and technical writing experience are necessary to produce high-quality technical reports in compliance with both the California Environmental Quality Act and Section 106 and to supervise and organize team written reports. Requirements include Master's Degree in Anthropology—specialty in archaeology (doctoral degree is a plus); minimum 5 years experience in field and managerial cultural resource management projects; must have experience in fieldwork and report preparation for Phase I, Phase II and Phase III level archaeological work; Society of Professional Archaeology qualification required, membership preferred; familiarity and experience with California Environmental Quality Cultural Resource guidelines required; Section 106 familiarity and experience preferred; familiarity and experience with southern California Archaeology preferred. Contact Us: You may email your resume and salary history and requirements to jobs@keithco.com; fax: 714/668-7015; or mail

POSITIONS OPEN

to Human Resources Dept, 2955 Red Hill Avenue, Costa Mesa, CA 92626. Visit our website at <http://www.keithco.com> to learn more about our exciting organization. NO PHONE CALLS PLEASE.

POSITION: ASSISTANT PROFESSOR

LOCATION: CLAREMONT, CALIFORNIA

The Department of Anthropology, Pomona College, invites applications for a tenure-track archaeologist as assistant professor of Anthropology beginning fall 2002. We are seeking a teacher-scholar with experience as a successful instructor in small classes. The ability to work closely with undergraduates in both classroom and independent research contexts is essential. Preference is for candidates with a research and teaching focus in the history or prehistory of human-environment interaction. Preferred geographic specializations include California, the Southwest, Latin America, or the Asia-Pacific region. An ability to involve students in field research and to offer a field methods course would be especially welcome. We are committed to a holistic and interdisciplinary anthropology and seek candidates whose teaching, research, and theoretical interests overlap with sociocultural anthropology. Pomona College is the founding member of the Claremont Colleges and is one of the most selective colleges in the country. It is located in the highly diverse Southern California region. Pomona College is an equal opportunity employer and especially welcomes applications from women and members of underrepresented groups. Please send cover letter, curriculum vita, teaching portfolio, and names, addresses, and phone numbers of 3 references to Chair, Dept. of Anthropology, Pomona College, 420 N. Harvard Ave, Claremont, CA 91711-6397. Review of applications will begin November 1, 2001. Inquiries may be made to mjenike@pomona.edu.

POSITIONS: FIELD SUPERVISORS AND FIELD ARCHAEOLOGISTS

LOCATION: FREDERICK, MARYLAND AND NEW ORLEANS, LOUISIANA

R. Christopher Goodwin & Associates, Inc. is looking for field supervisors and field archaeologists for both offices: New Orleans, Louisiana and Frederick, Maryland. Positions are permanent staff and project assignments. All applicants must possess a B.A. or B.S. in Archaeology or Anthropology and have completed an accredited field school. Supervisors must possess a M.A. in Archaeology or Anthropology, with one year of CRM experience, preferably. All positions are salaried with Blue Cross Blue Shield of Louisiana—Medical and Dental coverages; \$40K term life insurance; company funded, short-term disability and cancer coverage offered through A.F.L.; Cafeteria Plan Spending accounts—tax-deferred premiums; dependent day-care account/medical reimbursement account; benefits eligibility first of the month after 90 days of employment; 401(k) plan after 1 year; ER match at .50 cents on the dollar to 5%. Please submit a letter of application, CV, and (3) references to R.C. Goodwin & Associates, Inc., 5824 Plaque Street, New Orleans, LA 70123; email: neworleans@rcgoodwin.com. **OR** R.C. Goodwin & Associates, Inc., 241 East Fourth Street, Suite 100, Frederick, MD 21701; email: frederick@rcgoodwin.com. Salary range is highly competitive and commensurate to education and experience. Equal opportunity employer.

