LOOKING FORWARD, LOOKING BACK:
A SPECIAL ISSUE FROM THE COMMITTEE ON THE STATUS OF WOMEN IN ARCHAEOLOGY (COSWA)

the SAA archaeological record

SEPTEMBER 2008 • VOLUME 8 • NUMBER 4

SOCIETY FOR AMERICAN ARCHAEOLOGY

FROM DEAN SNOW, SAA PRESIDENT

I would like to call the attention of SAA members to the call for papers and proposals for sessions, workshops, and roundtables at the 2009 Conference of Computer Applications and Quantitative Methods in Archaeology (CAA). The 2009 CAA meeting will be held at the Colonial Williamsburg Foundation in Williamsburg, Virginia, March 22–26, a month before the SAA meets in Atlanta. While I would not normally go out of my way to highlight the meeting of another organization on this page, I am doing so in this case because the development of cyberinfrastructure for archaeology is a matter of urgent importance to our profession and because the CAA has invited the SAA to be one of four major participating organizations in an all-day session to address this vital topic. I will moderate a 90-minute session in which emerging developments in archaeoinformatics will be discussed by cyberinfrastructure leaders in the SAA. Other participating organizations are the Society for Historical Archaeology, the Archaeological Institute of America, and the Society of Architectural Historians. They too will organize sessions featuring leaders in cyberinfrastructure development from their own ranks. The CAA venue will allow SAA to reach out beyond its own membership and to recruit interest among people who do not currently attend SAA meetings.

Current efforts in cyberinfrastructure development will also be featured in papers and sessions at the SAA meeting in Atlanta, of course. There was a session on the subject at the Vancouver meeting and I expect to see growth in interest in this topic in future years. The SAA Digital Data Interest Group will also come together at the Atlanta meeting, and this too will do much to spread the word.

The CAA brings together students and scholars to explore current theory and applications of quantitative methods and information technology in the field of archaeology. CAA members come from a diverse range of disciplines, including archaeology, anthropology, art and architectural history, computer science, geography, geomatics, historic preservation, museum studies, and urban history. Submissions of proposals for sessions, round tables, and workshops will be due by October 15, 2008. The online submission system can be found at http://www.caa2009.org/PapersCall.cfm. Submitters will be notified of the results by mid-November, when the call for individual papers and posters will be open. Abstracts for individual papers and posters will be due by December 15, 2008.

The CAA meetings are typically small as compared to SAA meetings, but they draw upon a wide range of professionals from around the world. This year our participation in the special all-day session on digital technology in North American archaeology will provide us with a lively lead-in to our own meeting in Atlanta, make some of our sister organizations aware of SAA's leadership in this area, and attract a few new participants to SAA. I hope that SAA members will take an interest in SAA's presence at the CAA meetings and make an effort to take advantage of opportunities to learn more about archaeoinformatics in Atlanta. This topic is a matter of great importance to all archaeologists as we move forward into the uncharted seas of the 21st century.

the SAA archaeological record

The Magazine of the Society for American Archaeology

VOLUME 8, NO. 4

SEPTEMBER 2008

On the cover: Marie Wormington. Photo courtesy of the Colorado Women's Hall of Fame.

the SAA Archaeological Record

The Magazine of the Society for American Archaeology
Volume 8, No. 4
September 2008

The SAA Archaeological Record (ISSN 1532-7299) is published five times a year and is edited by Andrew Duff.

Deadlines for submissions are: December 1 (January), February 1 (March), April 1 (May), August 1 (September), and October 1 (November); send to Andrew Duff, *The SAA Archaeological Record*, Andrew Duff, Department of Anthropology, Washington State University, Pullman, WA 99164-4910, (509) 335-7828, or email duff@wsu.edu. Manuscript submission via email or by disk is encouraged. Advertising and placement ads should be sent to SAA headquarters, 900 Second St., NE #12, Washington, DC 20002, (202) 789-8200.

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.

Manager, Publications:
John Neikirk

Design: Victoria Russell
Papertiger Studio • Washington, DC

Production: Peter Lindeman
Oakland Street Publishing • Arlington, VA

EDITOR'S CORNER

Andrew Duff

Andrew Duff is an Associate Professor of anthropology at Washington State University.

This special issue features 10 articles generated by the Committee on the Status of Women in Archaeology (COSWA), compiled and edited by Uzma Rizvi and Caryn Berg. These trace the history of COSWA and focus on several issues addressed by the committee and its membership. Some highlight progress made by the Society for American Archaeology and the profession over the years, while others call attention to issues that remain unresolved or problematic. These issues do not concern only "Women in Archaeology"—all members will find information within these pieces relevant to their situations or positions, those of their colleagues and friends, and of concern to those entering the profession. I would like to thank Caryn and Uzma for shepherding these through the process and the authors for a series of stimulating and informative articles.

Rounding out this issue are installments of *The Recent Past* and *Interfaces* columns, articles, and a few pieces of Society business. Adrian Myers and colleagues report on the kind of archaeology many of us would not have thought to do, that of a 1991 Ford Van. Searcy and Ure report on how a field-worthy computer holds up. Paul Minnis highlights a prominent role for archaeology in the study of crop diversity, both extant and extinct, something that struck me as even more timely knowing that a 2000-year-old date palm seed from an archaeological context not only germinated but continues to grow, now over two years old.

Look for several "special issues" of *The SAA Archaeological Record* in the coming year, but there is always room for contributed articles. As you finish projects, have ideas worthy of broad discussion with the archaeological community, or prepare presentations, please write and submit an article for *The SAA Archaeological Record*. Submissions can cover any of a wide range of issues, periods, contexts, and topics. I am also happy to consider or work with you on a special issue. Please feel free contact me (duff@wsu.edu) or any of the Associate Editors with questions or to submit material.

Early Classes in Historical Archaeology

Included in the May 2008 issue of *The SAA Archaeological Record* is an article by Benjamin Pykles, "A Brief History of Historical Archaeology in the United States." In this article, Dr. Pykles credits John Cotter as the first to teach a class entitled "Historical Archaeology." As far as I am aware, that honor goes to Arthur Woodward, who taught a class entitled "Historical Archaeology" at the University of Arizona in 1964. After a one-year hiatus, Art's class was followed by one taught by Bunny Fontana from the spring of 1966 through the spring of 1972. So, to set the record straight, both Art and Bunny taught Historical Archaeology before Jack taught his class.

Jim Ayres
Tucson, Arizona

Editor's note: In examining this issue further, we discovered an inadvertent typographical error in the Pykles article indicating Cotter's class was first offered in "the 1966–67 academic year" (p. 33). This should have read "1960–61," which is when Cotter first offered "Problems and Methods in of Historical Archaeology." The source for this information is: Schuyler, Robert L., 2003, The Second Largest City in the English-Speaking World: John L. Cotter and the Historical Archaeology of Philadelphia, 1960–1999. In *Philadelphia and the Development of Americanist Archaeology*, edited by D. D. Fowler and D. R. Wilcox, pp. 156–164. University of Alabama Press, Tuscaloosa. We apologize for the error and appreciate Dr. Ayres' keen eye.

Indiana Jones, No Worries

Why should archaeologists be happy about Indiana Jones ? Here's why ...

One enjoys the cool dark grotto of the theater—or the home, or the office—to better appreciate the power and beauty of the bright hot outdoors. Humans have always enjoyed caves as places of refuge. Everything outdoors bites, stings, scratches, freezes, or burns after awhile.

One sees the movie and eats overpriced snacks to stimulate the economy. People who participate in systems to help their communities to diversify economic activity—as well as their collective mood, community understanding, knowledge, skills, happiness, anything—tend to gain competitive advantage over those who won't diversify. It is the attempted act of

☞*LETTERS, continued on page 36*

IN BRIEF

Tobi A. Brimsek

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

Under Development—SAAweb

Rolling out late fall, early winter—a brand new website for SAA. With the guidance of the Web Task Force established by the Board of Directors, assisted by all staff program managers, a new site is currently being developed in concert with our selected consulting firm, Higher Logic. SAAweb had not been revamped since its rollout in 1995. This initiative is long overdue. As many of you are aware, the site has become difficult to navigate and hard to search. There will be a Google search engine on the new site, as well as a completely redesigned navigation system and information architecture. Stay tuned!

Under One Roof—SAA's 74th Annual Meeting

The 2009 Annual Meeting will be held from April 22-26, 2009 at the Atlanta Marriott Marquis. This grand Atlanta hotel is large enough to self-contain the whole meeting! The deadline for advance registration is March 23, 2009. Please mark your calendars. The Preliminary Program will be posted on SAAweb in mid-December and will be mailed in late December. We hope to see you there. Reservations for the Atlanta Marriott Marquis are open, and the whole student-rate room block, as well a limited number of government-rate rooms, are also available right at the Atlanta Marriott Marquis. Reservation information can be found on SAAWeb (www.saa.org).

Childcare at the 74th Annual Meeting in Atlanta?

As announced at the Annual Business Meeting in Vancouver, SAA's Board of Directors approved a motion providing childcare from a contracted firm at the annual meeting in Atlanta, provided space could be found. SAA's executive director is working with the hotel to find the space, and a final determination will be made in early October. In preparation for the positive space outcome, the executive director is in the process of negotiating a contract with the selected provider. As soon as the space is secured, the contract will be signed, and the program will be announced.

The issue of space is a complex one, as SAA contracts for its meetings five years in advance. The general space requirements are set at that time. For childcare services, a specific room size is required for each room, and two rooms are needed to accommodate the broad age ranges. Assuming space is available, it is anticipated that the childcare program will provide care beginning 1/2 hour before the start of sessions and ending 1/2 hour after the close of all sessions, including the opening session. Care hours will also cover the Annual Business Meeting and Awards Ceremony. Care will be available in four hour consecutive minimums. The fees per hour will be paid directly by parents to the childcare provider. Specifics will be available when the program is confirmed. Should you have any questions about the proposed child care program, please direct them to SAA's executive director, Tobi Brimsek (tobi_brimsek@saa.org or 1-202-789-8200).

A Chance for a Free One-year Membership in SAA

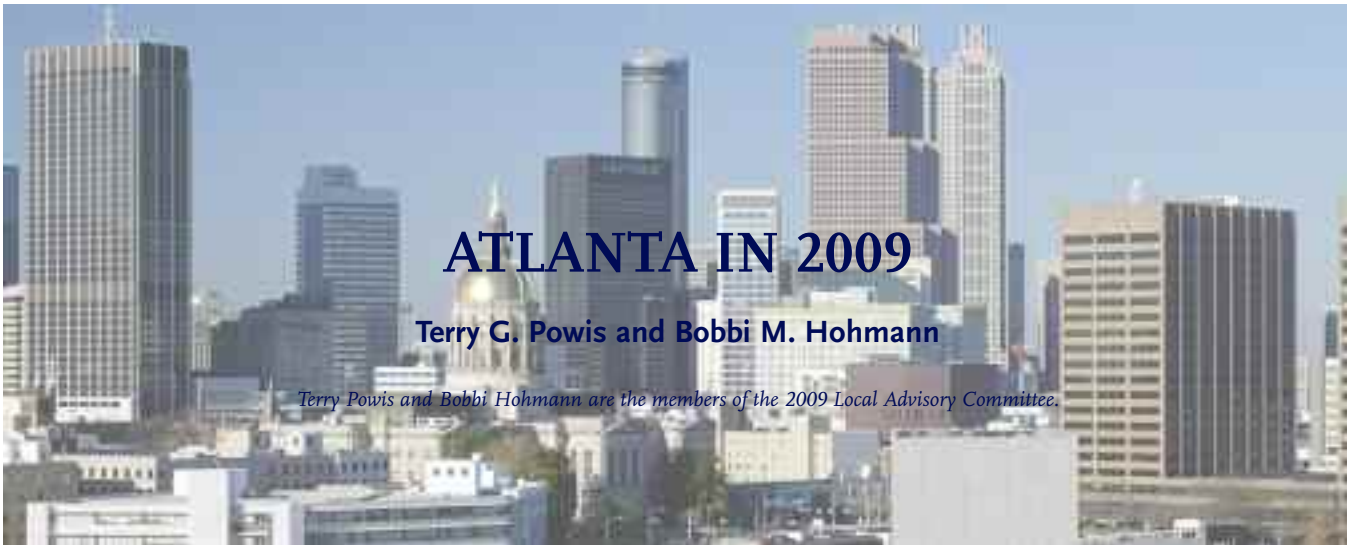
Register for a room at the Atlanta Marriott Marquis for the SAA meeting by **January 21, 2009**, and your name will be entered into an SAA drawing for an incomparable prize—a one-year membership in SAA! Make your room reservation today!

Editorial Manager®—In the Works

American Antiquity and *Latin American Antiquity* submissions procedures are moving into the technological age with the implementation of Editorial Manager®, an online submissions system. This user-friendly, web-based system will allow authors to upload and submit files within minutes. The review process will also become web-based. Watch for additional information on SAAweb.

2008—A Record SAA Year

For the first time in SAA's history membership climbed over 7,500 this year. The final figure will be available at the end of the SAA membership year (September 15). At this writing, membership stands at 7,580. The annual meeting in Vancouver was also a record-breaker, with attendance reaching 4,022, SAA's largest annual meeting ever.



ATLANTA IN 2009

Terry G. Powis and Bobbi M. Hohmann

Terry Powis and Bobbi Hohmann are the members of the 2009 Local Advisory Committee.

Atlanta will host the 74th annual meeting of the Society for American Archaeology April 22–26th, 2009. Atlanta is the top leisure and convention destination in the Southeast and has much to offer meeting attendees in the way of cultural and outdoor attractions, dining, and nightlife. Springtime is a spectacular time to visit Atlanta as the city abounds with blooming dogwoods and other flowering trees and the temperatures are still relatively cool, making outdoor activities a real treat.

Atlanta boasts many amazing cultural attractions to visit during your stay. Museums like Fernbank Museum of Natural History, High Museum of Art and Michael C. Carlos Museum at Emory offer temporary and permanent exhibitions that are sure to engage even the most discriminating visitors. You won't want to miss the Michael C. Carlos Museum's *Tutankhamum: The Golden King and the Great Pharaohs* exhibition on display at the Boisfeuillet Jones Atlanta Civic Center just a few blocks from the conference hotel. If you are more interested in learning about the history of Atlanta and the great state of Georgia, the Atlanta History Center, Martin Luther King Jr. Historic Site, Margaret Mitchell House and Museum, Historic Oakland Cemetery, and Jimmy Carter Library and Museum should be on your agenda.

Of course, sometimes you just want to take a break from the meeting and have some fun. In those cases the Georgia Aquarium, World of Coca-Cola, CNN Center, Zoo Atlanta, and Atlanta Botanical Gardens offer fun-filled opportunities in-town for adults and those traveling with their families. If you are willing to brave the Atlanta traffic, there are a number of outdoor opportunities a short drive from downtown. If hiking is your thing you may want to visit Stone Mountain Park and climb to the top of one of the nation's largest granite outcrops or take a leisurely stroll through the trails in the Chattahoochee River Natural Recreation Area.

The conference hotel's central location downtown and convenient indoor Metro Atlanta Rapid Transit Authority (MARTA) stop make for easy travel to other parts of the city. The hotel is a 15–20 minute MARTA subway ride from the Hartsfield Jackson International Airport, so you can begin your fun in Atlanta sooner rather than later.

Tours are being planned for the Atlanta History Center museum and historic properties as well as the archaeological sites of Ocmulgee National Monument and Etowah Indian Mounds State Historic Site, each of which you won't want to miss. Additional Atlanta previews will appear in future issues of the *The SAA Archaeological Record*, so be on the lookout for more information soon.

We hope to see you all in Atlanta in 2009!

LOOKING FORWARD, LOOKING BACK

A SPECIAL ISSUE OF *THE SAA ARCHAEOLOGICAL RECORD* FROM THE COMMITTEE ON THE STATUS OF WOMEN IN ARCHAEOLOGY (COSWA)

Uzma Z. Rizvi

Uzma Rizvi is a Postdoctoral Fellow in the Humanities at Stanford University and a member of COSWA.

Tracing its beginnings to an anonymous note in 1974, the Committee on the Status of Women in Archaeology (COSWA) has been in existence on again, off again as a committee of the Society for American Archaeology (SAA). As we approach the 75th anniversary of the SAA in 2010, it seems appropriate to highlight the relationship between this committee and the larger organization by compiling a special issue of *The SAA Archaeological Record* coedited by Uzma Z. Rizvi and Caryn M. Berg, dedicated to many of the concerns with which COSWA has been tirelessly engaged over the years. In this special issue, members report on diverse issues, from mentorship to sexual harassment. Some of the articles included in this special issue act as reports from sessions and forums held over the past three years at SAA meetings, and others provide personal and professional narratives.

Beginning with the history of the committee, Silvia Tomásková provides a backdrop upon which to understand how the committee emerged, dissolved, and then reemerged. The particular driving forces of this movement were specific issues that were relevant to the time. Of considerable interest is that COSWA was first initiated as "The Committee on the Status of Women and Minorities in Archaeology," with the "and Minorities" separated after the first two years of operation. The issue of minorities and diversity continues to be an issue of significance and it is not surprising that after all these years, it reemerged in COSWA, again in relation to issues of equity and diversity. In our contribution, John Norder and I (Uzma Z. Rizvi) provide a broad overview of issues related to equity, diversity, and the notions of change. This article is part a report of a collaborative forum on the topic, in which we highlight specific action points that the SAA may consider as a way to address some of the larger problems and issues surrounding the notion of equity.

In another forum report, the contribution by Jane Baxter et al. discusses issues surrounding the mentor/mentee relationship. Highlighting the difficult, yet necessary act of mentoring, Baxter et al. provide an honest and deep look into the various struggles of women looking for models and mentors in academia and beyond. One of the key issues for those in the academic world, especially those who have married other academics, is the topic of Ruth Van Dyke's article on dual-careers in academic archaeology. Although difficult to achieve, Van Dyke points to the trend of more sympathetic departments, and more offers for spousal hires, but humorously acknowledges the role of serendipity and votive candles in the mix. Along the same lines of bicoastal living, trailing spouses, and how that poses certain challenges for women, Maxine Oland reports on a recent Women in Archaeology Interest Group (WAIG) forum on motherhood. Citing literature that posits motherhood as being a particularly difficult personal and professional situation for women, Oland outlines both needs and challenges as highlighted in the recent forum. Certainly, there are indicators for change in this sphere, as the Executive Committee has agreed to support childcare facilities for the 2009 SAA Meetings. Caryn M. Berg and Brenda Bowser elaborate on the need for the childcare facility at the SAA Meetings. Arguing that the need for such organizational support is not only a woman's issue, but affects men just as well, they illustrate the difficulty for dual academic couples to both attend meetings and take care of children. The only way to ensure the continuation of childcare at the Meetings is if the services are actually used, and so we encourage you to bring your children to Atlanta!

Change in one sphere often draws attention to areas where change has not been affected. Such is the issue of sexual harassment and the SAA. Rita Wright's contribution is critical of the SAA membership for not considering this very serious issue to be included as part of the Principles of Ethics. This contribution provides an overview of the history of this issue in COSWA and the SAA, as well as other professional organizations and provides a compelling case for the SAA (all of us) to reconsider and position sexual harassment as unethical and unprofessional. Often the unprofes-

Meg Conkey

At a time when the SAA membership is likely approaching 50 percent women, when the cultivation of diversity of members is more important than ever, special attention to the accomplishments and visions of COSWA is timely and important. Having begun my own COSWA career some 30 years ago as Chair of the AAA COSWA as a very junior scholar, I know that it has not been easy to change cultures and practices. But science today increasingly recognizes that to move forward—in substance, discoveries, and in adapting to ever changing circumstances—is not just aided by diversity but requires it. And this means equal support, recognition, and opportunities for all practitioners. COSWA is a key SAA committee in advancing these goals that should help guarantee that we bring and nurture the very best talents, minds and energies to the tasks and challenges of 21st century archaeology, no matter the gender, ethnicity, religion, nationality or other personal attributes.

Meg Conkey, President-Elect, SAA
The Class of 1960 Professor of Anthropology, University of California, Berkeley

sional aspects of our practice are disguised, invisible, and questioned by all those who do not experience it. Lynn Neal's contribution addresses the glass ceiling. Neal explores the answers to specific questions related to professional experiences that she asked women engaged in archaeological practice. Using the stories as data, Neal offers insight into the difficulties women face in achieving higher positions, how the "glass ceiling" can be shattered, and the difficult repercussions of that action on professional and sometimes personal life.

The final section of this issue is by Caryn M. Berg, the current co-chair of COSWA. In this forward-looking article, she speaks of the future of COSWA in terms of childcare at meetings, highlighting the achievements of women, and a commitment to ensuring visibility of issues related to equitable practice.

As we move toward the 75th year of our organization, it is simultaneously a time to celebrate, but also a time to be critical and self-reflexive on our various histories and futures. While acknowledging that change has occurred, more directed work and continued attention is required on issues surrounding gender equity, diversity, and ethical statements about sexual harassment, to name a few (for other recent references see September 2002 issue of *The SAA Archaeological Record*; Bassett 2005; Bracken et al. 2006; Leahey 2006; Monroe et al. 2008; Rizvi 2007[1]; Sussman and Yssaad 2005; Toutkoushian et al. 2007). This special issue is a step in that direction, and is compiled in the spirit of constructive change. COSWA's work for the SAA affects all of us, not just women practitioners. Increasing the intellectual diversity and stabilizing gender equity for all provides us with a more nuanced and critical understanding of our present, past, and future.

Acknowledgments. This special issue would not be possible without the support and efforts of co-editor Caryn Berg. We would like to thank the past and present committee members of COSWA. Special thanks to Tobi Brimsek, Executive Director, SAA and Andrew Duff, Editor, *The SAA Archaeological Record*.

Note

1. If you are interested in screening/purchasing the documentary *Telling Stories, Constructing Narratives: Gender Equity and Archaeology*, contact gic@dolphin.upenn.edu.

References Cited

Bassett, Rachel Hile
2005 *Parenting and Professoring*. Vanderbilt University Press, Nashville, Tennessee.

Bracken, Susan J., Jeanie K. Allen, and Diane R. Dean (editors)
2006 *The Balancing Act: Gendered Perspectives in Faculty Roles and Work Lives*. Stylus Publishing: Sterling, Virginia.

Leahey, Erin
2006 Gender Differences in Productivity: Research Specialization as a Missing Link. *Gender and Society* 20(6):754–780.

Monroe K., S. Ozyurt, T. Wrigley, A. Alexander
2008 Gender Equality in Academia: Bad News from the Trenches, and Some Possible Solutions. *Perspectives on Politics* 6(2):215–233.

Rizvi, Uzma Z.
2007 *Telling Stories, Constructing Narratives: Gender Equity and Archaeology*. Documentary film distributed by Greenfield Intercultural Center, University of Pennsylvania.

Sussman, Deborah, and Lahouaria Yssaad
2005 The Rising Profile of Women Academics. *Perspectives* February:6–19.

Toutkoushian, R. K., M. L. Bellas, and J.V. Moore
2007 The Interaction Effects of Gender, Race, and Marital Status on Faculty Salaries. *The Journal of Higher Education* 78(5):572–601.

HISTORY OF COSWA

BEGINNINGS, RUPTURES, AND CONTINUITIES

Silvia Tomásková

Silvia Tomásková is Associate Professor of Women's Studies and Anthropology at the University of North Carolina, Chapel Hill, and a member of COSWA.

In graduate school at Berkeley in the 1990s, strong women mentors and faculty role models appeared the norm. By the time I completed my doctoral program in 1995, female archaeology faculty were the majority in my department and I (naively) did not think twice about it. Therefore, when I agreed to write a short history of the Committee on the Status of Women in Archaeology (COSWA), it seemed like a simple and straightforward task. This small project, however, rapidly turned into a lesson in the larger institutional history of our profession that was unexpected, rewarding, and highly educational. The story of one committee with limited power, small budgets, and many interruptions tells a little known side of the social history of American archaeology since the 1960s.

The history of women's participation in archaeology during the twentieth century is now included in a number of edited volumes, if still treated more as a special interest than as a part of the official history of the field (e.g., Babcock and Parezo 1988; Claassen 1994; Cohen and Joukowsky 2004; Diaz-Andreu and Sorensen 1998; Parezo 1993; White et al. 1999). Examining the history of COSWA opens a broader picture of the SAA during some of the major organizational changes that set the pace and stage for the association as we know it today. The history of this period also highlights generational shifts and changes in the position and attitudes of women who were active in the earlier decades and the generation of women who followed in the last two decades. It becomes clear that the path for gender archaeology of the 1990s was laid in the 1970s and 1980s, when many women were impressively active in efforts to open American archaeology to wider participation.

COSWA emerged in the aftermath of the 1960s when women gradually acquired formal positions in archaeology and in academia, and realized that not all was well. At the annual meetings in Washington, D.C. on May 1, 1974:

> an anonymous note was passed to the President at the beginning of the meeting and [Douglas] Schwartz read the following: Interest has been expressed by a number of SAA members to have established a committee to research and report on the status of women in archaeology. The AAA already has a Committee on Women in Anthropology but it is increasingly apparent that a separate committee in the SAA is now needed. I am requesting that the Executive Committee take this matter under consideration. Schwartz assured the anonymous member that this would be taken under advisement by the Executive Committee at its Meeting of the 4th of May. The matter was taken under advisement and a committee has been established called, "The Committee on the Status of Women and Minorities in Archaeology," to be chaired by Marian White of the State University of New York at Buffalo. Hester Davis requested that the Society be circularized with the results of the Certification Committee deliberations before the next Annual Meeting [Minutes of the Annual Business Meetings 1974].

