the SAA archaeological record
SEPTEMBER 2005 • VOLUME 5 • NUMBER 4

SOCIETY FOR AMERICAN ARCHAEOLOGY

APPLICATIONS INVITED FOR EDITOR, *AMERICAN ANTIQUITY*

The Society for American Archaeology invites applications or nominations for the editorship of *American Antiquity*. The editorship may be held by a single individual or jointly.

American Antiquity is one means by which SAA carries out a central mission, scholarly journal publishing. Its subscription list is composed of those SAA members who opt for the journal as a membership benefit, and of libraries and institutional subscribers. The SAA Board is strongly committed to providing the means by which the society's journals, *American Antiquity* and *Latin American Antiquity*, will flourish in changing conditions for academic publishing.

The editor(s) has overall responsibility for journal's functioning and final responsibility for all content within general policies established by the SAA Board. The journal's production is done from the SAA office in Washington.

Although editors of the SAA journals have often been senior scholars of long experience, individuals of less-senior standing may be better placed to devote the necessary time and attention to the journal. The central qualifications are a good knowledge of the field *American Antiquity* covers, with a broad respect for the varied research attitudes and traditions within it; specific editing experience is helpful.

The editorship is unpaid. The editor(s) will be expected to provide some institutional support for their office, and to ensure they have sufficient time to carry out their responsibilities; release time of at least 25 percent from university teaching commitments has been customary.

The term of the editor is for a period of three years; it may be renewed once thereafter.

The editor position falls vacant on April 27, 2007 when the present editor, Michael Jochim, completes his term. The editorship is preceded by an overlap period with him beginning January 1, 2007. SAA anticipates making the appointment late in 2005 or early in 2006.

Available to discuss the post informally are Jochim (Department of Anthropology, University of California-Santa Barbara, 57 Mesa Road, Santa Barbara, CA 93106-3210; tel: [805] 893-4396; e-mail: Jochim@anth.ucsb.edu); and the chair of the SAA Publications Committee, Christine R. Szuter (contact information below),who leads the search.

Applications outlining relevant qualifications and expected local institutional support arrangements, along with a current vita, should be directed to Christine R. Szuter, Chair, University of Arizona Press, 355 S. Euclid Ave., Suite 103, Tucson AZ 85719-6654; tel: (520) 621-1441; fax: (520) 621-8899; email: szuter@uapress.arizona.edu by January 3, 2006.

SAA

SOCIETY FOR AMERICAN ARCHAEOLOGY

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The Magazine of the Society for American Archaeology

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Cover Photo Caption: Excavation of Tikal Stela 23, January 27, 1957. Walwin Barr, University of Pennsylvania Museum Tikal Project Neg. C57-8-78.

the SAA Archaeological record

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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.

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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

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

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EDITOR'S CORNER

John Kantner

John Kantner is an Assistant Professor of Anthropology at Georgia State University.

Contributors to *The SAA Archaeological Record* typically have many questions about the procedures for submitting their manuscripts. To assist those of you interested in contributing, I have prepared the following list of frequently asked questions:

Is there a limit to the length of my submission?

We prefer manuscripts that run 1500–1800 words with 2–3 figures, if appropriate (e.g., charts, graphs, photographs). Longer articles can sometimes be accommodated, but their publication is often delayed since our issues are of fixed length and always full.

Bibliographies consume lots of space, so please keep these as streamlined as possible; only cite references that are essential. We do not run footnotes or endnotes; such information should be incorporated into the main text. Each submission should be accompanied by a brief byline that indicates the affiliation of each author.

How should the figures be prepared?

Figures can be full-color, and we accept slides, photographs, and digital files. Digital line art, including charts and graphs, work best if saved in EPS format. Digital photographs should be originally taken or scanned at a size of at least 4"x 6" at a resolution of 300 dpi; digital images that are taken or scanned at a lower resolution, and then resized larger, are not acceptable! The best digital format for photographs is TIFF, although the high-quality JPEG format also works. Remember to include captions for each figure.

Note that any photograph that features identifiable individuals can only be used if those individuals have signed photo releases! These releases should read something like, "I hereby give the Society for American Archaeology permission to use the photograph [give info about the photo] in which I am a subject. I understand that this photograph will be used in SAA publications and related online media. [Date and Signature]."

What is the best way to submit my material?

The easiest and fastest way to submit an article is to email the manuscript text as an attached file in either Rich Text Format or Microsoft Word format. Photos and slides can be mailed to the address given in the masthead. Digital figures should be sent as separate files, rather than embedded in the text. They can be sent via email or mailed on a CD; an FTP site is also available for digitally relaying large files.

EDITOR'S CORNER, continued on page 9

SAFETY FIRST

The picture of Barbara Purdy in the "Where Are They Now?" column (5[3]:8) really caught my attention. I think SAA needs to develop a policy not to publish pictures of "deep hole" archaeology. Most of us gray beards put ourselves at risk in the old days, but we shouldn't advertise this fact for the benefit of the younger generation of archaeologists. It is counterproductive to glorify field situations that represent the antithesis of safety. This particular picture could just have easily been labeled, "Barbara just before the collapse." Every year about 6,000 Americans die from workplace injuries, an estimated 50,000 workers die from illnesses caused by workplace exposures, six million people suffer nonfatal workplace injuries, and injuries alone cost U.S. businesses more than $125 billion.

When I was in school, our "bible" for field methods was Hester, Heizer, and Graham (*Field Methods in Archaeology*, 1975, Mayfield Publishing). The only reference to safety was the following passage:

> cave-ins of deep trenches or pits can occur in all kinds of sites, but especially in caves. Several archaeologists have died in cave-ins. People have had their skulls damaged beyond repair by heavy double-ended picks wielded by careless workers. Unskilled use of axes in chopping has also claimed its share of victims. Guns should be prohibited in all field camps unless they are required for defending the camp against dangerous animals or shooting game for food [1975:110].

The updated version of the field methods book used most commonly by universities came out in 1997 (Hester, Shafer, and Feder, *Field Methods in Archaeology*, McGraw-Hill). It too mentions safety, but only in passing:

> Archaeologists, as a result of the demands of CRM archaeology, have begun to develop excavation safety checklists. OSHA standards originally led to such plans, but with the ever-increasing number of students in field schools and non-CRM activities, it is incumbent on the field director to ensure crew safety (such concerns include depth of excavations, stability of excavation walls, keeping heavy tools away from the edges of units..., placement of backdirt, etc.) [1997:112].

Despite this, the volume includes multiple pictures of deep-hole archaeology where peoples' lives are clearly at risk.

Most CRM firms are acutely aware of OSHA regulations and the importance of safety (see http://www.crai-ky.com/education/reports/hardhat.html). As a discipline, we need a concerted effort to educate all archaeologists, no matter from which sector they hail, to the importance of creating a healthy and safe working environment.

Charles M. Niquette, RPA
President
Cultural Resource Analysts, Inc.

SLIDES VS. LCD

I am dismayed that as of 2006, the SAA will provide only LCD projectors for conference speakers and make those needing slide projectors pay for it out of their own pockets. This establishes discrimination in favor of those who are technologically rich against those who are not. Not everyone has access to LCD systems, and many of those who don't are inhibited by a lack of financial resources.

My archaeological career began in 1969, and I started a personal professional slide collection from day one. The last time I did an inventory 11 years ago, I had almost 32,000 slides—now the collection is probably over 45,000. I have invested much personal time and money in accumulating my slide collection and for properly cataloging and caring for it in the best archival manner I can afford. However, at present, I do not have the personal means or affiliation to scan my slides or acquire LCD equipment. I am not alone in having immense slide resources, and institutional archives are even larger. The SAA should not demote slide resources, which represent an incredible amount of research as well as the history of the profession. I am looking for a suitable institutional archive in which to house my collection when I no longer have need for it.

New technology does not insure better quality. Good slides are still superior to similar digital images, just like the superiority of a 4x5" press camera negative over 35-mm negatives. LCDs do not guarantee a smoother presentation. At conferences, I have seen lots of technical problems with the newer equipment. Many LCD presenters choose poor images, present tiny images within a toolbar-surrounded frame, or get lost in the new technology and have the images—rather than the textual content—drive their presentation. My most recent slide-illustrated paper was at the January 2005 Society for Historical Archaeology (SHA) Conference in York, England, and I received compliments on my choice of photographs. The SHA had no problem providing both slide and LCD projectors.

Despite Kodak's financial decision to stop manufacturing slide projectors, other manufacturers are continuing to make compatible machines, and our conference venues will long have access to such machines. The SAA should not discriminate against slide-illustrated talks—it is unacceptable for some to have to pay for projecting equipment

☞LETTERS, continued on page 25

IN BRIEF

Tobi A. Brimsek

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

An Extraordinary 71st Annual Meeting in San Juan

The 71st Annual Meeting will be held in San Juan Puerto Rico, April 26–30, 2006. This is a meeting venue like no other. SAA will be among the first to use the just completed Puerto Convention Center. The headquarters hotel will be the Caribe Hilton hotel with the student property, the Normandie Hotel, next door. The opening session and registration will be at the hotel on Wednesday, April 26 and then the activity moves to the convention center on Thursday, April 27. The convention center is about a mile from the headquarters hotel, but continuous shuttling from the Caribe Hilton will be available when we move the activities to the center. The shuttling is courtesy of the Puerto Rico Convention and Visitor's Bureau.

Headquarters Hotel Reservations for 71st Annual Meeting

The headquarters hotel, as noted above is the:

Caribe Hilton
San Geronimo Grounds
Los Rosales Street
San Geronimo Grounds
San Juan 00907
Puerto Rico

Rates:

$169—single/double
$189—triple/quad
Plus: $4.00 per person for Bellman gratuities and $.50 per person daily for Maid gratuities.

Please note: No government rate rooms have been arranged, as the government rate for a resort in season in Puerto Rico is higher than the SAA rate!!!!

For Reservations:

• In order to get the SAA rates, you need to specify "Society for American Archaeology" and provide the rate code: **SOCB042306.**

• Contact the Caribe Hilton **directly** through their toll-free ([800] 468-8585) or toll number ([787] 721-0303 extension 6080).

The SAA rate is not available through the general Hilton reservations numbers nor is it available through any website. You must make reservations directly with the Caribe Hilton using one of the two telephone numbers listed above, or by fax as listed below.

• You may also make reservations with the Caribe Hilton by fax: (787) 724-6992.

For Students Only in San Juan

SAA has arranged a block of rooms at the Normandie Hotel (located next to the Caribe Hilton). Students will be able to walk over to the Caribe Hilton for the shuttles to and from the convention center.

Normandie Hotel
499 Munoz Rivera Avenue
00901-2215 San Juan
Puerto Rico

Rates:

$119—single/double
$139 —triple
No quads are available
Plus: $2.50 per person for Bellman gratuities and $.50 per person daily for Maid gratuities.

For Reservations:

• In order to get the SAA rates, you need to specify "Society for American Archaeology" when you call. The Normandie Hotel toll free number is (877) 987-2929. The toll number for the Normandie is (787) 729-2929.

• You may also make reservations online at http://www.normandiepr.com.

To reserve online, you need to select the city of San Juan and fill in the:

Corporate ID: **WHSAN004**

AND
Rate Access Code: **N9D**

You must fill in both the corporate ID and the rate access code for the SAA rate to come up on the rate list. Neither is optional, despite what the screen says!!!!!

If you have filled in the two pieces of information, the SAA rates will be the first appearing on the list. They are also the lowest rates on the list.

As these rooms are reserved only for students, a valid student ID will be required to be produced upon check-in. Reservations will only be honored with the valid current student ID.

Volunteering at the San Juan Meeting

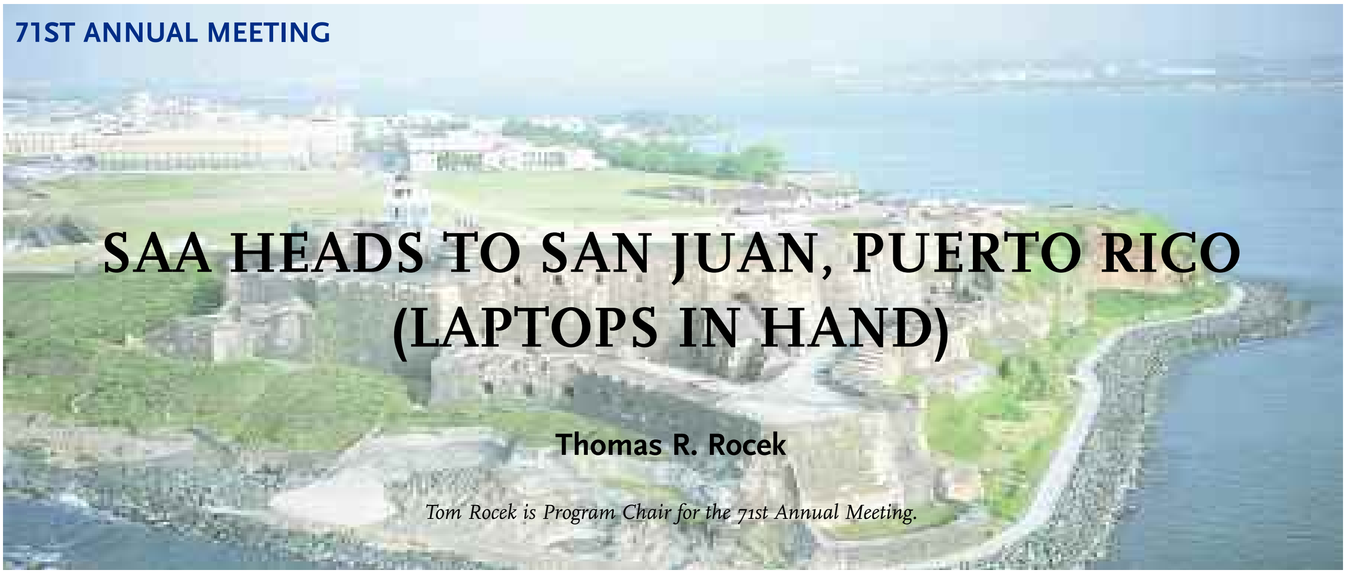
The 2006 annual meeting volunteer program is gearing up right now for Puerto Rico! For just 12 hours (3 shifts of 4 hours) of volunteer time, you will receive complimentary meeting registration, a free copy of the *Abstracts of the 71st Annual Meeting*, and $5 per shift. Spots fill quickly, so think about submitting your application now! For complete details ***and*** to fill out an application online, visit SAAweb (http://www.saa.org) and click on the volunteer program button on the front page. If you have any questions, please contact the Coordinator, Membership and Marketing, at (202) 789-8200 or email membership@saa.org.

Voting in SAA Elections—The Easy Way!

For the first time, ballots this December will be available either the traditional way, on paper through the postal system, **or via the web!** You may choose the way in which you would like to participate in the election. If you want to vote via the web, you will receive an email (the same day paper ballots are mailed) in which there is a link to the candidate statements and your web ballot. If you want to vote this way, simply contact SAA and let us know via email membership@saa.org, fax (202) 789-0284, or phone (202) 789-8200. (When you get your dues renewal notice, you can also let us know by checking a box in the upper right portion of the form.)

We'll need to know your preference by the end of November.

Web voting is one way in which you are sure that your ballot, candidate statements, and vote will not be delayed by any postal service. Just let us know, and we will make sure we deliver the ballot the way you want it.



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SAA HEADS TO SAN JUAN, PUERTO RICO (LAPTOPS IN HAND)

Thomas R. Rocek

Tom Rocek is Program Chair for the 71st Annual Meeting.

Over the past 70 annual meetings of the SAA, the Society has met within the contiguous 48 United States 66 times, Canada three times, and Mexico once (in 1970). With the 71st meeting at the end of April 2006, the SAA returns for only the second time to Latin America, with a meeting that I hope will attract broad participation from archaeologists from Latin America in general and the Caribbean in particular, as well as SAA members from across the rest of the Americas and the world. This meeting promises a great breadth of topics and perspectives that will provide tremendous intellectual stimulation in a beautiful and exciting setting.

The headquarters hotel for the 71st meeting is the Caribe Hilton, which will host the Opening Session (on the evening of Wednesday, April 26) as well as provide discount room rates to meeting attendees. After the opening, subsequent sessions will be held at the new Puerto Rico Convention Center, a short shuttle bus ride away from the hotel. Shuttle buses will operate between the hotel and the convention center starting early in the morning and continuing until one hour after the end of the last scheduled event each day (last symposium or, on Friday the 28th, the business meeting). The schedule will be included in your registration packet. A registration nametag will be required to use the return shuttle buses from the convention center, and it should be noted that although the Convention Center is within a mile of the hotel, traffic conditions in the area do not make walking between the two locations practical. Thus it will be important for symposium organizers to ensure that sessions end on time to allow participants to catch the buses at the end of the day.

Please note that a major technological change at the upcoming meeting will be the full transition away from slide projectors to computer graphics. ***The meeting rooms will not be equipped with slide projectors*** (although symposium organizers can make special arrangements in advance to personally rent projectors if they are needed). Instead, each room will be equipped with an LCD projector, screen, and timer, but ***not*** with a computer. Symposium organizers will be responsible for ensuring that they or one of the other symposium participants brings a laptop with the presentations loaded that can be connected to the projector (ensuring that a laptop is available will be a responsibility of chairs of both Organized Sessions and of General Sessions). Please note that Windows laptops must run Windows 2000 or higher and Macintosh computers require OS 8 or higher. Please no older equipment—it will not work with the projectors.