POSITION: ASSISTANT PROFESSOR

LOCATION: CHICAGO, ILLINOIS

The University of Chicago Department of Anthropology seeks to add a faculty position in the archaeology of New World complex societies. We construe the subject of New World complex societies broadly to encompass a wide range of geographic (North America and Latin America), cultural, and historical specializations (including, for instance, Colo-

nial and later time period archaeology and ethnohistory). Although rank is open, the appointment will be made preferentially at the level of beginning-to-advanced assistant professor. The newly configured, expanding Chicago archaeology program emphasizes the study of complex societies from a broad spectrum of methodological approaches, including the use of historical and ethnohistorical materials. The program stresses integration of social and cultural theory in the practice of archaeology and the close articulation of archaeology and sociocultural anthropology. We seek scholars (Ph.D. in hand) who can enhance this collaboration with active field research projects and innovative theoretical contributions. Applications should include a detailed letter describing current and planned research activities, teaching qualifications and interests at both graduate and undergraduate levels, a full curriculum vita and the names and addresses (including telephone and email) of at least three academic references. Materials should be sent to Chair, Committee on Faculty Recruitment, Department of Anthropology, University of Chicago, 1126 East 59th Street, Chicago, Illinois 60637-1580; email: anthropology.uchicago.edu. Closing date for receipt of application materials is November 1, 2001; AA/EOE.

POSITION: ASSISTANT/ASSOCIATE PROFESSOR

LOCATION: LOS ANGELES, CA

Dept of Anthropology, University of California, Los Angeles, invites applications for a tenure-track position at the assistant to associate professor level for an archaeologist who is engaged in an active program of theoretically based research in any region of the Old World. Demonstrated excellence in teaching, field research, and publications required. As a department strongly committed to the four-field approach, we seek a scholar capable of articulating effectively with other anthropologists and also with Cot-

POSITIONS OPEN

sen Institute of Archaeology faculty in other departments. Appointment begins July 1, 2002. Send letter, names of three references, and C.V. by November 12, 2001, to Archaeology Search, c/o Douglas Hollan, Chair, Dept of Anthropology, 341 Haines (Box 951553), UCLA, Los Angeles CA 90095-1553. UCLA is an Affirmative Action/Equal Opportunity Employer.

POSITION: TENURE-TRACK POSITION
LOCATION: URBANA, ILLINOIS

The Department of Anthropology at the University of Illinois, Urbana-Champaign, seeks an archaeologist with a theoretical focus on social complexity for a tenure-track/tenured position beginning August 21, 2002, rank open. We are seeking a scholar with an active field research program and an active commitment to train undergraduate and graduate students. Area is open but preference will be given to a candidate with regional specialization complementing that of existing faculty. Our interests in teaching include courses in the areas of candidate's expertise and archaeological method and theory. Additional qualifications include Ph.D. in hand by time of appointment, publications, and demonstrated excellence in teaching. Scholarly excellence is our primary criterion. Salary is open depending upon qualifications. Please send a letter of application, C.V., samples of publications, a statement detailing research interests and plans, and the names and addresses of three references to Paul Garber, Head, Department of Anthropology, 109 Davenport Hall, 607 S. Mathews Avenue, Urbana, Illinois 61801. For full consideration, applications should be received by November 1, 2001. The University of Illinois is an AA-EOE. Position # 7688.

POSITION: ASSISTANT PROFESSOR
LOCATION: LOGAN, UTAH

Utah State University seeks full-time, tenure-track assistant professor special-

izing in the archaeology of the American West who will also serve as the director of the USU Museum of Anthropology, a small teaching museum. Minimum qualifications include Ph.D. by time of appointment and potential for quality teaching, research, publication, and grantsmanship. Preferred qualifications include strong research, publication, and granting record; prior teaching, museum, and program development experience. Anticipated teaching assignment is 3–4 courses per year; ability and willingness to teach archaeology field school in some summers. For program information see <http://www.usu.edu/~anthro>. Review of applications begins November 15, 2001, and continues until position is filled. Send letter of application, vita, names and contact information for three references, and a reprint or work in progress to Archaeology Search Committee Chair, Department of Sociology, Social Work and Anthropology, Utah State University, Logan, UT 84322-0730. USU is an AA/EEO employer.