The committee was duly established with Marian White as a chair, and Cynthia Weber and Elizabeth Benchley as members. Marian White's untimely death the following year impeded any activity, and in 1976 at the annual business meetings in St. Louis, a member requested that the committee be reactivated and reconstituted. Following a further request, the committee divided to address issues of women and minorities separately, bringing COSWA into official existence with Cynthia Weber as a chair. I have not found any record of an official committee focused on minority issues after this point. By 1978–1979, COSWA grew significantly and consisted of Susan White, Meg Conkey, Maxine Kleindienst, Ruthann Knudson, Suzanne Crater, Sally Greiser, and Leslie Wildesen. The committee charge was to disseminate information to and about women in the profession, including providing such information to popular magazines (*Cosmopolitan* requested the information for an article on careers for women). The committee also planned a special SAA symposium on "New Perspectives on Prehistory" with "feminist and other new interpretations of archaeological method and theory" (AAA Newsletter 1978).

When Leslie Wildesen became a chair of COSWA in 1978, she recalls asking, "what *is* the status of women in archaeology?" After compiling a mailing list of female archaeologists, the committee sent a survey form to each person on the list to determine basic factors such as age, education, rank, salary, and major concerns. This first of many subsequent surveys went to 273 women, and yielded 55 academic and 50 nonacademic responses. In addition, another member of COSWA, Suzanne Carter, developed a workshop for preprofessional women on the realities of seeking jobs and the job market. Wildesen's analysis of this preliminary survey concluded that:

> women archaeologists perceive themselves to be less well off, and less likely to be well off, than their male counterparts in terms of training, hiring, promotion, tenure, salary, access to research opportunities, and professional credibility, in spite of relatively high job satisfaction, salary level (compared with other women anthropologists), youth and qualifications. Their expectations are high, and they tend to have confidence in their abilities.... They feel underpaid and unrewarded in nonmonetary ways such as tenure or prestige, especially in academia. They seem to have sought innovative jobs in the public and private sectors, in reaction to what are perceived as limited opportunities for women and less challenging careers in academia [Wildesen 1980:15].

This conclusion of the analysis gives a sense of the limited usefulness of the committee for a segment of women in the field, those in the public and private sector. By the early 1980s, the state of the field changed quite significantly, with increasing differences between academic and professional archaeologists. Ruthann Knudson, an active member of COSWA and NOW in the 1970s, recollects that by the early 1980s, a number of women had pretty good jobs in CRM, whether in private industry or government, and increasingly felt that this was yet another committee that would take up time in their already very busy schedules. Thus Knudson proposed at the annual meetings in 1983 that COSWA, by then dominated by women in non-academic careers, be abolished. The motion was recorded in the official minutes as follows:

> The Committee has seen little other action during the year [a successful Blackberry Winter reception was held for women archaeologists]. On a motion, following discussion, the Executive Committee voted to dissolve the Committee (COSWA), on the basis of the completion of its charge. President [Richard] Adams noted that women's issues in archaeology are now clearly seen as professional issues, and can be dealt with directly [Minutes of the Annual Business Meetings 1983].

The first incarnation of COSWA thus ceased to exist at this point. The committee would, however, come back to life in the 1990s in response to concerns by women in academia who felt that the status of women archaeologists was not satisfactory. This aspect of American archaeology—the difference between academic and nonacademic employment— particularly as far as women archaeologists are concerned, deserves a much more in-depth study. It mirrors closely the position of women in other sciences, where the industry appears to have been more flexible in adjusting employment patterns than academia. According to studies at the time, women's status in archaeology in academia in the 1970s was the worst of all for subfields of anthropology (Sanjek 1982; Vance 1975). During the 1980s, the *number* of women in archaeology improved dramatically, especially in terms of female graduate students (36 percent of submitted dissertations between 1976–1986 were by women, and the percent of female faculty doubled [from 8 to 16 percent] [Kramer and Stark 1988]). Parezo and Bender (1994) aptly describe this period as a climate change "from glacial to chilly." The reemergence of COSWA in the early 1990s, driven by women in academia, appears an obvious reaction to the slow progress and ample frustration for women archaeologists in university settings.

Dame Kathleen Kenyon

Dame Kathleen Kenyon (1906–1978) graduated from Somerville College, Oxford, in 1929. In 1934 she cofounded, with Mortimer Wheeler and Tessa Wheeler, the University of London's Institute of Archaeology. She is a significant figure in the history of Near Eastern archaeology. She created the Wheeler-Kenyon excavation method, contributed to establishing a dating system for Iron II occupation levels, established the Neolithic origins of biblical Jericho, and uncovered the occupational history of Samaria. She was a teacher as well as a practitioner of archaeology. In addition to lecturing at the University of London's Institute of Archaeology, she also conducted field schools at her excavations in Jericho and Jerusalem. There she trained the next generation of archaeologists from England, the United States, and Europe who in turn handed on her legacy to their students. Upon her retirement in 1973, she received the title Dame of the Order of the British Empire. After her death in 1978, the British School of Archaeology in Jerusalem was renamed the Kenyon Institute in her honor .

Hannah Marie Wormington

Hannah Marie Wormington (1914-1994) was one of the first women in the United States to forge a career in archeology; she received her doctorate in 1954, becoming the first Harvard female Ph.D. to specialize in archaeology. Wormington was an expert on the Paleoindian period; she is still well regarded for her monographs that synthesize large and complex bodies of data. In 1968, she became the first woman elected president of the Society for American Archaeology. She received awards from the Guggenheim Fellowship in 1970, Colorado's State Archaeologist's Award in 1977, an Honorary Doctorate from Colorado State University in 1977, and the Society of American Archaeology's Distinguished Service Award in 1983. She was inducted into the Colorado Women's Hall of Fame in 1985.

In the summer of 1990, Margaret Conkey, an active member and the former chair of COSWA in the AAA, contacted her colleagues Christine Hastorf and Margaret Nelson to organize a special roundtable luncheon: Issues for Women as Professionals in Anthropology. The SAA annual meetings in New Orleans in April 1991 then held a series of well-attended roundtables aimed specifically at junior women, each table chaired by a senior female archaeologist. Introduced by Joan Gero, the tables addressed (1) issues in considering federal/private employment (Ruthann Knudson); (2) issues in undertaking fieldwork outside North America (Christine Hastorf, Ruth Tringham); (3) issues in publishing: where and how to publish (Patty Jo Watson); (4) issues in getting grants and the research process (Carole Kramer); (5) fieldwork, families, and careers (Margaret Nelson); (6) the academic career: options, tracks, and tenure (Julie Stein, Joan Gero); (7) issues in the workplace: the chilly climate for women students, as leaders, as professionals (Alison Wylie);and (8) issues in the job market: resumes, experience, interviews (Dena Dincauze, Meg Conkey).

That same year the *SAA Bulletin* in its January issue asked "Archaeology.... Is Gender still an Issue?" identifying gender as one of the "important problems facing archaeology today" (*SAA Bulletin* 1991). The answers included reflections of several women on their own experiences, a historical essay by Natalie Woodbury, and a piece on women applicants to the National Science Foundation by John Yellen, who suggested that we need to examine why senior women are not applying for NSF grants, as success rates in the application process seemed comparable. By raising the possibility that gender may no longer be an issue, the discussion appears to have provoked a strong reaction, particularly among academic archaeologists. COSWA came roaring back and was officially introduced at the annual meetings in 1992 by then president Prudence Rice:

> Of the 33 committees, task forces, and other subunits of the Society, six were appointed during the last year or so. One new committee is on the Status of Women in Archaeology; we had such a committee some years ago, but it somehow got lost in the shuffle, and it became clear to us that it was past time to reinvigorate it.

The new COSWA, chaired by Rosemary Joyce, with Joan Gero and Margaret Nelson as members, was quite different. Driven this time by women in academia, it was also quite explicit in its feminist spirit of the 1990s. The new COSWA set a number of goals: (1) make women's issues much more visible; (2) make networking among women (including regional networks) a high priority; (3) explicitly address family and career problems by focusing on the lack of childcare at meetings; and (4) study the devaluation of women's professional and scholarly work and their marginalization. The activity level of the committee increased significantly, and coincided with the much greater awareness of the centrality of gender in archaeology as a field, practice, and theory. Equity issues for women in the profession have become far more central and addressed openly.

Since its rebirth, COSWA has gone through a number of changes, ebbs, and flows. Membership survey continues to be an ongoing task with perennially interesting results. Yet as the last membership survey (2003) suggests, juggling family and career continues to be seen as *the* most serious problem facing women in archaeology today, followed by sexism and chilly climate in the workplace (Question 49). It may be time we start thinking creatively and collectively about specific responses to these issues.

Aside from COSWA in the SAA, it is important to note the activity of COSWA in the AAA. A number of archaeologists were active members and the first chair of the committee in 1970 was an archaeologist, Shirley Gorenstein. Motivated by the women's movement and the struggle for equal rights (ERA), Gorenstein was appointed to the committee and participated in the passing of the 1972 AAA resolution "Fair Practices in Employment of Women." The AAA proceeded to enforce the resolution through the 1970s, censoring a number of departments that did not comply with an appropriate effort to hire more women. Throughout the years a number of archaeologists remained active in this COSWA advocating for equity issues and the improvement of climate for women

Machteld Johanna Mellink

Machteld Johanna Mellink (1917-2006) is best known internationally for her leadership in the archaeology of Turkey. Having worked at Tarsus, Gordion, and then in the highlands of Lycia, on the Elmal plain she uncovered an important Early Bronze Age settlement and cemetery at Karata-Semayük. Machteld received the Archaeological Institute of America's Gold Medal for Distinguished Archaeological Achievement in 1991 and the University of Pennsylvania Museum's Lucy Wharton Drexel Medal for Archaeological Achievement in 1994. The Ministry of Culture of Turkey recognized her as the Senior American Excavator in 1984 and the Senior Foreign Archaeologist in 1985. In 2001 the Archaeological Institute of America established in her honor the Machteld Mellink Lecture in Near Eastern Archaeology.

archaeologists in academia (see special issue of the Archaeological Papers of the AAA 1994, Nelson et al. 1994).

If the history of COSWA teaches us any lessons, it is that women's involvement in a professional organization may take many forms. Furthermore, any successful organizational effort needs to take into account the needs of a disparate membership as archaeology academic and nonacademic spaces exert different pressures and demands. Many impressive archaeologists have walked before us. Their varied roles should be remembered when we consider how women influenced our profession over the last 30 years.

Acknowledgments. I am grateful to all the women (and several men) who kindly answered my questions, clarified my misunderstandings, and let me hear and read their memories. Linda Cordell, Hester Davis, Dena Dincauze, Don Fowler, Ruthann Knudson, Patty Jo Watson, and Leslie Wildesen, in particular were very helpful. I thank Meg Conkey for letting me use her COSWA files from 1991–1993 and Tobi Brimsek for giving me SAA survey files from the 1980s. All interpretations of the materials are my own responsibility. I would be grateful to anyone who can add any personal details to this history which I hope to expand into a larger study of women's involvement in American archaeology since the 1960s.

References Cited

AAA Newsletter
1978 Committee on the Status of Women in Archaeology Meets. *AAA Newsletter*, Edward Lehman (ed.), 19(6):8.

Babcock, Barbara A., and Nancy J. Parezo
1988 *Daughters of the Desert: Women Anthropologists and the Native American Southwest, 1880-1980: An Illustrated Catalogue*. University of New Mexico Press, Albuquerque.

Claassen, Cheryl (editor)
1994 *Women in Archaeology*. University of Pennsylvania Press, Philadelphia.

Cohen, Getzel M., and Martha Sharp Joukowsky (editors)
2004 *Breaking Ground: Pioneering Women Archaeologists*. University of Michigan Press, Ann Arbor.

Diaz-Andreu, Margarita, and Marie-Louise Stig Sorensen (editors)
1998 *Excavating Women: A History of Women in European Archaeology*. Routledge, London.

Kramer, Carol, and Miriam Stark
1988 The Status of Women in Archaeology. *Anthropology Newsletter* 29(9): 1,11–12.

Nelson, Margaret C., Sarah M. Nelson, and Alison Wylie (editors)
1994 *Equity Issues for Women in Archaeology*. Archeological Papers of the American Anthropological Association, No. 5. American Anthropological Association, Arlington, Virginia.

Parezo, Nancy J. (editor)
1993 *Hidden Scholars: Women Anthropologists and the Native American Southwest*. University of New Mexico Press, Albuquerque.

Parezo, Nancy, and Susan Bender
1994 From Glacial to Chilly Climate: A Comparison between Archaeology and Socio-Cultural Anthropology. In *Equity Issues for Women in Archaeology*, edited by Margaret Nelson, Sarah Nelson and Alison Wylie, pp. 73–81. Archeological Papers of the American Anthropological Association, No. 5. American Anthropological Association, Arlington, Virginia.

SAA Bulletin
1991 Archaeology... Is Gender Still an Issue? *SAA Bulletin* 9(1):1, 8–10, Stephen Plog and Don Rice (editors).

Sanjek, Roger
1982 The America Anthropological Association Resolution on the Employment of Women: Genesis, Implementation, Disavowal, and Resurrection. *Signs: Journal of Women and Society* 7(4):845–868.

Vance, C.
1975 Sexual Stratification in Academic Anthropology 1974–75. *Anthropology Newsletter* 16(4):10–13.

White, Nancy Marie, Lynne P. Sullivan, and Rochelle A. Marrinan (editors)
1999 *Grit-tempered: Early Women Archaeologists in the Southeastern United States*. University Press of Florida, Gainesville.

Wildesen, Leslie
1980 The Status of Women in Archaeology: Results of a Preliminary Survey. *Anthropology Newsletter* 21(5):5–8.

REASSESSING THE PRESENT FOR AN ARCHAEOLOGY OF THE FUTURE

EQUITY, DIVERSITY, AND CHANGE

John Norder and Uzma Z. Rizvi

John Norder is Assistant Professor in the Department of Anthropology at Michigan State University and a member of the Repatriation Committee. Uzma Rizvi is a Postdoctoral Fellow in the Humanities at Stanford University and a member of COSWA.

In recent years, there have been various initiatives, discussions, and efforts toward creating a more equitable, intellectually diverse, and inclusive archaeology. Within the SAA, this commitment is illustrated by the Executive Committee's Subcommittee on Diversity and the resulting *Statement on Diversity* passed in 2006,[1] the cosponsored session by the Native American Relations Committee and the Committee on Ethics on Indigenous Inclusion (2006), COSWA's forums on Equity Issues (2005 and 2006), and our focus of discussion here, the collaborative forum on Diversity and Change (2007), which included members from the Executive Committee, COSWA, Committee on Curriculum, Committee on Ethics, Native American Relations Committee, Repatriation Committee, and Student Affairs Committee. Out of these forums and reports, our organization has begun a shift from discussions about differences in thought and practice into creative, innovative, and constructive debates that force us to question how we formulate and understand the system of practice within which we operate. This article explores the interrelated issues of equity and diversity and the changing nature of archaeology within the membership and organization. We examine this, with the input of the participants of the forum on Diversity and Change, simultaneously self-reflexively, critically, and with a look toward the future potential of our discipline.

Considering issues of equity to be interlinked to those of identity, it becomes necessary to question diversity within the discipline and how, given its increasingly shifting demographics and needs, change could be implemented. The goal of the 2007 SAA forum "Diversity & Change: Discussions on Future Needs and Challenges for Archaeology" was to seek people with experience in various aspects of the SAA and archaeological practice. As part of this, members from many of the SAA's standing committees were invited to participate, not as direct representation from those committees, but rather as possible liaisons, who might take back to each committee the discussions that took place in this forum as a means of enriching committee-based work. In addition to committee members, SAA members at large were invited to participate in order to increase the diversity of opinion in the forum. The forum was open to all SAA members during the meetings. An unanticipated benefit of this expansive approach was that we also had people from a variety of different institutional backgrounds, which provided a component to the discussion for which we had not originally planned.

Diversity and Change

Oftentimes "diversity" is framed within a historical perspective within United States institutions. As with the constantly evolving nature of affirmative action, this is done as a means of righting historical wrongs. It is done as an act that is meant to empower those who have had their voice silenced, or were denied a voice in the first place. The concept of diversity, when stripped of this historical baggage, can be recognized as including not just peoples of differing "color" or "culture," but differing ethical principles, intellectual standpoints, and opposing political ideas. For the purposes of this article, we want to couch diversity within a framework that recognizes that traditional, or stereotyped, concepts of the term are inadequate when we examine what constitutes unequal access to resources, such as education and salary, and unreasonable expectations, such as with students with families or for peoples of color, within the discipline. Accordingly, one of the goals of the forum was to collect perspectives that would aid in identifying and addressing the forms of persisting structural, including historical, expectations within our organization that inhibit productive discourse that would allow for the recognition and development of new practices.

The issue of "change" as a concept was more appropriately framed by one of our discussants as a change from "what to what"? As such, we must consider and evaluate the current state of our organization and its constituents in terms of the general expectations and standards we have established.[2] As with diversity, traditional structures on which our organization is founded are limited in their contemporary perspective. In particular, one of the key areas of change identified was in the area of curricular development. In a changing world and field, new curricular guidelines and professional training for private and government sector work are necessary. The split between institutions that focus on theory versus those that recognize applied aspects of archaeology is no longer viable given the pressures of an increasingly growing field in the face of a limited pool of academic positions. Consequently, the change that must occur needs to be considered across training institutions in order to provide students the broadest possible series of opportunities once they complete their degrees. At the same time, professional expectations remain. The corpus of knowledge on which the discipline has been built and the rigor with which it is expected to be applied are both standards that are the result of over a century's practice. As such, changes in professional expectations need to be considered in both additive as well as collaborative terms. It was within this structure that the forum discussed this issue.

Diversification and Changing

The results of these discussions are summarized within the action points noted below, but it is useful to provide additional context. The forum, it should be noted, was a starting point and not a conclusion. It was not a goal of the forum to come up with guidelines, but to provide observations and recommendations based on the broad experiences of the people in attendance. As such, there was a blend of both enduring and new issues that came to light as participants brought their personal and observed understandings to the table.

Regarding diversity, it was recognized that historical circumstances remained a driving force in much of the current practice within institutions. Within the academy one of the critical issues remained the recruiting and retention of faculty of color within the discipline. Some of the key issues that surround retention have to do with the reward system for service. Oftentimes faculty of color, which must also include female faculty as part of the discussion, are overcommitted to service committees, particularly those dealing with issues of diversity. Tokenism within the educational system remains a consistent problem at many institutions where people are hired to address "those" issues that are considered to be inherent to the group they "represent," whether it be people of color, a given culture, a particular social or religious background, or women. The pressure on these individuals to perform in roles outside of the generic academic norm represents a consistent problem for an equitable future within the discipline as they often end up not achieving the same recognition as traditional practitioners (i.e., those who focus primarily on research) in their departments and, as a result, leave.

At the same time, there was a recognition that diversity not only emerged from the people within the discipline, but in the ways that our organization approached the practice of archaeology. Consistent with the ethical principles of the organization,[3] many people emphasized the importance of local communities as active agents in the process of how we engage the archaeological record. In particular, descendant communities, or indigenous communities, were a prominent focus. These types of engaged archaeologies present the discipline as a tool and resource to communities to be negotiated rather than accepted as a *fait accompli* that communities must be convinced to accept. Within this process, communities become a source of direction for archaeological research rather than a potential impediment.

Regarding changing from "what to what," the majority of discussions focused on standards and curriculum. It was clear from discussions that there was a significant disjuncture between what academics considered to be suitable standards and those of the private and governmental heritage management sectors. The point was made that much of the theoretical and methodological innovation came from academic research, and, as a result, there needed to be greater communication between these typically disparate groups. This observation was further explored in terms of how private and governmental organizations could develop relationships with academic institutions in terms of developing coursework that could be used for accreditation of individuals in order to promote the developing standards within academia to the cultural resource management audience.

Additional points of discussion that were focused on were the accessibility and expectations for graduate education for students from differing backgrounds. Class and family situation were the emphases in these cases. With the increasing cost of graduate education comes the sacrifice of potential within the discipline. Many gifted students are unable to consider suitable programs due to an increasing lack of funding opportunities that they need in order to achieve their academic goals. At the same time, many students in

programs within the past decade, if not longer, come into graduate programs and must divide their time between family commitments and graduate education. The result is often a longer time to degree, which is a significant challenge to programs that are under pressure from their institutions to reduce the amount of time to completion.

Along with these general observations, the forum provided a series of additional recommendations and observations. These include the following and should be considered in tandem with the recommendations as outlined by the Subcommittee on Diversity:

1. All SAA Committees should report annually on how they enhance the larger goal of diversity.
2. In conjunction with point 1, there should be a standing forum that brings together members of each of these committees, hosted by a different committee each year, that discusses issues related to diversity and change.
3. Create liaisons with sister organizations, such as AIA, RPA, ACRA, and AAA, that would serve to bring these same discussions either to the attention of, or drawn from, the experiences of these other organizations.
4. Create themed meetings like the AAAs—and have diversity as one of the initial themes.
5. Provide more options and acceptance of different types of academic and lifestyle choices.
6. SAA summer institutes for minority students should be conducted in collaboration with minority institutions and programs at colleges and universities.
7. Focus on the retention of students, which includes creating friendly/safe spaces for them to interact with mentors.
8. On the level of the individual, mentor students and encourage them to join various organizations, such as the Association of American University Professors, etc., in order to foster linkages between organizations.
9. On the level of educational institutions, the SAA can lobby to standardize maternity/paternity leave, extending tenure clocks as several institutions already do.
10. Work with parks and services to diversify the work force.
11. Take United States policy (domestically and internationally) into account as it changes funding for archaeological research—creating change that is not chosen by us, but forced upon us—and rather than accept those changes passively, debate them and engage them as other organizations have done, such as the AIA, SHA, etc.
12. Determine the ramifications of the Spellings Commission report (http://www.ed.gov/about/bdscomm/list/hiedfuture/reports/final-report.pdf) in conjunction with other organizations such as the AAA, AIA, etc.

Concluding Thoughts

Our great fortune in this forum was to be able to have access to an exceptional group of individuals who provided their time and input into this discussion. What we began with in this forum, we hope will continue. The importance of these discussions is a continual process that requires the attention of our organization. Whether the issues are focused on either the frequently nebulous concept of diversity or what we understand fundamentally as change, the two cannot be considered in separation and must be a focus for how the SAA structures itself in the immediate future.

Acknowledgments. We would like to thank Alec Barker, Ira Beckerman, Susan Bruning, Charlotte Cable, Destiny Crider, Hester A. Davis, Lynn Fisher, Thomas Foster, Margaret Howard, Meghan Howey, Sarah W. Neusius, John O'Shea, Robert Paynter, K. Anne Pyburn, Alison Rautman, Dan Rogers, Miriam Stark, Barbara Voss, and Kathy Wheeler among many others for their input and discussions of these issues.

Notes

1. The Board approved the following Statement on Diversity developed by the Subcommittee on Diversity Initiatives of the SAA Board of Directors:

> SAA believes that the study and preservation of the archaeological record can enrich our appreciation for diverse communities, foster respect for difference, and encourage the celebration of individual and collective achievement. SAA is committed to promoting diversity in our membership, in our practice, and in the audiences we seek to reach through the dissemination of our research. Moreover, SAA aims to cultivate an inclusive environment that promotes understanding and values diversity in ethnic origin, national origin, gender, race, age, economic status, lifestyle, physical and/or cognitive abilities, religious beliefs, sexual orientation, work background, family structure, and other perceived differences. Passed April 26, 2006.

2. See SAA Strategic Plan Outline at http://www.saa.org/aboutSAA/103strat.html and Principles of Archaeological Ethics at http://www.saa.org/ABOUTSAA/COMMITTEES/ethics/principles.html.

3. See Principles of Archaeological Ethics at http://www.saa.org/ABOUTSAA/COMMITTEES/ethics/principles.html.

MENTORING STRATEGIES FOR WOMEN IN ARCHAEOLOGY

A REPORT OF THE 2008 COSWA WORKING GROUP

Jane Eva Baxter, Tracie Mayfield, Jodie O'Gorman, Jane Peterson, and Tammy Stone

Jane Eva Baxter is an Associate Professor of Anthropology at DePaul University. Tracie Mayfield is an MA Student at Illinois State University and a member of COSWA. Jodie O'Gorman is an Associate Professor of Anthropology at Michigan State University. Jane Peterson is an Associate Professor of Anthropology at Marquette University. Tammy Stone is Associate Dean, College of Liberal Arts and Sciences at the University of Colorado, Denver.

The 2003 SAA Member Needs Assessment Survey included a series of questions sponsored by the Committee for the Status of Women in Archaeology (COSWA) to explore areas of potential gender inequities in the practice of archaeology. An analysis of these data suggested there were pronounced differences in how men and women perceived the climate for women in the discipline (Baxter 2005). The presentation of these data in a poster session at the 2005 SAA meetings in Salt Lake City and a subsequent workshop at the 2006 meetings in Puerto Rico led to the realization that creating forums for women to share their experiences was an important contribution that COSWA could make to the SAA membership.

The 2008 meetings in Vancouver offered COSWA another such opportunity. A working group on women and mentoring brought together 30 women at different stages in their careers and from diverse employment settings to discuss the importance of networking and mentoring in their professional practice. It was not surprising to find that, as the SAA Survey data intimated, gender was an important factor in the quality and efficacy of mentoring relationships. The experiences shared in this forum mirrored national trends in literature on mentoring that suggest issues of race, ethnicity, and gender have profound effects on how people experience both school and the workplace, and that mentoring relationships that are sensitive to these differences are the most effective (Bain and Cummings 2000; COSEPUP 2006; Dixon-Reeves 2003; National Academy of Sciences 1997; Ülkü-Steiner et al. 2000).