A broad range of stimulating symposia and other sessions are being planned for the 2006 meeting. For instance, a unique combination of two Fryxell symposia honoring respectively the 2005 award winner (Bruce Smith) and the 2006 winner (to be announced at the meeting) will be held in San Juan. A full-day session consisting of a pair of symposia will honor the work and accomplishments of Jane Buikstra, featuring presentations by her colleagues and former students. Two SAA Board-sponsored sessions are being prepared. One examines the Antiquities Act on the centenary of its passage. The other is on the practice of archaeology in Peru; this is the second of a series of like symposia started last year with the symposium co-sponsored by INAH, "The Practice of Archaeology in Mexico: Institutional Obligations and Scientific Results." And of course the tradition of activities such as the Ethics Bowl and the exhibit hall continues.

As in previous years, the program committee is planning a series of Roundtable Luncheons; the complete list will be available in the Preliminary Program. The Luncheons are informal discussion groups that allow exploration of topics of shared interest among a group of up to 10 participants per table. The cost of participation is kept low by generous contributions from sponsors. You may receive a letter from the Program Committee asking for your support. Please join academic departments, cultural resource management firms, museums, and government agencies that sponsor these interesting and fun sessions, and of course you or your institution will be

ANNUAL MEETING, continued on page 16

GENDERED PERCEPTIONS OF ARCHAEOLOGY

A PERSPECTIVE FROM THE SAA MEMBER NEEDS ASSESSMENT SURVEY

Jane Eva Baxter

Jane Eva Baxter is an Assistant Professor at DePaul University in Chicago, IL. She is also a member of COSWA.

The recent 2003 SAA Members Needs Assessment Survey was designed to evaluate a wide array of issues in contemporary archaeological practice and the role of the SAA within the discipline. Included was a series of questions sponsored by the Committee for the Status of Women in Archaeology (COSWA). These questions focused on several potential issues for women in archaeology, including publishing, funding, and conference opportunities; sexism and the glass ceiling syndrome in the workplace; and juggling a family and career. Reviewing the results of the survey in relation to the gender of the respondents provides interesting insights into how women's issues are perceived by men and women in the SAA.

Survey Background

The survey was distributed to 3,000 of the then-5,500 members of the SAA. The response rate was 46.6 percent (1,399) of those individuals who received questionnaires. The strong response enabled the survey universe to be portrayed with a 95-percent confidence level, plus or minus five percent. The executive summary and summary results of the survey are available to all SAA members through the members' section of the SAA website.

The respondent population was 55.4 percent men and 44.6 percent women. The average age of respondents was 46. Most respondents held either Ph.D. (43.5 percent) or M.A. degrees (34.5 percent) in archaeology or anthropology. Cultural resource management (CRM) practitioners comprised 19 percent of the respondents, 16 percent worked for a government agency, 15 percent were students, and the remaining half worked in an academic setting. For this report, the results of the survey were obtained and sorted according to these different demographic variables. Notably, the only variable that produced pronounced differences in responses was gender. Level of education, age, and type of employment had no significant effect on how questions were answered. The fact that responses to questions designed to assess women's perceived position within archaeology were divided on the basis of gender was a phenomenon that needed to be explored.

The Questions and the Responses

The results for each question are presented below, and notable trends are highlighted. The terms used in this section reproduce the terms used in the survey; however, I have collapsed the "common" and "very common" and "rare" and "very rare" categories in the tabular presentation and expanded them in the discussion as necessary.

Question 1: In your experience, how common is inequity in publishing opportunities?

Gender	Common/Very Common	Neutral	Rare/Very Rare
Females	31%	45%	24%
Males	7%	44%	49%

While nearly half of the respondents of each gender were neutral to this question, the remaining half showed division along lines of gender. Only one percent of males said gender-based inequity was very common, and 33 percent of males felt such inequity was very rare. Twelve percent of the female respondents felt inequities in publishing were very common and only 13 percent thought they were very rare.

Question 2: In your experience, how common is inequity in funding opportunities?

Gender	Common/Very Common	Neutral	Rare/Very Rare
Females	43%	36%	21%
Males	13%	43%	44%

While a nearly equal number of males were neutral to this question as to the first, more women tended to feel that inequity in funding was common or very common. In fact, one quarter of all females stated that such inequities were very common, the same percentage of males who felt funding inequities were very rare.

Question 3: In your experience, how common is inequity in invitations to symposia, workshops, etc.?

Gender	Common/Very Common	Neutral	Rare/Very Rare
Females	34%	37%	29%
Males	6%	40%	54%

As with publishing opportunities, a very low percentage of males (two percent) thought inequities in conference participation were very common, and over one-third felt such inequities were very rare. Females responded nearly equally that such inequities were very rare or very common (about 15 percent each), but over one-third of females still felt these inequities were common, while over half the male respondents felt they were rare.

Question 4: In your experience, how common is sexism and chilly climate in the workplace/field?

Gender	Common/Very Common	Neutral	Rare/Very Rare
Females	52%	26%	22%
Males	24%	33%	43%

While the first three questions look at specific contexts of inequities, question four looks at sexism in general. Twice as many females as males felt that sexism is still very common or common in archaeology, while nearly twice as many males as females felt that sexism is rare or very rare.

Question 5: In your experience, how common is glass ceiling syndrome?

Gender	Common/Very Common	Neutral	Rare/Very Rare
Females	56%	31%	13%
Males	26%	42%	32%

Over a third of all female respondents said that the glass ceiling syndrome was a very common problem for women in archaeology, and well over half felt that this is a common problem. Male respondents were about half as likely to see this problem as common or very common and had a greater tendency toward neutrality or to see this issue as rare.

Question 6: In your experience, how common is few or no role models?

Gender	Common/Very Common	Neutral	Rare/Very Rare
Females	38%	24%	38%
Males	17%	33%	50%

This question divided female respondents equally between common and rare, and only one-quarter of females were neutral on this subject. Males were much less likely to see this as a common problem and over half saw the problem as rare.

Question 7: In your experience, how common is juggling a family and a career?

Gender	Common/Very Common	Neutral	Rare/Very Rare
Females	83%	13%	4%
Males	64%	27%	9%

The greatest common ground in responses was to this question. When asked, "Which is the most serious problem facing women in archaeology today?," two-thirds of males and over one-half of females selected this issue. While females were clearly recognizing other problems within the discipline, this question clearly points to a place where both male and female respondents perceived an issue for women (and men!) in archaeology today.

Gendered Perceptions: Some Notable Trends

Some clear trends in responses point to significant differences in how men and women perceive women's issues in archaeology today. Male respondents did not perceive inequities as being common in many key areas of professional participation, including the arenas of publishing (7 percent perceived it as common), conference participation (6 percent) and to a lesser degree funding (13 percent). Female respondents tended to view inequities as common in far greater numbers: publishing (31 percent perceived it as common), conference participation (34 percent) and funding (43 percent). The more general question relating to sexism and a glass ceiling showed that over one-quarter of male respondents did perceive sexism as a common problem, but this was less than half the number of female respondents who did. All of these trends are reversed (approximately) when describing these inequities as rare.

Over two-thirds of male respondents felt that juggling a family and career was the most significant issue facing women in archaeology today. While over half the females also felt this was the most significant issue, other issues were clearly important for women, including sexism (16 percent), glass ceiling syndrome (12 percent), and funding opportunities (9 percent).

A Possible Explanation

This information was displayed as part of a COSWA-sponsored poster session at the 2005 Annual Meetings in Salt Lake City (Baxter 2005), and it was possible to informally collect reactions and responses from those who viewed the posters. Most of the women who viewed the survey results felt that the gender-based disparity in responses had to do with how men and women perceive inequity issues. Particularly, women stated a belief that as long as men saw women participating at meetings, publishing in journals, and running their own field projects, they tended to feel conditions of inequity no longer existed in archaeology. For women in archaeology, however, inequity is not a question of presence versus absence, but rather qualitative differences in how they feel they are treated within the discipline.

This issue of perception is closely aligned to what has been termed "subtle sex discrimination" (Benokraitis 1998). Legal statuses and changing social norms have largely eliminated blatant sex discrimination in most professional workplaces. Subtle sex discrimination is different and often goes unnoticed because most people have internalized certain behaviors and attitudes as normal, natural, and acceptable, making this form of discrimination less visible and less obvious. Benokraitis (1998) gives a non-workplace example of subtle sex discrimination in her presentation of the phenomenon:

> Two colleagues go out to lunch. One is male, the other is female. At the end of the meal, the female colleague hands her credit card to the waitperson to pay for the lunch. When the waitperson returns to the table the card and receipt are handed to the male colleague to be signed. The male colleague does not recognize this behavior as sex discrimination, and likely he doesn't even notice anything has transpired. Meanwhile, the female is fuming because of the unquestioned assumption that the male is the one who pays for a meal; an assumption that undermines her professional and economic status.

This non-archaeological case demonstrates that small instances may seem benign or go unnoticed by men, while women perceive these same actions as discriminatory. These actions may be unintentional or even well-meaning, but they can have a cumulative effect on the lives and careers of women. Subtle differences in professional opportunity; small differences in attitude from colleagues, students, and co-workers; and in some instances more blatant inequitable treatment likely account for some of the differences in male and female responses to this survey. Prefacing each question with "in your experience" suggests that subtle differences in how even shared experiences are perceived can result in pronounced gender-based differences in responses.

Possible Solution

The COSWA poster session at the 2005 meetings was very well attended by both men and women, and created a very important space for dialog about these issues and how they affect our discipline. The creation of opportunities for continued conversations around these issues is important if we are to close the gap between men's and women's career experiences in archaeology. At the upcoming meetings in Puerto Rico, COSWA will be sponsoring a forum on equity issues in archaeology that will expand upon the issues raised by the 2003 survey. We hope to see you there!

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2005 The Stories Behind the Numbers. Poster Session Organized for the SAA Meetings, Salt Lake City.

Benokraitis, Nijole
1998 Working in the Ivory Basement: Subtle Sex Discrimination in Higher Education. In *Arming Athena: Career Strategies for Women in Academe,* edited by L. Collins, J. Chrisler, and K. Quina, pp. 3–35. Sage Publications, Thousand Oaks, CA.

EDITOR'S CORNER, from page 3

Where do I send my submission? To an Associate Editor or to you?

I always encourage potential contributors to directly contact an Associate Editor, if appropriate. Each Associate Editor is responsible for one of the regular columns: Networks, Insights, Exchanges, Where Are They Now, Interfaces, Government Affairs, Working Together, and Public Education. They solicit articles from authors they would like to see contribute to their column, and I also send them relevant articles that are submitted directly to me. For example, if I receive a manuscript on a CRM-related topic, I typically sent it to Cory Breternitz, the Associate Editor for the Insights column. I will consult with him as to whether the manuscript is interesting and/or relevant and/or timely enough, and we will decide if the article will be run in the magazine and when and where it will appear. The Associate Editors assist me both through their extensive connections in parts of archaeology in which I am not as well connected, and they also provide their expertise in an area in which I am not an expert. They essentially provide a brief, accelerated peer-review process appropriate for our short production schedule.

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ARTICLE

ARCHAEOLOGY PREPARES FOR A POSSIBLE MASS-FATALITY DISASTER

Richard A. Gould

Richard Gould is a Professor of Anthropology at Brown University and Director of Forensic Archaeology Recovery (FAR).

After the World Trade Center disaster, everyone wanted to help. Sophia Perdikaris (CUNY-Brooklyn) initiated an electronic roster through the SAA for archaeologists nationwide to indicate their willingness to serve in the recovery process. Over 300 archaeologists responded. This was a positive and appropriate response, but it soon became clear that those who had signed up would not be called.

So the question arose: What would it take to initiate a timely and effective archaeological response to any mass-fatality disaster within the U.S.? Such an event could be accidental, natural, or the result of terrorist activities. Efforts began to frame a response that would define the role of archaeology and to establish relationships with the authorities and emergency services organizations. The Rhode Island-based volunteer team Forensic Archaeology Recovery (FAR) formed to assist the authorities in their post-disaster recovery efforts in whatever ways archaeologists could contribute. Since then, FAR has been exploring the role of disaster archaeology through workshops and other forums, training, and actual deployments. The latter included trial excavations at the World Trade Center in early March, 2002 (*The SAA Archaeological Record*, 2002, 2[5]:11–17), and more definitive field recoveries at "The Station" Nightclub Fire scene in West Warwick, RI, February 26–March 9, 2003, (*The SAA Archaeological Record,* 2004, 4[1]:6–11).

SAA and FAR have concluded a memorandum of understanding (MOU) to provide mutual support in preparing and maintaining a new electronic roster for prospective volunteers who might wish to perform this important but difficult kind of recovery work. This article is intended to acquaint SAA members with the nature and purpose of the roster and how it would work if a mass-fatality disaster should occur.

FAR volunteers assist authorities at the disaster scene to locate, document, and recover human remains, personal effects, and sometimes physical evidence relating to the disaster event. All such items are processed and entered into custody following standard procedures used by public-safety and emergency-services agencies. Any current SAA member willing to perform such duties is eligible to sign up on the roster and join FAR. SAA members overseas may sign up, too, although their eligibility for actual deployment will depend partly on practical considerations such as distance and availability.

The Roster

The new roster will ask for basic information to enable FAR to contact each volunteer in a timely manner according to criteria that include geographical location, skills and experience, and special certifications. The roster asks for date of birth. Prospective volunteers should understand that all emergency-services agencies today require an identity check for anyone who may be working in or around a crime scene or a disaster scene. The date of birth is used for an identity and criminal background check by the Bureau of Criminal Identification (BCI) of the Providence Police Department. Anyone who might regard this as intrusive should not sign up.

Further roster information includes a contact address, home phone, office phone, cell phone, and email address. The roster also asks for the name and phone number of someone to contact in case of a sudden deployment or emergency. It asks about any special health concerns that might limit the volunteer's activities in the field. This is intended only to ensure that no one is placed in a situation that might be unhealthy or unsafe for them. Each individual who signs up will be expected to keep this information up to date. The roster also asks about any special skills and/or certifications that you may wish to call to FAR's attention. For most SAA members, this refers to archaeological experience. For some members, however, it may also include health and safety skills. For example, anyone with EMS/EMT training, qualifications as MDs or RNs, military service bearing on medical or other experience such as site security, membership in the national Disaster Medical Assistance (DMAT) or Disaster Mortuary Operations Recovery Teams (DMORT), special underwater skills (especially certified Public Safety Divers), and CPR and/or First Aid certification should note this. Related expertise such as Physical and Forensic Anthropology or other types of forensic science could be of value and should be noted, too.

Finally, each prospective volunteer is asked to identify any special duties he/she would like to be considered for. Health and safety issues aside, there may also be certain duties you do *not* want to perform. This information should not disqualify anyone from serving, but it will be used to keep volunteers from being placed in situations that they might find uncomfortable or objectionable. There are important duties outside the "hot zone" (where active field recoveries occur) that require dedicated volunteers, such as logistics, field administration, coordination with the authorities, and public affairs.

FAR has a Protocol for basic procedures and duties. Volunteers activated with FAR will receive a copy of the current Protocol and be expected to familiarize themselves with it. The Protocol is revised as new situations arise, and FAR welcomes comments and suggested changes. Upon request we will send a copy of the Protocol to any prospective volunteer who is rostered.

Preparation and Training

The intent of the roster and the SAA/FAR MOU is to establish contacts, define relationships, and look for ways to prepare in advance for possible mass-fatality emergencies. Authorities are often skeptical about volunteers who offer to assist during emergencies. When it comes to investigations leading to a courtroom trial or to victim identifications by a medical examiner, they cannot take much, if anything, for granted. Lives, careers, reputations, and a multitude of financial and emotional issues may be at stake. The relationship between FAR and the authorities at a mass-fatality disaster scene, therefore, embodies the following assumptions:

1. FAR is available to assist the authorities and will respond only if invited by them.
2. Such an invitation will result from a recognition by the authorities that the disaster is too large and/or complex to be managed using local resources alone.
3. The invitation is based on a recognition by the authorities that, despite its volunteer status, FAR's archaeological skills and conduct are fully professional.
4. FAR's assistance does not imply any lack of competence on the part of the authorities, who are generally more expert and better informed than anyone else at the scene.
5. The authorities set the agenda and define the goals of the on-site recovery effort. FAR's role is to adapt and to apply its archaeological skills to the often-unique conditions of the disaster scene as directed by the controlling agency at the site.
6. Team development is a critical part of all training and deployments. Other emergency services, like DMORT, repeat the mantra: "Everyone leaves his/her ego at home." Career maniacs or individuals who believe that things should be done their way will not do well at this kind of work, where the shared goal is to "get it right."

With these assumptions in mind, FAR performs an annual field-training exercise and requires as many of its members as can do so to participate in order to maintain their operational currency. FAR will assist volunteers in their travel to Rhode Island for this training as well as with accommodations whenever possible. FAR's resources are limited, but training is a priority. FAR also arranges for training locally in special skills and procedures such as the Incident Command System (ICS), chain of custody, HAZMAT Awareness, and Blood-Borne Pathogens. We urge that individuals living outside the New England region who sign up on the roster contact their local agencies such as their state Emergency Management Agency (EMA), police, fire department, and state crime laboratory to obtain training closer to home.