POSITION: ARCHAEOLOGIST
LOCATION: ZION NATIONAL PARK, UTAH

Zion National Park, Utah, is advertising to fill a permanent full-time archaeologist position. The incumbent is directly responsible for program development and implementation of cultural resources (prehistoric and historic), inventory, monitoring, stabilization, and data management. Professional skills and academic training in southwestern archaeology and history on the Colorado Plateau, consultation with Federal, State, and Tribal governments, compliance with the National Historic Preservation Act, archaeological field methods and theories, program administration and supervision, and to a lesser extent, artifact/archival collections. Opens: July 16, 2001. Closes: August 10, 2001. Website: <http://www.usajobs.com>. ZION-Merit-01-22. ZION-DEU-01-08

IN MEMORIAM

IN MEMORIAM, from page 34 

experience. He was clearheaded and witty, intellectual and practical, academic and bureaucratic, gracious and even courtly. He asked the right questions and listened with interest. He was a successful bureaucrat but never forgot that his primary role was to lead, which he did with consummate skill.

Although many good people have helped to build the complex structure that provides this country with a highly effective heritage preservation program, it is clear that Ernest Allen Connally ranks in the very forefront of that group. He was a major contributor to the development of the high level of public concern about the preservation of the past that this nation enjoys.

Although a student of the built environment, Connally always emphasized the importance of the archaeological contribution to the nation's heritage. The archaeological community owes a great deal to that eloquent and energetic architect from Groesbeck, Texas, for laying such a solid foundation that allows the NPS to protect the archaeological resources of this country.

I thank Janice Connally, Ann Hitchcock, Jerry Rogers, Carol Shull, Ann Webster-Smith, and Fred Wendorf for their assistance; photo courtesy of Janice Connally.



CALENDAR

2001-2002

OCTOBER 5-6

"Venice Before San Marco: Recent Studies on the Origins of the City" is an international conference that will be held at Colgate University, Hamilton, New York. It will provide a synthesis of fieldwork done in Venice. The exhibition and conference are being organized by Albert J. Ammerman and Charles E. McClennen in collaboration with the Superintendency of Architecture Venice. For information, visit the conference website at <http://groups.colgate.edu/Venice>; tel: (315) 228-7201; email: dcurtis@mail.colgate.edu.

OCTOBER 12-13

The 12th Bi-Annual Jornada Mogollon Conference is being held at historic Fort Bliss, El Paso, Texas. Abstracts for papers are due by September 17th. For registration, lodging, and other information, please contact Victor Gibbs or Mark C. Slaughter at 150 A North Festival, El Paso, TX 79912; tel: (915) 585-0168; email: vgibbs@geo-marine.com or markcslaughter@hotmail.com.

OCTOBER 12-14

Fifth Biennial Meetings of the Complex Society Group will be held at Arizona State University, Tempe, Arizona. Papers on the theme "States and the Landscape" will be presented and discussed by scholars representing

Mesopotamia, South Asia, Mesoamerica, Perú, and Sub-Saharan Africa. There will also be a session of volunteered papers. For further information, contact the CSG Organizing Committee as soon as possible at skoglund@imap4.asu.edu; tel: (480) 965-6213.

OCTOBER 12-14

The 2001 Midwest Archaeological Conference will be held in La Crosse, Wisconsin. This year's conference is hosted by the Mississippi Valley Archaeology Center at the University of Wisconsin-La Crosse. For information, please see www.uwlax.edu/mac2001. You can register online at <http://www.uwlax.edu/colleges/conted>.