This article presents a summary of the discussions from our working group in Vancouver, authored by a few of the working group participants. The advice and experience provided here is based on the contributions of the students, professors, and CRM professionals who shared their insights. The conversations were enthusiastic and supportive, and it is difficult for an article to capture all that was brought forth. However, two broad headings have been created to organize the wide variety of information that was shared: Advice for Being a Mentor and Advice for Seeking a Mentor. One important theme that permeated our discussions was that people act as mentors and need mentors at all stages of their professional life, whether an undergraduate student or at the highest level of achievement in one's chosen career path. Both sections, therefore, should offer something of interest to everyone.

Advice for Being a Mentor (Tammy Stone and Jodie O'Gorman)

Serving as a mentor is a rewarding experience. At the 2008 SAA COSWA Workshop and in more informal settings, we heard that mentoring matters and can have a profound impact, particularly for women, throughout one's professional life. From the workshop discussion and our own reading of the growing literature on the importance of and best practices for mentoring, we discuss two themes that emerged: (1) The purpose of a mentoring relationship is not to re-create ourselves but to aid the mentee in achieving *their* professional goals. Workshop participants identified several reasons why women in archaeology may wish to form a mentoring relationship (cf., Gerdes 2003; Gibson 2004, 2006). (2) Best practices for developing and fostering a successful mentoring relationship require a break with traditional "sage on the mount" interactions and expectations.

Whether entering into a mentoring relationship with a junior faculty member/employee or student, one of the key elements of a successful relationship is to listen to and help the

mentee explore their career goals and mentoring needs. Although there will be important formal requirements, such as those for graduation or tenure, options on the pathway to and the definition of success are becoming more variable. This can be particularly challenging for those mentoring students or others just starting on their career when the array of options is greatest. How can one mentor offer sound advice on all the options? They cannot, and instead need to develop their own network of contacts and consider a more flexible and collaborative model for mentoring. We offer some suggestions for fostering mentoring networks rather than adhering to a traditional protégé model (Sorcinelli and Yun 2007). Likewise, mentors of colleagues may be challenged with an array of needs and concerns that are quite different from their own experiences. Being aware of and listening for a mentee's needs is key.

In the workshop discussions, the reasons for forming a mentoring relationship included the need for advice on research; on how to establish professional networks; on understanding institutional organizations; the desire for encouragement and validation of either their work or their feelings of isolation and marginalization; advice on how to balance career and family; methods for dealing with discrimination and harassment; or an optimistic voice for the prospects of the future. As such, it is crucial to discuss these issues with the mentee early in the relationship so you can identify beneficial activities, contacts, and resources.

Once both parties understand the individual career and mentoring goals, they can begin to explore how to achieve them. Clear guidelines about the mentoring relationship should be established based on needs of both parties. Successful mentoring can include a variety of practices and may be formal or informal. At times, the mentor can provide insight into shared concerns by using their own life as a model; explaining how they successfully negotiated situations and, just as importantly, what they learned when they handled situations badly. Equally important is for the mentor to realize when they lack experience in an area. When this occurs, the mentor may need to research new areas or suggest that the mentee may benefit from multiple mentors with expertise in different areas. Finally, the mentor must recognize that for some issues, a less hierarchical and more peer-oriented interaction is best. The mentor can facilitate the mentee's entrance into a peer network for these issues.

Regardless of the goals identified, it is crucial that the relationship have some structure and mutual expectations. One of the most important expectations is the commitment to regular meetings. Standing meetings encourage both parties to think about and act on topics on a regular basis so that feedback is provided in a timely manner (Boyle and Boice 1998). On occasion, this may result in the perception that the meetings are more social network building and at other times more active advice but it is crucial to maintain those standing meetings. If this does not occur, busy lives and busy schedules lead to cancelled meetings and, given enough time, the relationship breaks down.

Although it is important to have time specifically set aside for these meetings, the manner in which they occur can be highly variable. They can consist of formal face-to-face meetings at the mentor's office, informal discussions over lunch or coffee, or electronic communication. Discussions regarding e-mentoring at the 2008 COSWA workshop emphasized the ease of electronic communication and its ability to overcome logistical issues of distance but emphasized the importance of timely responses by both parties (cf., Bierema and Merriam 2002). However, it can also reinforce generational differences due to differing comfort levels and value placed on e-communication. Discussions should include setting limits and expectations of both parties. Do you answer email on weekends? Is text messaging out of the question?

One of the qualities of a successful mentor that emerged in the discussions (see Top Ten Qualities box below) is the realization that no one can be the perfect mentor for everyone. In the larger literature on mentoring, a networking model that actively fosters multiple kinds of mentoring relationships and collaborations in mentoring is recognized as having many advantages over the protégé model. The "sage on the mount" may have excellent advice on publication strategies, while a more advanced peer of the mentee may be more appropriate for advice on making the best use of a cohort, and yet another senior member of the institution in another department may be the best mentor for advice on negotiating the institution. Primary mentors listen and assess the mentee's needs, understand their own limits, and help the mentee establish a network of support. Such networking models are valuable for all, but are especially important for women, ethnic minorities, and foreign-born/educated individuals.

Being a good mentor requires not only an investment of time with the mentee, but a willingness to keep abreast of evolving career opportunities and to cultivate contacts in a variety of places that you might draw on for information or for referral. For now, archaeology mentors will have to cultivate these relationships with other professionals on their own. Perhaps this is one area where the SAA, SHA, ROPA, and AAA could help by partnering to provide a list of willing

inter-institutional and private business mentors. On a far grander scale, at least one national program, MentorNet, has facilitated online mentoring for over 20,000 science, engineering, and mathematics students with professionals outside of academe (mentornet.net). As the options for successful careers in archaeology expand along with the needs of our students and junior colleagues, informational resources will become more and more critical.

Top Ten Qualities of a Good Mentor

1. Listens to and is open to goals that may be different from their own.
2. Gives specific advice or helps you think through problems—never resorts to "if you think this is bad, wait until..."
3. Will give advice if asked and cares about the impact of other aspects of your life beyond strictly academic issues (e.g., marriage and your career).
4. Puts you in contact with others as appropriate to your needs.
5. Recognizes the importance of mentoring.
6. Speaks out on behalf of mentees.
7. Recognizes that they alone cannot meet every mentoring need.
8. Is aware of and actively counters subtle and not so subtle sexual discrimination and harassment that remains in archaeology.
9. Realizes that mentoring is a reciprocal relationship.
10. Knows that mentoring relationships change and help their mentees recognize and develop other relationships over time.

Advice for Seeking a Mentor (Jane Peterson and Tracie Mayfield)

It's okay to ask for help. Would you go to court without a lawyer? Replace your car's brakes without a manual? Absolutely not...so why would you attempt to navigate your professional life without seeking advice from those who have inside knowledge about the potentials, prospects, and pitfalls of an archaeologist's life?

Many mentoring relationships develop seamlessly from university friendships, a respected professor with whom you work or take class, or an empathetic colleague. But other mentors can be sought out more strategically to address particular concerns or questions. Whatever the case, these relationships require an investment of time, energy, and emotion on the part of all parties. The workshop participants offered these pragmatic suggestions, distilled into two major themes.

Know Thyself

Honest introspection is fundamental to productive mentoring relationships. Whether addressing a new topic with an established mentor or cultivating a new mentor, identifying your own goals and expectations is critical. The best advice and counsel comes from mentors with firsthand, personal experience that intersects with your areas of concern. For example, not all academic archaeologists can address detailed questions about the employment opportunities in CRM and the private sector. Not every mentor will have similar, personal experiences *a propos* to integrating work and family concerns. Different individuals will have different knowledge of institutional policies and resources. The process of finding helpful mentors starts with being honest about your future goals and current challenges.

Be Proactive in Building a Mentoring Network

Mentor relationships are essential as we prepare for and develop our lives as professional archaeologists, from the halcyon undergraduate years through the transition to retirement, and beyond. So invest wisely, and remember in most cases it is your responsibility to seek out mentors. Remember, too, that a balanced perspective on any issue is more likely to emerge from advice and direction offered from multiple perspectives. So a single mentor is unlikely to provide the answers to all of your mentoring needs.

Mentor relationships are typically divided into horizontal (peer-based) or vertical (junior:senior) pairings. Horizontal mentors are members of your cohort, whether graduate students or employees with similar responsibilities. These individuals share a number of experiences, and so can provide valuable information about institutional cultures and opportunities. Take advantage of this strength and establish strong bonds among your peers. If you aren't satisfied with these relationships, take some initiative. Organize a monthly writing group, volunteer to serve on a committee, or invite a colleague to an event on a topic of shared interest. Sustaining these relationships requires reciprocal interest and effort, but the payoff can be huge. Over the changing course of one's career, these contacts provide important networks for information, access, and collaboration. Keep track of these folks. Share publications, keep contact information up to date, and make an effort to connect at meetings and conferences. Technology makes this easier than ever, and the effort will pay off.

Vertical mentors are individuals higher up on the career ladder, who can provide practical advice based on their experiences and provide access to a larger network of senior pro-

fessionals who may be able to facilitate jobs, publishing, and other useful career connections. Vertical mentoring tends to be negotiated more formally than horizontal mentoring. For starters, senior colleagues tend to have more diverse and demanding time constraints. So if you have identified someone whose opinions and expertise you respect, you should approach them and see if they are amenable to initiating a mentor/mentee relationship. Be "upfront" about your needs. Tell the individual what type of relationship you are looking for—broad-based career and professional advice, feedback on manuscripts/reports, direction in their area of technical expertise, etc. Build and sustain that relationship through regular contact. If your senior mentor partner doesn't suggest a meeting schedule, bring that topic up. During even informal meetings have specific questions and topics in mind to discuss. Keep track and follow up on the information and ideas offered by the mentor during subsequent meetings. Each relationship will take on its own "personality," but these suggestions help both parties feel that their time and energy is being put to productive use.

Mentoring relationships are dynamic. We move on professionally and geographically over the course of our training and careers. The successful mentoring relationships we forge during this long, strange trip can contribute significantly to the quality of our professional lives.

Top Ten Qualities of a Good Mentee

1. Is thoughtful about professional and personal goals.
2. Commits time and energy to initiating and sustaining mentor relationships.
3. Recognizes the value of both horizontal and vertical mentors.
4. Builds a network of multiple mentors.
5. Appreciates the time and energy that mentors commit to the relationship.
6. Respects the communication style and schedule preferences of the mentor.
7. Is aware that mentoring relationships evolve over time.
8. Realizes mentoring is an active process that requires ideas and goals be put into practice.
9. Prepares and streamlines topics and questions for mentoring sessions.
10. Understands that mentors guide, not manage, a career process.

References Cited

Bain, O., and W. Cummings
2000 Academe's Glass Ceiling: Societal, Professional-Organizational and Institutional Barriers to the Career Advancement of Academic Women. *Comparative Education Review* 44(4):493–514.

Baxter, Jane Eva
2005 Gendered Perceptions of Archaeology: A Perspective from the SAA Member Needs Assessment Survey. *The SAA Archaeological Record* 5(4):7–9.

Bierema, Laura L., and Sharan B. Merriam
2002 E-mentoring: Using Computer Mediated Communication to Enhance the Mentoring Process. *Innovative Higher Education* 26:211–227.

Boyle, Peg, and Bob Boice
1998 Systematic Mentoring for New Faculty Teachers and Graduate Teaching Assistants. *Innovative Higher Education* 22:157–179.

COSEPUP
2006 *Beyond Bias and Barriers: Fulfilling the Potential of Women in Academic Science and Engineering*. The National Academies Press, Washington, D.C.

Dixon-Reeves, Regina
2003 Mentoring as a Precursor to Incorporation: An Assessment of the Mentoring Experiences of Recently Minted PhDs. *Journal of Black Studies* 34(1):12–17.

Gerdes, Eugenia Proctor
2003 Do it Your Way: Advice from Senior Academic Women. *Innovative Higher Education* 27:253–275.

Gibson, Sharon K.
2004 Being Mentored: the Experience of Women Faculty. *Journal of Career Development* 20:173–188.
2006 Mentoring of Women Faculty: the Role of Organizational Politics and Culture. *Innovative Higher Education* 31:63–79.

Mentornet.net
2008 http://www.mentornet.net/. Accessed May 22, 2008.

National Academy of Sciences
1997 *Adviser, Teacher, Role Model, Friend: On Being a Mentor to Students in Science and Engineering*. The National Academies Press, Washington, D.C.

Sorcinelli, Mary Deane, and Jung Yun
2007 From Mentor to Mentoring Networks: Mentoring in the New Academy. *Change* 39(6):58–61.

Ülkü-Steiner, B., B. Kurtz-Costes, and C. R. Kinlaw
2000 Doctoral Student Experiences in Gender-Balanced and Male-Dominated Graduate Programs. *Journal of Educational Psychology* 42:296–307.

TRAILING SPOUSES AND BI-COASTAL HOUSES

DUAL-CAREERS IN ACADEMIC ARCHAEOLOGY

Ruth Van Dyke

Ruth Van Dyke is an Associate Professor of Anthropology at Binghamton University and a member of COSWA.

A rewarding intellectual life, the excitement of fieldwork, a comfortable and happy family life, a living wage, support for our research, the ability to choose where to live and how to spend our hours . . . don't we all deserve to have it all? Each of us wants to put the best possible spin on the life paths we have chosen, but each of us has made some compromises to pursue a career in archaeology. After spending most of the last decade as a single academic archaeologist in a conservative town with essentially no dating pool, I'm now coupled off with a fellow academic archaeologist, beginning a new phase of life as a trailing partner at a university on the other side of the continent. My observations on the topic of dual-career archaeology thus come from the perspective of a mid-career, heterosexual, childless, academic woman . . . but I hope some of them may also be of use to a wider audience.

Two Trowels, One Relationship

How many of us have made significant career decisions based on incompatibility with personal lives (such as turning down or deciding not to pursue a position)? And, how many have made significant personal decisions based on incompatability with career (such as deciding not to pursue a relationship, or deciding when and if to have children)? *The Chronicle of Higher Education* is rife with tales of woe from academics who talk about the tremendous toll their careers have had on their marriages and families, and women continue to bear the brunt of this. Traditionally, academe "rewards unmarried, geographically unattached, childless women and married men with spouses who manage their lives" (Newcastle 2006). In 2004, the *Chronicle for Higher Education* reported that, according to a nationwide survey, more male faculty (82 percent) are married than female faculty (65.5 percent). Of the married professors, approximately 40 percent are coupled with fellow academics (Wilson 2004).

Given the small number and the highly competitive nature of academic positions, it is fantastically difficult for an academic couple to find positions within the same metropolitan area, let alone the same institution. If you want to avoid a bicoastal relationship (or even a very long commute in opposite directions), your best strategy as an aspiring academic archaeologist—male or female—is to eschew a long-term relationship with a fellow academic. Instead, choose someone with a highly portable career, such as an auto mechanic, musician, civil rights attorney, gynecologist, software engineer, Wal-Mart greeter, jewelry designer . . . well, let's face it, just about anything else out there is more portable than an academic career. If you are successfully pursuing this strategy, congratulations, and you may stop reading now. Another good strategy would be to meet someone where you already work. Although an office romance is riddled with its own particular minefields, if you succeed, you can avoid the career versus geography conflict. Of course, if you're a woman in academia, the odds are against this happening to you (remember that 82 percent of male faculty are married).

Archaeologists often pair off with other archaeologists, and this holds particularly true for women. I conducted an ad hoc investigation of this pattern using the core faculty of the top ten archaeology Ph.D. programs, as reported by the 1993 SAA survey of Ph.D. programs in archaeology (SAA 1993), as my grab sample. After I recovered from my dismay that only 24 of the 85 tenured or tenure-track faculty in these departments are women (!!), I examined the partner status of the 18 men and 11 women whom I know well enough to be aware of their personal situations. This is admittedly a small and biased sample, but of the 18 men, 11 (61 percent) have partners who are archaeologists, academics, or both, while 9 of the women (82 percent) have partners who are archaeologists, academics, or both. The bond of common interests is undoubtedly one contributing factor, but it also may be the case that male archaeologists are more understanding and supportive than other men might be of the demands entailed by this particular career choice.

I suspect this greater propensity for female academic archae-

ologists to partner with male academic archaeologists translates into more stresses and difficulties for women than men in "trailing partner" positions. Within my sample, however, nearly half (5 of 11, or 45 percent) of the men's academic partners held tenured or tenure-track jobs, compared to 3 of 9 (33 percent) of the women's academic partners. Might this reflect a greater ability on the part of men at top ten institutions to bargain for partner hires, or are there more complex forces at work? Does this pattern hold among other sectors in archaeology? It would be informative to conduct a systematic survey to investigate these issues.

Negotiating Jobs in the Same Place

Let's suppose you have partnered with another academically minded individual, in graduate school or later, and now the two of you are trying to figure out how you'll find jobs together, if not in the same place, at least within reasonable commuting distance in the same major metropolitan area. You will both likely face some very hard choices. What if one of you gets a tenure-track job, and the other does not? The ensuing tension can lead to (a) chronic exploitation of the non-tenured partner's long-term contributions to the department; (b) the non-tenured partner quits academia or archaeology altogether; or (c) dissolution of the partnership or marriage. Or, what if you both get tenure-track jobs, but in wildly distant places? You may find yourself struggling through years of a long-distance relationship that can only be resolved by (a) one or both partners deciding to choose alternate employment or careers where they can be together, or (b) dissolution of the partnership under the strain.

If you're going to attempt the dual academic appointment, you both have to be absolutely excellent, but perhaps even more important, you have to be tremendously lucky. As you apply for positions, try to target schools within a major metropolitan area—this gives you more options. It's easier for large research universities to accommodate partner hires than it is for small liberal arts colleges. Are there associated research facilities (such as a museum, or regional institute) where one of you might work? Research the departmental culture of the places you are thinking of applying. Some departments are very supportive of archaeological partners, while others are not. Quality of life for faculty should count, but that doesn't mean it *does* count. Departmental culture may value sacrifice for career above all; in one recent top ten archaeology hire, a qualified spouse of a tenured faculty member was not even offered an interview. If powerful members of the department are themselves struggling with long-distance academic relationships, your odds of negotiating a position for your partner are nil.

Take heart, however; some institutions see advantages to hiring academic partners, or, at the very least, are working on trying to accommodate them. Let's say an anthropology department has advertised one position, and their choice of hire turns out to have an academic partner who also wants a job. It's easiest if both of you are anthropologists. That way you're only negotiating with one department (and the dean). It's harder if one of you is an academic in another field, such as history, because in that case the hiring department has to negotiate with both the dean and another department, which may or may not see your partner as an asset.

If you're both qualified for the advertised position, you should both apply for the job. If one of you gets the offer, you can negotiate for a position for the other as part of the condition of your hire. I would not advise bringing this up before you are actually offered the job—it falls under the category of things the department is not supposed to ask you about, such as marital status and kids. But, it's a small profession, and the hiring department may already know that you are partnered with another academic who has also applied for the position, in which case they might ask you directly if your hire would be contingent on a job for your partner. **Do not agree to anything** during the interview phase, no matter how attractive a scenario sounds, or how desperate you may be. Smile cryptically and tell them all things are negotiable, and you'll look forward to having that conversation if and when an offer is made.

Departments tend to have one or more predictable reactions when they learn of your partner's job aspirations. The first and happiest of these would be, "Terrific! We can get two excellent archaeologists instead of one!" But even so, keep in mind that the department is likely only authorized by the dean to hire one line, and larger university politics will influence whether or not they'll be willing to go to the mat for you. You would like the search committee chair to react with "Great! We can tell the dean we need another line or we'll have a failed search! We'll get to increase the size of our faculty!" But, because all things academic are also political, the department might just as easily react with, "Not a good idea. If the dean is willing to give us this second line now, it might torpedo our chances for getting that *other* line we've been wanting to hire in the next few years. We'd rather have a failed search this year or drop to our second choice candidate than risk this for a prospective hire." Unfortunately, the most common outcome in these situations is something along the lines of "Ok, we'll grudgingly give your partner some sort of part-time, low-status, non tenure-track appointment with vague promises of someday converting it to tenure-track." Don't bite on this unless you would really be okay with one of you

remaining an underpaid lecturer for the rest of your life. You are in the strongest position when you are negotiating; you lose all your power once you accept the job. Be aware that promises to convert temporary lines to tenure-track positions often fail to materialize once the pressure is off.

One possible compromise would be for the department to propose that the two of you split a line, or perhaps a line and a half. This may look attractive, but be careful. Each of you gets to teach half (or 3/4) the usual load, spending the rest of your time on research. On the other hand, you'll likely each have a full complement of service commitments and advising, guaranteeing that you'll each end up doing more than a partial salary's-worth of work. Think carefully about whether a split line is really the best situation for you, financially and time-wise.

If one of you has a tenured or tenure-track position where you are reasonably happy, but the other does not, or if you both have good positions, but they are not in the same place, your best strategy may be to try to get one partner hired at the other's institution. The only way to accomplish this is to get another job offer. Beat the job market bushes as aggressively as you can, garner an offer of another position, then threaten to leave unless your home department will hire your partner. Your partner's status is now a bargaining chip—your potential new employers may be willing to offer both you and your partner positions in order to secure you, and/or your home department may be willing to offer your partner a position so that you will stay. If you're extremely lucky, you could end up trying to decide between two dual-position possibilities. However, this only works if you really are willing to leave your home institution. You should never apply for a job that you are not, in reality, willing to take—you're likely to lose your credibility as well as any future negotiating power.

Problems and Pitfalls

Research universities and small colleges alike are struggling to develop policies to address the complexities of coupled-off faculty members. For example, what happens if only one of you turns out to be tenurable, or if the two of you break up? These situations could become even more problematic if you have a split line. What happens if one half of a couple is up for tenure, and the other half is department chair? Should there be rules to prevent couples from participating in one another's tenure and promotion process? What if the department is very small and these rules preclude participation of key individuals? What about the political dynamics of a department where two, or four, or more members are coupled off? It would be nice to think that we are all mature, responsible individuals at this stage of our lives, but the noncoupled members of the department may be worried about the development of voting blocks, and the students may worry about biases among committees.

And, if you are successful in your bid for a partner hire, you might have to face down bitterness and rancor among some of your new colleagues, who may continue to question the trailing partner's qualifications and competence for decades after the hire. Some academics—particularly single faculty or those with nonacademic partners—may see couples as having an unfair advantage in the hiring process, or may argue that trailing partners take jobs that should go to outside candidates (Wilson 2001). Obviously departments should not compromise quality for the sake of a trailing partner (this is why you must both be excellent). But trailing partners may just as easily be overqualified as underqualified for a position. The idea that single candidates lose jobs to faculty partners is "as absurd as the old antifeminist canard that working women steal jobs from deserving men" (McNeely and Wolverton 2001).

The good news is that trailing partner hires are likely to become more common, particularly as women increase our presence in the ranks of academic archaeology. Regardless of whether you become the trailor or the trailee, you can pull this off, but you'll need more than academic excellence. You'll also need luck, in the form of the serendipitous appearance of a job opening in a sympathetic department with a good relationship with the administration and at least a small modicum of extra funding to support the two of you. So if you have gods to whom to pray, or votive candles to light, it certainly can't hurt.

References Cited

McNeely, Ian F., and Lisa Wolverton
2001 Letter to the Editor: Is the Academic Job Market Now Unfair to Both Single and Married Professors? *The Chronicle of Higher Education*. Section: The Chronicle Review, B4, May 18, 2001.

Newcastle, Paige
2006 Balancing Act: The Next Chapter. *The Chronicle of Higher Education* 52(35):C2, May 5, 2006.

Society for American Archaeology
1993 Survey of Ph.D. Programs. *SAA Bulletin* 11(1):8–11. Available at http://www.saa.org/careers/survey.html.

Wilson, Robin
2001 The Backlash Against Hiring Couples. *The Chronicle of Higher Education*. Section: The Faculty, A16, April 13, 2001.
2004 Singular Mistreatment. *The Chronicle of Higher Education* 50(33): A10, April 23, 2004.

MOTHERHOOD AND THE FUTURE OF WOMEN IN ARCHAEOLOGY

Maxine Oland

Maxine Oland is a Ph.D. Candidate in the Department of Anthropology at Northwestern University.

In many ways, there has never been a better time to be a woman in archaeology. There are more women in the field than ever before, and we can be found at all segments and levels of archaeological research, practice, and professional leadership. Yet women overall have failed to keep pace with men for certain markers of academic and professional success. Although they enter archaeology at comparable rates, women struggle to maintain parity over time (Association Research, Inc. 2005; Zeder 1997).

There are indications that motherhood has an adverse affect on women's academic and professional careers in the U.S., a trend which is not true for fathers (e.g., Correll et al. 2007; Waldfogel 1998). No statistical data are published on parenthood and archaeology, but anecdotal evidence would suggest that it is a topic much on the minds of female archaeologists. Does motherhood make it difficult for women to maintain archaeological success? Young women on the verge of entering the profession are increasingly anxious about the practicalities of balancing archaeology and motherhood.

At the 73rd Annual Meeting of the Society for American Archaeology, the Women in Archaeology Interest Group (WAIG) sponsored a forum entitled "Motherhood, Institutional Change, and the Future of Women in Archaeology." The forum featured a panel of women who are both archaeologists and mothers, and a lively audience discussion.

In the forum we questioned assumptions about mothers in archaeology and talked about how motherhood has changed us as archaeologists. We discussed the challenges that motherhood poses to our careers in archaeology, and the strategies we have developed to deal with these challenges. And we discussed ways that our institutions—our universities, businesses, professional organizations, families, and governments—could better recognize that mothers are an important part of the workforce, and support us. This article presents the anecdotal evidence shared in the WAIG forum, and in the many conversations I have had with colleagues since becoming a mother. After laying out the problems and challenges women have shared, I offer suggestions as we look toward increasing equity for the future of women in archaeology.