What Happens After a Mass-Fatality Disaster?

If you are on the roster and a mass-fatality event occurs somewhere in the U.S., *do not call FAR or the SAA*. FAR's first actions will be to make contact with the controlling agency at the disaster scene and discuss with them whether they want FAR's assistance in the field recovery process. It may take them awhile to decide, or it may happen that the lead agency may change—requiring FAR to approach multiple agencies, either sequentially or simultaneously. The delegation responsibilities at a disaster scene can be complex and changeable, and it is not always clear which agency might actually issue an invitation. Some agencies find it hard to understand or appreciate what field archaeology can contribute in this kind of situation. It can be a difficult process, especially with agencies that do not already know about FAR or that have odd stereotypes about archaeologists. Be patient, and give us time to negotiate.

If an invitation is issued, the next step will be for FAR to consult the roster. Initially, this means identifying volunteers who reside as near as possible to the affected area and whose qualifications and experience seem well suited to the requirements of the situation. Once this is done, someone from FAR will be in touch to ask for further information. First, we will need to know when and for how long you would be available for duty. Unlike some other emergency-services agencies, FAR does not have a fixed minimum of three weeks. Anyone, however, who cannot commit for at least a week will probably have a lower priority for deployment than someone else who can.

Second, FAR will need the names of three people we can telephone or contact by email for references. These should include colleagues, coworkers, supervisors, or anyone else who can speak from firsthand knowledge about your professional qualifications and on-site demeanor (especially your willingness to work as part of a team). If you feel that such questions are too intrusive or invade your privacy, do not place your name on the roster. We recommend that you have the names of referees and information on how to contact them on hand in case FAR does call.

If called and activated, each volunteer will be required to sign a standard waiver that disclaims the SAA's and FAR's liability for any possible injury to you or death arising from the deployment. A sample copy of the waiver appears online with the roster for your information. You will also be required to join FAR, which involves payment of annual dues of $15. This is required under the terms of FAR's 501(c)3 status as a charitable, tax-exempt organization registered in the state of Rhode island. It is also tax deductible, as is any other contribution to FAR. Each volunteer will receive directions about the rendezvous location and what to bring along with other pertinent information.

Anyone with special skills and experience in emergency procedures, health, and safety will have a priority for deployment, but we also realize that these kinds of training are not all available ahead of time. Time and conditions permitting, active FAR volunteers with these areas of experience will provide additional training. During an actual deployment at a large-scale, mass-fatality scene, it may be necessary to put more field survey, recovery, bucketing, and sieving teams on-site than FAR has done in the past. These teams will be made up of volunteers who have probably not trained together in the field. FAR will be counting on each team member's ability to adapt his/her archaeological skills acquired under more normal conditions to a situation that is anything but normal. To help with this, FAR volunteers with disaster-scene experience will be assigned as field Team Leaders, especially for the survey and recovery. The leadership structure at mass-fatality disaster scenes generally is hierarchical with respect to FAR's relationship with other agencies but is as egalitarian as possible at the operational level inside the hot zone.

The yellow crime-scene tape around the scene denotes a secure area. Anyone who enters the crime/disaster scene is eligible to be called to testify as a witness during a trial later on, so Team Leaders should keep this in mind at all times when documenting and collecting evidence. Even if they are not called as witnesses in court, the evidence they collect will almost certainly be used. Confidentiality is an issue, too. The press and media may attempt to obtain interviews during field-recovery activities. As a general policy, FAR does not give interviews during a recovery operation. FAR will have a Public Affairs Officer who handles these kinds of communications in close coordination with the controlling agency at the scene. Still and video cameras as well as cell phones with imaging capability are never allowed inside the disaster scene except for designated FAR photographers whose primary task is to document and record evidence.

FAR volunteers will normally be expected to work 12-hour shifts (that is, 12 hours on, 12 hours off), and the recovery work on-site may proceed around the clock, conditions permitting. Fatigue can be a problem, so breaks—in addition to meals and briefings—are encouraged.

Do You Really Want to do This?

During an actual deployment, every effort is made to buffer fieldworkers from direct contact with the families and others directly affected by the disaster. Experienced emergency-services workers appreciate the difficulties presented by "vicarious trauma," namely the emotionally debilitating effects of such contact and the risk these effects can pose to the integrity of the evidence. Even if fieldworkers who are personally involved in some way with the victims' families or friends manage to work effectively on site, their personal involvement can become the basis for a challenge later in court. The evidence may not actually have been tainted, but a lawyer can create doubt in the minds of jurors by raising the possibility.

Every fieldworker is responsible for watching over the physical and emotional well-being of his/her fellow fieldworkers. This requirement continues into the post-recovery period, when emotional difficulties are most likely to occur. The field team is both a task group and a support group.

All field recoveries of this nature require a high standard of scientific credibility to withstand possible challenges in court. Such work also requires compassion. Scientific and humanitarian goals are combined in disaster archaeology in ways that go beyond the normal range of academic or professional archaeology. This kind of work is not for everyone. Is it right for you?

There is no escaping the fact that disaster archaeology is tough duty and should not be approached without firm personal convictions that this is the right thing to do. From both a personal and team perspective, it can also be incredibly rewarding. With all this in mind, consider carefully whether you wish to place your name and information on the FAR roster.

Would you like to volunteer in Puerto Rico at the 71st Annual meeting, April 26–30? Please see page 43 for application instructions!

A FORECAST FOR AMERICAN ARCHAEOLOGY

Lawrence E. Moore

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As archaeologists, we know that culture change is a continuous process. As we study the past, we can also study contemporary events and speculate on what is to come. That is the purpose of this essay. American society is changing in numerous ways. Can we use this to our advantage? Can we grow and expand our profession, in terms of increased career, business, and research opportunities? I believe we can. However, there is good and bad news to discuss. There will be limits on our possibilities, and only with creativity will growth be achieved. Of course, I am assuming that growth is good for the profession; some of you may like things the way they are, and others would have archaeology smaller. All these outcomes are possible. Realistically, our options will be either to pursue growth or to get very much smaller.

In this article, the big picture of the possible future is presented. The "Baby Boomer" generation—people born in the years 1946 through 1964—is discussed, as are thoughts by economic forecasters about the aging of that generation and its impact on American society over the next 30 years. The main forecast is that, by the year 2016, American archaeology will have become different in kind, not degree, from what it is today. The new version will last in full form until approximately 2034, when it starts changing again. The details of these changes will come in two essays in upcoming issues of *The SAA Archaeological Record*. The rundown is that the 2016–2034 years will become the high point in American public archaeology, a leisure industry that needs to be aggressively developed.

Like weather forecasting, economic forecasting is better at short-term prediction. Both are also slanted toward identifying poor conditions, because Americans generally want to know when the storms are going to arrive. Some of the best books in the business of forecasting include Dent 2004, Kotlikoff and Burns 2004, Peterson 2003, and Prechter 2003. These vary in analysis and content, but they have a general theme: significant economic change is coming. Add politics into the discussion, and a major storm is on the horizon. Growth for American archaeology will have to occur within this economic and political transformation.

Regarding my background, I participated in archaeology and cultural resource management (CRM) from 1980 to mid-1996. I switched to financial services for seven years and then returned to CRM work in late 2002. I am a contrarian thinker. In the financial industries, contrarians try to identify where the investing herd is likely to go and then get there first. They are viewed as aggressive investors. This approach is applied in this set of essays. More conventional thinking can be found as the headliner essays of the *Wall Street Journal* or *Barons Magazine*.

Demographics and the Economy

The range of this forecast, from five to 30 years from now, may seem a bit too far out. It is all due to the aging Baby Boomer generation. Their retirement will be one of the main driving forces of this ongoing social transformation. The oldest folks of this generation turned 60 this year, which means they have access to their retirement accounts without income tax penalties. Many of these folks are already retiring. Age 70 is another useful threshold. It is at that age that people, on average, tend to significantly reduce their physical activities. Only a small percentage of Americans actually continue to do work, paid or unpaid, after age 70. The retired yet active years are thus ages 60 through 70. The impact of this on archaeology will continue from 2005 through 2034, but it will be difficult to discern until about 2010. Those of you doing public outreach archaeology will feel the effects first, as there will be increasing demand for your services.

The U.S. has almost 296 million people, and about 78 million are Baby Boomers—roughly 26 percent (U.S. Census Bureau, http://www.census.gov). The U.S. also has approximately 140 million people who are employed. Of these workers, 78 million (56 percent) are over age 40, the majority of which are Baby Boomers (U.S. Bureau of Labor Statistics, http://www.bls.gov). For 60 years, the U.S. economy has had to accommodate this generation because of its size. Their parents had to raise and feed them. The labor markets had to expand to let them work. Next, the labor markets will contract as they stop working. The recent political debates about ensuring Social Security and health care entitlements are all tied to a forecast that an aging Baby Boomer generation will wreak havoc on the federal budget and in the financial and health care industries. The question here is: Will it wreak havoc on American archaeology? There is a good chance that it will, but it does not have to be that way. Our goal is to ride this demographic wave without getting crushed by it.

Bucking the Trend

For many years, some forecasters have been calling for the next great economic depression. Such forecasts are not doom-and-gloom alarmism. They are thoughtful, realistic assessments of trends and cycles that move through the economy. The U.S. has had several depressions and recessions in the last 220 years, and it is reasonable to expect them to occur again. Harry S. Dent (1993, 2004) is one such forecaster. In the early 1990s, when others were worried about recession, he was forecasting a boom for the second half of the 1990s and another boom for the years 2005–2009. He also forecasts a depression starting about 2010 that will last approximately 12 years. Dent is not alone in making these forecasts. Prechter (2003), for example, argues that the U.S. economy is already in depression, with the 2000–2002 recession having been the first phase. Sensationalists (Arnold 2002) have also joined the game, so beware. Also be aware that more-conventional economists forecast modest growth. I prefer the models that use cycles, demographics, and wave theory. Culture change is also fractal, with cycles within large cycles within larger cycles. At most scales of analysis, culture change through gradualism does not make any sense.

The simplest and shortest way to explain Dent's economic forecast is to emphasize the obvious—the U.S. has a consumer-driven economy. Currently, the Baby Boomers are the people who are maximizing their income levels, and, they spend most or all of their income. The peak in this maximization of income will last another four years, through 2009 (Figure 1). Dent believes that these years will be the greatest boom period in U.S. history. As more of that generation retires, consumer spending will decline dramatically because Baby Boomers will have less income in retirement. On average, retired people live on 60–70 percent of their last level of earned income. This will translate into a 30–40 percent drop in spending per household. Magnify this across the extremely large number of Baby Boomer households, and one can readily forecast a severe drop in consumer spending along with a contraction in the U.S. economy. The spending levels of the following small generation, the "Gen Xers" (birth years 1965–1978), are not large enough to offset these changes. Demographically, the decline will start about the year 2010. The next era of economic growth will start about 2022 when the next moderately large generation, the "Echo Boomers" (birth years 1979–1986), reaches its highest income-generating levels. Basically, Dent is forecasting economic boom

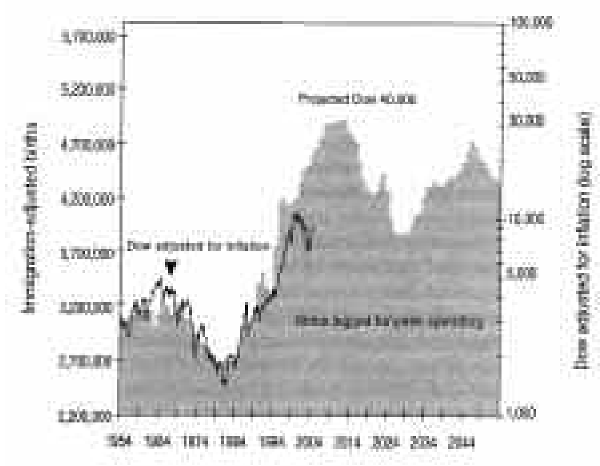

Figure 1: Dent's Spending Wave. The shaded waves show the number of people over several generations who are at peak spending capabilities. The middle wave is the Baby Boomers. Note that the Dow Jones Industrial Average, an index of the U.S. economy, generally tracks the number of peak spenders. The projected path suggests rapid economic growth followed by severe contraction (Dent 2004:21).

(2005–2009), economic depression (2010–2021), and modest growth starting about 2022 that lasts a couple of decades (Figure 1). Dent's ideas about a proposed boom in 2005–2009 are getting much media attention. However, journalists do not seem to care about phase two of the forecast. The "D" word isn't popular in financial news.

What is an economic depression? Few of us have experience with such a severe negative reversal of the economy, because the U.S. has been on a long growth trend for over 70 years. A depression is different from a bad recession, such as the one from 2000–2002. Both are contractions in economic productivity, but a depression is much more severe. Using the storm analogy, a recession is like a category one or two hurricane; a depression is a category four or five. Contractions are also not all alike. For example, they can be deflationary or inflationary. This one will likely be an era of widespread uncontrolled deflation (a contraction in monetary and credit supply), the effect of which will be downward pricing, downward wages, and downward valuations in almost everything. The U.S. has had two deflationary depressions previously, 1835–1842 and 1929–1932. The Great Depression of the early 1930s was maybe a category four storm. What Dent is forecasting is a category five, because several economic and social cycles will be coalescing.

During a deflationary depression, things that increase include unemployment, bankruptcy, foreclosures, suicide, terrorism, crime, and warfare. People stop buying as much, and companies stop making as much. Tax revenues decline dramatically.

Governments reprioritize their programs, make swift adjustments, and then raise taxes. Lots of businesses close, and people get laid off in huge numbers. The U.S. economy suffers when it is at 6–7 percent unemployment. At 15 percent, envision the re-establishment of Civilian Conservation Corps camps. In terms of culture change, a depression is the transition phase when a modern society morphs from old social structures and values into new ones. As U.S. society is still growing, it will be like a great snake that sheds an old skin for a new one; a lot of obsolete and nonessential garbage will get shed from the economy.

What social structures might be changing? Dent (2004) argues that this depression will fully implement a change that is currently underway, the shift from a "standardized" to a "customized" economy. Since the introduction of the assembly line process in the early twentieth century, Americans have used standardized products and services. For many years, customization of products was a luxury of the wealthy. Today, customization is rapidly spreading throughout the U.S. economy and society. Instead of having to buy a pair of standardized shoes off a shelf, one can now order online, and get a different size and color for each foot, if desired. This is done at very little cost. The terms "customized," "individualized," and "localized" are now ubiquitous in marketing and advertising. In the sciences, broad-based theorizing is being replaced with theories about local contexts and situations. Within archaeology, the recent popular usage of the term "context" is part of this trend.

Along with the standardized economy came top-down management and policy making. This will change in the future. The emerging customized society will have values that place more decision-making at the frontlines of business and politics. American democracy already gives people lots of choices; a customized society will increase the variety of choices everywhere—note the electronic changes that SAA President Kenneth Ames was promoting in his May 31, 2005 letter to the membership. This means that rules, regulations, and laws will change to reflect the need for decision-making at the local level. This should make local politics far more exciting—this will be the customization of democracy.

Think of this customizing trend as the political contextualization of the U.S. In its early years of polity formation, from the Revolution to the Civil War, the U.S. was a decentralized nation. Political control was more at the state level than the national level. After the Civil War, the U.S. became a centralized nation with a strong federal government. The next phase will be a contextualized political economy. Another idea to consider is that the U.S. is an empire that has reached a peak in its life cycle (Taagapera 1968, 1978, 1997). It is currently the sole superpower on a global scale. The question is, where to from here? No one knows, of course, but a deflationary depression may generate an answer to it. The political changes that develop from an oncoming economic crisis will be far greater than what occurred in the 1930s depression.

Given the magnitude of these coming changes, how will American archaeology manage through these rough seas? History is a useful guide. In the 1930s depression, American archaeology did extraordinarily well. Several archaeological societies, including SAA, were created, and several great universities began to build their archaeology departments. The New Deal programs focused on putting people back to work and building the infrastructure of the U.S. economy. High unemployment meant that labor-intensive industries that used simple tools and machinery would survive. Archaeology fit this profile very well. It became part of the solution to the crisis, because hordes of untrained workers conducted huge surveys and block excavations. American archaeology did, for a few years, provide an essential service to society. The reward was incredible. William Haag (1985:278) put it this way: "There has never been a greater revolution in American archaeology than that engendered by the New Deal period."

The cycle may be repeating. Our potential opportunity is the next great revolution in American archaeology. Our goal is to seize it when the time comes. Noting that the coming economic crisis could be a degree larger in magnitude than the previous one, this new revolution could be greater than the previous one. SAA's 2004 membership was 7,024. This number could be tripled over the next 10 years if growth is pursued. Alternatively, maintaining the current status quo is unlikely given the demographic changes underway. Ignoring this opportunity entirely will likely lead to American archaeology shrinking 60–80 percent over those years.

A To-Do List

The intention here has been to motivate you to think about the future of archaeology. With or without a looming depression, we can build a new cycle of growth for archaeology. The alternative is not enticing. The themes of Baby Boomer accommodation, archaeology's integration into the new customized political economy, and the need to provide an essential service to society in a time of crisis will be discussed in the last essay. The second essay will describe how archaeology could quickly melt down due to the demographic changes that are ongoing. It also will provide additional background information to support the growth plan given in the third essay.