OCTOBER 14-15

Symposium on the Hiscock Site (Late Pleistocene and Holocene, Western New York) will be held at the Buffalo Museum of Science, Buffalo, New York. This event will include approximately 24 papers and panel discussions on archaeology, paleozoology, paleobotany, taphonomy, geology, and paleoenvironments. For information, contact Michelle Rudnicki, tel: (716) 896-5200, ext. 312; email: rudnicki@science-buff.org.

NOVEMBER 3

The Legacy of Linda Schele Symposium: The New Edgewalkers will be held in the Fiesta Room at Trinity University in San Antonio, Texas. Speakers are all former students or colleagues of Dr. Linda Schele. Information on the symposium as well as the pre-registration form is available at <http://www.home.earthlink.net/~sjdreyfus>.

NOVEMBER 3-4

The 20th Annual Northeast Conference on Andean Archaeology & Ethnohistory is an informal scholarly meeting for the

exchange of ideas. The conference attracts scholars from many parts of North America as well as from abroad, offering a single session of paper presentations with adequate time for open discussion. Abstracts are due by October 1. For further information, see the website at <http://www.ssc.uwo.ca/anthropology/andean>, or contact Andrew Nelson, Department of Anthropology, The University of Western Ontario, London, ON, Canada, N6A 5C2, email: anelson@uwo.ca; or Theresa Topic, Office of the Principal, Brescia College, 1285 Western Road, London, ON, Canada, N6G 1H2, email: ttopic@uwo.ca.

NOVEMBER 8-11

The 68th Annual Meeting of the Eastern States Archaeological Federation will be hosted by the Thousand Islands Chapter of the New York State Archaeological Association at the Ramada Inn Watertown. Visit the ESAF 2001 website at <http://www.siftings.com/esafmt.html>.

NOVEMBER 14-17

The 58th Annual Meeting of the Southeastern Archaeological Conference will be held at the Marriott Hotel in Chattanooga, Tennessee. For more information and online forms for registration, proposal submissions, and hotel reservations, see <http://www.uark.edu/campus-resources/seac/index.html>. Conference organizers are Lynne P. Sullivan, program chair (email: lsulliv2@utk.edu); and Nicholas Honerkamp, local arrangements (email: nick-honerkamp@utc.edu).

NOVEMBER 14-18

The 34th Annual Chacmool Conference, "Chacmool 2001—An Odyssey Of Space," will be held at the University of Calgary, Alberta, Canada. Archaeologists study space in many forms and this conference will allow cross-discipli-

nary discussion of this topic. Topics to be covered can include spatial analysis, landscapes, geoarchaeology, sacred space, archaeoastronomy, etc. Student presenters are eligible for the Bea Loveseth Memorial prize valued at \$250 given for the best paper presented by an undergraduate or M.A. student. For information, contact Program Committee, Chacmool 2001, Department of Archaeology, University of Calgary, Calgary, AB Canada T2N 1N4; fax: (403) 282-9567; email: cjcluney@hotmail.com.

NOVEMBER 16–19

The 4e Festival International Du Film Archéologique is held in Brussels, Belgium. This biennial event focuses on recent productions about all aspects of archaeology with an emphasis on good cinematography. This year a focus on "Conservation and Protection of International Archaeological Heritage" is planned. Screenings will be held at Fortis Banque auditorium, 1 Rue de la Chancellerie. For information, contact Serge Lemaitre, President, or Bénédicte Van Schoute, Secretary, at Asbl Kineon, 26, Rue des Pierres Rouges, B-1170 Brussels, Belgium; tel/fax: +(32-2) 672-82-91; email: asblkineon@hotmail.com; web: <http://users.swing.be/asblkineon>.

NOVEMBER 26–29

The X Congreso Uruguayo De Arqueología will be held in Montevideo. For information, contact aua_uy@yahoo.com.