Mothers in the Workplace

At a time when women are fully integrated into the archaeological community, several statistics convey that all is not equal. The 1994 census showed that men disproportionately filled tenure-track and CRM leadership positions, and that women received less grant money and produced fewer scholarly articles than men (Zeder 1997). The 2005 SAA/SHA Salary Survey found that all else being equal, there remained a 5.5 percent salary gap between men and women in academic positions, and a salary gap in CRM that ranged between 11.2 and 13.7 percent (Association Research, Inc. 2005:Appendix C). The 2008 COSWA Academic Climate Report shows that significant gender disparities remain within academic anthropology departments (Wasson et al. 2008).

While motherhood may be a factor in the disparities, there was much discussion in the forum about why this would be. Many mothers that we know are incredibly productive and organized archaeologists, who feel the need to work doubly hard so that they are not judged harshly by their colleagues. Is it a myth that mothers are less productive, or de we indeed have a harder time with certain aspects of our career? Do we sometimes live up to our own self-imposed lowered expectations? Or has our profession failed to adapt to the realities of motherhood?

Certainly these questions are part of a larger national discussion about the changing role of mothers in our society. A number of popular books have been published recently on the subject of American motherhood—Judith Warner's *Perfect Madness: Motherhood in the Age of Anxiety* (2005), *The Mommy Myth* by Susan Douglas (2004), and Ann Crittenden's *The Price of Motherhood* (2001)—books that compare the idealized expectations of perfect motherhood with the political and economic realities of women, working in a society that fails to support them. Since 2006, more than 140,000

people have joined momsrising.org, a branch of moveon.org dedicated to advancing the needs and rights of mothers.

Panelists and forum audience members offered insight, by discussing the difficulties they have faced and the choices they have made to accommodate their dual roles as mothers and archaeologists. Women reported being forced out of CRM firms for getting pregnant or not hired because they had children, and being denied maternity leave and other support in both businesses and universities. Women in many situations felt they had to hide pregnancies, and to seek the support of unions before telling their superiors.

It is no surprise then that women selectively chose jobs or graduate schools where they were offered flexibility, parental leave, healthcare, or state laws with same-sex adoption rights—whether or not those were the highest-paying or most prestigious positions. Fortunately, there are increasing numbers of excellent businesses and universities that offer parental leaves and domestic partner/spousal hires. Yet some women feel in a double bind—when parental leave time is offered, they feel pressured not to accept it for fear that it will reflect poorly on their scholarly commitment.

Other pressures on mothers in archaeology are more subtle: a lack of breastfeeding/ pumping facilities in offices or conference centers, the inability to do fieldwork while pregnant, department activities that occur outside of the normal daycare schedule, a lack of childcare facilities at workplaces. Graduate stipends, adjunct teaching positions, and entry-level CRM jobs often fail to provide enough money for family expenses and childcare. And it is hard for parents to leave young children behind to attend conferences. It should be noted that the SAA meetings have historically provided no daycare or breastfeeding facilities, and have charged children to enter the conference center (but see below for an update).

Why We Need Archaeologists Who are Mothers

Despite the challenges, women have developed strategies to balance our lives. Women at the forum reported relying on partners and children to manage the household, forming support networks and playgroups in their communities. They stressed that finding the right partner was crucial, and that equal co-parenting arrangements assured their careers at least equal (if not greater) importance.

Women at the forum were unwilling to give up their life's work for their children, but they did sometimes compromise: they weaned earlier than they wanted, took lower status jobs, and passed up opportunities. Women in CRM moved up in the bureaucracy, realizing that leadership positions could offer more flexibility.

Do we need to have mothers in the archaeological profession? Panelists at the forum discussed how motherhood has changed them as archaeologists, and the way that they see the archaeological record. They reported feeling more connected to the people they were studying, that they could envision gender roles differently, and imagine children as part of the landscape. They found themselves better managers in the field, and more connected to the host communities in which they were living and working. They also saw themselves as better teachers: children made the world seem less black and white, less essentialist. In a profession where archaeological interpretations are strengthened by multiple perspectives, it seems clear that we need mothers to add their voice to the fray.

Looking to the Future

The future of women in archaeology rests in the hands of women aged 20 to 40, who are poised on the edge of their archaeological careers. There is no doubt that this generation has had a different experience than women entering the profession a generation ago: young women today never had to fight to be accepted in archaeology, have had female mentors, and may have attended a field school with more women than men. They never doubted they could be archaeologists.

Yet they are also increasingly aware of the inequities that exist for women with children, and are anxious about their chosen profession: when do we take the time to have our children? Is this a field that allows us to be both good mothers and good archaeologists? Are we sacrificing too much to have this career?

While our society and the archaeological community have changed to welcome women into the professional workforce, it's not clear that they have caught up with the reality of working mothers. There is an ever-increasing financial need for all parents to work, but we have not seen corresponding increases in childcare support, parental leaves, or paid sick time. Within archaeology, the heaviest demands of a tenure-track academic or CRM career occur during the childbearing years, and highly funded long-term fieldwork remains a priority. Parents just entering the profession often find themselves in temporary and poorly paid positions, unable to support a family and pay childcare costs.

Although many of the issues discussed here are ultimately about parenting (by whatever gender), young women may feel the anxieties about the work-family balance most acutely. Young

women need to know that there is a place for them and their life goals within archaeology. In Vancouver, the SAA Executive Board agreed to offer childcare at the 2009 meetings in Atlanta, on a trial basis. In addition, they agreed to offer a quiet mothers' room for breastfeeding and infant care, provided this can be obtained free of charge from the hotel or conference center.

The Board should be applauded for their recognition of mothers' needs, and the needs of parents in general. While most parents would probably prefer to attend the meetings without children, it is sometimes impossible or impractical to leave them at home. However, the Board should recognize that it may take several years, and perhaps a public awareness campaign, before the membership is aware of these services and utilizing them fully. The Board should also recognize that the presence of daycare and mothers' rooms sends a message to young women that this is a profession committed to full gender equality—even for men and women with children.

The acceptance and recognition of mothers within the SAA is an important step for women's equity in the profession. Recognition within hundreds of universities, colleges, and companies is infinitely more complicated. There was a sense from the forum that things are improving overall, and that women with children have been able to have successful and rewarding careers. The forum highlighted many universities, companies, and department chairs instituting family-friendly policies. Yet, there were still more situations in which women with children felt overtly or covertly penalized by company or university policy.

It was clear from the forum that department chairs and CRM firm owners can have a huge impact on a woman's professional experience. Whether arranging a flexible work schedule for mothers, allowing infants in the office, or keeping the times of department meetings within daycare hours, women at the forum recounted many ways in which archaeological leadership could create a positive and supportive workspace for mothers, and all parents. It may be helpful for COSWA and WAIG to educate and lobby professional leaders about parental needs, and to highlight and commend those departments and companies that support family-friendly policies for employees and students.

Although anecdotal, the stories shared in the WAIG forum illustrate some of the needs and challenges facing mothers in archaeology, and hint at some of the reasons women may fall behind in their archaeological careers. Future SAA salary/census surveys should seek to quantify the effects of motherhood on career performance, and the Board should continue to be sensitive to the needs of all parents. Attention to these issues by our archaeological leadership will help to assure that young women continue to enter the profession, and achieve success, whether or not they choose to have children.

Acknowledgments. I would like to thank Elizabeth Chilton, Margerie Green, Stacie King, Maureen Meyers, Alison Rautman, and Wendy Teeter for generously sharing their thoughts and experiences as the forum's panelists. The forum's audience contributed to a lively discussion and I appreciate the many personal stories and reflections that were shared. I would also like to thank Barbara Roth for helping to organize and moderate the forum, and Brenda Bowser for her continued work on this issue as the current chair of WAIG. This essay benefited greatly from the conversations and correspondence I have had with Linda Ziegenbein, Kira Blaisdell-Sloan, Marilyn Masson, Cynthia Robin, Rosemary Joyce, and Jubin Cheruvelil.

References Cited

Association Research, Inc.
2005 2005 Salary Survey conducted for the Society for American Archaeology in cooperation with the Society for History Archaeology, July 2005. Electronic document, http://www.saa.org/ membership/survey/full.pdf, accessed July 2, 2008.

Correll, Shelley J., Stephen Benard, and In Paik
2007 Getting a Job: is there a Motherhood Penalty? *American Journal of Sociology* 112:1297–1338.

Crittenden, Ann
2001 *The Price of Motherhood: Why the Most Important Job in the World is Still the Least Valued*. Metropolitan Books, New York.

Douglas, Susan J.
2004 *The Mommy Myth: The Idealization of Motherhood and How it has Undermined Women*. Free Press, New York.

Waldfogel, Jane
1998 Understanding the 'Family Gap' in Pay for Women with Children. *Journal of Economic Perspectives* 12(1):137–156.

Warner, Judith
2005 *Perfect Madness: Motherhood in the Age of Anxiety*. Riverhead Books, New York.

Wasson, Christina, Keri Brondo, Barbara LeMaster, Trudy Turner, Maia Cudhea, Kelly Moran, Inez Adams, Andrea McCoy, Megan Ko, Tomoko Matsumoto, and Maria Raviele
2008 We've Come a Long Way, Maybe: Academic Climate Report of the Committee on the Status of Women in Anthropology. Report prepared for the American Anthropological Association, 12 May 2008. Electronic document, http://www.aaanet.org/resources/departments/upload/COSWA-Academic-Climate-Report-2008.pdf, accessed June 12, 2008.

Zeder, Melinda
1997 The American Archaeologist: Results of the 1994 SAA Census. *SAA Bulletin* 15(2):12–17.

IS CHILDCARE SOMETHING WE SHOULD CARE ABOUT?

Caryn M. Berg and Brenda J. Bowser

Caryn M. Berg is a Project Manager/Principal Investigator with SWCA Environmental Consultants in Denver and the Co-Chair of COSWA.
Brenda J. Bowser is an Assistant Professor at California State University, Fullerton, and the Chair of the Women in Archaeology Interest Group (WAIG).

This year in Vancouver, outside a symposium was a gentleman standing with an infant in a stroller, waiting with the child while his spouse/partner listened to a paper. This couple (and others like them) was visible throughout the conference—switching off childcare so each parent could maximize their time at the SAAs. Also present were several people who are half of a dual-career couple in anthropology. These couples needed to decide which one of the parents should stay home with the child/children while the other attended the conference. We each have young children, and one of us (Bowser) has juggled childcare and conferences for years. The other of us (Berg) is lucky that I generally do not have to struggle with this situation, because my husband is not an archaeologist and thinks our meetings are no fun (I let him believe this), so he stays home with the children so that I can attend the annual conference without the concern of childcare. Many of our members do not have this luxury.

The purpose of this article is twofold: to discuss the importance of childcare services offered for SAA members at the annual meeting and to argue that childcare is not an issue that is restricted only to women. As the short vignette above illustrates, men were also compromising their conference experience to care for young children. This issue affects all parents, not only mothers.

The question of why childcare service is offered by the AAA and other professional organizations at their annual conferences, but not by the SAA, is a recurrent one. The SAA offered childcare service many years ago, but use was low and it became difficult and costly to obtain insurance for the service. This issue has been pondered considerably over the years. Many of the members of the Women in Archaeology Interest Group (WAIG), as well as the members of COSWA, are strong advocates of offering childcare at the SAA meetings, even if we pay some of the costs as a Society, for the following reasons (Bowser 2008):

(1) The demographics of our profession have changed in recent years; as more women enter the profession, the demand for childcare may have increased since the time when SAA offered the service.
This is not just a trend in our profession. Over the past several decades, women have entered the workforce in record numbers. In the 1940s, less than one in five women with children worked outside of the home. By 1998, 65 percent of women with children under the age of six worked outside of the home. For women with children between the ages of six and 17, this number climbs to 78 percent (Friedman 2005). It seems that we have been slow to accommodate this shift. Perhaps in the past, women could be counted on to be primary caregivers of children. This scenario has changed as the roles of women in the workforce have changed. We have archaeologists who are parents in the SAA; not "women." We need to meet the need of the archaeologist-parents by providing them with support in caring for their children while they attend our annual meeting.

(2) Even if use is low, we should provide the service to those who need it.
The women and men who would use the service may be facing critical times in their careers, when participation in meetings may influence their job and publication opportunities and the demands of early parenthood can conflict with career goals. While this situation is one faced more often by women and may be one of the bottlenecks where we lose women in our profession, it is also a situation faced by men (Wasson et al. 2008). Many men now are finding themselves in the position that women were in 10 years ago, torn between the office and home (Behr 2006). In a discipline where publications, giving presentations, and networking are keys to success, men and women with children may often find themselves at a disadvantage if they are unable to complete these requirements because they are caring for children. Giving presentations and networking are accomplished every year at the annual meeting; it is important that

parents do not have to make the choice between their children and these activities.

(3) It is an important signal that the SAA is not a chilly environment for professionals with children, especially professional women.
This flies in the face of the conventional wisdom that career and children just do not mix. There is a definitive penalty to motherhood (parenting) and caregiving in this country. The workplace has sent the message to women (and men as well it seems) that if they can conduct themselves as if they are without any other responsibilities, being available day and night, then (and only then) will their pay and opportunities will be similar (AP 2008). One would hope that in an enlightened, anthropological discipline, we would be more progressive than the prevailing attitude in the United States. More than once, however, we have heard female archaeologists lament that they were told that they needed to choose between family and career. The implication with such comments is that to be a successful archaeologist, women in this profession cannot have children. By not providing options for parents to care for their children, the SAA is a party in perpetuating this way of thinking.

(4) The lack of childcare at the SAA meetings impacts the ability of both fathers and mothers to participate in the meetings.
Dual-career couples are increasingly common (see Van Dyke, this issue). A common model for dual-income families is "tag-teaming," where parents work shifts with their children dictated by the demands of their jobs (Behr 2006). This model is appearing in these dual-archaeologist couples, being forced to "tag-team" at conferences or simply choose which parent will miss the conference. Single parents are also more common than in the past. Parenting has been cited as having slowed down an individual's academic and/or professional progress, more so for women than for men (Wasson et al. 2008). This should not be the case. As a society, we should change with our changing demographics and offer childcare for parents who may need to attend the meetings with their children.

The Future of Childcare and the SAA

The SAA board has voted in favor of providing childcare at the 2009 meetings in Atlanta, provided space is available and a service can be secured. This service will certainly ease the minds of parents who cannot or do not want to leave their children at home when they attend the annual meeting. This opportunity will also open doors for those dual-career couples making choices about who will attend which session or social function, or between who will stay home and who will attend the annual meeting.

While the board has agreed to fund childcare this year, the funds may not always be there in future years. COSWA and WAIG have enthusiastically volunteered to pursue options for continued funding of childcare at the annual meeting. Childcare should not be seen as only a women's issue, however. Rather, it affects both women AND men, and we need to be working to enhance that realization, not the opposite. We see this as something the society as a whole should support. We look forward to your suggestions on how to accomplish this goal together and we also look forward to seeing you (and your children) in Atlanta!

References Cited

Associated Press (AP)
2008 Motherhood can leave pregnant pause in career: Plight of Spain's expecting defense minister resonating with U.S. women. Electronic document, http://www.msnbc.msn.com/id/24206008/, accessed July 30, 2008.

Behr, Rafael
2006 Is being a good dad ruining your career? *The Guardian* Sunday, June 11, 2006:25.

Bowser, Brenda J.
2008 Report of the Women in Archaeology Interest Group, Spring 2008. Report submitted to the Board of Directors of the Society for American Archaeology, February 1, 2008.

Friedman, Michele
2005 Child Care. Almanac of Policy Issues. Electronic document, http://www.policyalmanac.org/social_welfare/childcare.shtml, accessed July 29, 2008.

Wasson, Christina, Keri Brondo, Barbara LeMaster, Trudy Turner, Maia Cudhea, Kelly Moran, Inez Adams, Andrea McCoy, Megan Ko, Tomoko Matsumoto, and Maria Raviele
2008 We've Come a Long Way, Maybe: Academic Climate Report of the Committee on the Status of Women in Anthropology. Report prepared for the American Anthropological Association, Washington, D.C. Electronic document, http://www.aaanet.org/resources/departments/upload/COSWA-Academic-Climate-Report-2008.pdf, accessed July 30, 2008.

SEXUAL HARASSMENT AND PROFESSIONAL ETHICS

Rita P. Wright

Rita Wright is an Associate Professor at New York University and a past member and chair of COSWA.

In this special issue of COSWA's accomplishments and ongoing projects, I return to questions concerning sexual harassment and professional ethics that I raised when I was a member of the committee between 1996 and 1998, and its chair, 1998 through 2001. During that time we conducted research on sex discrimination, specifically the legal and ethical codes relevant to sexual harassment. In the process, we noted that many professional organizations included sections on collegial relations in their ethical codes and in some provided specific guidelines with respect to sexual harassment. At the April 2001 meeting of the SAA, Board of Directors (#106), I requested that "the SAA adopt AAUP (American Association of University Professors) guidelines on sexual harassment" and include a section on responsibilities to colleagues in its ethical code. I also requested that the President make a public statement regarding gender equity and sexual harassment, possibly as an editorial in *The SAA Archaeological Record*. In 2002 in an article in *The SAA Archaeological Record* (Wright 2002), I again urged the SAA to examine its Principles of Ethics and to add a section with strong sanctions against sexual harassment. A longer article on the topic was published in *Ethical Issues in Archaeology* (Wright 2003).

At this date, no specific action on this issue has been taken by the SAA. The SAA has so far declined to engage relationships with colleagues as part of the formal ethics statements, although relevant information on this does exist on the current version of the SAA website. Explicit consideration and discussion of sexual harassment has been integral to COSWA's concerns and warrants ongoing discussion, however, especially in that the practices of archaeology go beyond the classroom or office and are often in the long-term fieldwork circumstances where interactions and contexts for such are more likely.

In this article, I define sexual harassment drawing on existing federal legal sanctions and ethical codes from a sample of professional organizations in which responsibilities to colleagues are addressed. In addition, I update some initiatives of the SAA Ethics Committee.

Defining Sexual Harassment—Legal and Ethical Codes

The U.S. Equal Employment Opportunity Commission (EEOC) considers sexual harassment "a form of sex discrimination that violates Title VII of the Civil Rights Act of 1964." It includes "unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature....when this conduct explicitly or implicitly affects an individual's employment, unreasonably interferes with an individual's work performance, or creates an intimidating, hostile, or offensive work environment" (www.eeoc.gov/types/sexual_harassment.html). Title VII includes rules regarding "sexual favoritism," which is an incident involving preferential treatment (favors) in situations in which these actions are sufficiently widespread, that they create "a hostile work environment," resulting from perceived favoritism. It states, "sexual favoritism in the workplace which adversely affects the employment opportunities of third parties may take the form of implicit 'quid pro quo' harassment and/or 'hostile work environment'" (www.eeoc.gov/policy/docs/sexualfavor.html).[1] While the code is fairly straightforward, there is much litigation and interpretation beyond the scope of this article. For an introduction to the various issues, see the AAUP web site and available papers.

Ethical codes of professional organizations generally are based on regulations agreed upon by the profession's membership. As with the SAA, they typically are based upon the results of studies and a set of principles developed by an elected or appointed committee. These results are refined and accepted by an executive board and later voted on by the membership at large. For example, the current Principles of Archaeological Ethics resulted from studies by an SAA committee convened in 1991, subsequent approval by the Executive Board and in 1996 their acceptance by the SAA membership.

The SAA code principally focuses on the responsibilities of archaeologists to the material record. Since 1996 responsibilities to colleagues have been discussed by the Ethics Committee but no changes have been made to the code.

Ethical Principles and Codes—Beyond the SAA

In 2002, I reviewed the ethical codes of the American Anthropological Association (AAA) and the Archaeological Institute of American (AIA), since many archaeologists belong to these organizations. Both organizations address responsibilities to colleagues but in different ways. The AAA Section IV addresses teacher/mentor and student/trainee assistance in research and recommends that anthropologists be aware of the exploitation and "serious conflicts of interest which may result if they engage in sexual relations with students/trainees. They must avoid sexual liaisons with students/trainees for whose education and professional training they are in any way responsible" (www.aaanet.org/committees/ethics/ethicscode.pdf). The AAA, according to its code, provides "general guidelines for ethically responsible decisions" and does not "dictate choice and propose sanctions." The AIA has a Code of Ethics and a Code of Professional Standards. The latter includes a Section III, Responsibilities to Colleagues in a statement that more broadly addresses sexual harassment among *colleagues* than the AAA. As stated in Section III4: "Professional archaeologists should not practice discrimination or harassment based on sex, religion, age, race, national origin, disability or sexual orientation; project sponsors should establish the means to eliminate and/or investigate complaints of discrimination or harassment" (www.archaeological.org/pdfs/ AIA_Code_ of_ Professional_StandardsA5S.pdf). The AIA commitment goes beyond a recommendation and includes oversight of the code, monitoring grievances through its ombudsperson. Among the forms and documents noted above, click the link to Grievance Procedure.pdf for more detailed information.

Patty Jo Watson

Patty Jo Watson earned her Ph.D. from the University of Chicago in 1959. She devoted much of her early career to the archaeological study of the Ancient Near East. Watson is one of the world's leading experts on cave archaeology and she is credited with defining and pioneering the field of ethnoarchaeology. She has authored or co-authored seven books, edited or co-edited three books and authored or co-authored 45 journal articles and book chapters. She has earned numerous awards, including (but not limited to) the Fryxell Medal for Interdisciplinary Research by the Society for American Archaeology and the Gold Medal for Distinguished Archaeological Achievement by the Archaeological Institute of America. She is an Honorary Life Member of the National of Speleological Society and a Fellow of the Cave Research Foundation, She is also a member of the National Academy of Sciences and of the American Academy of Arts and Sciences.

For this article, I reviewed other organizations to which archaeologists might belong, some of which were listed by the SAA Ethics Committee on its web site. The American Association of University Professors includes the most extensive discussions of any other professional organization I know of. Since it was first organized, it has recognized the unique responsibilities of the academic profession and its language is the most direct of any of the other ethical codes I reviewed. Recent revisions of its ethical codes are based on a report adopted in 1984 that was revised in 1990 and approved by the AAUP's Committee on Women in the Academic Profession. It was adopted by the AAUP "Council in June 1995, and endorsed by the Eighty-First Annual Meeting" (www.aaup.org/AAUP/pubsres/policydocs/contents/sexharass.htm).

Revisions to the code were partially motivated by national attention on sexual harassment complaints. It states that responsible faculty members should avoid the exploitation of "any exploitation of students...for private advantage," and the general norm that a faculty member should not use his/her "institutional position to seek unwanted sexual relations with students" or others vulnerable "to the faculty member's authority." Furthermore, its language is inclusive in that sexual discrimination and sexual harassment is considered "unprofessional treatment of students *and* colleagues" and infringes on "the academic freedom of others." These statements are found in the AAUP link cited above. Various articles in the AAUP magazine provide examples of situations that constitute sexual harassment, complaint and grievance procedures, and possible resolutions.

Sections in the codes of the Register of Professional Archaeologists (RPA) and the American Association of Museums (AAM) include responsibilities to colleagues and other stakeholders. The AAM code applies to the organization's board of directors, staff, and volunteers, and by association, to museum professionals. Under sections on Personal and Professional Conduct the code "embrace(s) fairness, inclusiveness, diversity, innovation, and integrity" (www.-

aam-us.org and from there to information code). In their personal and professional conduct, museum professionals should act with "honesty, integrity, and openness...and treat each other and constituents fairly and with respect." The RPA Code of Conduct includes a section on "Responsibility to Colleagues, Employees and Students" (www.rpanet.org and from there to Codes and Standards) and are to be found under its section The Archaeologist's Responsibility to Colleagues, Employees and Students (2.1f), which states that archaeologists should "Know and comply with all federal, state, and local laws, ordinances, and regulations applicable to her/his archaeological research and activities." The statement is sufficiently open, however, that unless one is fully aware of such regulations and ordinances, sexual harassment may not come immediately to mind based on such a statement.

Beyond specific organizations to which archaeologists are likely to belong, other professional organizations generally follow the federal legal codes. For example, the ethical principles of Psychologists and its Code of Conduct (effective June 1, 2003) address sexual harassment in its section on *human relations*. Sexual harassment is defined as "sexual solicitation, physical advances, or verbal or nonverbal conduct that is sexual in nature" and occurs in the context of professional activities. Specifically, it addresses advances that are unwelcome and offensive in which "a hostile workplace or educational environment" is created (Section 3, Human Relations, 3.02, Sexual Harassment, www.apa.org and follow links to code of conduct).

Other organizations that include responsibilities to colleagues or specific references to sexual harassment are the American Musicological Society, the Organization of American Historians; and various health care, social work, educational (at all grade levels to universities), management, and sports organizations. Many universities today require that all employees, including staff and graduate student teaching assistants, take an on-line sexual harassment course on a regular basis.

Cynthia Irwin-Williams

Cynthia Irwin-Williams (1936-1990) developed an interest in archaeology very early on and as a teenager, she spent her weekends and vacations working in the Archaeology Department at the Denver Museum of Natural History. Irwin-Williams earned her Ph.D. in Anthropology from Harvard University in 1963. She received an Ogden Mills Fellowship from the American Museum following her time at Harvard. She taught at Eastern New Mexico University and from 1978 to 1982 she held an endowed chair. In 1982 she became the director of the Social Science Center, Desert Research Institute of Nevada and from 1988 until her death she also held the title of Research Professor. Irwin-Williams' work focused primarily on the Southwest and at the time of her death, she had over sixty publications. She excavated at Salmon Ruin, one of the largest pueblos in New Mexico, as well as the Hell Gap site in Wyoming. She was an active member of such organizations as the Society for American Archaeology, where she was president from 1975-79. She was also highly involved in the development of the National Environmental Policy Act as well as the legislation that resulted in the creation of cultural resource management.