Enjoy the short economic boom that may come soon. Double your net worth, if possible. Then defend yourself by going liquid (cash, CDs, money markets) with your assets. As you are reading this in late 2005, place on your calendar a To-Do list to start in January 2006. Enjoy the holidays and then read three books, all of which have been reprinted numerous times. The first is the finest book ever written about personal finance, *The*

Richest Man in Babylon by George S. Clason. It is a series of parables written in the 1920s. The other two books were written during the last great U.S. depression, and each won the Pulitzer Prize for fiction. They are, as you might guess, about living in difficult times. You already know them: Margaret Mitchell's *Gone with the Wind* (1936) and John Steinbeck's *The Grapes of Wrath* (1939).

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ANNUAL MEETING, from page 6

acknowledged in the Program.

With average high temperatures in the low 80s and lows in the low 70s Fahrenheit, the meeting location is also an incentive to explore the cultural diversity and beauty of San Juan and its surroundings. I look forward to seeing you at what promises to be a meeting that is both intellectually exciting and a pleasure to attend.

ARTICLE

THE BASICS OF NONPROFIT CORPORATIONS AND ARCHAEOLOGY

Thomas H. Guderjan

Thomas H. Guderjan is president of the Maya Research Program and a member of the Department of Sociology, Criminal Justice, and Anthropology at Texas Christian University.

What is a Nonprofit Corporation and Why Do They Exist?

Not-for-profit corporations are companies without any owners or stock holders who could benefit from the company's financial success. Instead, they are organized under the Internal Revenue Service (IRS) code, section 501(c)3, with a board of directors or a similar mechanism. Archaeologists have begun using such corporations to enhance their fund-raising capabilities and to better control the funds they do receive. For example, I am the president of the Maya Research Program, a 501(c)3 corporation that has supported archaeological research since 1992 in Belize and elsewhere. Normally, we have more than $100,000 of annual income and have occasionally had more than $200,000 in annual income.

The reason such corporations help archaeologists are not complex. Normally, universities vet and screen how faculty members approach funding agencies and individuals. There is a good reason for this. For example, a colleague and I were once about to ask a foundation for a $30,000 grant. The foundation only gives one grant per institution per year. The president of my colleague's university was in the process of asking the same funding source for more than six million dollars. If our proposal had reached the foundation before the president's proposal, we could only guess at the consequences. However, we could approach the same source through Maya Research Program (MRP) and not interfere with the university's larger plans. The major reason for creating and managing a 501(c)3 not-for-profit corporation as an archaeologist is to control your own financial resources. For example, I have now been employed by three institutions and may not spend the rest of my career with my current employer. Since MRP owns trucks and other equipment, if I ever move to another university, I will retain control of them.

There is an important distinction between a 501(c)3 corporation and a 501(a)3 corporation, also known as a "foundation." Foundations exist for the fundamental purpose of allowing their donor(s) to manage their charitable giving. In other words, a person who has allocated funds for charitable giving, but who does not yet know who eventually will receive the funds, may create a foundation or donate funds to an existing foundation. Foundations often develop a process for vetting those who wish to receive the funds through grant applications. Foundations must, by law, give away five percent of their cash reserves annually to appropriate grantees. If they fail to do so, their tax-exempt status becomes threatened. Since 501(c)3 corporations are annually reviewed by the IRS, and thereby are given a certain amount of legitimacy, foundations normally only give money to 501(c)3 corporations or related organizations, such as universities.

Creating a Nonprofit Corporation

The formalities of starting a nonprofit are actually not very complex. While you should hire an attorney to assist with the initial steps, numerous "how-to" books with tear-out forms and websites with templates for incorporation exist. One of the most useful is actually the IRS site, http://www.irs.gov. The first thing to do is to register as a corporation with the Secretary of State in your state. Generally, this requires only a simple form and a small filing fee; in Texas, the cost is $500. Many corporations register in Delaware, as their legal structure and costs are lower than most other states. The corporation can be organized as a 501(c)3 nonprofit from the inception when its articles of incorporation are filed with the state. This requires that there are no owners or stockholders who benefit from the corporation's income.

Once in existence, the corporation may accept donations and operate as a tax-exempt entity. However, most corporations choose to file a Form 1023 with the IRS to be designated as a 501(c)3 corporation with the IRS. This does not need to be done, but the IRS has the right to audit the corporation at any time. If the corporation's tax-exempt status has not been established, the IRS is much more likely to scrutinize the finances. So, it is highly recommended to file this 11-page form. While it is time-consuming and often results in several follow-up exchanges with the IRS for clarification, it will save a great deal of effort later. As long as they are legitimate, you can certainly accept donations during the time the IRS is reviewing this form.

Probably the most important act during the organizational stage is writing a mission statement—the cheesy slogan that your university puts on every coffee cup and brochure. While this seems trivial, it is, in fact, extremely important. Your mission statement will define what you will do. I have now written several and know that every statement can later cause issues within your board and/or the IRS. So, this should be done with consultation with experienced outsiders.

Every corporation must have a set of officers. While laws vary from state to state, generally, the minimal number of offices is four (President, Vice-President, Secretary, and Treasurer), and these must be filled by at least three persons. Consequently, the roles of Secretary and Treasurer are often combined. Additionally, every nonprofit corporation must have a Board of Directors, which also must normally include at least three people, who may also be the officers. There is no legal requirement to financially compensate either officers or board members. These individuals commonly serve without compensation and are expected to provide donations or expertise as part of their service to the corporation.

Officers and directors take on a significant risk. While corporate law makes it somewhat difficult to sue directors and officers, it is certainly not impossible. Furthermore, archaeology is an inherently risky business. So, it is important to understand these risks and manage them. Probably the best way is to purchase liability insurance for the directors and officers. We have a $1,000,000 policy that costs about $1,500 per year.

Record Keeping and Reporting to the IRS

Most record-keeping requirements are not terribly complex. You must keep the corporation's article of incorporation, bylaws, and minutes of meetings on file. Also, you generally must have a board meeting annually. You must also file an annual tax report to the IRS, a Form 990. Of course, this is where things do become complex. Even if you file your own taxes and understand tax laws for individuals, do not file your own Form 990. Speaking from unpleasant experience, there is no greater mistake that you can make. There is, though, a silver lining to this cloud. If your corporation has less than $25,000 annual income, you do not need to file a Form 990 at all.

The steps to form and manage a 501(c)3 corporation are not that difficult. However, every step should be done with input from people with expertise. When you begin to consider the idea, spend time with people who run nonprofit organizations. They are almost invariably willing to spend time helping you. Meet with attorneys and accountants who can help you understand your legal responsibilities. Give a great deal of thought to who your board members will be. You need to decide whether you want a working board who helps in the day-to-day operations or one that simply provides oversight and advice. While it will seem to be enormously time consuming, every minute that you spend consulting with others pays great benefits later.

To Be or Not To Be

In the final analysis, the decision whether or not to form a nonprofit corporation has two aspects: effort and utility. Yes, you will be better able to control your own fundraising destiny. But, it requires major input of your time and energy. You must ask whether you really expect enough income from donors, grant agencies, fees from volunteers, etc. to make the effort worthwhile. An alternative to forming your own corporation as an initial step is to partner with an existing and co-operative nonprofit. For our first year of existence at MRP, we were simply a budget line for another corporation. When it became apparent that we were being successful, we took the next steps of incorporation and working with the IRS. More than a decade later, I find that I still have board members with their own ideas of how we should do things, and the IRS seems to lose our Form 990 every other year. Even so, the journey has been more than worthwhile.

THE MONTE ALBÁN MANAGEMENT PLAN

NEW SOLUTIONS FOR THE OVERUSE OF PATRIMONY

Nelly M. Robles García

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The Antecedents: Archaeology and Conservation in Mexico

From the beginning of Mexican archaeology at the end of the nineteenth century, federal protection for archaeological sites as well as objects displayed in museums and private collections established the institutional character of the discipline. As a result, the enormous effort of exploring monumental sites became justified by the numbers of artifacts restored for public display. Moreover, the reconstruction of monuments was supported, in which the objective, according to Alfonso Caso, was "the education of and the enjoyment by the Mexican people." As a consequence of this tradition, archaeological restoration became integrated into Mexican archaeology. Today, we continue to identify official archaeology with both scientific exploration as well as the restoration of deteriorating monuments.

This dual discipline has undergone changes due to the ways in which the National School of Anthropology and History and the National School of Restoration, Conservation, and Museum Study have modernized. Both schools belong to the National Institute of Anthropology and History (INAH), the legal entity for the investigation, preservation, and dissemination of the country's archaeological and historical heritage, so they are in charge of applying INAH's academic and political approach. This has given INAH a privileged position in Mexico and the world, defining the nature of the country's archaeological heritage within the frame of national identity. Without a doubt, the political strategies and scientific methods adopted by this institution, and the professional framework supporting it, have been undeniable forces for advancement in the Latin American sphere.

Within this framework, an especially high-priority task has been the search for new treatments and the conservation of archaeological sites open to the public. The indisputable reality is that a large part of the country's economy is based on the success of the tourism industry, and archaeological sites are facing ever-increasing demands as destinations for cultural tourism.

The Problem of Archaeological Zones Open to the Public

The traditional approach for developing archaeological sites open to the public was to focus on archaeological exploration. The logic was that larger explored spaces attracted larger numbers of visitors. They emphasized quantity, counting on the spectacular image of the monuments to relay quality. These efforts, undertaken by INAH with its archaeologists and restorers, led to large numbers of visitors arriving at every famous archaeological site in the country, which in turn created a backlog of pending maintenance work. It is important to realize that from 1970 to the present, travel throughout the world became easier for all social classes. Accordingly, archaeological sites open to the public suffered. Among the sites that were subject to this kind of development are some of the most important: Teotihuacan, Xochicalco, Chichén Itzá, Uxmal, Monte Albán, Tajín, and Palenque, among many others. They all currently receive hundreds of thousands of visitors annually, thus multiplying the need for special attention and basic planning.

Ten of these spectacular sites have been placed by Mexico on the World Heritage List of UNESCO since the 1980s, which means that a well-defined approach on how to manage them has been needed. Among the priorities have been defining protection policies for each site, assuring archaeological conservation, and weighing the problems of massive tourism and the need for visitor education. The traditional approach, used for many years, evidently has proved to be insufficient. This has set off the search for new strategies for integrated conservation to those sites open to the public in Mexico.

The Management of Monte Albán

Faced with these conservation problems, the first major effort to modernize the management of archaeological sites in México was the Plan for the Management of Monte Albán, Oaxaca, created in 1998. With the participation of various disciplines involved in the conservation of both cultural and natural resources, a new framework was developed. A series of logical steps was designed:

Figure 1: View of Monte Albán.

Antecedents and Analysis

This first step included a review of technical reports and theoretical approaches of the periods of exploration and restoration that had taken place up to that point. Above all, the field project that took place between 1931 and 1958 by renowned Mexican archaeologist Alfonso Caso, whose impeccable work brought Monte Albán and Zapotec culture to international attention, was analyzed in detail. Also, an analysis of the different criteria used to determine restoration and reconstruction plans, which gave rise to our present image of the site, took place.

As part of this review, the first study of the contemporary social context of the site was completed, providing data to be integrated into the plan of action based on a dialog between different stakeholders in the site. Since Monte Albán is located in the outskirts of the colonial and modern city of Oaxaca, the principal threat continues to be the invasion of the protective boundary, decreed by INAH in 1993, by disorganized urban sprawl. It is important to understand that the decrees for the protection of these sites do not change possession of the land, and so INAH has had to establish conservation strategies within a complex social framework. These problems of land tenure force INAH to establish open lines of communication with its immediate neighbors. Monte Albán's boundary incorporates various clusters of communal and heritable farming lands.

Schematic Organization

The plan for management of Monte Albán was based on the certainty of self-generated funding and the cooperation of an interdisciplinary professional team to fulfill the conservation priorities—for both cultural and natural resources—of the zone. The composition of the interdisciplinary team mirrors the four areas of site management: Maintenance and Security, Conservation and Research, Legal Protection, and Outreach. Each area is managed by professionals involved in archaeology, architecture, engineering, law, education, or biology, as needed. These areas work on Permanent Programs and Special Projects, with all work coordinated by the Director of the Archaeological Zone, who is responsible for linking each program and project with INAH, exterior social groups, and diverse interior participants (e.g., personnel).

Management Strategy

Management planning is organized according to use-based zoning of the Monte Albán site. A distinction is made between public areas developed during various archaeological projects and the enormous protective boundary that surrounds the Main Plaza; the latter includes neighborhoods and farmland, still unexplored, that represent at least 90 percent of the more than 2,000 hectares (roughly 5,000 acres) that comprise the bounded area. Each zone is managed by both Programs and Projects. The Programs are long-term actions that develop specific responses to conservation, security, and dissemination needs of the site. In contrast, Projects do not last long, as they are designed to meet established goals, as in the case of archaeological and restoration projects.

An example of a Program integrating the area of Maintenance and Security with Outreach is the Attention to Visitors Program, which unites diverse sectors of the community such as transit corporations, preventative police, the health department, tourist information experts, and, especially, children and adolescent volunteers who help care for the buildings. The involvement of children and adolescents in volunteer work gives them additional learning as they experience direct contact with the monuments and see the daily problems faced by the site, such as the large number of tourists, the abuse by some of these visitors, daily maintenance work, and custodial problems.

For Conservation and Research, the priorities are documenting the status of monument conservation, constant work in the archaeological laboratory, and major maintenance of structures. Two additional Programs of major importance are seismic and environmental monitoring of the site's structures. Using new technology, seismic movements that affect the zone daily are recorded. Similarly, tombs with painted murals are monitored by thermo-hydrographs that help technicians to establish acceptable temperature and humidity levels. Another permanent Program in this area is the Archaeological Rescue Program, through which decaying or threatened archaeological features on the edge of the protective polygon are salvaged. Threats to these sites include neighboring communities (through housing, animal grazing, agriculture, etc.) and abusive visitors who occasionally make small but damaging clandestine excavations. A Program focused on promoting academic exchanges is the Monte Albán Round Table. This Program includes all new archaeological and anthropological investigations whose frame of analysis is Monte Albán or the cultures that surround it in the Oaxaca region.

Legal Protection is charged with conservation via legal avenues and establishes communication links with neighboring settlements. Permanent Programs developed by this area include Inspection, Recouping Cultural Landscapes, Reforestation, and Social Research of the contemporary settlements. Each of these Programs develops methodologies and treatments regarding the interface between the Monte Albán site and society.

Finally, in the area of Outreach, a series of programs have been established for public education, with special emphasis on the school-age population. The Site Museum has been the principal instrument to engage the public. World Heritage in Young Hands is another permanent Program that involves children in instructional activities proposed by UNESCO's Center for World Heritage (the archaeological zone of Monte Albán has been on the World Heritage List since 1987). Additionally, Education Services are designed to organize student groups to visit the archaeological zone, where they are given a general explanation and written information and are taken through different thematic routes designed for learning.

These Programs are only a sample of the strategies developed in the management plan that together provide a clear idea of the site's complex expression and the efforts needed to meet it. It is important to appreciate the flexibility with which the professional teams operate, a characteristic that permits the engagement of large or small groups for the diverse activities required.

Evaluation

To evaluate the management plan for Monte Albán, semester reports were established, describing in a pre-established format the achievements so that they can be compared over time. Like all projects involving archaeological conservation, indicators that permit the evaluation of all the proposals carried out at Monte Albán have been adopted. To date, the indicators are simple, based on the impact of our efforts toward public and scientific production. We measure success by counting publications, reports and theses, number of visitors, municipalities and neighborhoods involved, number of participants in the Round Tables, and so forth. These parameters reflect the high visibility of Monte Albán at local, national, and international levels. Public opinion is the best evaluator that the team responsible for the management of the site can have.

The Future of Archaeological Heritage

Monte Albán's Management Plan has represented, above all, a new approach to the conservation of archaeological heritage in Mexico. With this first effort to integrate all relevant disciplines, the survival of this vulnerable heritage is ensured even in the face of new challenges. This effort is indisputably more successful than traditional approaches used for archaeological conservation in Mexico. Through the establishment of this treatment plan for Monte Albán as a pilot project at the national level, INAH is demonstrating that it recognizes the need to constantly search for ways to benefit the archaeological heritage in an environment where archaeology and conservation are interdependent.

As professionals involved in Monte Albán's management, we are very conscious of the dangers represented by the large number of visitors that are expected in the decades to come. At the same time, we acknowledge that natural phenomena are other dangers that impact a heritage site. The worst of all the dangers, however, is apathy and the lack of education of the public to support the conservation of these valuable resources. This management plan has permitted us to identify the challenges most urgent to Monte Albán; experience will serve to disseminate these lessons to other sites in Mexico.

PROMOTING WHILE PRESERVING

THE CHALLENGE OF HERITAGE TOURISM

Cameron Walker

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Editor's note: This article was originally scheduled to appear in the May 2005 issue on Heritage Tourism. We are pleased to be able to feature it as this issue's Public Education column.

> The Rainforests of Central America are close to the USA but are a "world apart." Within the lush jungles of Guatemala, Honduras, and Chiapas (Mexico), there flourished the extraordinary Maya civilization in the first millennium A.D. We invite you to join two experts in Maya civilization and stroll with them through tropical jungles, exploring ancient Maya pyramids, temples, and plazas and admiring beautiful ceramics, sculptures and hieroglyphs.