NOVEMBER 28–

DECEMBER 2

The 100th Annual Meeting of the American Anthropological Association will be held at the Marriott Wardman Park Hotel in Washington, DC. Special activities exploring the history of American anthropology will be presented as part of this centennial meeting. Sub-

mission information appears at <http://www.aaanet.org>. For information, contact AAA Meetings Department, 4350 N. Fairfax Dr., Suite 640, Arlington, VA 22203-1620; tel: (703) 528-1902 ext. 2; email: jmeier@aaanet.org.

NOVEMBER 29–

DECEMBER 1

The 2nd Annual Laurier Brantford Interdisciplinary Conference will be held with the theme "Grave Concerns: The Ethics of the Dead." Topics include rights of the dead; the repatriation/reburial of skeletal remains and funerary offerings; preservation and commemoration of battlefields and other sites of mass death; the personal and public aspects of death; disposal of the dead; and death, art, and censorship. For information, contact Sue Mestekemper, Grave Concerns Conference, Wilfrid Laurier University, Brantford Campus, 73 George St., Brantford, ON, Canada, N3T 2Y3; email: brantford@wlu.ca; web: <http://www.wlu.ca/~wwwbrant>.

2002

JANUARY 9–12

The 35th Conference on Historical and Underwater Archaeology, sponsored by the Society for Historical Archaeology and the Advisory Council on Underwater Archaeology, will be held at the Adam's Mark Hotel in Mobile, Alabama. The plenary session and meeting theme is "Colonial Origins," in recognition of the 300th anniversary of Mobile's founding by French colonists. For information, contact Amy Young, Department of Anthropology and Sociology, P.O. Box 5074, University of Southern Mississippi, Hattiesburg, MS 39406; fax: (601) 266-6373; email: amy.young@usm.edu. For local arrangements information, contact Bonnie Gums, Center for Archaeological Studies, HUMB 34, Uni-

versity of South Alabama, Mobile, AL 36688; fax: (334) 460-6080; email: bgums@jaguar1.usouthal.edu.

JANUARY 10–12

The Eighth Biennial Southwest Symposium will be held at the Leo Rich Theatre, Tucson, Arizona, with the theme "Society and Politics in the Greater Southwest." Sessions include papers on feasting and commensal politics, identity and cultural affiliation, and the archaeology of Casas Grandes. For more information, see the symposium's web page, <http://w3.arizona.edu/~anthro/2002Symposium/>, or contact Barbara Mills at bmills@u.arizona.edu or (520) 621-9671. To submit a poster, contact Nieves Zedeño at mzedeno@u.arizona.edu.

MARCH 20–24

The 67th Annual Meeting of the Society for American Archaeology will be held at the Adams Mark Hotel, Denver, Colorado. For more information, contact SAA Headquarters, 900 Second St. N.E. #12, Washington, DC 20002; tel: (202) 789-8200; fax: (202) 789-0284; or email: meetings@saa.org; web: <http://www.saa.org>.

APRIL 5–6

A Trans-Borderland Conference, "Social Control on Spain's North American Frontiers: Choice, Persuasion, and Coercion," will be held at Southern Methodist University, Dallas, TX. This conference marks the culmination of a yearlong dialogue between scholars from Mexico, the U.S., and Spain, as each explores the nature of social control in the region he or she knows best, explaining how and why the institutions and practices in that region depart from or adhere to what are perceived as "norms" on the Spanish frontier. For information, contact Andrea Boardman, Associate Director, Clements Center for

CALENDAR

Southwest Studies, Dallas Hall Room 356, Southern Methodist University, P.O. Box 750176, Dallas, TX 75275-0176; tel: (214) 768-1233; fax: (214) 768-4129; email: swcenter@mail.smu.edu; web: <http://www2.smu.edu/swcenter>.