Tracking Change

The work of the Ethics Committee is ongoing and since 1996, when the code was adopted, has continued to examine aspects of the code. As noted above, thus far there have not been any changes and although the work of the committee is ongoing, there are no current plans to include a section on collegial responsibility, in view of its focus on responsibilities to the archaeological record. As alternatives, archaeologists are encouraged to turn to the ethical codes of related organizations, such as the AAUP, RPA, and AMA, whichever are the most applicable to their employment situations.

In addition, the "Ethics Resources" section of the SAA Ethics Committee's web page includes a broad range of topics that provide partial response to membership initiatives. On the Ethical Resources dropdown menu (www.saa.org/ aboutSAA/ committees/ ethics/News.html), there is a selection of items covering a range of topics of specific relevance to archaeology. Of the syllabi posted, only one course taught by an archaeologist, Albert Dekin at Binghamton University, included responsibilities and obligations to students and power relations. I assume discussions of sexual harassment were addressed. Finally, in addition to the above references, the dropdown menu has a section, labeled Readings, including a bibliography, completed in December 2006, entitled Gender Equity in Archaeology (http://www.saa.org/aboutSAA/committees/ethics/Gender.pdf).

While no significant changes have been made to the ethics code with respect to responsibilities to colleagues and the specifics of sexual harassment discussed here, the inclusion of concerns that go beyond the code as it was originally proposed indicates a willingness to foster dialogs.

Barbara Voorhies

Barbara Voorhies is best known for her work on the shell mound archaic of coastal Mexico. Educated at Tufts and Yale universities, Voorhies taught at the University of Colorado, Boulder and the University of California at Santa Barbara for nearly thirty years, where she is currently professor emerita. From 1990-1996, Voorhies served as a Senior Fellow in Precolumbian Studies at Dumbarton Oaks. Since retiring in 1994, Voorhies has continued to be active in field research, mentors graduate students, and teaches when she can. She has authored or co-authored nine books, and authored or co-authored at least 35 journal articles and book chapters.

The Ongoing Professional Dimensions of Sexual Harassment

In preparation for this update, I reviewed current EEOC statistics and the activities of the AAA/COSWA to assess whether sexual harassment continues to be a problem in professions in general and in allied organizations more specifically. Based on statistics compiled by the EEOC and Fair Employment Practices agencies (FEPAs) (see www.eeoc.gov/stats/harass.html), which tracks the number of charges under Title VII alleging sexual harassment discrimination, there are gradually diminishing numbers but they remain high. Spanning the years 1997 to 2006, they range from 15,889 to 12,025 official complaints. In 2007, EEOC "received 12,510 charges." Of those, 16 percent were filed by males; 11,592 charges were resolved in 2007.

AAA COSWA has maintained an interest in sexual harassment since its inception. Its current Mission statement includes identifying "forms of sexual harassment in all settings where anthropologists and students work and learn," a concern it considers parallel to issues of gender parity. In the mid 1990s AAA/COSWA conducted a study in which it elicited information on sexual harassment from AAA members on their experiences. Jane Guyer's report in the AAA's Academic Relations Bulletin (Volume XVIII, no. 3) was based on these accounts. She found that in practically all cases reported by contributors significant damage to individuals and their careers had resulted. Later, AAA/COSWA organized a workshop for chairs (see Naomi Quinn: What to do about Sexual Harassment: A short course for chairs on the AAA/COSWA web site at www.aaas.net). Quinn's suggestions for preventing sexual harassment and available resources provide helpful guidance for persons in authority.

In summary, there is a substantial history and rich body of materials regarding the professional dimensions to sexual harassment. Most professional organizations do incorporate responsibilities to colleagues, students (if relevant), and clients in their statement of professional ethics or principles. While COSWA commends the SAA for the active SAA Ethics Committee work, for the professional leadership shown in the 1990s revisions and subsequent promulgation and promotion of its ethics, COSWA would nonetheless hope that ongoing discussions might include attention to and formal incorporation of our responsibilities to our professional relationships as well as of our foundational responsibilities to the material record. As stated above, given the very collaborative nature of how archaeological research is necessarily practiced, we may well experience even more contexts within which explicit attention to our collegial responsibilities and the creation of non-hostile or threatening work environments are warranted than other professions. Archaeological research and effective teaching depend on collaborative work among scholars that vary by age, sex, rank, and experience. When the mutual respect of coworkers is lost or diminished, our success in the broader undertaking of archaeological research suffers. As stewards of the archaeological record, we can do better.

References Cited

Wright, Rita P.
2002 Gender Equity, Sexual Harassment and Professional Ethics. *The SAA Archaeological Record* 2(4):18–19.
2003 Gender Matters – A Question of Ethics. In *Ethical Issues in Archaeology,* edited by L. J. Zimmerman, K. D. Vitelli, and J. Hollowell-Zimmer, pp. 225–237. Altamira Press, Walnut Creek, California.

Note

1. Hostile environments include unwanted verbal and physical behaviors and "gossip," in which rumors about the person's sexual habits are spread. It excludes "mere offensiveness," which does not constitute sexual harassment. For more details see www.aaup.org/AAUP/protect/legal/topics/sex-harass-policies.htm.

GLASS CEILING SYNDROME FOR WOMEN IN ARCHAEOLOGY

Lynn A. Neal

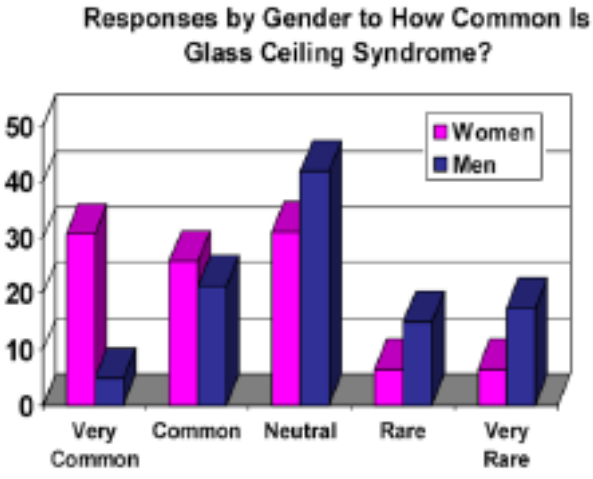
Lynn A. Neal is the Vice President and Cultural Resources Program Manager at EnviroSystems Management, Inc.

I Hit the Ceiling and I'm Still Picking out the Glass

Glass Ceiling Syndrome was listed as a potentially important issue on the 2003 SAA Member Needs Assessment Survey, with the syndrome being identified as a specific question under the Women's Issues category. The question as posed was simply, *"In your experience, how common is glass ceiling syndrome?"* A total of 1,180 people responded to the question, 47 percent women and 53 percent men (which more or less corresponds to the gender of the survey respondents overall). Of these respondents, 31 percent of the women thought that it was very common as compared to 5 percent of the men, with 26 percent of the women finding the syndrome common as compared to 21 percent of the men. In sum, **56.4 percent** of the women felt that it was minimally a common problem, while only 26 percent of the men felt this way. In contrast, 32 percent of the responding men saw glass ceiling syndrome as rare to very rare, with only 12.7 percent of the women seeing it as occurring so infrequently. The remainder of the respondents, 31 percent of the women and 42 percent of the men, were neutral on the subject.

What Exactly Is *Glass Ceiling Syndrome*?

Created as part of the Civil Rights Act in 1991, the 21-member bipartisan Glass Ceiling Commission was established to study and recommend ways to eliminate the barriers that minorities and women experience when trying to advance in management and decision-making positions in the private sector. Their work soon led them to extend their study to the government sector (even though the government was being counted on to lead by example by increasing enforcement of existing anti-discrimination laws). The committee's final act was to issue 12 recommendations for business and government to eliminate barriers that keep minorities and women out of the executive suite. Furthermore, the committee stated that the Glass Ceiling is not only a setback that affects two-thirds of the population but also a serious economic problem that takes a huge financial toll on American business. The commission's report is titled *A Solid Investment: Making Full Use of the Nation's Human Capital*, and reflects the belief that banishing the glass ceiling will help American working families move into the middle class and beyond. Despite the efforts of the Commission, the syndrome bearing the group's name is alive and well.



The Glass Ceiling Commission released a 2003 report stating that only seven to nine percent of senior managers at Fortune 1000 firms are women, compelling considering women make up half the nation's workforce. Highly educated and/or experienced women face their biggest challenges in advancement and promotion at upper levels of corporations, universities, and government agencies.

Their Stories: Encountering and Overcoming the Syndrome

I spoke with a number of high-level, professional, and seasoned women in archaeology, and they told me their stories, providing valuable data based on their experiences. None of

The ceiling is gone, but why am I building up these walls around me?

them cleanly shattered the glass but several of them found a way through, including myself.

Question 1: I first asked each of the women, *Have you personally experienced the Glass Ceiling (in archaeology or any other profession in which you have been involved)?* Each of them believed that they had or were currently experiencing it, but for a few only upon reflecting on the subject did they realize that they had suffered gender discrimination. It was a relatively new concept to one respondent who has been in the business for a long time. Others suffered under "old school cowboy archaeologists" who think women are mainly good as notetakers, report writers, and lab techies. One woman summed up this situation very succinctly: "They ended up with a quality report and a big paycheck. I just ended up pissed off." Another respondent encountered discrimination, as well as sexual harassment, in graduate school, the government sector, and then again as a contract archaeologist. Another woman thought for years it was because of her lack of education that she could not get above the crew member level, until she got her Master's and the same thing occurred. Interestingly enough, one woman has felt the pressures of the glass ceiling most when working under female supervisors, perhaps being seen as a threat to their sliver of the pie. Not enough room for women at the top? This is far from true in general but often perceived as the case in the same company, with many women vying for a single position.

Question 2: *When did you first realize the Glass Ceiling pushing down on you, or were you unaware of what was happening at the time?* One woman had not experienced the ceiling until recently, and another noted that she did not recognize the Glass Ceiling phenomena until she had reached her 30s. She went on to say, "I thought that my failures in my 20s were a function of my abilities rather than my gender. It was only later that I learned I had been a victim of discrimination, a difficult thing to recognize. No one tells you that you aren't going to be promoted because you are a woman. For me it was a process of learning how to compete in a man's world. I first discovered that behavior standards and rules of conduct were different for men and women when I was a young girl." Another woman said, "I was in school when it began so my mind was usually elsewhere—and I had to put up with it to pay the bills." One of the most ironic answers was: "I worked with my significant other (male). We would be on projects together but he always ran the project, so the most I was able to get was assistant crew chief. Finally I requested that we be put on separate projects but still was not given projects I could run myself, so I left the company."

Functional (and fun) diversity on survey in New Mexico.

Question 3: *What did you do to overcome/avoid/get out from under the Glass Ceiling?* The most common answer was taking a different job to advance. One woman very candidly responded that she "got out of archaeology, had a child, and started a business." She re-entered the archaeological community equipped with "the all-powerful *mommy voice* which is surprisingly effective in the business world." Gender discrimination was something that I recognized from a very young age, growing up surrounded by men and boys. I knew I had to be better than the boys to do the things that I wanted, so at that same young age I consciously started arming myself with the skills needed to overcome discrimination. I believe that I developed the necessary skill set to succeed in archaeology, in life really, but I still got squashed under the glass. I experienced a glass ceiling in a very clear way; my route through it was to join forces and become a partner holding an executive position in a small woman-owned consulting firm. I have lots of autonomy, my experience and knowledge is valued, and I have room to grow as a professional. My advice is to be good at what you do, be confident in your skills, and have plenty of tenacity. This approach was echoed by one of my colleagues who said "if I wanted to compete with the big boys I had to play by their 'fishing' rules. The rules I figured out are: demand what you are worth, believe in yourself, never give in to bullies, and tell others how good you are.... Once I learned to have confidence and believe in myself, others easily respected me and accepted me as a leader."

Question 4: *What have you done professionally since that first time you experienced the Ceiling? Did your perspective on the profession and the opportunities that it affords you change because of your experience?* One woman said, "I feel that I've achieved a good measure of what I sought professionally, although it came rather late in my career. The downside was that the years of being held back created a degree of insecurity in me.... I privately fight a battle of wondering if I can do a job adequately. The truth is that I do an excellent job, and my employers know that too, but what can I say. It's a constant interior and private struggle." Another responded with, "In my 30s I decided that I would succeed by never giving up and by outliving the bastards. If I kept doing great archaeology and publishing my results, I would be remembered long after they were gone by the sheer volume of excellent quality work. Never give up, never surrender became my motto." "Owning my own business and raising a child has taught me that deference should be used sparingly," and "that there is great power in words already written, work already done, and plans already laid out," statements by one of the women indicating to us that we really do not have to start from scratch.

Question 5: *How many jobs/positions have you held as a professional archaeologist?* The answers ranged from five full-time archaeological positions, to at least 10, to "too many to keep track of before 1989 ... then 4..."

Question 6: *What was your highest position obtained before hitting the Glass Ceiling?* Two women stated that they had reached the level of Cultural Resources Program Manager, others reached Project Manager in a large contracting firm, Lab Technician and Ceramic Analyst for a fourth, and Assistant Crew Chief. The last respondent indicated, "I think that you begin to see that ceiling the first time you walk into your first job or internship. The guys always got sent out on survey and the women stayed in and washed artifacts or filled out site cards."

Question 7: *Have you taken any hiatuses from the archaeological profession, and if so, why?* Most of the respondents have hung in there, one considers her current position to be somewhat of a departure from what is perceived as a typical archaeological profession, and two did leave and came back.

Question 8: *Did you start your own business or think seriously about doing so? What were the main reasons for your decision?* The surprisingly common response when I ask this question is *Yes*, for a variety of reasons...advancement, boredom, owning my own company gave me flexibility, did not want to work for anyone else, and my favorite: "I needed to make enough money to pay someone else to clean my house. If my business was in my house then the company could pay for a service!"

Question 9: *Were your wages or benefits very disparate from your male counterparts?* The answer was a resounding YES, "despite having similar responsibilities and workload." I personally did not know it until a female supervisor (one not suffering from Queen Bee Syndrome) brought it to my attention and then took the lead to remedy the situation. For another woman: "Growing up I was taught that if I was a 'good girl' my exemplary behavior would be recognized, and I would be magically rewarded. In the business world, I learned the hard way that you must demand promotions and learn to negotiate for raises. No one will increase your wages unless you demand fair and equal pay."

And So Where Do We Go From Here?

None of the interviewees put the following thought in writing, but all agreed when it was brought to their attention—did we all not suffer from a lack of female role models in our profession? The answer was *Yes*. Most of us had to look to other sectors of our life to find that strong female who had influenced us most. Others used this strength to create images of women where they had not been seen previously, where they had been intentionally repressed, roles considered purely male...river boatman (still the term used), chef, Little League third baseman, business owner and manager.

Some statistics taken from the Diversity Training Group website show several interesting trends (http://www.diversitydtg.com):

- In 2004, for every two jobs added for men in the government, five were added for women (but the study did not indicate at what level).
- In a short time, only 15 percent of the entrants into the workforce will be white males.
- In the first decade of this century, 85 percent of new workers will be women, minorities, and immigrants. (Will those 15 percent white males still hold a significantly disproportionate percentage of the executive/senior positions?)
- Women today are leaving the corporate sector at twice the rate of men. They are not leaving to tend their families so much as to seek positions that are more satisfying or rewarding or to start up their own business. According to a study released in 2004 by the National Foundation for Women Business Owners, women own about 7.7 million companies, an increase of 43 percent since 1990.

To recap, here are some more helpful tips offered by our contributors. "I have learned to document every instance in which I go outside of my realm of responsibility to bail out a male colleague who is being overly compensated based on his sex." "Acknowledging that there *is* a glass ceiling was the first step. The second step, getting around the ceiling, requires considerable discipline and creativity. The third step is to get over the resentment of having to work harder than one's male colleagues to reach the same position." Skill, combined with self-confidence, will eventually triumph, making it increasingly possible to shatter the Glass Ceiling.

Acknowledgments. I would like to thank those who contributed to this research, professional women who shared their stories and offered both anecdotal and quantitative information. Thank you for stepping up to talk about this issue.

LOOKING FORWARD

Caryn M. Berg

Caryn Berg is a Project Manager/Principal Investigator with SWCA Environmental Consultants in Denver and the Co-Chair of COSWA.

As noted by Tomásková (this volume), "the charge of the renewed COSWA in the 1990s was to (1) make women's issues much more visible, (2) make networking among women (including regional networks) a high priority, (3) explicitly address family and career problems by focusing on the lack of childcare at meetings, and (4) study the devaluation of women's professional and scholarly work and their marginalization." This charge has continued through today. COSWA is a vehicle for the discussion and dissemination of a broad range of professional, research, and scholarly issues of concern to women archaeologists. The committee strives to improve contact among women archaeologists and broaden forums of discussion and action on issues of interest to COSWA: women in archaeology and archaeologists interested in gender studies. To facilitate these goals, COSWA sponsors varied activities, including workshops, forums, and sponsored sessions at the annual meeting.

As we move forward, we will continue the successful activities highlighted above. We also hope to highlight the important achievements of women in our field. As we move toward our 75th anniversary as a society, these are some of the action items COSWA is pursuing:

Childcare at the meetings

The SAA board has voted to allocate funds for childcare at the 2009 meetings. COSWA and WAIG will assist in raising funds for future meetings. We are pursuing avenues of funding. Any suggestions regarding where and how to raise funds would be welcome. Because we do not see childcare as only a women's issue, we hope to work with other groups interested in this to find a funding solution. For a more detailed assessment of this, see Berg and Bowser (this issue).

Highlighting the Achievements of Women

Women are clearly very underrepresented in the awards given by the SAAs. For example, no woman has *ever* won the lifetime achievement award! COSWA is pursuing various strategies for rectifying this situation. We will explore the nomination process and the reasons behind the absence of women in this award and others. We recognize that women cannot win the awards if they are not nominated; each year some awards have very few nominees. We hope to increase the visibility of women in these award categories by increasing the nominations of women for such awards.

We also hope to create a new SAA award to honor someone (it need not be a woman) who has made significant contributions towards furthering the position of women in the discipline. In tandem with this award, we will introduce a yearly COSWA-sponsored session that would honor a specific woman for her achievements in archaeology or honor a specific person who has made significant contributions toward furthering the position of women in the discipline.

Consciousness-raising in St. Louis and Beyond

COSWA will continue consciousness-raising. We will continue our forums, sponsored sessions, and workshops. These are always well-attended and increase awareness of the importance of women to this discipline and the issues they face. We are developing a website and we hope to publish and update bibliographies of recent publications about gender and feminist theory.

If there is an issue you'd like to see addressed or if you have an idea that will aid in COSWA's pursuit of consciousness-raising, please contact one of the co-chairs or any COSWA member.

LOOKING FORWARD, LOOKING BACK

As we approach our 75th anniversary as a society, we will be highlighting the committee, the women of the Society for American Archaeology, and showing you a glimpse of the future. As we look to the future and Meg Conkey takes the reins as SAA president in 2009, we look forward to women taking a greater role in the SAA and in archaeology as a discipline in the years to come.

Acknowledgments. This issue has been a year (at least) in the making and many have contributed to its completion. I would like to echo Uzma's special thanks to Tobi Brimsek and Andrew Duff—both of these individuals have been enormous sources of support for this volume since it started as an idea over a year ago. Cynthia Manseau with SWCA graciously provided a technical edit of all the articles. Paul Reed, Dennis Stanford, Stephanie Ogeneski, Barbara Voorhies, Laura Clark, Miriam Davis, and Stuart Laidlaw worked quickly to provide me with photos and/or permission to use those photos. The authors in this volume have all contributed to COSWA in some way, either as members or as participants in COSWA activities, and for that, I am very grateful—without them, COSWA would not be a success. Finally, even though I helped, Uzma Rizvi was the driving force in pulling this issue together.

LETTERS, from page 3 ↩

diversification that counts as much as what is being diversified. The act of diversification teaches us a great deal.

Going to the movies is an act of diversification of one's daily routine that promotes shared experience, socialization, a capacity to discover joy and appreciation that not all life is drudgery and struggle. Knowing the details of the movie is exactly like knowing the sports scores for all the teams. Real and esoteric knowledge recombine with shared experience to provide a powerful currency to finance human conversation and deep play (see Geertz on "Deep Play").

Finally, at the movies, one momentarily suspends belief to listen to stories that are powerful, then, considers and dismisses the straw man fantasies of the stories in order to do a better job understanding, explaining, and dealing with reality.

Humans have always told stories as a path to understanding, and humans have deep evolutionary capacity and talent to competitively juxtapose fantasy and reality to imagine what might be. It is this talent of competitive juxtaposition that humans can channel to do good or evil, or to create bounty or waste.

Real Archaeologists have no need to worry or fret over Indiana Jones.

Brian Kenny
Phoenix, Arizona

ARCHAEOLOGY OF THE RECENT PAST

EXCAVATING A 1991 FORD VAN

Adrian Myers, Greg Bailey, Cassie Newland, John Schofield, Anna Nilsson, and Steve Davis

Adrian Myers is with Stanford University. Greg Bailey, Cassie Newland, John Schofield are with the University of Bristol. Anna Nilsson is with Södertörn University College. Steve Davis is with University College Dublin.

Archaeology isn't only about ancient things, or about special things and places. Archaeology is—and always has been—about everyday objects and events. In July 2006 archaeologists from the University of Bristol and Atkins Heritage "excavated" a recently abandoned 1991 Ford Transit. Donated by the Ironbridge Gorge Museum World Heritage Site, the van was first used by their archaeology department for eight years, then by their works and maintenance crews for the next seven years (Figure 1).

This was a reflexive archaeology, of our time, of our discipline, and of ourselves. Our goals were to unravel the meaning and material culture of an everyday space, to see what archaeologists can contribute to understanding how society uses and inhabits these spaces, and to critique the very nature of the discipline of archaeology. While supposedly an unconventional project, the problems and logistical limitations of the exercise were typical of those encountered with any archaeological fieldwork.

Figure 1. The 1991 Ford Transit Van (credit: The Van Team).

Method

We did at least follow conventional the following procedures and practices.

Historical research. We inspected blueprints, advertising, insurance forms, the service history, and accident report documents. We also conducted interviews with the archaeologists who used the van in the 1990s.

Recording. We took scale color photographs of all internal and external elevations, floors and ceilings. We drew elevations at 1:10 and plans at 1:10 or 1:20. Details, such as wear and repairs were drawn to scale and photographed (Figure 2).

Survey and excavation. The interior was subjected to surface collection, with artifacts collected from each of the three layers: the

Figure 2. Plan drawings of the back of the van (credit: The Van Team). In picture: Cassie Newland.

Figure 3. Recording for the film (credit: The Van Team).

Figure 4. Removal of the engine block (credit: The Van Team). In Picture: Cassie Newland and unidentified person.

carpet, the wood panels beneath, and the metal floor. These surfaces were given contexts and the artifacts photographed in situ on a 20 cm grid. The van itself was dismantled, with each constituent part removed, inspected and recorded.

Documentation. The excavation was filmed (Figure 3), and turned into a short titled *In Transit* (available at www.archaeologychannel.org). Two blogs and various message board threads detailed progress, and importantly, provided a venue for "real time" comments and critique. An early report was published in the magazine *British Archaeology* (Bailey et al. 2007), and two scholarly articles are forthcoming (Bailey et al. 2009; Myers 2010).

Results—The Vehicle and Its Makeup

Externally, the vehicle proved to be in poor repair. Large portions of the skirt and sills were missing entirely through a combination of rust and off-road driving; the underside behind both front wheels was severely crushed where the van had been driven off a high curb; the whole lower half of the passenger's side had been extensively and inexpertly repaired, so extensively in fact that the panel was constructed almost entirely from filler. Thumb-marked, plastic-padding approximations of wheel-arches gave the van a distinctly organic appearance. In fact the van, while clearly a cultural artifact, also formed an environment with a recognizable ecosystem—a habitat, a breeding ground even, for a diversity of insect species.

The excavation of the engine showed that most of the parts were original and well maintained. Where they had been replaced, Ford parts were always used in preference to cheaper aftermarket alternatives. Several components, such as the exhaust, oil, and air filters and the nearside shock absorber were brand new. The engine block was found to be in exceptionally good condition. There were few signs of wear on the cam, pistons, push rods or valves. There were no metal filings in the sump, indicating that the oil was changed regularly. All the indications were that this was a well-maintained and regularly serviced engine (Figure 4).

Results—The Small Finds

Fifteen years of daily use created artifact rich, stratigraphically layered depositions within the van. As with any archaeological site, these layers contained both noncultural and cultural materials. Spread throughout the encrustations of dirt and gravel were 352 distinct cultural artifacts: some unbroken and in their original state, others fragmented and dispersed, their intended form and function obscured. The assemblage of small finds represents the gamut of the van's usage: archaeology, maintenance, and "play." Certain finds do not fit within a strict interpretation of the official mandate of a work van: fragments of a Christmas cracker, a single piece of confetti, dog hair, and cigarette butts (both machine and hand rolled). Such finds suggest that the van was sometimes co-opted for unofficial uses (Figure 5).

However, the assemblage is dominated by artifacts associated with the legitimate daily tasks of Ironbridge's works and main-

Figure 5. Artifact scatter on floor of van (credit: The Van Team).

tenance department: Nuts, bolts, washers, screws, and nails, representing both metal and woodworking, are ubiquitous. These are rivaled in number only by the detritus of the work of electricians: bits of wire insulation, fuses, set screws, light bulb glass, a fluorescent bulb starter, and various specialty fasteners. The fact that 30 percent of these discarded electrical artifacts are in perfect working condition contributes to a discussion about consumption and waste (Figures 6a-f).