And so begins a brochure announcing *The Remote Capitals of the Ancient Maya* tour from Todd Nielsen, Travel Director of the Archaeological Institute of America (AIA) Tours. The types of specialized tours offered by the AIA are marketed for travelers who are highly motivated to learn about archaeology and can afford the rather pricey travel programs. Led by scholars carefully selected for their expertise and lecturing abilities, AIA Tours specializes in exploring important archaeological sites and museums and also features special meetings, behind-the-scenes visits, and local performances (*AIA NEWSletter* 2004:8).

Whether the itinerary includes small-ship cruises or land-only tours, the primary goal is to offer a firsthand look at specific archaeological sites in the company of experts and likeminded travelers. Professional escorts and licensed guides take care of all the travel logistics, allowing the tourists and their scholar/tour leader to concentrate on the sites themselves. AIA Tours could be said to be restyled from classical archaeological tours in that they are exclusive, intimate, and personalized (Ehrentraut 1996:17). A bibliography of assigned reading is provided for study before the tour begins, and there are additional lectures at the sites and in the evenings, given either by a tour leader or by a local archaeologist recruited to speak to the group.

Case Study: Maya Tourism

Quite understandably, AIA tours to ancient Maya sites tend to emphasize the prolific Maya writing that introduces such evocative details about the who, what, where, and when of notable events. At Classic sites such as Tikal and Copán, tour leaders take advantage of the abundant stelae, lintels, and other surfaces decorated with Maya glyphs to present chronicles about significant events. Tour leader and guide are able to discuss the many recent advances in Maya epigraphy as demonstrated by a direct reading of the glyphs all around them. Such an intensive introduction to Mayan epigraphy is a distinctive draw for many tour participants, so those who choose to participate in an extended discussion remain close by. Meanwhile, other tour participants wish to explore a somewhat broader view of ancient life, providing a second tour leader or guide with the opportunity to discuss what is known about the non-elite who lived there, such as how they grew their food and participated in trade networks. People enjoy discovering some of the ways that ancient peoples are similar to us today, so the chance to see an indoor toilet in the Palace at Palenque or to discuss the macaw glyph just at the moment a scarlet macaw flies nearby lends an immediacy that can only become tangible during an actual visit.

For those passionate about archaeology, it may be impossible to become sated with information, but tourists on AIA tours frequently travel with companions who may not be as keen on archaeology. Most often, the tour guide is also knowledgeable about indigenous plants, birds, and other animals, helping to broaden the tour's appeal for spouses and companions. Facts about a region's ecosystem, history, and demography are often emphasized during discussions and lectures to provide a more comprehensive depiction. Since guides depend on tips at the end of a tour, it is in their interest to attend to all the little details that make for a successful tour experience.

People come to archaeological tours from vastly different backgrounds to share a tour experience with erstwhile strangers, so for the tour's duration, they are cohorts on a collective journey. Each tour develops its own dynamic, made up from the combined personalities; however, tour participants are usually most intent upon gratifying a specific interest in a particular region, culture, or time period. A considerable advantage for AIA-style tours is that there is a continual process of social interaction that can stimulate in-depth conversations. The tour participant has time to digest the material and ask questions along the way, developing the "feed-back" loop so conducive to learning.

As in many other parts of the world, the archaeological map of the ancient Maya is not the same as the map made for tourists. More often, it is guidebooks, not Maya archaeologists, that have established a site ranking for tourists (Ehrentraut 1996). In Mesoamerica, tourism has been programmed to highlight the Classic-period sites of Copán, Tikal, and Palenque in the southern lowlands and the Postclassic sites of Chichén Itzá, Uxmal, and Tulum in the northern Yucatán, essentially ignoring scores of other neighboring sites (Ehrentraut 1996:17). As a result, most visitors will form their impressions of Maya civilization based on visits to a few of these sites.

Surprisingly, it can be a hard sell to get noticed by tour companies, as evidenced by the site of Ek Balam, not too distant from Chichén Itzá in Mexico's Yucatán Peninsula. Although developed for the tourist trade, relatively few come to Ek Balam, probably because it has not yet entered the "must see" lists in guidebooks. A visitor to Ek Balam is rewarded by the chance to see a spectacularly detailed plaster frieze unlike anything at more famous sites, but it is practically unknown to visitors other than those who hear about it by word of mouth. The unfortunate irony is that by the time Ek Balam makes the guidebook lists, the presentation of the frieze as a tourist attraction will contribute to its inevitable wearing away.

Tours and Tourism's Impact

A poorly recognized benefit provided by tours are opportunities for follow-up evaluations of visitor satisfaction with the experience. A number of scholars (Prentice 1991:297–308) have lamented the lack of qualitative research into the public use of archaeological/heritage sites, particularly in gauging how successful visitor-education techniques are at a site. The AIA and other such tours send out follow-up evaluations to participants and take the replies very seriously, although such evaluations are not published and are unavailable to scholars.

It is important to recognize the range of consequences involved with bringing large numbers of visitors to a site, just as it would be very useful to have good data about at-risk sites. All kinds of issues about tourism's impact on archaeological sites could be pursued, in both quantitative and qualitative formats, by incorporating visitor evaluations. Such data would enhance our understanding about questions such as

- What strategies are used to disseminate information to visitors?
- How effective are they?
- What percentages of visitors arrive with a prior appreciation for archaeology?
- Does a visit generate, or increase, an appreciation of the site?
- Is the site another form of entertainment offered up for tourists' enjoyment?

A revealing study by Masberg and Silverman (1996:20–25) attempted to assess the meaning visitors attached to heritage sites. They found that the most relevant aspects of a visit included walking around the site with experts, especially in the presence of a companion, and learning about the built environment and its natural setting.

In a sense, it can be argued that tours are just preaching to the choir, because enlightening a small, focused group during a visit to a remote archaeological site is one thing, but imparting satisfactory information to hordes of tourists disgorging from cruise ships is another entirely. Most countries now regard archaeological sites as economic resources that are relatively resilient to wear and tear. As emphasis on heritage management has increased, it has become clear that there is very little money to be spent on the many sites identified for tourism throughout the world, not to mention those not yet seen as viable economic resources. Many nations also employ archaeological sites to promote a sense of cultural identity that tourists find compelling, although that, too, must be carefully cultivated and managed. The assumed economic, aesthetic, and cultural value of archaeological sites may act as a driver for conserving them in developing countries, as it has in many industrial nations.

Many famous sites, whether the Postclassic Maya site of Tulum in Southern Mexico or the Minoan site of Knossos in Crete, are attractive in all sorts of ways to visitors, and thus they endure the invasion of mass tourism on a daily basis. Mass tourism is a very different experience, where the burden is on the individual to make a visit meaningful. All too often, there is little incentive or opportunity to treat the visit as other than a recreational outing, especially when there is scanty signage and no explanatory literature or guides available to make the visit more meaningful.

Guides and tour leaders on AIA-style tours are aware of and tend to communicate conservation and heritage management issues to tour participants in various ways. Likewise, archaeological information is generally more accurate and up-to-date on specialized tours than the information provided by guidebooks or by local guides hired at the site. As entertaining as it might be to read a compilation of spiels overheard from local guides as they led a group around a popular site, the emphasis is unlikely to be on up-to-date, detailed, and accurate archaeological information.

Concluding Thoughts

It is a difficult challenge to direct masses of visitors toward the thrill of archaeological discovery. Likewise, it is daunting to come up with better strategies for protecting a site once it has been opened for mass tourism. In a number of ways, archaeological and heritage tourism presents better-than-usual opportunities for finding common ground for dialogues about the goals of scientific research, publication, and conservation. Even though archaeological, heritage, and ecological tourism make up only an estimated 15 percent of the overall tourism market, this percentage is significant when the total size of the tourist industry is considered.

Despite the last few years of economic slumps, weather disasters, and warfare, people continue to travel to places they want to visit. Archaeology's mass audience is out there, otherwise television would not offer so many documentaries on the subject and cruise ships would not offer so many archaeological daytrip options. Preaching to the choir is a winning strategy, but the real challenge for archaeologists, travel industry officials, and heritage preservationists is to find better ways to reach the masses of tourists who visit through cruise and group package deals. The billion-dollar question becomes: how do we successfully reach our larger audience?

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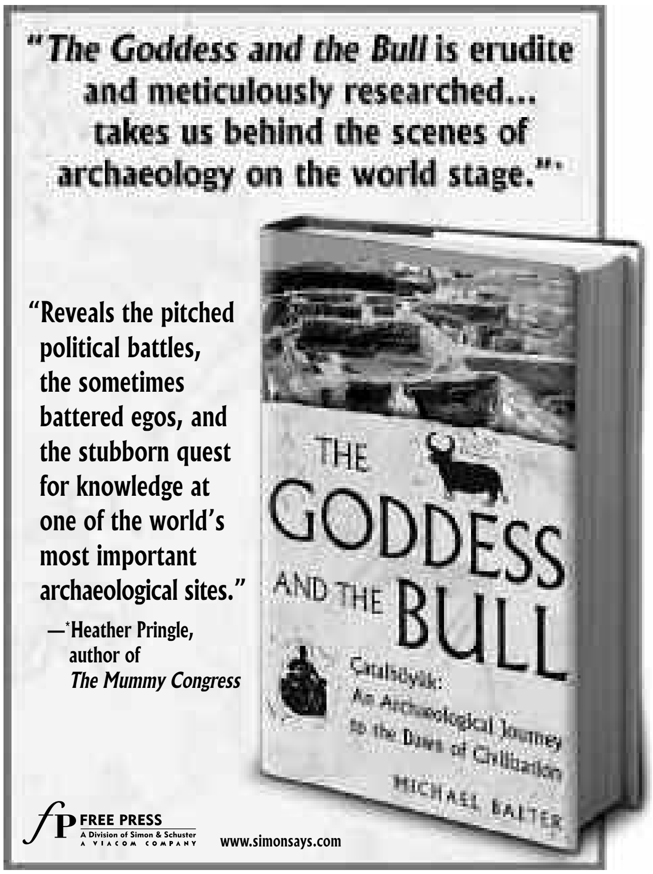
and others not. There is sufficient time for acquisition of the appropriate equipment and adequate resources in registration fees to cover all such costs. If a presenter wants a particular kind of equipment, the SAA should provide it free of further cost to that member.

Don't discriminate against slide presentations. Either charge everyone for projection equipment or, preferably, eliminate all charges. Drop the anti-slide policy that begins in 2006.

Neal L. Trubowitz, Ph.D., RPA



OPERATION INDIAN ROCKS

CONDUCTING INTERAGENCY ARPA INVESTIGATIONS

Tim Canaday and Todd Swain

Tim Canaday is an archaeologist with the Bureau of Land Management, Klamath Falls Resource Area and Lead Archaeologist for the Operation Indian Rocks ARPA Task Force. Todd Swain is a Special Agent with the National Park Service and Case Agent for the Operation Indian Rocks ARPA Task Force.

The Operation Indian Rocks team (including co-authors Tim Canaday and Todd Swain) received the DOI Conservation Service Award from Secretary Norton during the 62nd U.S. Department of the Interior Honor Awards convocation in Washington, D.C. on February 2, 2005. The Conservation Service Award is one of the highest honors presented by the U.S. Department of the Interior.

It's 4:00 on a Sunday afternoon and you have just walked in the door after having been gone for the day. The message light on the phone is blinking. You have five messages—all from the District Ranger who you've been trying to educate for the last year or so about the importance of cultural resources. The messages go something like,

> Uhhmm, yeah, hey this is John. Remember that archy site you were telling me about? The one you said was so important? Well, I thought you'd want to know that we just caught someone digging for artifacts there.

For a government archaeologist, this scenario is not that far-fetched. Several years ago, a similar phone message launched Operation Indian Rocks (OIR), an interagency Archaeological Resources Protection Act (ARPA) task force investigation that resulted in convictions of seven individuals and a corporation for looting 22 prehistoric sites and causing nearly $570,000 in damages. The purpose of this article is to relate what it is like to be involved in a major ARPA case. We summarize the OIR investigation, highlight roles and responsibilities incumbent on archaeologists participating in ARPA cases, and offer some lessons that were learned over the course of the three-year investigation.

Operation Indian Rocks

Operation Indian Rocks began in Death Valley National Park on December 15, 2001, when Todd Garrett, an observant park ranger, noticed two men within an area known to him to be culturally sensitive. Ranger Garrett set up surveillance and watched as the two men collected artifacts. When the suspects attempted to leave the park, Ranger Garrett pulled them over and found several metates hidden under a floor mat. One of the men had also collected an arrow shaft abrader. When questioned, one of the suspects (David Peeler) replied, "We were just picking up Indian rocks." The other suspect (Frank Embrey) indicated that he had been caught by rangers in the past, but planned to continue collecting artifacts.

The park archaeologist was called and an assessment of the damages was made (Canaday 2002). Footprints belonging to the suspects led to a prehistoric site where indentations were matched to the metates found in their possession. Damage was valued at $4,353.18. This total was arrived at by combining the cost of restoration and repair of the damaged site with the archaeological value per the prohibited acts and criminal penalties section of ARPA (16 USC 470ee).

Search Warrants and Formation of the Task Force

It soon became evident that the Death Valley incident represented just the tip of the ARPA iceberg. During interviews, both Peeler and Embrey indicated that they possessed extensive artifact collections obtained from federal lands. Therefore, search warrants were served at their residences in Las Vegas, Nevada by a team of special agents, rangers, and the park archaeologist. Thousands of prehistoric artifacts were discovered and seized. Peeler's house and outdoor rock garden were decorated with artifacts, including numerous displays of projectile points, pottery sherds, and a pair of yucca fiber sandals.

Special agents conducted a series of interviews during the Peeler and Embrey warrants and determined that most of the artifacts had been collected on federal land. The interviews also indicated that the collecting had occurred without a permit (Canaday and Swain 2005). Additional suspects were also identified, so the team obtained search warrants for the residence and storage locker of Bobbie and Deanne Wilkie of Carson City, Nevada. Maps, photos, and documents were discovered, as were several thousand more prehistoric artifacts. During interviews with the Wilkies, a fifth individual, Kevin Peterson, was implicated and subsequent search warrants were served. Over 11,100 artifacts and several thousand pieces of evidence were ultimately seized during the search warrant phase of the investigation. Included in these numbers were artifacts removed from foreign countries and smuggled into the U.S. Seized artifacts included manos, metates, mortars, pestles, projectile points, knives, drills, gravers, scrapers, bifaces, hammerstones, cores, flakes, and ceramic sherds. In addition, perishable artifacts including arrow and dart shafts, basket fragments, corn cobs, several yucca fiber sandals, and other significant wood and fiber artifacts were discovered (Figure 1).

Figure 1: Framed artifacts seized during execution of the search warrants.

These five individuals had been looting sites on federal land throughout Nevada, California, Arizona, and Utah for many years. The Operation Indian Rocks ARPA Task Force was formed to investigate these violations. The task force consisted of archaeologists and law enforcement personnel from the Bureau of Land Management (BLM), the National Park Service (NPS), the U.S. Fish and Wildlife Service (FWS), the Air Force, U.S. Customs, and the Department of Justice.

OIR criminal investigators developed evidence against the suspects throughout 2002 and early 2003. Interviews with the suspects were conducted and extensive fieldwork was undertaken to match seized photos and maps with looted sites. In addition, a Grand Jury was convened and subpoenas were served. The Grand Jury found that sufficient evidence was present to proceed to trial.

Most of the defendants met in Las Vegas in the mid 1990s while working in the construction trade. Bobby Wilkie was alleged to have searched for artifacts 40–45 weekends a year. He would set up a base camp in a remote region and hike all day looking for archaeological sites. Other members of the gang joined him periodically to locate and loot sites. Interviews by OIR special agents determined that when digging a site, each individual would fill their own bucket and screen their own dirt. Whatever they discovered in the screen was "theirs" to take home. In one instance, at a site they called the "Artifact Mine," Bobby Wilkie told the others, "Keep the dust down. If the ranger catches us, we're going to prison."

Commercial Value

One of the first tasks confronting OIR archaeologists was to inventory the seized artifacts and assign a commercial value to each. Commercial value is one of three requirements under ARPA that must be calculated. This aspect of an ARPA investigation is one of the most difficult for archaeologists—the very idea of assigning a monetary value to archaeological remains goes against everything we have ever been taught. A number of different methods were utilized to determine commercial value. Several copies of

Overstreet Indian Arrowheads: Identification and Price Guide (Overstreet 2001) were seized from the defendants, as was *North American Indian Artifacts: A Collector's Identification and Value Guide* (Hothem 1998). The Overstreet price guide was referred to as "the Bible" by several of the defendants. Commercial value for a number of the seized artifacts was determined using these books. For artifacts not covered by either of these books, price information was obtained by checking regional swap meets, antique stores, and garage sales. The Internet website "eBay" was also consulted, as were a number of artifact gallery websites. The commercial value for the 11,108 artifacts was determined to be $21,600.80 (Canaday 2003a).

Figure 2: Unauthorized excavation at the "Artifact Mine" was extensive. In this case, the ARPA sign placed at the site was not effective in deterring the looters.