APRIL 24–27

The 5th Cinarchea Internationales Archäologie-Film-Kunst-Festival held in Kiel, Germany is a biennial festival and scholarly conference focused on recent international productions about the field, previous international prize winners, notable older productions, and experimental archaeology. The 2002 conference theme is “Discoveries, Films, False Friends: Archaeological Films Working for Profit and Propaganda.” Screenings will be held at the Stadt-gallerie in central Kiel. Entry deadline: December 1. For information, contact Dr. Kurt Denzer, Director, CINAR-CHEA, Breiter Weg 10, D-24105 Kiel, Germany; tel: (49.431) 579.4941/4942; tel/fax: (49.431) 579.4940; email: agfilm@email.uni-kiel.de; web: <http://www.uni-kiel.de/cinarchea/index.htm>.

MAY 18–21

The 16th Biennial Conference of the Society of Africanist Archaeologists will be hosted by the Department of Anthropology at the University of Arizona in Tucson. For further information, contact David Killick (email killick@email.arizona.edu) or Charles Bollong (email cbollong@email.arizona.edu) or visit the SAfA website at <http://www.rz.uni-frankfurt.de/~bornu/safa/safa.htm>.

GOVERNMENT ARCHAEOLOGY

GOVERNMENT ARCHAEOLOGY, from page 32

ly, given the character of the average archaeologist, many had suggestions for improving the survey or for additional questions that might reveal more about the nature of our jobs and how we do them. Several respondents also noted that the survey should include other government archaeologists, such as those who work for state programs or private contractors that work directly for government agencies (such as the Department of Defense). I did receive a few responses from state employees; however, since the survey was not targeted to that group, the information is not sufficient to draw any conclusions. Also, a

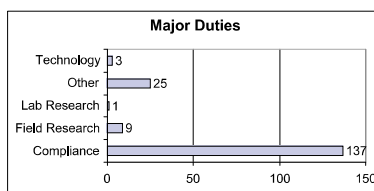


Figure 3.

column addressing the relationship between private contractors and government is in the works and will be addressed in a future issue.

So here are the basics. According to this highly unscientific survey, the average archaeologist working for the federal government is 44 years old, male, and married. He has children as well as pets. His highest level of education attained is a M.A. degree. He has also been an archaeologist for about 18 years and worked in government archaeology for about 12 years. The average individual has also attained a permanent position at the GS11 level (between \$40,000 and \$52,000 a year), and does primarily compliance archaeology in the southwestern or western U.S. Most describe themselves as Program Directors or Project Leaders, and most indicated that their work includes both prehistoric and historic archaeology.

Averages can be misleading, however, and this doesn't really provide the whole picture. For example, of the 176 who responded to the survey, 70 (40%) are female; 89 (50%) of the respondents are male and 17 (10%) did not indicate their sex. Respondents ranged in age from 26 to 68. Two other areas that need further explanation are primary work duties and work level. While most respondents indicated that their primary work duties are compliance-related activities, many commented that they do much more. One respondent commented “I think it says a lot for your survey that you didn't even have resource management, in all its facets (a little research, a little stabilization, a little interpretation, a little compliance, a little historical research, a little salvage . . .) as an option.” As for primary work level (e.g., field crew, project leader, program director), many checked all the possible options and indicated that they really do it all. One respondent wrote, “Everything but FPO [Federal Preservation Officer]—from the flunky at the copy machine to digging tests to contracting for others to dig test to signing off on 106 compliance. . . .”

As mentioned above, I believe that there is much more analysis that can be done with the results of this survey. In future columns, I'll address the apparent aging of the federal archaeology population and its implications for the future of the field. Also, a closer look at how federal archaeologists feel about their jobs, both the frustrations and the rewards, is warranted. Some comparisons between this population and the archaeology field in general should also prove of interest to readers, so look for more in future issues.

WORKING TOGETHER, from page 38

Stannard, D. E.

1996 Uniqueness as Denial: The Politics of Genocide Scholarship. In *Is the Holocaust Unique? Perspectives on Genocide*, edited by Alan S. Rosenbaum, pp. 163–208. Westview Press, Boulder, Colorado.

Thomas, D. H.

2000 *Skull Wars*. Basic Books, New York.

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