Something that is commonly found under a car's floor mats was strangely absent in the van: small change. In the entire van, only one piece of change was found: an 1893 silver threepence coin. The coin is part of a group we labeled the "misplaced artifacts"—finds from other archaeological sites that were excavated by Ironbridge archaeologists and subsequently redeposited in the van. The group also includes a ceramic pipe stem fragment, a sherd of transfer printed White Ware (circa A.D. 1810–1840), a sherd of Early Medieval ceramic (circa A.D. 1050–1250), a sherd of Midland Yellow Glazed Ware (circa A.D. 1500–1800), a sherd of a Samian Ware bowl (circa A.D. 120–250), fragments of daub (circa A.D. 120–1500), two fragments of green decorative glass (circa A.D. 1900–1950), and three fragments of blast furnace slag.

Conclusion

There would seem to be notable differences in attitude toward the vehicle: The museum management appears to have cared for the van in a hands-off sense, sending it for regular services, paying for repairs, not economizing by using cheaper parts, etc. The users, however, had a different relationship with it, an

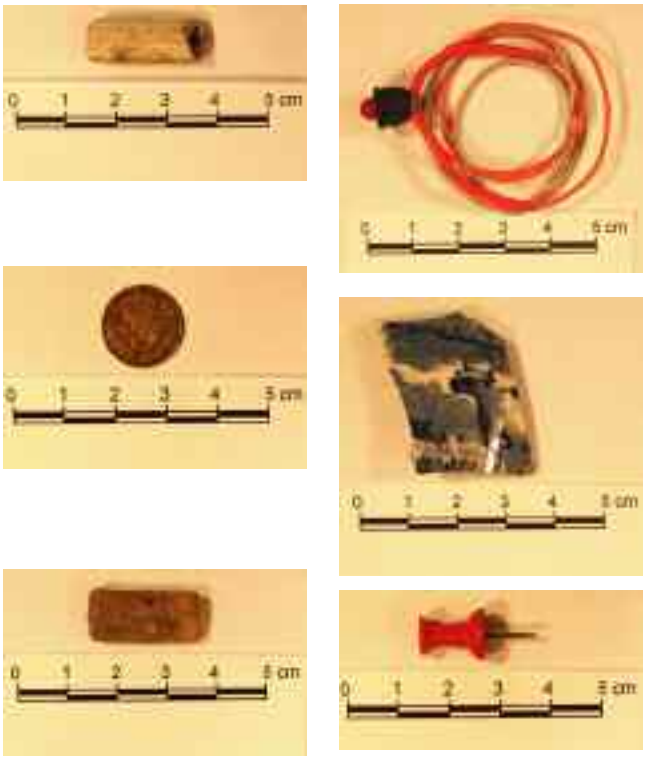


Figure 6. (a) Ceramic pipe stem fragment ; (b) Light Emitting Diode (LED) (c) 1893 silver threepence; (d) sherd of transfer printed White Ware; (e) machine rolled cigarette butt; (f) common wall tack. (credit: Adrian Myers).

everyday, hands-on relationship. The users loaded cumbersome objects into the back. They cleaned it out, sat on the ripped seats, and learned the knacks required to drive it. To the management it was a tool, one of a fleet of vehicles; to the users it was "just an old van," though a van for which there was a certain amount of affection.

Most exceptional of the recovered artifacts are the "misplaced" archaeological finds. These archaeological finds ended up, literally and metaphorically, under the floorboards.

There are several reasons why an artifact could be lost in such a way; it may have been inadvertently dropped, lost out of a finds tray, or perhaps even deliberately discarded.

In one scenario, during the course of the day a digger pocketed the artifact planning to ask a supervisor about it. The find was forgotten, and only remembered at the end of the day riding in the van. With the context lost or forgotten, the digger dropped it under the seat. Thus these artifacts perhaps represent the little

bits every archaeologist comes across that "don't matter." Their very presence reminds us of the role of chance in any archaeological endeavor, and tells us something about how we ascribe value to archaeological finds.

The original impetus for the research was primarily scientific, as an examination of a representative example of a complex artifact diagnostic of the later twentieth century. While it was anticipated that the data collected might challenge expectations, and that our methods would need to be tested and adapted, the project acquired a dynamic of its own and a surprisingly multivalent character. As work progressed and daily discussion with visitors both to the physical and virtual sites continued, different understandings of our modest summer dig continued to unfold.

Pioneering work by the garbologist William Rathje (Rathje and Murphy 2001), and more recent investigations by Victor Buchli and Gavin Lucas (2001) have demonstrated that recently abandoned contemporary materials are a viable resource for discovering social trends and values. The Van Project humbly aims to follow in this tradition. Archaeology amounts to the pursuit of understanding through material remains, and there should be no difference therefore between motivations or methods for investigating ancient and modern remains; an ancient chariot or a Ford Transit van. As the discipline of archaeology evolves, intellectual stances that privilege an imagined past seeking to distance it from a vulgar present may become less tenable. We of course want to know more of how Neolithic or Iron Age societies were organized—with the detail of everyday life in these deeper pasts. The consequences of these ancient social interactions, as with more recent ones, are still in play. This is surely why archaeology matters. As much as with quantum physics or neuroscience, archaeologists are implicated, inextricably tangled even, with the stuff of their own study. Does this not place us in a good position to offer comment and critique?

As a forerunner of the Information Age, a product of Britain's early car factory computerization, it might be thought appropriate that "archaeology van" J641 VUJ today still has worldwide virtual, or partial, presence. Distributed as recycled scrap, reproduced in print, on the internet, through art, and on digital video, it arguably now has a greater impact than it had in "real-life." The Transit Van Project, despite its own unconventionality, does nevertheless soundly reaffirm the basic fact that archaeology is usually about the ordinary and the everyday. So it is with the archaeology of the distant past, and so it is, and so it should be, with the archaeology of the present. This remains true regardless of the subject matter.

The interest, discussion, and certainly controversy that the Transit Van Project engenders remind us that the process of "the doing" of archaeology can matter as much as the results of the endeavor. That often passionate discussion has been generated at conferences and presentations, at the site of the excavation itself, and virtually on message boards and blogs, shows that such a project does at the very least get archaeologists talking to each other.

The archaeology of the recent and contemporary past should not be thought of as different or distinct from the archaeology of any other period. If the particular theory and methods of archaeology are in any way valid means of looking at things in the past, then there is no reason why they can't also be valid for telling us about the more recent past and even the present. "Modern" and "contemporary" are not tantamount to "well documented" or "well understood"—as we know, many aspects of life are not recorded or explored because they're thought of as mundane, obvious, or common sense. Contemporary archaeology projects challenge us to confront, and to make explicit, these untested assumptions. The process often produces surprising, unexpected and frequently counterintuitive results.

The Van Project is nothing if not contentious. But whatever one's view, it is perhaps one of England's most talked-about archaeological projects for some time—which may be reason enough to support the venture. A fear of contemporary archaeology is a fear about the validity of all archaeology—cast off those fears, dive in, and explore!

References Cited

Bailey, Greg, Cassie Newland, Anna Nilsson, and John Schofield
2007 Sic Transit Gloria Mundi. *British Archaeology* 92:16–21. Available online http://www.britarch.ac.uk/ ba/ba92/feat2.shtml, (accessed 6/22/2008).

Bailey, Greg, Cassie Newland, Anna Nilsson, John Schofield, Steve Davis, and Adrian Myers
2009 Transit, Transition: Excavating J641 VUJ. *Cambridge Archaeological Journal*, in press.

Buchli, Victor, and Gavin Lucas (editors)
2001 *Archaeologies of the Contemporary Past*. Routledge, London.

Myers, Adrian
2010 Contemporary Archaeology in Transit: The Material Culture of the Van. *International Journal of Historical Archaeology*, in press.

Rathje, William, and Cullen Murphy
2001 *Rubbish! The Archaeology of Garbage*. University of Arizona Press, Tucson.

VALUING ARCHAEOLOGY

NEW FUTURES FOR ANCIENT CROPS?

Paul Minnis

Paul Minnis is Professor of Anthropology at the University of Oklahoma

North American archeologists are rediscovering the environment. Much of this is related to wider interests in climate change and its effects on humanity's future. Not surprisingly, archaeology has much to offer as it has the best record of long-term relationships between humans and their environment, including periods when humans have had to deal with substantial climatic variation and its effects.

Intensified archaeological research on landscapes, anthropogenic ecology, and human responses to climate change are well placed; in fact, they are critical for well-informed discussion of current environmental issues. Obscured is another facet of the ancient past that has important consequences for creating a sustainable future: documenting ancient crops.

Over many millennia, farmers across the world domesticated literally thousands of species and developed tens of thousands of varieties of these plants. This inventory constitutes one of the most significant legacies from past generations. These plants often were adapted to an astonishing range of difficult growing conditions, from arid deserts to waterlogged swamps, and taken as a whole, they may well help expand capacities for crop food production in the future.

Despite this heritage of astonishing agricultural diversity, the world's current food base has narrowed to a dangerous level; a mere and literal handful of crops provide the vast majority of food that feeds humanity. The list is well known and includes: sugar cane, corn/maize, wheat, rice, potatoes, sugar beets, soybeans, oil palm, and barley. Drastic narrowing of any resource base is risky. For more than 50 years, agronomists and others have noted with alarm that the spread of industrial agriculture often reduces the genetic diversity of crops and that this diversity is critical to maintain the ability of agriculture to respond to changes by offering as wide a gene pool as possible. Much effort has been expended to gather and maintain as much of the remaining diversity of cultigens and their cultivars as possible using both *in situ* (such as using local grow-out fields or encouraging traditional farming) and *ex situ* strategies (largely through seed banks). The latter strategy has received considerable attention recently with the opening of the Svalbard International Seed Vault, better known as the "doomsday seed bank."

Collecting and preserving crop germplasm, including from little-known crops and varieties, has not extended to the archaeological inventory of crops. As farming is a dynamic process and the majority of human experience was during the ancient past, we would then expect the archaeological record to contain information on novel crops, varieties, and farming techniques not known now. Therefore, the archeological record may play a small but useful role in helping insure the stability of the human larder in several ways, contributions not as well recognized as they should be.

Extinction of crops and crop varieties has accelerated within the past hundred years, but it is not unique to the modern era. Numerous crops documented archaeologically no longer exist even though their wild progenitors do. This has been best studied in Eastern North America with its documentation of a whole suite of crops domesticated prehistorically that had become extinct by the historic period. These domesticates were the most important crops for thousands of years, and maize and other Mesoamerican-derived crops did not become the primary crop until late in prehistory. Minimally, these indigenous plants include marshelder, chenopod, and perhaps others such as a knotweed, ragweed, maygrass, and little barley. Prior to recognition of these local domesticates, Eastern North America, like most areas of the world, had not been considered a center of domestication so scholars interested in ancient farming and the origin of agriculture basically ignored this region. There is little reason to assume that Eastern North America is unique, except for the intensity of its archaeological research. Archaeologists working in Western North America are beginning to recognize cultigens previously unknown in the region, plants such as agave and little barley. One can only wonder how many once-domesticated plants (and animals?) remain undiscovered in understudied areas.

☞ *VALUING ARCHAEOLOGY, continued on page 50*

J. JOSEPH BAUXAR

(1910–2008)

J. Joseph (Finkelstein) Bauxar was born in Oklahoma City on September 9, 1910, grew up in the Tulsa area, and graduated from the University of Oklahoma, Norman in 1932. Joe inaugurated the Oklahoma Archaeological Survey in 1932 with a brief survey of the northeastern Oklahoma Counties. In 1933 he worked at the Laboratory of Anthropology at Santa Fe, New Mexico under Frank Roberts where he excavated sites in the Whitewater District in eastern Arizona. In Oklahoma during the Depression in 1934–1936, he supervised excavation of the Norman Mound and Reed sites and a portion of one mound in the Spiro Mounds complex as part of Works Progress Administration (WPA) projects while working for the Smithsonian Institution and the University of Oklahoma. He published his results on the Norman mound site in 1940 (*The Oklahoma Prehistorian*) and his observations on Spiro were published in *American Antiquity* in 1953. In 1937 he attended graduate school for a year at the University of Chicago and supervised excavation at the Kincaid site in southern Illinois. Beginning in 1938 in response to Tennessee Valley Authority projects, Joe worked as an ethnohistorian for the Laboratory of Anthropology, University of Tennessee. This work included the Chickamauga Basin project as part of WPA sponsored research. In the early 1940s he directed some the earliest historic archaeology studies in Tennessee with his excavation of the Bean Tavern in Bean Station, Tennessee.

During World War II, he served as a radio operator in the Army Air Corps in the European theatre of the war. Following World War II he worked on the Smithsonian River Basin Survey's Missouri Valley project in Nebraska and South Dakota (1947–48). In 1948 Joe directed and published the excavation of the Daniel Freeman Homestead, Homestead National Monument in Beatrice Nebraska for the National Park Service. Joe later continued his education at the University of Chicago where he completed an M.A. in anthropology/history in 1950 and at the University of Wisconsin, Madison where he received a Master of Library Science in 1958. He was a librarian at Rockford College in Rockford, Illinois from 1958 until 1964, when he was appointed University Archivist at Northern Illinois University, DeKalb. He served in that post until his retirement in 1979. In the 1950s he published an ethnoarchaeological study of the Yuchi tribe (*Ethnohistory*, Vol. 4, No.3, Summer, 1957), and in the 1970s he wrote "The History of the Illinois Area" for the Smithsonian's *Handbook of North American Indians.*

Joe considered himself an ethnohistorian and an archaeologist. Joe met his wife, Alice McIntyre, while at the University of Tennessee. Alice was teaching in the Home Economics Department. She had graduated from Pembroke College (Brown University) with a B.A. in History and completed her M.A. in Foods and Nutrition from Columbia University. They were married in 1944, and had three daughters, Esme, Susan, and Debbie (who became an archaeologist). Alice preceded Joe in death in 2002. Joe is survived by his three daughters; a grandson, Kui; and one son-in-law, Roderic McLean (another archaeologist). Joe will be remembered for his kindness and passion for the past. Joe is buried outside of Oklahoma City.

Roderic McLean and Debby Bauxar McLean
Aliso Viejo, California

LAPTOPS IN THE SAND

PUTTING A RUGGED COMPUTER TO THE TEST

Michael Searcy and Scott Ure

Michael Searcy is an anthropology graduate student at the University of Oklahoma.
Scott Ure is the technology specialist for, and a graduate student in the Department of Anthropology at Brigham Young University.

Computers have been used in the archaeology for decades to perform various tasks including statistical modeling, database management, geospatial analysis and other processes ranging from the relatively simple to the incredibly complex. Traditionally, computers are used in relatively "clean" environments such as indoor offices or laboratories. However, when subjected to harsh outdoor conditions with extreme temperatures, precipitation, dust, and debris, failure in some degree, ranging from the irritating to the catastrophic, is highly likely and often quite predictable. Sandy and dusty regions, as well as wet and humid areas, are particularly hostile to the delicate and environmentally sensitive processors, circuit boards, disk drives, and the other assorted and interconnected "bits" and "bytes" comprising a modern computer.

Archaeologists wishing to harness computing power while performing fieldwork have historically faced difficult challenges including issues of protection, power, and portability. Various attempts to protect devices and data consist of cumbersome plastic "Tupperware" concoctions bound together with copious duct tape. Eventually the poor machines are left gasping for air, eventually overheating once the fan gives out, and finally dying. Usually these plastic deathtraps are meant to keep out the sand, dirt, and rain, but inevitably the elements overtake these vain attempts to combat environmental irritants and often compound the damage to the device. Most commercial protective coverings offer mixed results. For the majority, these solutions are after-market casings that exchange protection for bulky, cumbersome, and unwieldy "Tupperware" boxes with additional fancy colors.

The need for portable and user-friendly computers capable of withstanding archaeological fieldwork environs is evidenced by the numerous and creative attempts to protect such devices not traditionally built to survive harsh conditions. In addition, the demands for more efficient and accurate data collection are fueling the need to process field data as quickly as possible. Many of the pioneers incorporating computing in archaeological fieldwork, such as McPherron and Dibble's use of computers at excavations in France and Egypt, are opening our eyes to new possibilities. In their report, McPherron and Dibble (2003:32) concluded:

> Technology makes it easier to collect data faster and less expensively than before, and in many cases, the data are much more precise. We cannot imagine doing archaeology without computers and total stations, which is why we were motivated to try them in Egypt. The experience was not without its challenging moments, and at times we were forced to modify the way we typically work. It was clear to us, however, that for relatively low costs, and with proper planning, technology can be integrated into any field setting.

Even with the potential benefits, integrating computers into archaeological fieldwork has generally been slow. Certainly total stations and GPS units are much more prevalent, yet using actual laptops to process data on site is rare. For most archaeologists, change is not a word used lightly and often represents decades or millennia of time, thereby allowing technology to gradually evolve. The issues with incorporating computing into fieldwork can include a fear of technology, which might stem from a lack of knowledge, training or a past negative experience, as well as the mentality that "if it isn't broken, why fix it"? Another concern noted is an overriding mistrust of electronic data and its perceived delicacy and propensity to corrupt or just disappear when compared to the tried and true pencil-drawn maps and notes that offer a physical and tactile, albeit false, sense of security. During our testing of field computers (discussed below), a flood in the apartment housing the field maps and notes nearly wiped out weeks of meticulous work, showing that fires, floods, wind storms, and other catastrophes can make quick work of traditional paper media, with data loss just as quick and devastating.

In recent years several computer manufacturers have developed laptops fully capable of surviving an archaeological field setting, thus providing needed computing power right at the site. These devices can withstand drops, bumps, sand, dirt, rain, snow, and sleet, and meet rigorous military standards set by the U.S.

Photo 1: Michael Searcy and Dayna Reale mapping with the Panasonic Toughbook in "tablet mode" at Sand Hollow in Hurricane, Utah.

Armed Forces. For example, a Panasonic Toughbook survived a fire inside a police car that incinerated most of the vehicle, and the thousands of gallons of water used to douse the flames. The police officer noted that the fire was so hot it melted all of the interface ports on the back of the computer. He wrote: "Just for fun, I hit the power switch and was shocked when I saw the hard drive and battery lights come on. I watched in amazement as the LCD lit up and the computer booted to windows without a hitch" (Panasonic 2008). In his review of the General Dynamics Gobook XR-1 rugged laptop, Charlie White (2006) wrote: "So what is ruggedized anyway? The 6.8-pound XR-1 meets military standards for drop/shock and vibration, and is also watertight and dustproof. Its keyboard can withstand liquids and abrasive dust and dirt particles, too. It can even be submerged, scrubbed and bleached after it's been exposed to toxic substances. That's tough." Similarly, Dell has recently released their XFR series that has all of the rugged features of the Panasonic and General Dynamics units. Although these computers have proven capable of functioning in seriously abusive environments, the question remains: How can a rugged laptop benefit the everyday archaeologist?

The goals for our testing the Panasonic Toughbook 19 during the 2007 field season in the unforgiving high desert of Utah were to show that rugged laptops can benefit archaeologists in the following ways: (1) improve efficiency and accuracy; (2) save money; (3) offer more data security; and (4) provide more versatility.

Rugged laptops offer new dimensions of accuracy and efficiency by providing immediate review of collected data while at the project area. Errors can be corrected while on site, thus alleviating the inevitable hypothetical question about whether anyone at the site remembers the actual spatial location of the Clovis point in relation to the mammoth rib. In addition, crew members can use various software applications to enter tabular and database information on site rather than writing down the information and taking it back to the office months later and attempting to decipher the now faded hieroglyphics without a Rosetta Stone. Transcribing data from notes and entering them into a computer in the office typically represents a step in the project cycle most prone to errors and bottle necks. Additionally, rugged laptops with drawing tablet capabilities allow users to draw maps right on the screen using various drafting applications. This also improves efficiency and accuracy when coupled with GPS and GIS applications and consequently removes the step of scanning drawn maps and redrafting them later. Drafting maps on site in a digital format allows for more versatility during site recording. Maps are no longer limited by paper size, and can represent multiple layers of data all available with the tap of a stylus. Other devices, such as total stations and GPS units can "upload" complex and highly accurate map data through various "wireless" communications, thus adding to the versatility of rugged laptops.

Producing digital data in various forms (maps, tables, databases, digital photos, and many others) while on site is inevitably

Photo 2: Scott Ure drawing a profile using a Panasonic Toughbook 19 at North Creek Shelter in Escalante, Utah. This allows drafter to draw directly on the computer screen using drafting software.

much more cost effective. As mentioned above, data is usually only recorded once, thus minimizing error; maps do not require post-production digitizing, database data-entry occurs only once, and generally project data remains in an organized and central location. In addition, datasets can be easily stored on various rugged removable media such as USB drives and external hard drives, thus securing multiple copies of important data. All of these benefits add up to more accurate information in a timely and secure fashion which equates to better results and money saved. Although prices for rugged laptops are significantly higher than typical laptops, the benefits quickly pay for the additional up-front costs, making these tools an important component of the future archaeologist's toolkit.

For our field tests, the Toughbook was used for mapping features and sites during excavations on two different projects. The Sand Hollow II project took place in the southern Utah desert, just north of St. George. The laptop was integrated into the project over a few weeks in July and August of 2007. Temperatures averaged 100°+, with some days reaching 115°, all in a sagebrush and sand dune environment. The Toughbook was also tested at the Northcreek Rock Shelter excavation in August 2007 with equally hot conditions in the high desert of south-central Utah. With the site located below a large sandstone cliff face, sand was a constant presence. Another rather unpleasant condition included layers of dried cattle dung located in the upper portions of the excavation area. These had to be removed in order to access the layers containing material associated with prehistoric occupations and produced clouds of foul smelling dust.

In addition to these harsh desert conditions were the typical associated strains of archaeological fieldwork, including time restraints specific to each project, the cycling of seasonal and volunteer workers, limited access to a constant electrical source, and unexpected wind/rain storms. With these conditions in mind, the Toughbook was definitely tested in some of the more typical extreme situations encountered in the field.

Even in the early stages of use, we could immediately identify some of the major benefits of this rugged field computer in contrast to traditional, consumer laptops.

- The long battery life (eight hours) easily provided enough power for the time in which the laptop was needed during the mapping of features. An additional battery was also available, but was rarely needed seeing that mapping didn't occur constantly over the eight hour work day.
- When mapping did occur intermittently over the course of any given day, the computer could be turned on and off quickly in "Hibernate" mode, creating very little lag-time between the identification of a feature and its mapping.
- The Toughbook lived up to its name, not only in the transportation of the computer in vehicles over rough terrain, but also in the hands of clumsy employees. For example,

the Toughbook was dropped with significant force as part of an ill-advised jump across a wide and deep trench. Fortunately, the Toughbook, equipped with a shock-mounted hard drive and magnesium alloy case took the beating and showed no adverse effects from the fall.
- There were only a few instances in which the Toughbook was briefly exposed to rain, but in these times, the sealed screen, data ports, and keyboard prevented any moisture from penetrating the casing and caused no damage to the internal working parts.
- The Toughbook was virtually impervious to dust and dirt, functioning without trouble in wind-blown sand and dusty conditions, all common to most archaeological sites.
- The brighter, outdoor-readable screen also made it possible to view the work area, even in direct sunlight. The swivel feature of the screen provided the ability to use the laptop as a tablet PC, producing better results when digitally drawing features onto the computer.

We also identified some problems when using this computer and associated software:

- The tablet configuration was used often during the mapping process, which included the use of a stylus or pen on the pressure-sensitive touch screen. The screen itself is protected by a plastic film that can be replaced, which is a process that is in and of itself arduous. Due to the abundance of sand and dust, the screen film was scratched frequently. After about two weeks, the center portion of the screen developed a scratched area through which it was difficult to see in direct sunlight.
- We also found that if a person had not previously been trained in the Adobe Illustrator software, it was difficult to instruct them in how to use the Toughbook for mapping. A bit of a learning curve is inevitable, and this should be expected when it comes to new technology. But we found that as knowledge of software idiosyncrasies and shortcuts increased, we were able to reach full efficiency.
- In addition to learning how to operate the software, the use of the pen on the pressure sensitive screen also took some adjustment, but this was easily overcome with practice.
- Although the screen was viewable in bright sunlight, at 10.4" it is smaller than most laptop and desktop screens. Fortunately, Adobe Illustrator allows for zooming in on any portion of the map/artwork being developed. The only downside to zooming in is that grid markers would lay outside the viewing area and it would be easy to misinterpret the location of a feature to be drawn.

To conclude, we found that the use of rugged laptop computers can significantly increase efficiency associated with the transition from the field to publication. Maps were publication-ready when brought back to the office already in digital form. We also found that alleviating the extra step of scanning paper maps and reproducing them digitally after fieldwork could potentially save between $100 and $200 per map. Finally, the Toughbook was able to withstand the harsh conditions and proved to be a superior computing machine suited for archaeological fieldwork.

Gary Lock (2003:267) said "if archaeologists are becoming informational workers it is essential that they can maximize the use of the appropriate information technology. This not only involves having the technology available, which appears to be happening ... but also knowing how to use it and appreciating the potential of it. An essential aspect of information technology and informational working is that of the continual updating of knowledge and skills." As we continue to test and report on the efficacy of new technology, we can only become better at collecting and archiving vital archaeological information. Furthermore, we need to recognize the potential of new technology. We hope to continue to explore the potential of added features that come with the Toughbook. For example, Bluetooth technology can provide instant file sharing and communication with other computer users on site. In addition, the Toughbook can be used during survey to map and record basic data, much like handheld computers have been used. We also hope this report and others in the future contribute to the use of new technology in the field of archaeology, and in the end, provide us with better and more efficient ways of preserving the past.

Acknowledgments. We would like to thank Dr. Joel Janetski from the Department of Anthropology at Brigham Young University, and Rich Talbot and Lane Richens from the Office of Public Archaeology for their patience and support of this project.

References Cited

Lock, Gary
2003 *Using Computers in Archaeology: Towards Virtual Pasts*. Routledge, London.