Damage Assessment Fieldwork

Over 50 archaeological sites were located and assessed for damage based on information developed by OIR criminal investigators. The discovery of maps with "x" marks and notations indicating looted sites seized from the Wilkie residence were especially helpful in this work. Thirteen damaged sites (not including the Death Valley site) were ultimately tied to these defendants. Five additional areas were identified as places where the gang would systematically collect artifacts from the surface of multiple sites.

A team of task force archaeologists and special agents conducted the damage assessment fieldwork. Each affected archaeological site was documented in a systematic manner to ensure consistency should the case go to trial. Upon discovering a looted site, the special agents would photograph, videotape, and assess the crime scene. If evidence such as cigarette butts, beer cans, or digging implements were located, they would be documented and collected following typical law enforcement protocol. Once the crime scene was determined to be secure, the archaeologists would document the damage. Volumetric measurements were made of each looter pit, planviews and profiles were drawn, and the spoil piles were processed for evidence. The pits were then lined with geotextile cloth and backfilled to protect against further damage and to preserve the extent of the unauthorized excavation. At some locations, such as the "Artifact Mine," the damage was severe; several holes were over 10 meters long, 5 meters wide, and over a meter deep (Figure 2).

A damage assessment report documenting fieldwork procedures was prepared (Canaday 2003a). This report also contained calculations and justifications for determining the cost of restoration and repair and the archaeological value associated with the damaged sites. Archaeological value was calculated following the SAA Professional Standards for Determining Archaeological Value (http://www.saa.org/goverment/ARPAstandards.pdf). Total costs associated with restoration and repair for the 13 sites and five areas were $102,364.40. The total archaeological value was determined to be $419,676.59.

The Prosecutions

Given the staggering amount of evidence compiled against them, each of the five defendants ultimately plead guilty to felony ARPA charges (Table 1). Bobbie Wilkie eventually pled guilty to $518,309.00 in damages (restoration and repair plus archaeological value). To our knowledge, this is the largest amount of damage ever assessed in a successful criminal ARPA case (the Polar Mesa Cave case prosecuted in Utah several years ago holds the record for the largest amount of damages calculated for a single site, over $500,000). Bobby Wilkie was sentenced to 37 months in prison, which was the longest sentence ever for a first offence of ARPA and the second-longest prison sentence in the history of ARPA.

Table 1. Sentencing Summary

Defendant	Total Damages	Total Restitution	Prison Sentence	Probation	Home Confinement
Frank Embrey	$383,811	$86,196.00	18 months	1 year	-
Bobbie Wilkie	$518,309	$102,364.00	37 months	2 years	-
Deanne Wilkie	$19,087	$9,087.08	-	5 years	6 months
David Peeler	$125,000	$56,516.00	-	5 years	6 months
Kevin Peterson	$235,927	$80,084.00	5 months	3 years	5 months

ATV Adventure, Inc.

ARPA cases seem to have a life of their own and this was certainly true for Operation Indian Rocks. OIR special agents kept pulling evidence threads and following leads that ultimately led to a separate set of ARPA violations involving a southern Nevada tour group. During interviews with Kevin Peterson, agents learned that he had been employed as a guide for several years by ATV Adventures, Inc., a Logandale, Nevada corporation conducting permitted tours on BLM land in southern Nevada. Clients from hotels and casinos along the Las Vegas Strip would be picked up by the company and taken on all-terrain vehicle tours in the desert. Archaeological sites were featured stops along the tour route. Peterson admitted collecting artifacts during these guided tours and indicated that other employees were also involved. The guides would search the area, collecting pottery sherds and flakes, and would place these artifacts on "display rocks" (Figure 3) for the enjoyment of the clients. One guide described how he would use his boot to move dirt around to expose artifacts. This technique was demonstrated to clients so that they could find their own artifacts.

An investigation into this activity was begun with the support of the U.S. Attorney's Office in the District of Nevada. Several FWS and NPS law enforcement officers posed as tourists as part of the investigation. These officers were able to substantiate that employees of the company were taking clients to archaeological sites where the guides were collecting artifacts and, in some cases, encouraging clients to look for and take artifact "souvenirs." The investigation revealed that the company owner and general manager were aware of this activity. The general manager, in fact, was videotaped on his hands and knees searching for and collecting artifacts. In May 2003, damage assessment fieldwork was completed, documenting damage to three archaeological sites. The total damage (restoration and repair plus archaeological value) at these sites was determined to be $41,798.53 (Canaday 2003b).

ATV Adventures Inc. ultimately plead guilty to one felony ARPA count and a felony 18 U.S.C. § 2 count of Aiding and Abetting. In addition to fines, restitution, and probation (Table 2), the corporation was ordered to pay $60,000 as community service into a National Park Foundation fund to be used for future interagency ARPA investigations. The corporation also had their special use permit administratively suspended by the BLM for 30 days, costing them roughly $67,000 in lost revenue. Stoney Ward (the owner of the company) and Dennis Freeman (the general manager) each plead guilty to one misdemeanor ARPA count. They were ordered to pay fines and restitution and were given two years of supervised probation (Table 2). In addition, they were sentenced to 6 months of home confinement with electronic monitoring.

Figure 3: Artifacts were gathered by ATV Adventures, Inc. employees and displayed for client "show-and-tell" (and take) sessions.

Table 2. Sentencing Summary for ATV Adventures, Inc.

Defendant	Total Damages	Total Restitution	Total Fines	Community Service	Probation	Home Confinement
ATV Adventures, Inc	$41,798.53	$13,578.00	$800	$60,000.00	2 years	-
Stoney Ward	$9,684.10	$3,692.97	$2000		2 years	6 months
Dennis Freeman	$9,545.55	$3,692.97	$2000		2 years	6 months

Roles and Responsibilities

Of the hundreds of ARPA violations that occur on federal lands each year, very few lead to viable prosecutions, hence the need to aggressively pursue those cases that can be solved. Viable cases should be treated as emergencies, much like a fire. If you get a call at 5pm on Friday, do not put off the investigation until Monday. ARPA investigations should be responded to immediately before evidence is destroyed or information becomes stale.

As an archaeologist called upon to assist in an ARPA investigation, there are a number of things to keep in mind. First and foremost, realize that you are the expert, and you will be expected to provide expert testimony in a court of law. Everything you do as part of the investigation could potentially wind up being attacked by a defense attorney in court. If you are not willing to take the stand as an expert witness, if you are not willing to testify under oath as to the procedures you followed during case development, you have no business being part of the investigation.

Archaeological assistance is often requested when search warrants are served as part of the ARPA investigation. Situations in which a suspect's privacy is invaded can be uncomfortable at best and can be volatile at worst. Allow law enforcement to secure the scene and begin their search while you remain in a safe area. Enter the search area only when informed that it is safe to do so and provide technical assistance in identifying relevant archaeological resources and evidence as appropriate. You will probably be asked to submit a report of your observations to the case agent, so thorough and accurate notes are essential.

Looted sites are crime scenes (Hutt et al. 1992) and must be investigated by a law enforcement officer. Incriminating evidence must be collected following established law enforcement protocols, and a clear chain of custody must be established for each piece of evidence collected. If a looted site is discovered during a cultural resources survey (or other professional fieldwork), do not try to process the site by yourself. Take photos and notes and plot the location on a map. Do not contaminate the crime scene. Immediately contact law enforcement and assist them in their investigation if requested. Once the crime scene has been secured, the archaeologist can begin to document the damage.

ARPA cases cannot be successfully prosecuted without the direct involvement and participation of a professionally trained archaeologist. The whole case can hinge on the damage assessment report that must be authored by a qualified archaeologist. One of the questions the case agent may ask you is whether you meet the Secretary of Interiors Standards for archaeologists. The case agent or prosecutor may also ask whether you are aware of the SAA Professional Standards for Determining Archaeological Value.

Similarly, an ARPA case cannot be successfully prosecuted without the direct involvement and participation of a law enforcement officer (LEO). The case can hinge on the ability of the LEO to gather evidence, conduct interviews, and track leads. If the archaeologist and the LEO are not working together, the case is in trouble. In situations where the archaeologist and the LEO gather a mountain of incriminating evidence, the case is still in trouble if you can not convince the prosecutor to take the case. Teamwork and good communication are essential.

Once the fieldwork is completed, the bulk of the work expected of the archaeologist consists of preparing the damage assessment report. This document is critical. It provides the prosecutor with the data he/she needs to successfully argue the case. Justifications of the commercial value, restoration/repair cost, and archaeological value are provided in the damage assessment report. All memos, notes, reports, and the final damage assessment will be turned over to the defense. Do not put anything in writing that you would not want a defense attorney to read.

Management support is crucial in ARPA cases. This is especially true when multiple agencies are involved. These investigations are extremely labor intensive and require a long-term commitment from management to ensure a successful conclusion. Tens of thousands of dollars are needed to support complex ARPA investigations. Archaeologists, law enforcement officers, and prosecutors tend to log long hours during these cases. Search warrants; interviews; reports documenting commercial value, costs of restoration, and repair; and archaeological-value determinations all take a tremendous amount of time to complete. Without the support of management, these cases can come to a screeching halt.

Lessons Learned

During the formation of the OIR Task Force, all of the participating agencies agreed that the lead archaeologist would be responsible for coordinating and supervising all cultural resources staff, ensuring that all maps, forms, and reports were done consistently. The lead archaeologist reported directly to the case agent, who was responsible for all aspects of the criminal investigation. This decision ensured that all archaeological work was done the same way at each affected site, thereby minimizing issues that could later be raised by defense attorneys.

It was extremely important to the task force that public outreach occurred once the case had been fully adjudicated. Display cases with some of the seized artifacts and posters explaining the case were put in high-profile areas such as the federal courthouse in Las Vegas, the Clark County Administration Center, and the main Department of Interior building in Washington, DC. A press conference was held and numerous public lectures given to school and avocational groups. Affected tribal groups, such as the Moapa Paiute, the Las Vegas Paiute, the Timbisha Shoshone, and the Pahrump Shoshone, were contacted early in the investigation and kept informed throughout. Involvement by the tribes during the sentencing phase of the court proceedings as well as during the press conference proved to be extremely beneficial in putting a human face to the desecration perpetrated by the defendants.

We were lucky that Ranger Garrett happened to notice suspicious activity in the mesquite groves of Death Valley National Park. However, the fact that Ranger Garrett knew the area was sensitive was not fortuitous—luck comes to those who are prepared. A concerted effort had been underway for several years prior to the incident in which the park archaeologist accompanied law enforcement rangers in the field, educating them about the importance of protecting and preserving our shared national heritage. Sensitive sites were shown to the rangers, and ARPA enforcement situations were discussed. The lesson here is get to know your law enforcement staff. Cultivate those relationships. Cops, by their very nature and training, are suspicious and may very well view *you* as a suspect at first. However, they are also inquisitive by nature and training, and most welcome the opportunity to delve into interesting criminal cases.

Formal training in ARPA is available through government, academic, and private sectors. These opportunities provide a solid foundation for both archaeologists and law enforcement officers involved in ARPA investigations. However, as in most learning situations, the classroom setting can only expose us to a limited set of situations—real learning is gained from doing. During OIR, law enforcement personnel from the various agencies were cycled through different aspects of the investigation. This opportunity provided them with firsthand exposure to cultural resource crime, which they will be able to draw upon in the future. Similarly, we utilized a number of archaeologists to assist with the daunting task of determining commercial value and conducting damage assessment fieldwork.

Much has been written concerning the effectiveness of signage in deterring unauthorized disturbance to archaeological sites (e.g., Jameson and Kodack 1991; Jones 1996; Nickens 1993). There are positive and negative aspects to posting archaeological sites with ARPA signs. At several sites documented during the OIR case, ARPA signs were present, stating that it was a federal crime to “excavate, remove, damage, or otherwise alter or deface or attempt to excavate, remove, damage, or otherwise alter or deface any archaeological resource located on public lands or Indian lands" (16 USC 470ee). Large, gaping looters pits were found immediately adjacent to these signs (Figure 2). Clearly, the presence of the signs did not deter this looting and may have alerted the bad guys that it was worth digging there. Where signs *are* effective is in showing criminal intent. The gaping looters pits adjacent to ARPA signs showed prosecutors that our bad guys "knowingly" committed ARPA violations. The lesson here is not clear-cut. On the one hand, ARPA warning signs are probably effective against casual collectors—the vast majority of the population who are basically law-abiding, but just can't seem to help themselves. On the other hand, signs act as a beacon telling the looter, "Dig here!" Thus the conundrum. One solution would be to place the ARPA warning sign not at the site itself, but at a road intersection leading into the general area. More discussion on this topic is surely needed.

The tangible benefits of pursuing ARPA violations are fairly obvious: protection of our national heritage for future generations, prosecution of those who blatantly destroy our national heritage, and education of the public about the significance of cultural resources to deter future looting episodes. The intangible benefits are equally important. ARPA investigations promote the goodwill of the American public as well as Native American tribes. In short, ARPA investigations are worth it!

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ARTICLE

WRITING ARCHAEOLOGY

ANALYSES AND ARCHAEOLOGICAL ARGUMENTATION

Keith W. Kintigh

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This document presents some ideas about writing that I've developed over several years of reading term papers, theses, dissertations, and professional articles. It highlights some common problems and makes some positive suggestions.

The Sequence of Analyses Mode of Argument

In presenting the results of a quantitative analysis, authors (and especially student authors) sometimes describe, analysis by analysis, the sequence of steps that they went through. In caricature, the model is:

> Here's my problem...My data set is...and here are my variables...First I did...analysis and it showed...Then I did...and that showed...Then...Then...In conclusion, the reader can plainly see...

The underlying idea is that, at the end, the conclusions will rise out of the mist and will seem warranted by the analyses. This approach may be favored (perhaps unconsciously) because it shows the reader how much the writer suffered to achieve these fabulous insights. It also has the appearance of being even-handed, letting the data speak through the analysis rather than having the author's ideas imposed on the data. This dramatic pulling together of all the narrative threads is an excellent approach for a mystery novel, but not for a scholarly article.

I hasten to add that this mode of presentation may well describe a perfectly appropriate intellectual process that ultimately led to a reasonable conclusion. Doing analysis is an inherently messy business. Most analyses (and certainly all of mine) involve lots of trial-and-error, sidetracks, and dead ends. I've never kept track of the numbers, but it would not surprise me if I discarded 100 analyses for every one that appears in an article.

In an article, however, one must display the wisdom of hindsight in presenting the *really interesting results*. This compact form is dictated partly by limitations of publication space but more importantly by the limits of the reader's patience and time. If the reader has to wait until page 23 to get to the *wonderfully interesting result*, the reader will likely never get there. If you have submitted the article for publication and the reader is a reviewer, you can imagine the consequences.

Consider an analogy. As a buyer of an airplane, I'm interested in a machine that actually flies and its performance characteristics. I'm not interested in the design process that led to the airplane or in seeing all the designs that failed to fly. In an article, you are selling a product (an argument for a conclusion), not a design process. As a consumer, it is not particularly important to me whether you went through a lot of design, redesign, and unsuccessful testing, or whether divine inspiration led you directly to a great result. It's the final performance that counts.

I doubt that the sequence-of-analyses mode is ever an effective style of presentation. The problem is similar to the problem with site reports that describe the data room-by-room, hearth-by-hearth, pot-by-pot, bone-by-bone, or whatever. In the first place, my eyes glaze over almost immediately (I suspect that I am not alone in this). Second, even with a serious effort, the reader usually can not process the information for lack of adequate guidance on what to focus on. In a quantitative presentation, no one ever wants to read the results of eight cluster analyses at multiple clustering stages. (I don't even want to read this if you're talking about *my* data.) This style of presentation is difficult to follow because the reader never knows where the argument is going, and thus can't focus on the critical aspects of the analysis. It puts an *enormous* burden on the reader to fully comprehend the data and absorb the results of each analysis, in order to remain poised for the denouement. Most readers will not accept this burden, and they should not be expected to.

Suggested Mode of Argument

Ordinarily in an article (this applies to theses and dissertations as well), the objective should be to argue convincingly one or a relatively small number of points. At the outset, you may not actually know what those points are. However, by the time you are writing the last draft, you *must* have the key points clear in your head, and you must make them clear to your reader. Your objective in writing should be to guide the reader to understand your points and toward being convinced by the argument and data that support them.

The point of which you want to convince the reader may well *not* be your original hypothesis. That is, you might have started a mortuary analysis intending to show that such-and-such a group could be fairly characterized as a complex chiefdom. However, your analysis may lead you to believe something different or to believe that the evidence is ambiguous. A well-presented case that the evidence is ambiguous on an important issue can be an important contribution. In this case, the *conclusion* you are trying to convince people of is that there is a balance of evidence on both sides of an argument or that the data are so ambiguous that they do not permit us to rule out key alternative explanations.

To make a convincing argument is *not* to say that you only present evidence that supports your point. Your responsibility is to *fairly* present the evidence *relevant* to your conclusions. While you never present every possible analysis that bears on your question, your responsibility is to present the critical analyses and let the chips fall where they may. If you want to convince the reader of a particular conclusion despite apparently strong evidence to the contrary, you should present your grounds for dismissing that evidence.

Your abstract or introductory paragraph should first sketch your problem and an outline of your conclusions. The idea is to capture the reader's attention and make them want to read the rest. Ordinarily, you would then state and justify the problem and provide any necessary background. Next, you might present what you are going to conclude in more detail and outline how you are going to get there. The idea, of course, is to assist the reader in following your argument in every way possible.