McPherron, Shannon P, and Harold L. Dibble
2003 Using Computers in Adverse Field Conditions: Tales from the Egyptian Desert. *The SAA Archaeological Record* 3(5):28–32.

Panasonic Corporation of North America
2008 Caught in a Blaze. Toughbook Tough Stories: Testimonials. Electronic document, http://www.panasonic.com/business/toughbook/toughstories-testimonials.asp, accessed April 5, 2008.

White, Charlie
2006 General Dynamics Itronix XR-1: Notebook for Guerillas and Gorillas. Electronic document, http://gizmodo.com/gadgets/laptops/general-dynamics-itronix-xr+1-notebook-for-guerillas-and-gorillas-194035.php, accessed April 5, 2008

SAA HERITAGE VALUES INTEREST GROUP ESTABLISHED

Hilary A. Soderland, George S. Smith, and Phyllis Mauch Messenger

Hilary Soderland holds a Ph.D. in Archaeology and is undertaking her Juris Doctorate at Boalt Hall School of Law, University of California-Berkeley.
George Smith is the Associate Director of the Southeast Archeological Center, Tallahassee, Florida.
Phyllis Mauch Messenger is Adjunct Faculty in Anthropology at Hamline University, St. Paul, Minnesota.

At the SAA 73rd Annual Meeting in Vancouver, British Columbia, Canada, March 26–30, 2008, the SAA Board of Directors approved the formation of the *Heritage Values Interest Group*. The establishment of the SAA *Heritage Values Interest Group* derives from a longstanding initiative concerning "Heritage Values" that centers on the construct of heritage by probing the derivation and ascription of value while examining the practical concerns and theoretical underpinnings critical to understanding the past in contemporary society.

This article offers an overview of the Heritage Values Initiative. It delineates key stimuli that have posited heritage within archaeology and which, in turn, have been integral in laying the foundation from which the *Heritage Values Interest Group* was formed within the SAA. The formal structure and organization of the SAA *Heritage Values Interest Group* (purpose, objective, activities, electoral procedure, and finance) are outlined. We conclude with the official Call for Participation for the newly formed SAA *Heritage Values Interest Group*.

The Heritage Values Initiative

Overview

Across the globe, "heritage" is a concept of rapidly increasing significance in the representation of past material cultures and landscapes. How, when, and by whom the past is valued—defined, measured, applied—encompass various sectors, disciplines, peoples, and perspectives as well as exigent realities, such as laws, ethics, economics, and politics. The myriad values imbued in "heritage" hold considerable importance in understanding not only the disciplinary history of archaeology but also how the archaeological past is constructed and construed (by archaeologists and others) in contemporary society. Archaeologists are situated squarely within the context of current cultural debates of the past. The concept of "heritage" is thus central to archaeology and to the ways contemporary society values the past. Yet, heritage still too often is viewed as tangential or marginal to much archaeological discourse.

The creation of the SAA *Heritage Values Interest Group* seeks to aid in countering this perception by firmly placing "heritage" in the domain of archaeology as part of a long-established entity. It thus strives for constructive and forward-looking engagement of ways in which the ethos of the initiative can be integrated and explored further. In so doing, it aims to promote "heritage" as a recognizable component of archaeology today—as part both of what archaeologists do and of how archaeology is conducted.

Derivation and Stimuli

To date, the Heritage Values Initiative not only has derived from but also has generated international workshops, projects, publications, and presentations at conferences in the United States and abroad. Key stimuli to the development of what presently comprises and encompasses "Heritage Values" have been:

1989 Save the Past for the Future Workshop I, Taos, New Mexico.
1994 Save the Past for the Future Workshop II, Breckenridge, Colorado.
1998 Teaching Archaeology in the 21st Century Workshop, Wakulla Springs, Florida.
2001 The MATRIX Project: directed by Anne Pyburn.
2003 Archaeology in Global Perspective Workshop with the 5th World Archaeological Congress, Washington, DC.
2005 Heritage Resource Management, Policies, and Issues in Global Perspective Workshop, Cumberland Island National Seashore, Georgia.
2006 Capturing the Public Value of Heritage Conference, London.
2007 Heritage Values: The Past in Contemporary Society Workshop, Cumberland Island National Seashore, Georgia.

Since the inception of what has become the Heritage Values Initiative, support (both fiscal and otherwise) has been expressed by over 20 organizations, including the Society for American Archaeology, the World Archaeological Congress (WAC), the European Association of Archaeologists, the Society for Historical Archaeology, the United States National Park Service Southeast Archeological Center, the United States National Center for

Preservation Technology and Training, Statistical Research, Inc., universities in the United States, England, and Scotland, and the United States Committee of the International Council on Monuments and Sites.[1]

The most recent events planned under the auspices of the Heritage Values Initiative convened sessions at the 2008 SAA and WAC conferences. Both venues engendered active discussion and sparked new and innovative collaborations.

2008 SAA and WAC Conference Session Synopses

At the SAA 73rd Annual Meeting in Vancouver, two sessions were structured with heritage at the nexus. One session of formal paper presentations pertaining to socio-legal constructions of archaeological heritage served as a precursor to the double session convened at WAC (as discussed below). The other session was a forum symposium sponsored by the SAA Public Education Committee. Entitled "Heritage Values and Valuing Heritage: Considering the (Dis)Connects among the Past, Present, and Future," this symposium resulted in a lively dialogue of heritage among the forum panelists and between the panel and the audience.

At the 6th Convention of the World Archaeological Congress (WAC-6) in Dublin, Ireland, June 29–July 4, 2008, a double session on heritage constituting short position papers followed by discussion expanded the scope of the 2008 SAA session by bringing together individuals representing nine countries spanning five continents. Entitled "Socio-legal Constructions of Archaeological Heritage: Intersections in Rights and Regulations, Objects and Cultures, Identity and Indigeneity, and Values," the two-part session contributed to the "Cultural and Intellectual Property Issues in Archaeological Heritage: Identifying the Issues, Developing Modes of Resolution" WAC-6 Conference Theme.

The abstract of the double session:

> This session addresses new directions in socio-legal scholarship at both national and international levels. The manifestations through which the remnants of the past are embedded and articulated in culture, history, and memory have intensified as legal classificatory schemes increasingly engage contemporary negotiations of heritage values.
>
> There has been a growing need for both tangible and intangible archaeological heritage to be defined in and by law in order to implement protective and regulatory policies, repatriation procedures (as required by law and otherwise initiated), private versus public ownership rights, regulations surrounding cultural and intellectual property, and heritage values.
>
> The legal, archaeological, and anthropological expertise of the session participants facilitates an understanding of how heritage has come to be defined and redefined in law and how law inextricably intersects the construction of heritage.

The WAC-6 session was significant in continuing to expand the Heritage Values Initiative in an international and interdisciplinary milieu. It united archaeologists, anthropologists, indigenous representatives, lawyers, law professors, students, government officials, heritage practitioners, museum personnel, and policy makers. By convening experts and scholars, practitioners and students, indigenous representatives and local stakeholders, the session—like the Heritage Values Initiative itself—presented and examined diverse perspectives across the heritage continuum. The focus on socio-legal constructions of archaeological heritage importantly positioned law as a global axis that transcends conventional geographical, national, and methodological boundaries. In so doing, the session sought to exemplify how archaeology no longer can remain a discipline framed in the past, constrained by academic strictures. Rather, archaeology must engage with—and indeed embrace—anthropological tenets and legal frameworks as well as other disciplinary approaches and nontraditional knowledge bases. Such engagement, as the participant contributions to the WAC-6 session aptly illustrated, is in fact not only necessary but also beneficial to archaeology and essential in considering the manifold ways in which contemporary global society values the past.

The School for Advanced Research (SAR) in Santa Fe, New Mexico, selected the session as a finalist for the WAC-6 SAR Prize Session in Anthropological Archaeology. While the high level of interest in, and deliberation at, the recent conference venues reinforces the longevity of the Heritage Values Initiative, it also bolsters its current relevance. It is therefore as fitting as it is timely that support among the SAA membership has brought about the creation of the SAA *Heritage Values Interest Group*. As those who proposed the *Heritage Values Interest Group*, it is our hope that establishing such an entity within the SAA will impart institutional support and recognition for "Heritage Values," which, in turn, will provide a sustainable and anchored platform that will serve as a point of departure in considering the future potential and possibilities of heritage within the domain of archaeology.

The SAA *Heritage Values Interest Group*

Statement of Purpose

The *Heritage Values Interest Group* is concerned with the ways in which the past is valued in, and by, contemporary society. A principal objective is to advance understanding regarding the

complex concept of heritage and its burgeoning and significant role in the current discipline and practice of archaeology. As such, it endeavors to provide an open forum for exchange and dialogue that acknowledges the multiplicity of the past in contemporaneous representations of material cultures and landscapes.

The *Heritage Values Interest Group* seeks to provide an environment for SAA members to explore the ways in which heritage is constructed and construed and to what extent that composition coheres with or contradicts value systems ingrained in diverse discourses, such as national paradigms, international standards, codes of ethics, management schemes, collective memory, and shared or dissonant identities. It therefore explores the multifaceted meanings of the past, probes the ensuing derivation and ascription of value, and embraces international and interdisciplinary lines of inquiry.

Objectives

1. To promote the study and understanding of "heritage" and "value" within archaeology.
2. To advance the concept of "heritage values" as an integral component to the practice and discipline of archaeology in contemporary society.
3. To provide an open and dynamic forum that not only fosters exchange, interaction, and collaboration among SAA members regarding the role of "heritage" in archaeology but also offers an avenue for action on 'heritage' issues.
4. To serve as a resource and point of contact for SAA members by enhancing communication, raising awareness, and facilitating the dissemination of information regarding "heritage."
5. To examine the practical concerns and theoretical underpinnings pertaining to the concept of heritage and to the manner in which value is derived and ascribed to the heritage of archaeology to gain a greater understanding of the breadth and scope of how "heritage values" impact archaeology in order to be better equipped to implement public policy, spending, management schemes, educational curricula, training programs, among other projects.
6. To encourage interdisciplinary and international engagement, debate, research, and networks.

Activities

The activities of the *Heritage Values Interest Group* aim to encompass those traditionally undertaken by SAA Interest Groups, including (1) holding meetings and elections in conjunction with the SAA Annual Meeting; (2) forming an electronic network to enable communication among members between such yearly meetings; (3) sponsoring sessions, symposia, forums, workshops, or special events at SAA Annual Meetings; (4) proposing position and/or policy statements to the SAA Board; and (5) contributing articles, reports, updates, and other applicable news to be printed in SAA publications, such as *The SAA Archaeological Record*. Other activities and corresponding undertakings will be determined in due course by the *Heritage Values Interest Group*.

The *Heritage Values Interest Group* will strive to complement the purpose and function of existing SAA Committees, Task Forces, and Interest Groups. Moreover, fruitful associations are envisioned with entities including, but not limited to, the Public Archaeology and Indigenous Populations Interest Groups as well as the Committees on Education, Ethics, Curriculum, Government Affairs, Government Archaeology, Native American Relations, and Public Education. It is hoped that such interactions will foster constructive insights and innovative networks, yielding mutual benefits.

Electoral Procedure

The *Heritage Values Interest Group* will be spearheaded by an Organizer or by Co-Organizers. Since the Interest Group was proposed to SAA by Phyllis Mauch Messenger, George S. Smith, and Hilary A. Soderland, all three will serve as Co-Organizers for the first term; however, Hilary A. Soderland will be the principal Organizer and in this capacity will serve as the primary contact point for the Interest Group.

The Organizer, or Co-Organizers, will serve for a term of two years (unless otherwise resolved by the membership). There is no limit to the number or succession of terms an individual can assume the position of Organizer or Co-Organizer (unless otherwise resolved by the membership). Other leadership roles and associated terms of tenure will be established if necessary and at the discretion of the Interest Group.

The *Heritage Values Interest Group* intends to meet yearly in conjunction with the SAA Annual Meeting when the Organizer, or Co-Organizers, will be elected. Candidates will be solicited by a call for nominations during the annual meeting. Alternatively, should a candidate be unable to attend the meeting in person, a statement of intent may be submitted by proxy. After an open discussion and the opportunity to question the candidate(s), a simple majority vote (even if an election is unopposed) will determine the outcome. In order to vote in *Heritage Values Interest Group* elections, individuals must be members of the interest group. In accordance with the *SAA Guidelines for Interest Groups*, the *Heritage Values Interest Group* will maintain at least 25 on its membership roster; any current SAA member is eligible to join.

This system of rotating Organizers on a biennial basis will

ensure consistency while simultaneously enabling many individuals to serve in a leadership capacity. The electoral procedure is effective as stated, unless otherwise resolved by the *Heritage Values Interest Group* membership.

Finance

The Organizer, or Co-Organizers, as well as other individuals who may be elected or selected to serve in a leadership, management, advisory, or other capacity germane to the Interest Group will do so on a pro bono basis. In accordance with the *SAA Guidelines for Interest Groups*, no fee will be charged for SAA members to be included on the membership roster. The *Heritage Values Interest Group* anticipates utilizing the organizational support, resources, and other forms of assistance provided by the SAA to its Interest Groups. No expense to SAA is anticipated as a result of the formation or operation of the *Heritage Values Interest Group*.

Call for Participation

As the SAA 2009 membership process begins this fall, it will be possible to join the *Heritage Values Interest Group* when renewing or initiating SAA membership.

The first gathering of the SAA *Heritage Values Interest Group* will occur at the SAA 74th Annual Meeting in Atlanta, Georgia, April 22–26, 2009. Further detailed information will be disseminated as the date approaches and also should be printed in the SAA Annual Meeting program. All are welcome to attend the inaugural gathering. **Please join us in shaping the direction of the SAA** *Heritage Values Interest Group***!**

In the meantime, do not hesitate to contact the Co-Organizers of the SAA *Heritage Values Interest Group*: Hilary A. Soderland: hsoderland@cantab.net, George S. Smith: George_S_Smith@nps.gov, Phyllis Mauch Messenger: pmessenger@hamline.edu

Note

1. The following universities (listed in alphabetical order) in the United States, England, and Scotland have pledged support to the Heritage Values Initiative: Glasgow Caledonian University Heritage Futures, Cultural Business Group; Hamline University; Northern Arizona University, Center for Science Teaching and Learning; University of Florida, Center for Tourism Research and Development; University of Liverpool, Higher Education Academy, Subject Center for History, Classics, and Archaeology; University of Maryland Center for Heritage Resource Studies; and, University of Newcastle Upon Tyne, International Center for Cultural and Heritage Studies.

VALUING ARCHAEOLOGY, from page 41 ↩

Why should we care? It would be a logical question to ask what value these extinct crops have beyond simply understanding the past. There are several potential practical uses. First, it may be possible to redomesticate these plants—-we have the best evidence that they can be domesticated because they once were, if the need arises. Their value may well increase further with more sophisticated techniques to manipulate genes independent of breeding of whole plants. Valuable marshelder genes, as an example, could be useful without having to redomesticate the plant itself.

There is additional use of these data. The current distribution where specific crops are grown may not reflect the areas where they could be farmed. Given the accelerated replacement of traditional crops and cultivars, there is every reason to believe that their areas of cultivation have been greatly reduced. The archaeological data, therefore, can provide direct evidence for locations where specific crops might be grown but not longer are.

In a similar vein, it is likely that what appears to be marginal farming areas will need to be brought into cultivation to feed an expanding human population and deal with changes in the organization of food production. Often ancient people had already farmed such locations. Lithic mulching, chinampas farming, and sunken fields are but three examples of the human creativity in developing techniques to grow crops in difficult locations. The archaeological record can provide clues as to the types of crops that might be viable in these locations and may even provide examples of novel farming techniques used to grow them in the past.

Finally, the discovery of ancient cultigens in the archaeological record may alert us to their possible residual populations in numbers small enough to have been overlooked (Suzanne Fish, personal communication, 2008). This is not as farfetched as it might first appear when one remembers that cultivated agaves went unnoticed for decades in Arizona, in part of the state with a high population density and a history of intense archaeological and botanical research.

The dynamic agricultural history of ancient generations over eons may well become a resource for the future.

CALLS FOR AWARDS NOMINATIONS

The Society for American Archaeology calls for nominations for its awards to be presented at the 2009 Annual Meeting in Atlanta, Georgia. 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 2009 award will be presented for *Excellence in the Ceramic Analysis category.*

Special requirements:

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

Deadline for nomination: January 5, 2009. **Contact**: Patricia L. Crown, Department of Anthropology, MSC01 1040, University of New Mexico, Albuquerque, NM 87131-0001; tel: (505) 277-6689; fax: (505) 277-0874; email: pcrown@unm.edu.

Book Award

The Society for American Archaeology annually awards two prizes to honor recently published books. One prize is for a book that has had, or is expected to have, a major impact on the direction and character of archaeological research. The other prize is for a book that is written for the general public and presents the results of archaeological research to a broader audience. The Book Award committee solicits your nominations for these prizes, which will be awarded at the 2009 Annual Meeting of the SAA. Books published in 2006 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, Susan Evans, for an updated list of the committee members.

Deadline for nomination: December 1, 2008. **Contact**: Susan Toby Evans, Department of Anthropology, 409 Carpenter Building, Penn State University, University Park, PA 16802-3404 tel: (814) 865-2509; email: ste@psu.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 vitae.
- Letter of nomination.
- Letters of support.

Deadline for nomination: January 5, 2009 **Contact**: Mary Lou Larson, Anthropology, Dept. 3431, 1000 E. University Ave., University of Wyoming, Laramie, WY 82071-3431; tel: (307) 766-5566; email: mlarson@uwyo.edu

Award for Excellence in Cultural Resource Management

This award will be presented to an individual or a group to recognize lifetime contributions and special achievements in the categories of program administration/management, site preservation, and research in cultural resource management. It is intended that at least one award will be made each year and the category will rotate annually. The 2009 award will recognize important contributions in site preservation. The candidates may include individuals employed by federal, state, or local government agencies. This category is intended to recognize long-term, sustained preservation efforts and may encompass more than one site.

Special requirements:

- Curriculum vitae.
- Any relevant supporting documents.

Deadline for nomination: January 9, 2009. **Contact:** William G. Reed, USDA Forest Service Intermountain Region, 324 25th St., Ogden, UT, 84401 Tel: (801) 625-5786; email: wgreed@fs.fed.us

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, 2008.
- Nominees are informed at the time of nomination by the nominator and are asked to submit THREE COPIES of the dissertation IN PDF FORMAT ON CD-ROM to the committee by October 15, 2008 (to be mailed to the committee chair, Adria LaViolette). IF THIS FORMAT IS NOT POSSIBLE, PLEASE CONTACT THE CHAIR.
- Nominees do not have to be members of SAA.

Deadline for nomination: October 15, 2008. **Contact**: Adria LaViolette, SAA Dissertation Award Committee, Department of Anthropology, P.O. Box 400120, Charlottesville, VA 22904-4120. Phone: 434-982-2631, fax: 434-924-1350, email: laviolette@virginia.edu

Fryxell Award for 2010

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 2010 Fryxell Award will be in the area of general interdisciplinary studies. The award will be given at the SAA's 75th Annual Meeting, 2010, in St. Louis, Missouri. 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 vitae.
- Support letters from other scholars are helpful. Four to six are suggested.

Deadline for all nomination materials: February 5, 2009. **Contact**: Dr. Douglas J. Kennett, Department of Anthropology, 272 Condon Hall, University of Oregon, Eugene, OR 97403. Phone: (541) 346-5237, Fax (541) 346-0668, email: dkennett@oregon.uoregon.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. An 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. Strong preference will be given to students working with faculty members with zooarchaeological expertise.

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.
- A curriculum vitae.
- 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.

Deadline: The statement and curriculum vitae should be sent as an email attachment in Microsoft Word. Letters of support should be e-mailed separately by the people providing them. Applications are due no later than December 1, 2008.

Contact: Dr. Ariane Burke, Département d'anthropologie, Université de Montréal, C.P. 6128, succursale Centre-Ville, Montréal, QC, Canada, H3C 3J7. Email: a.burke@umontreal.ca

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

Deadline for all nomination materials: January 5, 2009. **Contact**: Dr. Wendy Ashmore, Department of Anthropology, 1334 Watkins Hall, University of California, Riverside, CA 92521-0418; tel: (951) 827-3935; fax: (951) 827-5409; email: wendy.ashmore@ucr.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 dis-

sertation 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.

Special requirements:

- ABD by the time the award is made at the 2009 Annual Meeting of the SAA.
- Research proposal no more than three pages long that describes the research and its potential contributions to American archaeology.
- Curriculum vitae.
- Two letters of support, including one from the dissertation chair that indicates the expected date of completion of the dissertation.

Deadline for nomination: December 8, 2008. **Contact**: Jill Neitzel, Anthropology, University of Delaware, Newark, DE 19711; tel: (302) 831-8755; email: neitzel@udel.edu

Student Poster Award (NEW)

This award replaces the more general Poster Award, and acknowledges the best student presentation of archaeological research in poster sessions. Student posters will now be evaluated as electronic submissions made directly to the Student Poster Award committee. Please note that the deadline for on-line poster submission is January 5, 2009. There will no longer be poster judging at the SAA meeting itself.

Special Requirements:

- The author(s) of the poster must be a student.
- The poster must be submitted to the Poster Award Committee as an electronic entry.

Please contact committee chair for details.

Deadline for Submission: January 5, 2009. **Contact**: Dr. John G. Jones, Dept. of Anthropology, Washington State University, PO Box 644910, Pullman, WA 99164-0001; Tel: (509) 335-3348 Fax: (509) 335-3999; Email: jonesjg@wsu.edu

Award for Excellence in Public Education

This award acknowledges excellence in the sharing of archaeological information with the public. The award is conferred on a rotating, 3-year, cycle of categories. The category for 2009 is Community and Public Programming. Eligible *programs* are those that have contributed substantially to public education about archaeology through writing, speaking, or otherwise presenting information to general or targeted public audiences. These programs may be aimed at any number of possible publics including, but not limited to, museum audiences, neighborhood or localized communities, heritage tourists, legislative and economic leaders, and local descendant populations. Such community and public programming can be based in cultural resources management, academic research and instruction, nonprofit and/or commercial development, and/or repository collections reuse.

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:

- The nomination form.
- 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: How does it fit within the practice of public education and archaeology? What is the impact on relevant publics beyond the discipline of archaeology (general public, special interest groups, precollegiate or non traditional students, others)?
- A copy (or samples) of the specific achievement.
- Supporting materials that document results. This material should clearly demonstrate the case being made in the nomination letter. For example, 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 or longevity of programs offered, formal evaluation results, and/or feedback from the audience.
- Endorsement from secondary nominators are welcomed (please, no more than 3).
- Prior nomination does not exclude consideration of a nominee in subsequent years.
- Designers of programs or products may nominate their own work.
- **Six (6) copies** of the nomination package (including supporting materials) must be submitted.

Deadline for nomination: January 4, 2009. The Chair of the committee will work with nominators to ensure a complete nomination. Nominators are encouraged to contact the Chair by November 1, 2008 to begin this process. Additional award nomination information is available on the award web page at http://www.saa.org/public/news/award_excellence.html .

Contact: Kirsti E. Uunila, Historic Preservation Plannter, Calvert County Planning and Zoning, 150 Main St., Prince Frederick, MD 20678-3337; tel: (410) 535-1600 x 2504; email: uunilak@co.cal.md.us

Gene S. Stuart Award

An award of $2000 is made to honor outstanding efforts to enhance public understanding of archaeology, in memory of Gene S. Stuart (1930-1993), 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 or magazine.

Special requirements:

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

- The nominated article should have been published within the calendar year of 2008.
- An author/newspaper may submit no more than five stories or five articles from a series.
- Nomination packets may be submitted as PDFs via email to Renata B. Wolynec at wolynec@edinboro.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 12, 2009. **Contact**: Renata B. Wolynec, Department of History and Anthropology, Hendricks Hall 143, 235 Scotland Road, Edinboro University of Pennsylvania, Edinboro, PA 16444, (814) 732-2570

2009 Student Paper Award

This award recognizes an outstanding student paper based on original research. Students represent a growing percentage of annual meeting attendees, and this is a way to encourage their high quality work and increased participation!

All student members of SAA are eligible to participate. Committee members evaluate papers anonymously, scoring them on the quality of the data and arguments presented, the quality of the writing, their contribution to our understanding of a particular area or topic in archaeology, and the appropriateness of their length and graphics for a 15-minute presentation. The award winner receives acknowledgement from the SAA president, a piece of official SAA merchandise, and **more than $1000 worth of books and/or journals** from sponsors such as:

- University of Alabama Press
- University of Arizona Press
- AltaMira Press
- 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
- University of Texas Press
- Thames and Hudson
- University of Utah Press

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

Requirements:

- A student must be the primary author of the paper and present it at the 2009 Annual Meeting.
- The student must submit seven (7) copies of the conference paper and relevant figures, tables, and references **without a name** on them so that they may be reviewed anonymously
- The paper should be double-spaced, with standard margins and 12-pt font. Please do not submit raw data unless they are to be presented as part of the paper itself. An average 15 minute paper is approximately 10 pages long (double-spaced, not including references cited, figures, and tables).

Deadline for submission: **January 5, 2009**.

Contact: Rebecca H. Schwendler, Chair, SAA Student Paper Award Committee; SWCA Environmental Consultants, 295 Interlocken Blvd Suite 300, Broomfield, CO, 80021; email: rschwendler@swca.com

Douglas C. Kellogg Fund for Geoarchaeological Research

The Douglas 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 Douglas C. Kellogg formed a memorial in his honor. The interest from money donated to the Douglas 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.

Special requirements:

- A one-page letter that briefly explains the individual's interest and how she or he qualifies for the award.
- A curriculum vitae.
- 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.
- PDF versions of the application will also be accepted via email.

Deadline for submission: December 1, 2008. **Contact**: Andrea K. Freeman, Department of Archaeology, University of Calgary, 2500 University Dr. NW, Calgary, AB T2N 1N4, Canada; tel: (403) 220-2792 email: freeman@ucalgary.ca

POSITIONS OPEN

Position: Assistant, Associate, or Full Professor
Location: Pittsburgh, PA
The University of Pittsburgh seeks to fill a full-time faculty position in the Department of Anthropology at the rank of Assistant, Associate, or Full Professor, depending on qualifications. The appointment would begin in fall 2009, pending budget approval. Candidates should specialize in the archeological study of complex societies in some region of Latin America. The successful candidate will be expected to teach graduate and undergraduate courses, pursue an active program of field research, contribute to the theoretical and comparative literature in anthropological archeology on the origins and development of complex societies, and bring methodological expertise to complement that of other faculty in the program. Send letter, cv, and names/addresses of three references to search committee chair: Prof. Robert D. Drennan, Department of Anthropology, University of Pittsburgh, Pittsburgh, PA 15260. Direct questions to drennan@pitt.edu. For full consideration, applications must be received by October 17, 2008. Women and minorities are especially encouraged to apply. The University of Pittsburgh is an Equal Opportunity, Affirmative Action Employer.

Position: Assistant Professor (Bioarchaeology)
Location: Vancouver, BC
The Department of Anthropology invites applications for a full-time, tenure-track position in bioarchaeology. The position will be at the rank of Assistant Professor, commencing 1 July 2009. A Ph.D in anthropology as well as a strong record of research and demonstrated excellence in teaching are required. We welcome applicants whose primary expertise is in the domains of bioarchaeology and bioanthropology and whose research intersects both the natural and social sciences in understanding past human societies. More specifically, we seek candidates with research expertise in one or more of the following: archaeo-chemistry, human osteology, zooarchaeology, ancient demography, disease and diet. The successful candidate will be expected to maintain an active program of research, service, and undergraduate and graduate teaching. They will also take a lead role in developing and using the Laboratory of Archaeology's newly expanded facilities in the renovated Museum of Anthropology. For more information on the Department of Anthropology, please visit www.anth.ubc.ca. The position is subject to final budgetary approval. Salary will be commensurate with qualifications and experience. Applications and inquiries should be addressed to: Dr. John Barker, Department of Anthropology, University of British Columbia, AnSo 2104, 6303 NW Marine Drive, Vancouver, BC V6T 1Z1. Applications must include: a letter of application; vita; evidence of teaching effectiveness; and three confidential letters of reference sent under separate cover. Review of applications will begin on **1 November 2008** and continue until the position is filled. The University of British Columbia hires on the basis of merit and is committed to employment equity. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents of Canada will be given priority.

Position: Lab Tech
Location: Orange CA
W/word, access & excel. Familiar w/archaeological lab equipment. Able to lift 50lbs, has strong work ethics and common sense. Salary DOE Send resume to careers@srscorp.net

Position: Archaeologists
Location: Orange CA
W/archiving experience. Must know Acrobat, PDF, Photoshop, Illustrator, Word, Access and Excel. Experience with archiving photos and word documents. Good work ethics and common sense. Salary DOE Send resume to careers@srscorp.net

Position: Archaeologists, Paleontologist, and Historians
Location: TBD
Scientific Resource Surveys is compiling a list of qualified Archaeologists, Paleontologist, and Historians with a Masters & Ph.D., to collaborate with, for upcoming job proposals, upon successful awarding. Send resume to careers@srscorp.net

Position: Assistant Professor (tenure Track)
Location: Northampton, MA
Smith College, Amherst College, and Mount Holyoke College seek an Archaeologist specialized in Pre Columbian Latin America for an entry-level, tenure-track appointment as Assistant Professor, to begin 2009–10. Competitive candidates will have extensive experience in contemporary methods of excavation and/or survey, with an in-depth knowledge of at least one archaeological culture or culture area in Latin America. All applicants should have teaching experience and be prepared to teach general courses in archaeological theory and methods as well as in their respective geographical area of expertise. Among the topics and areas of expertise of inter-

est to the search committee are: museum studies and the public impacts of archaeology, social archaeology, landscape archaeology and GIS applications, and critical approaches to material culture. This position is based in the Smith College Anthropology Department where two courses a year will be taught. Two additional courses will be shared, annually, by nearby Amherst and Mount Holyoke Colleges. Submit a letter of application, curriculum vita with the names of three referees, and one course syllabus to: Chair of the Search Committee, Anthropology Department, Wright Hall, Smith College, Northampton, MA 01063. Reading of applications will commence on October 15, 2008 and no additional applications will be accepted after December 1. Applicants who submit materials before November 1 will be considered for preliminary interviews at the American Anthropological Association Annual Meetings in San Francisco. Smith, Amherst and Mount Holyoke colleges are members of the Five College Consortium, which also includes Hampshire College and the University of Massachusetts at Amherst, each located within 12 miles of the others. The member institutions are equal opportunity employers encouraging excellence through diversity.

Position: Assistant Professor (tenure Track)
Location: Edwardsville, IL

The Anthropology Department invites applications for a tenure-track Assistant Professor with research specialization in archaeology of the Midwest or Eastern North America. Ph.D. required at time of employment, beginning August 2009. Expectations of research, service, and quality undergraduate teaching and mentorship. Courses to be taught will include introduction to anthropology (4 fields) and an archaeological field school to be taught locally. Other desired courses could include North American prehistory, world prehistory, historical archaeology, cultural resource management, artifact analysis, paleoethnobotany, or geoarchaeology. Applications close January 1, 2009. Send vita, transcripts, contact information for three references, and *separate* one-page statements of teaching interests/philosophy and research interests to: Anthropology Chair, Box 1451s, Southern Illinois University Edwardsville, Edwardsville, IL 62026-1451. SIUE is a state university – benefits under state sponsored plans may not be available to holders of F1 or J1 visas. Applicants may be subject to a background check prior to offer of employment. SIUE is an affirmative action and equal opportunity employer.

Position: Associate Or Full Professor
Location: New Orleans, La

Tulane University invites applications for the position of Director of the Middle American Research Institute at the rank of tenured Associate or Full Professor, to begin July 1, 2009. Ph.D. in hand required. The University is seeking a dynamic individual committed to strengthening Tulane's historic and prominent role in Middle American research, and with an eye for innovation in realizing the director's various roles. The director will be expected to maintain an active research program, including archaeological field research in the Maya area; to teach one graduate level course yearly in the Department of Anthropology; to train and supervise graduate students in archaeology; to continue and enhance the Institute publication program and its anthropological collections and museum; and to raise funds for research and other Institute activities. The director reports directly to the Dean of the School of Liberal Arts and is a permanent member of the Department of Anthropology. Please send letter of application; curriculum vitae; and names, addresses, telephone numbers, and e mail addresses of three referees to Professor Dan M. Healan, Chair, Middle American Research Institute Search Committee, School of Liberal Arts, 102 Newcomb Hall, Tulane University, New Orleans, LA 70118. Applicants are encouraged to submit their applications on-line at marisearch@tulane.edu. Review of applications will begin November 1, 2008, and continue until the position is filled. Tulane University is an equal employment opportunity/affirmative action employer committed to excellence through diversity. All eligible candidates are invited to apply for position vacancies as appropriate. An Equal Opportunity/ADA/Affirmative Action Employer. Women, Minorities and Veterans are encouraged to apply.

NEWS & NOTES

Zimmerman wins Peter Ucko Memorial Award. The World Archaeological Congress is pleased to announce that Larry J. Zimmerman has been awarded the inaugural Peter Ucko Memorial Award in recognition of his significant contributions to world archaeology. Zimmerman was nominated by four colleagues, Joe Watkins, Sonya Atalay, Mike Wilcox and Dorothy Lippert, all of whom are Native American archaeologists. Lippert serves as the Indigenous Representative to the WAC Executive and read the announcement of the Award at the 6th World Archaeological Congress held June 29-July 4 in Dublin, Ireland. "Larry Zimmerman's work in archaeology paved the way for a generation of Native Americans to believe that we could join this profession without having to sacrifice our deeply held moral beliefs about our rights and responsibilities as Indigenous peoples" said Lippert. The nomination letter noted that most, if not all, Native American archaeologists have a story to tell about how a publication of Zimmerman's changed their thinking about American archaeology. The nomination quoted an unnamed scholar, "As a Native undergrad who did not see archaeologists reaching out to the Native population, the actions and writings of Larry inspired me to think that I could participate in the discipline and have my voice heard." The World Archaeological Congress congratulates Dr. Zimmerman for this achievement and hopes that his work continues to inspire new generations of scholars. "While we will always miss the inspiration of Peter Ucko, we are pleased that his name will be associated with the best of world archaeology," said Claire Smith, President of the World Archaeological Congress.

AAA Alfred Vincent Kidder Award to David Grove. Established in 1950, the Alfred Vincent Kidder Award for Eminence in the field of American archaeology was given every three years to an outstanding archaeologist specializing in the archaeology of the Americas. The award has been given alternately to specialists in Mesoamerican archaeology and the archaeology of the Southwestern region—areas that were both central to the pioneering and exemplary work of A. V. Kidder. This award, presented by the American Anthropological Association but selected by the Archaeology Division is now given every two years.

This year we proudly present the award to **David C. Grove**. Dave Grove is known for his cutting-edge research on Formative society and the emergence of complex society in the New World. His focus of more than 40 years of research has been on developing a comprehensive understanding of the origin and structure of Olmec society. To that end he has designed and conducted research in both the Gulf Coast lowlands, the heartland of Olmec culture, and also areas of the highlands where Olmec influence is argued to have stimulated early cultural development. As an anthropological archaeologist he combined interests in social evolution, ecology, and research strategy with a focus on iconography, symbol systems and monumental art. David Grove received his Ph.D. from UCLA in 1968. He taught at California State—Northridge and SUNY-Binghamton before coming to the University of Illinois, Urbana-Champaign, in 1970, where he stayed until his retirement in 2001, and where he was named Jubilee Professor of Liberal Arts and Sciences in 1993. Since 2001 he has held a position as Courtesy Professor of Anthropology at the University of Florida, where he continues active engagement in Mesoamerican archaeology. His commitment to American archaeology within the AAA is reflected in his service as President and President-elect of the Archaeology Division, AAA (1989-93); Member of the Executive Board and of the Board of Directors of the AAA (1991-1993); Member of the Committee on Scientific Communication, AAA (1990-1993); Member of the Committee on External Relations, AAA (1989) and Executive Board Member, AAA, Archaeology Section (1985–87). Dave Grove's commitment to archaeology is also reflected in his positions as Editorial Board Member, Middle American Research Institute, Tulane University (1980 to present), as Editorial Board Member of the Journal *Ancient Mesoamerica* (1989–2002), and as Chair and member of the Fulbright Discipline Committee in Archaeology (1988–91), among other similar roles. However, it is as a scholar and mentor of Mesoamerican archaeology and archaeologists that distinguishes David Grove's career. Based on the results of more than fifteen field research projects located in the Valley of Mexico, Morelos,

Guerrero, Oaxaca, and Veracruz, Grove has published and edited several books and monographs, more than 70 articles and reviews, and as many papers, including many both given and published in Latin America. In the words of Ken Hirth, one of David Grove's students at UI: "When one steps back and observes the depth and breadth of Dave's scholarly career two things become immediately apparent. The first is that he commands and employs a broad range of different data in his research. He combines the ceramic, lithic, and geomorphological analysis of the 'dirt archaeologist', with a more refined and nuanced understanding of iconographic analyses. Second, he consistently uses and incorporates broad anthropological theory in the pursuit of archaeological questions. His research is a unique brand of combining provocative questions about the structure and development of Prehispanic socio-political systems with grounded empirical research. It is a model for how scientific research can and should be done."

Finally, as another of his students, Rosemary Joyce, has written, David Grove "has been a consistent advocate of the need for sharing of results broadly, including internationally, and of the utility of conversations between scholars with divergent opinions."

Barbara Voss Wins Willey Prize. The Archaeology Division of the American Anthropological Association is pleased to announce the recipient of the 2008 Gordon R. Willey award: Dr. Barbara Voss, Assistant Professor, Department of Anthropology, Stanford University, for her article "From Casta to Californio: Social Identity and the Archaeology of Culture Contact" (*American Anthropologist* 7[3]September, 2005). The Willey award, established in 1997, recognizes an outstanding contribution to archaeology published in *American Anthropologist*. The award is named for the late Gordon R. Willey, president of

the American Anthropological Association in 1961; the award recognizes excellent archaeological writing that contributes to anthropological research in general. In this article, Voss brings archaeology to life in a way once described by Gordon Willey as "the imaginative recapture of the past within the hard boundaries of the evidence." Interested in the problem of culture contact, she treats material change in the Presidio de San Francisco, a fortress during the Spanish colonization of California, as indicative of the shifting social identities of the agents of colonization. The data come from the founding of the settlement in 1776 through the present and include a sealed deposit of artifacts dating 1776-ca. 1810. During several rebuilding episodes the compound became less heterogeneous in building materials and styles. Early artifacts, representing the initial colonists drawn from different parts of Mexico and themselves Hispanicized to differing degrees, reflect that diversity of sources and traditions. The increasing architectural homogeneity is consistent with the principle that ethnicity is culturally constructed to mark social categories for political purposes; in so doing it may minimize differences under terms such as "colonist" and "colonizer." The "Spanish" soldiers in this case were actually from a variety of places in Mexico, but when classed in contrast to local indigenous people, their practices and styles became increasingly homogenized in order to bring their identities in line with the colonial government's portrayal of them as one group. The Willey award carries a $1000 prize and will be presented at the annual business meeting of the Archaeology Division of the AAA on the evening of Friday, November 21, 2008.

The 1st Annual Patty Jo Watson Distinguished Lecture at the Annual Meeting of the AAA will be delivered by Alison Wylie, Department of Philosophy, University of Washington. Her talk is titled "Legacies of Collaboration: Transformative Criticism in Archaeology" and will be delivered Friday November 21, 2008, during the annual meeting of the American Anthropological Association. The talk is sponsored by Archaeology Division.

Rock Art Interest Group Changing of the Guard. At the 2008 SAA conference in Vancouver, British Columbia, Dr. David Whitley stepped down as chairperson of the Rock Art Interest Group (RAIG), after serving in that position since the inception of the group over 10 years ago. Dr. Linea Sundstrom from Wisconsin and Dr. Johannes (Jannie) Loubser from Georgia were elected to fill Whitley's shoes as co-chairs. Dr. Meg Conkey is the liaison between RAIG and the SAA executive board. The interest group has an active participation of at least 50 members, who meet every year on Thursday night to network. The main activity of RAIG is to sponsor a symposium at the annual meeting and to showcase current rock art research in the area of the conference as well as advances in rock art research around the world. Two symposia are planned for the 2009 meeting in Atlanta. The local geographic

Linea Sundstrom (new co-chair), David Whitley (previous chair), and Johannes Loubser (new co-chair) (Photo by Mavis Greer).

symposium will be organized by Lenville Stelle. It will focus on rock art of the southeastern United States. The other, entitled *Crossing Boundaries*, will be organized by Dr. Carol Diaz-Granados of Missouri and will examine research results from a variety of geographical regions. If you are interested in being part of RAIG, please contact the SAA office about membership, or if you are interested in presenting a paper in one of the 2009 sessions, please contact the session organizers

New SAR Seminar Program for Research Teams. The School for Advanced Research (SAR) in Santa Fe, New Mexico, has been awarded a National Science Foundation (NSF) grant to establish a new SAR Research Team Seminar program to advance collaborative and interdisciplinary research in anthropology. The program supports at least two seminars each year for research teams that need focused time together to synthesize, analyze, and discuss the results of their work and to develop plans for successful completion of their projects. Eligible research projects will be those in which the central focus is on a question of anthropological importance; teams that are interdisciplinary and international in scope are especially encouraged to apply. Seminars will be selected through biannual competitions, with deadlines of March 1st and September 1st. Applications should consist of a brief proposal of six double-spaced pages or fewer that describes (1) the project, (2) the need for and timeliness of a seminar at SAR, and (3) the anticipated outcomes of the seminar. A list of no more than 10 collaborators who would participate in the seminar is required, with the responsible organizer(s) clearly identified. An original research design and/or funding proposal for the project also should be submitted with the application. Applicants will be notified of a decision within two months, and awarded SAR Research Team Seminars will be held within 6–12 months of acceptance. Funding provided by NSF will allow SAR to reimburse participants for travel and cover their food and lodging. For more information, please visit http://www.sarweb.org/seminars/seminars.htm or email seminar@sarsf.org.

Overcoming Structural Violence: The World Archaeological Congress plans its first "Middle East" InterCongress in Ramallah, West Bank between October 25 and 31, 2008. Sessions and papers will explore the question of structural violence: the insidious structures and the stark inequalities that perpetuate conflicts. What role can archaeological and cultural heritage research play in overcoming these "in-built" obstacles? The intercongress will also include workshops exploring site rehabilitation, heritage promotion, and handicraft production, as well as visits to Jerusalem's Old City, Hisham's Palace, Tell es-Sultan, Sebastia, Gibeon and others. For more information, visit www.worldarchaeologicalcongress.org/ramallah.

Francine Lelièvre awarded France's National Order of Merit. Francine Lelièvre, Executive Director of Pointe-à-Callière, the Montréal Museum of Archaeology and History, was inducted into France's National Order of Merit during a ceremony in the Salon rouge of the National Assembly, on July 12, 2008. The insignia was awarded by General Jean-Pierre Kelche, Grand Chancellor of the Order of the Légion d'honneur. The French government expressed its fellowship with Quebec by recognizing some fifteen individuals who have excelled in their respective fields. It was also a way for France to underscore their important contribution to relations between Quebec and France and to the rest of the French-speaking world. This award, second in prestige only to the Légion d'honneur, recognizes distinguished achievements in the public–civil or military–or private realm, and salutes the individual's personal accomplishments or services rendered. "It is a tremendous honor to be recognized in this way by France. I consider it a privilege to promote Quebec's history and heritage. Our relationship with our French partners has always been and continues to be a priority and an immense source of pleasure," stated Ms. Lelièvre.

National Register Listings. The following archeological properties were listed in the National Register of Historic Places during the third quarter of 2008. For a full list of National Register listings every week, check "Weekly List" at http://www.nps.gov/nr/

- California, Lake County. *Rattlesnake Island*. Determined Eligible 5/02/08.
- California, Santa Cruz County. *Sand Hill Bluff Site*. Listed 6/20/08.
- California, San Diego County. *Cuyamaca Village*. Listed 4/02/08.
- California, San Diego County. *William Black House*. Listed 5/02/08.
- Virginia, Gloucester County. *Site 44GL103—Quest End*. Listed 5/09/08.
- Virginia, Northampton County. *Arlington Archeological Site*. Listed 5/12/08.
- Virginia, Suffolk Independent City. *Knotts Creek—Belleville Archeological Site*. Listed 6/10/08.
- Virginia, Westmoreland County. *Monroe, James, Family Home Site (Boundary Increase and Additional Documentation)*. Listed and Approved 4/10/08.
- Virginia, York County. *Whitaker's Mill Archeological Complex*. Listed 5/15/08.

CALENDAR

October 1–5

The 2008 Plains Anthropology Conference will be held in Laramie, Wyoming. Presentations and posters will be Thursday, Friday, and Saturday morning, with pre- and post-conference field trips. A Friday evening banquet will feature Dr. Gustavo Politis, from the Universidad Nacional del Centro de la Provincia de Buenos Aires. Please visit http://www.ou.edu/cas/archsur/plainsanth/meeting/meeting.htm for more information. Students are encouraged to participate- travel funding will be available on a first-come, first-serve basis. Registration information will be available in the May Issue of the *Plains Anthropologist*.

October 2–4

The 15th Biennial Mogollon Archaeology Conference will be held at the Western New Mexico University Museum in Silver City, NM. For additional information please contact: Cynthia Ann Bettison, MAC 2008 Organizer/Program Chair, bettisonc@wnmu.edu, WNMU Museum, P.O. Box 680, Silver City, NM 88062, (575) 538-6386.

October 8–11

The 2008 Great Basin Anthropological Conference will be held in Portland, Oregon at Portland State University. For information contact Virginia Butler, program chair: butlerv@pdx.edu; 503-725-3303; http://gbac.whsites.net/meeting.html

October 11–12

The 27th Annual Northeast Conference on Andean Archaeology and Ethnohistory will be held at the University of Maine in Orono. For more information about the conference, please visit http://www.climatechange.umaine.edu/Research/news/AAE.html

October 25–31

A World Archaeological Congress InterCongress will be held in Ramallah, West Bank. The theme of the InterCongress is "Overcoming Structural Violence." Two days of sessions are planned with another two days of events will include workshops and local excursions. For more information, visit www.worldarchaeologicalcongress.org/ramallah.

November 3–7

The First International Congress on Afrocaribbean Roots and Trajectories, organized by the Autonomous University of Yucatan/Facultad de Ciencias Antropológicas, will be held in Mérida, Yucatan, Mexico. For additional information, please visit http://www.antropologia.uady.mx/raice-safricanas/afrocaribe.php.

November 6–9

The 75th annual meeting of the Eastern States Archeological Federation will be held at the Holiday Inn in Lockport, NY. Thursday tours include the geology of the Niagara Gorge and Old Fort Niagara. The Saturday evening banquet speaker will be Dr. Richard Laub on the Hiscock site. For additional information, please visit http://esaf-archeology.org/.

November 7–11

The 41st Annual Chacmool Conference will be held at The University of Calgary. The title for the 2008 conference is: "It's Good to be King: The Archaeology of Power and Authority." For additional information, please visit http://www.arky.ucalgary.ca/chacmool2008/.

November 12–15

The 65th Annual Meeting of the Southeastern Archaeological Conference will be held in Charlotte, North Carolina. For additional information, please visit http://www.southeasternarchaeology.org/.

November 19–23

The 107th Annual Meeting of the American Anthropological Association will be held in San Francisco at the San Francisco Hilton and Towers. For additional information, please visit http://www.aaanet.org/ meetings/.

March 22–26, 2009

The 37th Annual Conference on Computer Applications to Archaeology (CAA) will take place at the Colonial Williamsburg Foundation in Williamsburg, Virginia. Call for Papers and Proposals for Sessions, Workshops, and Roundtables: Deadline: October 15, 2008. For full information, please see the conference web site at www.caa2009.org.

April 22–26, 2009

74th Annual Meeting of The Society for American Archaeology will be held in Atlanta, Georgia. For more information, please visit SAAweb at http://www.saa.org/meetings and watch future issues of *The SAA Archaeological Record*.

Give the SAA a Gift on its 75th!

Archaeology is no longer a seasonal undertaking. Here Alpine Archaeological Consultants fields a crew on a pipeline project in northwestern Colorado during a "fairly mild" winter.

CRM Firms Provide A Very Big Boost to the Campaign

The discipline of archaeology has changed dramatically since the Society for American Archaeology was founded 74 years ago. One of the biggest changes in the past 25 years has been the growth of contract-funded archaeology. Some sources suggest that nearly 80 percent of new graduates will be employed in the context broadly labeled as cultural resources management, or CRM. As our primary national professional organization, the Society for American Archaeology has also changed to better serve our increasingly diverse membership of over 7,000 archaeologists. A profile of one of our generous CRM firm donors follows:

Alpine Archaeological Consultants, Inc. is a small business based in Montrose, Colorado. The professional staff includes 20 full-time archaeologists, including specialists in artifact analyses, GIS, faunal analysis, ethnobotany, historical archaeology, and prehistoric archaeology. Alpine provides a wide range of cultural resource services to private clients and federal and state agencies. Over the last 20 years, Alpine has conducted projects in the Southern Rocky Mountains, Central Plains, Colorado Plateau, and Great Basin provinces of Colorado, Utah, New Mexico, Wyoming, Montana, Kansas, and Nebraska.

Here are the CRM firm leadership donors who have made gifts or pledges of $5,000 or more:

$20,000 and above:

—Cultural Resource Analysts, Inc., Lexington, KY

$10,000–$19,999:

—Alpine Archaeological Consultants, Inc., Montrose, CO

—Desert Archaeology, Inc., Tucson, AZ

—Statistical Research, Inc., Tucson, AZ

$5,000–$9,999:

—Commonwealth Cultural Resources Group, Inc., Jackson, MI

The SAA Endowment Campaign

In 2005, the SAA Board approved a five-year campaign to add $500,000 to our endowments.

Give to one of these endowments:

Public Education

Native American Scholarships

SAA General Endowment

Or divide your gift among all three.

Your generosity today can help ensure the SAA's future!

To the generous people who have already stepped up to "Give the SAA a Gift on its 75th," thank you!

How to Give?

Make your donation on-line at www.saa.org. Your generous five-year pledge will make a difference for the SAA and for American archaeology in the 75 years to come! If you have any questions, please contact Tobi Brimsek at 1-202-789-8200.

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 74th Annual Meeting in Atlanta, GA, April 22–26, 2009.

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

- complimentary meeting registration,
- a free copy of the *Abstracts of the 74th Annual Meeting*,
- a $5 stipend per shift.

For details and a volunteer application, please go to SAAweb (www.saa.org) or contact Meghan Tyler at SAA (900 Second St. NE #12, Washington, DC, 20002-3560, phone [202] 789-8200, fax (202) 789-0284, e-mail Meghan_tyler@saa.org). Applications are accepted on a first-come, first-serve basis through February 2, 2009, so contact us soon to take advantage of this great opportunity.

See you in Atlanta!

SAA
SOCIETY FOR AMERICAN ARCHAEOLOGY
900 Second Street NE #12
Washington DC 20002 USA

Non-profit Org.
U.S. Postage
PAID
St. Joseph, MI
Permit 38