If you are up front about it, there is nothing wrong with presenting your argument in a quasi-deductive style, even though your thought processes went the other way. The argument will often be of the form: "Here is my conclusion and here is the evidence that supports it." I am not suggesting that you mislead people about what you are claiming. Indeed, I'm happy for you to admit that these conclusions were developed inductively. You might, in a paragraph, sketch the kinds of analysis that you tried in getting to your conclusions. However, if you do this, make sure that when you are done, it really contributes in some way to the paper. If not, lose it. From there on, you should be presenting an argument that directly relates analyses to your conclusion. It just works better this way.

In the course of writing, you will usually find that to really make the point convincingly, you will need to do additional analyses to plug logical holes in your argument or to provide additional confirmation or disconfirmation. This happens to me all the time.

With the suggested mode of presentation, it is almost always the case that you will present a small fraction of the analyses that you executed. Each analysis that you present should be relevant to your argument. If some result looks interesting, but you do not know what to make of it, the reader probably will not know either. By sticking to a few points in an argument with a strongly developed logical structure, the reader is more likely to really follow where you are going. That said, you might include some of the interesting but less-relevant analyses in an accessible electronic archive that could be used and referenced by someone who wished to explore the issue in more detail.

Once you have made your case, you need to attend to obvious objections. For example, let's assume that you want to argue for clear-cut status differences in a cemetery that has considerable time depth. Showing large differences in the richness of graves that cross-cut age and gender would not be sufficient. An obvious objection would be that the division of grave richness is not due to social classes but to changing burial practices over time. Even though you may have looked at that hypothesis and had good grounds for rejecting it, a brief argument with the relevant data would almost certainly be worth presenting. Absent that argument, readers will find your analysis not wrong, but unconvincing. The problem is knowing how many possible objections to address. A lot of that depends upon the limits of the forum in which the argument is being presented. Dissertations can address a substantial range of possible objections. Brief articles can probably only address a few quite obvious ones.

Papers presenting quantitative results that I consider successful tend to follow this general formula. Remember, *the idea is to bring quantitative methods to bear on a substantive problem, not the other way around*. I'm not trying to cram everyone into a writing straightjacket here. There is a great deal of latitude within the general framework I am suggesting. But at each stage, it should be clear why you have done the particular analysis, what you were looking for, and what it in fact shows. While it is appropriate to present analyses that both support and disconfirm your hypotheses, it is not appropriate to present analyses that, however interesting, do not contribute to the specific arguments of your paper.

The Professional Audience

If you are writing to a general professional audience, it is probably reasonable to assume that the reader understands percentages, correlation, simple probability, how to read a contingency table, and perhaps a bit about principal components (or factor) analysis and cluster analysis. When you use less-common but still fairly standard techniques like discriminant analysis, multidimensional scaling, or correspondence analysis, you should remind the reader in one or a few sentences what the technique is doing for you. If you can't state it succinctly, you probably don't understand it well enough to be using it. If you use more obscure methods, such as Local Density Analysis or Koetje's analysis of concentration, you must explain them sufficiently that the reader can follow what you are arguing. If it is important enough to use the method, it's important enough to explain it fully. My review article on spatial analysis (Kintigh 1990) does this for a number of methods.

No matter what analysis you use, make clear what variant you used (e.g., stepwise or simultaneous multiple regression). Make clear what variables you used and why you selected them and what cases you used and why you selected them. Also make clear any transformations of the data that you did. Note that "standardize" has a marked and an unmarked sense; if you mean percentages, say so and say what they are percentages of. If you mean z-scores, say you did a z-score standardization or something equivalent.

Precision and Completeness

Writing with precision is essential. This is not any more true for quantitative arguments than for nonquantitative ones. Don't use "demonstrated" to discuss arguments that are better characterized by "we have a slight hint that..." Nontrivial claims of "proof" are rarely if ever justified in archaeology.

When you present tables and figures, it is your job to help the reader *as much as possible*. Make sure that table rows and columns and figure axes are adequately labeled. It is never acceptable to have cases or variables numbered from 1 to N in tables and figures only accompanied by a key. Doing this forces the reader to take many extra steps just to follow your argument.

If you are discussing data where percentages are the relevant concepts, do not provide a table of counts. Instead, give a table of percentages with a total N on which each row or column of percents is based. If you are trying to show differences, think hard about what graphic would best make the case. Most people are not good at seeing patterns in tables of numbers. Stacked box or dot plots, histograms, Ford diagrams, and scatter plots are simple devices that communicate well (although box plots still require a brief explanation for some audiences).

In general, and especially in theses and dissertations, if you are presenting significant data, if it is at all possible, provide an appendix with the raw data so others can re-analyze them or use them for other purposes—and by all means, make the data available electronically. You have nothing to hide, right?

Acknowledgments. This article began as a class handout several years ago. George Cowgill's suggestions, some of which I have paraphrased, have greatly improved this article. Over the years, I have incorporated useful suggestions from other colleagues at Arizona State University; I regret that I have lost track of the specifics and cannot credit them individually.

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THINGS TO REMEMBER ABOUT STATISTICS (WHATEVER ELSE YOU FORGET)

George L. Cowgill

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1. Statistical analysis is not a way to arrive at certainty; it is a powerful aid in discerning *what* your data suggest, and *how strongly* they suggest it. This is often done better by an *estimation* approach than by hypothesis testing.

2. *Look* at your data first, through simple tables and pictures. Often this tells you everything important. If not, it will tell you what is sensible or not sensible to do next. Do not rush to apply advanced techniques while overlooking the messages of simple methods.

3. If you must do a hypothesis test, report the actual probability level obtained and don't treat some arbitrary level such as five percent as a talisman that tells you what to think.

4. It's not the sampling fraction that matters; it's the *size* of the sample. For example, a well-chosen sample size of 100 that is one percent of a large population can tell you a lot, but a sample of 10 that is 20 percent of a small population tells you less.

5. One can wring useful suggestions from very small samples. However, at least for artifact collections, it is usually desirable to get 300–400 cases if possible; smaller collections are often too small for satisfyingly accurate estimates of interesting proportions or other properties. Do not trust the maxim that 100 or so cases will generally be enough.

6. Proportions, percents, and ratios represent something *relative to* something else. Proportions are fractions, with a numerator *and* a *denominator*. When you write, always *report* the denominator. When you read, always ask yourself whether you understand what denominator is implied. Often you will find that the denominator is unclear or inappropriate.

7. "Frequency" should always mean the *count* of something, rather than the *ratio* of something to something else. It is often used to mean both.

8. If you are worried about data quality, reducing data to "present/absent" only makes the problem worse unless you are sure that absence in the sample unambiguously implies absence in the relevant population. But a category that is scarce but present in the population will be totally absent in many random samples from that population, and the chance that it is absent in any one sample is strongly dependent on the size of that sample. Together with sampling vagaries, this makes "presence/absence" a very unstable statistic. If you want to be conservative, use something like "way below average," "about average," and "way above average."

CALLS FOR AWARDS NOMINATIONS

The Society for American Archaeology calls for nominations for its awards to be presented at the 2006 Annual Meeting in Puerto Rico. 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 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 2006 award will be presented for Excellence in Ceramic Analysis.

Special requirements:

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

Deadline for nomination: December 31, 2005. **Contact**: Ronald L. Bishop, Department of Anthropology, NMNH, Smithsonian Institution, 27898 Old Village Rd., Mechanicsville MD 20659-4286; tel: (202) 633-1898; email: bishopr@si.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 2006 Annual Meeting of the SAA. Books published in 2003 or more recently are eligible. Nominators must arrange to have one copy of the nominated book sent to each member of the committee. Please contact the chair of the committee, Guy Gibbon, for an updated list of the committee members.

Deadline for nomination: December 1, 2005. **Contact**: Dr. Guy Gibbon, Department of Anthropology, University of Minnesota, 395 Humphrey Center, Minneapolis, Minnesota 55455; tel: (612) 625-3597; email: gibbo001@umn.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, 2006. **Contact:** John R. Cross, Assistant Secretary of the College, 4100 College Station, Bowdoin College, Brunswick, ME 04011; tel: (207) 725-3409; email: jcross@bowdoin.edu.

Award for Excellence in Cultural Resource Management

Presented to an individual or group to recognize lifetime contributions and special achievements in the categories of program administration/management, site preservation, and research in cultural resource management on a rotating basis. The 2006 award will recognize important contributions to research in CRM. This category may include individuals employed by federal, state, or local government agencies. This category is intended to recognize long-term, sustained contributions to the management of the archaeological record.

Special requirements:

- Curriculum vita.
- Any relevant supporting documents.

Deadline for nomination: January 5, 2006. **Contact**: Alan L. Stanfill, Advisory Council on Historic Preservation, 12136 W Bayaud #330, Lakewood, CO 80228-2115; tel: (303) 969-5110; fax: (303) 969-5115; email: astanfill@achp.gov.

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 non-student 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, 2005.
- 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 15, 2005 (to be mailed to the committee chair, Hegmon).
- Nominees do not have to be members of SAA.

Deadline for nomination: October 1, 2005. **Contact**: Michelle Hegmon, SAA Dissertation Award Committee, School of Human Evolution and Social Change, Box 872402, Arizona State University, Tempe, AZ 85287-2402; tel: (480) 965-6213; fax: (480) 965-7671; email: michelle.hegmon@asu.edu.

Fryxell Award for 2007

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 Roald 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 2007 Fryxell Award will be in the area of botanical sciences. The award will be given at the SAA's 72nd Annual Meeting in Austin, Texas. 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.
- Curriculum vita.
- Support letters from other scholars are helpful. Four to a maximum of six are suggested.

Deadline for all nomination materials: February 6, 2006. **Contact**: Dr. Gayle J. Fritz, Department of Anthropology, Washington University in St. Louis, One Brookings Drive, St. Louis, MO 63130-4899; email: gjfritz@artsci.wustl.edu.

The Dienje Kenyon Fellowship

A fellowship in honor of the late Dienje M. E. Kenyon is offered to support the research of women archaeologists in the early stages of their graduate training. The award, of $500, will be made to a student pursuing research in zooarchaeology, which was Kenyon's specialty. 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 graduate studies.

Special requirements:

- 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.
- 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 began graduate studies. Strong preference will be given to students working with faculty members with zooarchaeological expertise.

Applications, preferably sent via email as an attachment in Microsoft Word, are due no later than January 6, 2006, and are to be sent to: Heidi Katz, Thinking Strings, P.O. Box 537, South Orange, NJ 07079; email: hkatz@thinking-strings.com. Applicants will be notified via email that their applications have been received.

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 6, 2006. **Contact**: Norman Yoffee, Department of Near Eastern Studies, 2068 Frieze Bldg., University of Michigan, Ann Arbor, MI 48109-1285; tel: (734) 647-4637; fax: (734) 936-2679; email: nyoffee@umich.edu.

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: December 5, 2005. **Contact**: Stephen Plog, Department of Anthropology, P.O. Box 400120, University of Virginia, Charlottesville, VA 22904; email: plog@virginia.edu.

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, judges the posters.

Deadline for Submission: Presented at the poster session at the SAA Annual Meeting. **Contact:** William H. Walker, New Mexico State University, Dept. of Sociology and Anthropology, Box 3BV, Las Cruces NM 88003; tel: (505) 646-7006; fax: (505) 646-3725; email: Wiwalker@nmsu.edu.

Award for Excellence in Public Education

This award recognizes outstanding contributions by individuals or institutions in the sharing of archaeological knowledge with the public. In 2006, eligible candidates will be *professional or avocational archaeologists* who have contributed substantially to public education through writing, speaking, or otherwise presenting information about archaeology to the public, or through facilitating institutions and other individuals in their public education efforts. Nominations are reviewed by members of the SAA Excellence in Public Education Award Committee who select a recipient based on the following criteria: public impact, creativity in programming, leadership, and promotion of archaeological ethics.

Special Requirements:

Nominators will work with the Chair to assemble a nomination file that will include:

- A formal letter of nomination that identifies the nominee and summarizes their accomplishments. These accomplishments should be contextualized by addressing the following types of questions: Where does the nominee's work fit within public education? What is the extent of the nominee's work and impact on the field of archaeology? On the general public? On special interest groups? On precollegiate or non-traditional students? On other disciplines?
- Supporting materials should demonstrate (not merely assert) the nominee's qualifications and actions. In other words, supporting materials should not be expected to stand on their own but should demonstrate the case being made in the nomination letter. Examples of supporting evidence might document the impact of a specific program in terms of the numbers of the public involved, personnel qualifications and deployment, the frequency of programs offered, formal evaluation results, and feedback from the audience. Secondary nominator letters are welcomed as well (no more than three).
- Prior nomination does not exclude consideration of a nominee in subsequent years. Self-nominations are accepted.

Deadline for nomination: January 2, 2006. Six (6) copies of the nomination package (including supporting materials) must be submitted. The Chair of the committee will work closely with nominators in supplying the above items for completing a nomination file. Nominators are encouraged to contact the Chair by November 1, 2005, to begin this process. Additional award information is available on the award web page archived at http://saa.heartstone.com/news/award_excellence.html (also available via a link posted on SAAWeb at https://ecommerce.saa.org/saa/staticcontent/staticpages/adminDir/awardDisplay.cfm?award=A-PBEX). **Contact**: Patrice Jeppson, 2200 Benjamin Franklin Parkway, E1812, Philadelphia, PA 19130; tel: (215) 563-9262; email: pjeppson@kern.com or pjeppson@speakeasy.net.

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.

Special requirements:

- The nominated article should have been published within the calendar year of 2005.
- An author/newspaper may submit no more than five stories or five articles from a series.
- Nomination packets may be submitted as PDFs via e-mail to aem1@psu.edu. If submitting hard copies, six copies of each entry must be submitted by the author or an editor of the newspaper.

Deadline for nomination: January 9, 2006. **Contact**: A'ndrea Elyse Messer, 201 Rider House, Penn State, University Park, PA 16902; email: aem1@psu.edu.

Student Paper Award

This award recognizes original student research as a growing component of the annual meeting, and is a way to highlight outstanding contributions made by students! All student members of SAA are eligible to participate. The papers will be evaluated (read) 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. The papers will also be evaluated on the appropriateness of their length for a 15-minute presentation.

The award winner will receive a citation from the SAA president, a piece of official SAA merchandise, and over $1,000 worth of books/journals from the following sponsors:

University of Alabama Press
University of Arizona Press
AltaMira Press
Blackwell Publishers, Inc.
University of California Press
Cambridge University Press
University Press of Colorado
Elsevier
University Press of Florida
University of Iowa Press
University of Nebraska Press
The University of New Mexico Press
University of Oklahoma Press
Oxford University Press
University of Pittsburgh Latin American Archaeology Publications
Prentice Hall
University of Texas Press
Thames and Hudson
University of Utah Press
Westview Press/Perseus Books

All of our sponsors recognize the importance of student research in archaeology and have contributed generously to this award!!

Special requirements:

- A student must be the primary author of the paper and be the presenter at the 2006 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).

Deadline for submission: January 5, 2006. **Contact**: Gordon F. M. Rakita, Chair, SAA Student Paper Award Committee, University of North Florida, Department of Sociology & Anthropology, 4567 St. Johns Bluff Road, South, Jacksonville, FL 32224-2659; email: grakita@unf.edu.

Douglass C. Kellogg Fund for Geoarchaeological Research

The Douglass C. Kellogg Award provides support for thesis or dissertation research, with emphasis on the field and/or laboratory aspects of this research, for graduate students in the earth sciences and archaeology. Recipients of the Kellogg Award will be students who have (1) an interest in achieving the M.S., M.A., or Ph.D. degree in earth sciences or archaeology; (2) an interest in applying earth science methods to archaeological research; and (3) an interest in a career in geoarchaeology.

Under the auspices of the SAA's Geoarchaeology Interest Group, family, friends, and close associates of Douglass C. Kellogg formed a memorial in his honor. The interest from money donated to the Douglass C. Kellogg fund is used for the annual award. Initially, the amount to be awarded on an annual basis was $500. The amount of the award given to the recipient will increase as the fund grows and the amount of the annual interest increases. The 2006 Award will be presented at the 71st Annual Meeting of the SAA.

Special requirements:

- A one-page letter that briefly explains the individual's interest and how she or he qualifies for the award.
- Curriculum vita.
- Five (5) copies of a 3–4 page, double-spaced description of the thesis or dissertation research that clearly documents the geoarchaeological orientation and significance of the research. One illustration may be included with the proposal.
- A letter of recommendation from the thesis or dissertation supervisor that emphasizes the student's ability and potential as a geoarchaeologist.

Deadline for submission: December 1, 2005. **Contact:** Dr. Christopher L. Hill, Department of Anthropology, Boise State University, 1910 University Drive, Boise, Idaho, 83725-1950; email: chill2@boisestate.edu.

POSITIONS OPEN

Position: Assistant Professor
Location: Buffalo, NY

The Department of Anthropology, SUNY at Buffalo, invites applications for a position in archaeology at the Assistant Professor level (tenure track) to begin September 2006. We seek a specialist in archaeology of Europe. Candidates must have a Ph.D. in hand, teaching experience, publications in standard or refereed journals, engaged in field research, experience in directing an archaeological excavation, and demonstrated ability to obtain research funds. Send a letter of application and curriculum vita by December 5, 2005 to: S. Milisauskas, Archaeology Search Committee, Department of Anthropology, SUNY at Buffalo, 380 MFAC, Ellicott Complex, Buffalo, NY 14261-0026. SUNY at Buffalo is an equal opportunity, affirmative action employer, and provides reasonable accommodation to the known disabilities of applicants and employees. Women and minorities are encouraged to apply.

Position: Administrative Director
Location: St. Augustine, FL

The Lighthouse Archaeological Maritime Program (LAMP) seeks an Administrative Director (AD) in the nation's oldest continually occupied port city. LAMP is the research arm of the St. Augustine Lighthouse and Museum, Inc. More information about the program may be found by visiting http://www.staugustinelighthouse.com. This is an executive leadership position with primary responsibility for managing and advancing a submerged cultural resources research program. The ideal candidate will have experience in directing projects from the early planning stages to completion, and a broad knowledge of archaeological method, theory, standards, policies, practices, and procedures. The AD will establish a research design in support of the mission, direct survey and field investigations, build public support, seek new funding sources, develop interpretive plans, establish best practices, publish reports, and integrate personal interests in scholarship with interactive educational programs. The successful candidate will hold an advanced degree in maritime archaeology and demonstrate evidence of progressive achievement. This is an exciting position that requires enthusiasm for shaping the future of a young and growing maritime archaeological program. Competitive salary and benefits package. Send resume, cover letter, salary needs, and three references to: ADMINISTRATIVE DIRECTOR (LAMP), 81 Lighthouse Avenue, St. Augustine, FL 32080. EOE. Contact: Kathy A. Fleming, with questions at firstlh@aug.com.

Position: Professor
Location: College Station, TX

Texas A&M University, Department of Anthropology invites applications for a tenured Associate or Full Professor position in archaeology with specialization in First American studies beginning Fall 2006. The successful candidate will become the Associate Director of the Center for the Study of the First Americans and assume the Endowed Professorship in First American Studies. Candidates should have a proven track record in First Americans research and specialties in lithic analysis. The successful candidate will be required to teach two courses per year. Candidates should submit a current curriculum vita, cover letter, evidence of teaching experience, three letters of support, reprints, and any additional materials the candidate deems relevant. Review of applications will begin October 15 and continue until position is filled. Send application materials to: Michael Waters, Chair, First Americans Search Committee, Department of Anthropology, Texas A&M University, 4352 TAMU, College Station, TX 77843-4352. Texas A&M University is an Equal Opportunity Employer and encourages underrepresented minorities and women to apply.

Position: Chair, Department of Anthropology
Location: Albuquerque, NM

The University of New Mexico is seeking an experienced leader for the position of Chair of the Department of Anthropology, tenured. Applicants must have: doctorate and credentials commensurate with professorial rank at a major scholarly institution; proven record of research; demonstrated teaching skills; leadership experience at a major scholarly institution; record of external funding. Desired Qualifications: ability to interact with other disciplines, departments, programs, and surrounding communities; communication skills and a future vision for anthropology; commitment to excellence in teaching, fund-raising for departmental programs, and furthering the research initiatives of faculty. UNM is a Carnegie Doctoral/Research-Extensive University and US/DE Minority public university that services a diverse student population of over 24,000. UNM encourages nominations of and applications from individuals who are members of underrepresented groups. Applicants should submit: (1) a signed letter that outlines specific reasons for interest in and demonstrates qualifications for the position; (2) a curriculum vita; and (3) the names and contact information of four professional references. The Search Committee will begin screening applications on October 1, 2005 and will continue until the position is filled. Applications should be submitted to: Anthropology Search Committee, MSC01 1040, 1 University of New Mexico, Albuquerque, NM 87131-0001

NEWS & NOTES

Heinz Grant Program in Latin American Archaeology. The Howard Heinz Endowment, Pittsburgh, Pennsylvania, supports a program of small grants for archaeological field research in Mexico, Central America, South America, and the Caribbean. The Heinz grants are intended for the fieldwork portion of archaeological research, but can include limited field analysis of data. Grants will be awarded for the following kinds of research activity: (1) field projects aimed at determining the feasibility of future full-scale explorations; (2) field projects that will carry to completion an important phase of a larger exploration; and (3) field projects that will carry to completion the last phase of a long-term project. Projects must be headed by an individual with a Ph.D. or equivalent degree. The principal investigator should hold a position at a nonprofit institution (university, college, museum, or scientific research institution). The maximum amount per grant will be $10,000; university overhead charges will not be paid. Deadline: five copies of the proposal must be received by November 18, 2005. Notification of awards will be made in March, 2006. Proposals should include: (1) cover sheet with project title; specific objectives that can be realized within the proposed schedule; amount requested; name, address, email, telephone number, and institutional affiliation of the researcher; (2) abstract (maximum of 500 words) that describes the project and explains its significance in a manner readily understandable to the non-archaeologist; (3) general description of the proposed project, not to exceed five single-spaced pages (exclusive of bibliography and appendices); (4) budget of research expenses with justification of each item; (5) statement on the status of permission from the host country to conduct the project; (6) researcher's curriculum vita; (7) location map of the region and, if available, site map and a few photos; and name, address, telephone number, and email of at least three individuals that your proposal may be sent to for evaluation. Questions and completed proposals should be addressed to: Dr. James B. Richardson III, Department of Anthropology, 3302 Wesley W. Posvar Hall, University of Pittsburgh, Pittsburgh, PA 15260; tel: (412) 665-2601; fax: (412) 648-7535; email: jbr3+@pitt.edu. For more information, visit http://www.pitt.edu/~jbr3/.

Introducing the *Journal of Island and Coastal Archaeology.* Scott Fitzpatrick (North Carolina State University) and Jon Erlandson (University of Oregon) have been named the editors of a new journal published by Taylor & Francis/ Routledge (see http://www.tandf.co.uk/ journals). Beginning in 2006, the *Journal of Island and Coastal Archaeology* (JICA) will publish scholarly articles, research reports, commentaries, and book reviews on a variety of issues related to the archaeology and historical ecology of islands, archipelagoes, and coastal zones around the world.

National Register Listings. The following archaeological properties were listed in the National Register of Historic Places during the second quarter of 2005. For a full list, check "What's New" at http://www.cr.nps.gov/ nr/.

- Colorado, Montezuma County. *Sand Canyon Archeological District*. Listed 3/15/05.
- Colorado, Montezuma County. *Wallace Ruin*. (Great Pueblo Period of the McElmo Drainage Unit MPS), Listed 3/24/05.
- Guam, Guam County. *Talagi Pictograph Cave*. Listed 3/24/05.
- Kentucky, Woodford County. *Raised Spirits Rockshelter*. Listed 3/15/05.
- Kentucky, Woodford County. *Bullock Site*. Listed 3/15/05.
- Nevada, Pershing County. *Dave Canyon, Se'aquada, Table Mountain*. Listed 3/23/05
- New Mexico, Sierra County. *Fort McRae*. Listed 4/07/05.
- South Dakota, Beadle County. *Site 39BE2*. (Prehistoric Rock Art of South Dakota MPS). Listed 6/08/05.
- South Dakota, Fall River County. *Site 39FA1303*. (Prehistoric Rock Art of South Dakota MPS). Listed 6/08/05.
- South Dakota, Fall River County. *Site 39FA1639*. (Prehistoric Rock Art of South Dakota MPS). Listed 6/08/05.
- South Dakota, Roberts County. *Site 39RO71*. (Prehistoric Rock Art of South Dakota MPS). Listed 6/08/05.
- South Dakota, Spink County. *Site 39SP4*. (Prehistoric Rock Art of South Dakota MPS). Listed 6/08/05.
- Wisconsin, Sheboygan County. *Hetty Taylor (Shipwreck)* (Great Lakes Shipwreck Sites of Wisconsin MPS). Listed 6/01/05.

In addition, the following archaeological properties were designated as National Historic Landmarks by the Secretary of Interior on April 5, 2005.

- Alabama, Baldwin County. *Bottle Creek Indian Mounds*. Boundary Revision Approved.
- Alaska, Katmai National Park and Preserve. *Amalik Bay Archeological District*.
- North Dakota, Burleigh County. *Menoken Indian Village Site*. Addi-

tional Documentation Approved.
- Pennsylvania, Washington County. *Meadowcroft Rockshelter.*

Spielmann Wins 2005 Willey Award. In 1997 the Executive Committee of the Archeology Division of the American Anthropological Association established the Gordon R Willey award to recognize an outstanding contribution to archaeology published in *American Anthropologist*. The Archeology Division is pleased to announce the recipient of the 2005 award: Katherine A Spielmann (Arizona State U) for her 2002 article "Feasting, Craft Specialization, and the Ritual Mode of Production in Small-Scale Societies." In this article Spielmann challenges the conventional archaeological wisdom that privileges political and/or economic explanations for the development of economic intensification in small-scale societies. Such explanations have tended to ignore the critical roles of social action and ritual performance. Drawing upon Roy Rappaport's notion of a "ritual mode of production," she explores the social implications of feasting and craft specialization in the American Southwest. Weaving together archaeological and ethnographic data, Spielmann suggests how feasting and the production and exchange of finely crafted items—activities that fulfilled community-wide networks of ritual obligations and have high archaeological visibility—created and sustained social relations, transformed value systems and contributed to economic intensification in the absence of political centralization. Her article provides new insights into social relations in small-scale societies, craft production, and the roles of ritual and performance. It should prove to be of great interest to a wide range of anthropologists. The Willey award carries a $1000 prize and will be presented in Washington at the AAA-AD Annual Business Meeting on Dec 2.

CALENDAR

2005–2006

2005

September 15–18

The 7th Biennial Rocky Mountain Anthropology Conference will be held at the Park City Marriott Hotel, Park City, Utah. The conference will feature a plenary session, symposia, and general paper and poster sessions on the archaeology and anthropology of the Rocky Mountains and vicinity. For more details, visit http://www.history.utah.gov/RMAC2005.

September 17

The 12th Annual Symposium of the Pre-Columbian Society will be held in Washington, DC on the topic, "Remarkable Pre-Columbian Tombs and Burial Practices" (working title). Speakers include Jeffrey Quilter (moderator), Ellen Bell, Jane Buikstra, Christopher Donnan, Gordon McEwan, and Javier Urcid. Please contact Paula Atwood at patwood@erols.com for more information.

September 23–24

The CIC-American Indian Studies 2005 Fall Conference will be held at The Ohio State University in Newark, Ohio, on the topic "Native Knowledge Written on the Land." The conference is sponsored by the Committee on Institutional Cooperation American Indian Studies Consortium and The Ohio State University at Newark. For more details, contact Sande Garner at earthworks@osu.edu.

September 30–October 1

The Complex Society Group Conference will be held at Northern Arizona University in Flagstaff, Arizona. The theme is "Alternative Views on Complexity," and invited speakers will present and discuss papers on selected topics. Submitted papers are also welcome. For more information, visit http://www4.nau.edu/anthro/Complex_Society.htm.

October 14–15

The 14th Biennial Jornada Mogollon Archaeological Conference will be hosted by the El Paso Museum of Archaeology. This conference provides a forum for the presentation of recent research in the region, for archaeologists and the public. Presentations will discuss the cultural prehistory and history of the Jornada Mogollon region of Texas, New Mexico, and northern Chihuahua. For more information, contact Lora Jackson at (915) 755-4332.

October 15

The 1st Three Corners Archaeological Conference will be held at the campus of UNLV. This conference seeks to promote interaction between regional researchers and to present recent interpretation of archaeological data within southern Nevada, southeastern California, and western Arizona. Presentations on any research domain and time period within this region are welcome. For more information, visit http://nvarch.org/ 3corners/ or contact Mark C. Slaughter or

Laurie Perry at the Bureau of Reclamation, LC2600, P.O. Box 61470, Boulder City, NV, 89006; tel: (702) 293-8143; email: threecornersconference@yahoo.com.

OCTOBER 28–30

The Fourth Annual Tulane Maya Symposium and Workshop will be held at the Uptown campus of Tulane University on the theme "Murals and Painted Texts by Maya Ah Tz'ibob." Murals from the northern Maya area will be the focus of discussions by archaeologists, epigraphers, and art historians, with additional examples from elsewhere in the Maya world. For further information, please contact Gabrielle Vail at FIHR@tampabay.rr.com. To see a retrospective of the 2004 symposium and for program and registration information for the 2005 event, please visit http://stonecenter.tulane.edu/MayaSymposium/.

NOVEMBER 19

Ohio's Ancient Earthworks: A Public Symposium, will be held at The Reese Center at The Ohio State University-Newark. The symposium is sponsored by the Ohio Archaeological Council and the Newark Earthworks Initiative of The Ohio State University, Newark. For more details, please see the OAC's webpage at http://www.ohioarchaeology.org.

DECEMBER 2–4

The 6e Festival International du Film Archéologique held in Brussels, Belgium is a biennial festival focused on production made between 2000 and 2005 about all aspects of archaeology with an emphasis on good cinematography. This year's program will include special sections dedicated to the first films about archaeology of countries newly admitted to the European Union. For further information, contact Serge Lemaître, President or Benjamin Stewart, Secretary at Asbl Kineon, 55, rue du Croissant, B-1190 Brussels, Belgium; tel: +32(2) 672.82.91; fax: +32(2) 537.52.61; email: asblkineon@swing.be; web: http://users.swing.be/asblkineon.

2006

JANUARY 13–14

The 10th Biennial Southwest Symposium, titled "Acts of History: Ritual, Landscape, and Historical Archaeology in the Southwest U.S. and Northwest Mexico," will be held in Las Cruces, NM. Registration and submission details are available at http://web.nmsu.edu/~wiwalker/.

APRIL 26–30

71st Annual Meeting of The Society for American Archaeology will be held in San Juan, Puerto Rico. For more information, please visit SAAWeb at :
http://www.saa.org.meetings/submissions.html

VOLUNTEERS: SAA NEEDS YOU NEXT APRIL!

Would you like the opportunity to meet people interested in archaeology, have fun, and save money? Then apply to be an SAA volunteer!

Volunteers are crucial to all on-site meeting services, and we are currently looking for people to assist the SAA staff at the 71st Annual Meeting in San Juan, Puerto Rico on April 26–30, 2006.

In return for just 12 hours of your time, you will receive:

- complimentary meeting registration,
- a free copy of the *Abstracts of the 71st Annual Meeting,*
- a $5 stipend per shift.

For details and a volunteer application, please go to SAAweb (www.saa.org) or contact Darren Bishop at SAA (900 Second St. NE #12, Washington, DC, 20002-3557, phone (202) 789-8200, fax (202) 789-0284, e-mail darren_bishop@saa.org). Applications are accepted on a first-come, first-serve basis through February 1, 2005, so contact us soon to take advantage of this great opportunity. See you in San Juan!

American Antiquity and *Latin American Antiquity* are available in JSTOR!

The Society for American Archaeology is pleased to announce the full-text, online versions of *American Antiquity* 1935–2000 and *Latin American Antiquity* 1990–2000. To find out whether your library is a JSTOR participant, please email jstor-info@umich.edu. If you are not at a participating institution, as a current member you can access **both** the *Latin American Antiquity* **and** *American Antiquity* archives for just $25 per calendar year. Members who have already paid for *American Antiquity* can access *Latin American Antiquity* at no additional charge. . SAA members who live in Latin America or countries with discounted rates* can access the archive for just $5.00 per calendar year.

To be able to search the *American Antiquity* and *Latin American Antiquity* archives in full-text, please print out the JSTOR form from SAAweb (http://www.saa.org/publications/AmAntiq/JSTOR/form.asp), and **fax** +1 (202) 789-0284 or **mail** the signed form with payment to: The Society for American Archaeology, Manager, Information Services, 900 Second Street NE #12, Washington DC 20002-3557.

The Society for American Archaeology
Manager, Information Services
900 Second Street NE #12
Washington DC 20002-3557

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JSTOR is an independent not-for-profit organization with a mission to create a trusted archive of scholarly journals and to increase access to those journals as widely as possible. The JSTOR database consists of the complete backfiles of over 240 scholarly journals and is available to researchers through libraries.

For additional information on JSTOR, please visit www.jstor.org.

*Standard Rate applies to members living in Australia, Bahrain, Bermuda, Brunei, Canada, Cyprus, Israel, Japan, Korea, Kuwait, Libya, New Caledonia, New Zealand, Qatar, Saudi Arabia, Sultanate of Oman, Singapore, Taiwan, Thailand, United Arab Emirates, United States, or Western Europe. Discount Rate applies to members living in Latin America or any other country not included above.

SAA/SHA SALARY SURVEY

The Society for American Archaeology (SAA), with the cooperation of the Society for Historical Archaeology (SHA), has completed a comprehensive salary survey of member archaeologists in the United States. Demographic and salary information collected from over 2,100 archaeologists form the backbone of the 112-page report. Organized into informative and visually appealing charts and tables, the salary survey gives a clear picture of how current compensation levels for archaeologists are affected by a wide array of variables.

An independent survey research firm, Association Research Inc. (ARI), was chosen to administer the survey and analyze its results. An excellent response rate of 52.8% provides a solid basis for data analysis.

The complete salary survey can be found online at http://www.saa.org/membership/survey/. The survey will allow readers to easily locate salary information sorted by variables such as geographic region, age, gender, education, years of experience, and job title.

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