FORTHCOMING IN 2013!

Hawaii’s Past in a World of Pacific Islands

By James M. Bayman and Thomas S. Dye

A NEW VOLUME IN THE SAA CONTEMPORARY PERSPECTIVES SERIES
Editor’s Corner  2  Jane Eva Baxter
From the President  3  Fred Limp
In Brief  4  Tobi A. Brimsek
Annual Meeting: More than Surf and Sand  5  Gordon F. M. Rakita
Annual Meeting: Welcome to Hawaii!  7  Kathy Kawelu and James Bayman
Publication Guidelines for The SAA Archaeological Record  8
Volunteer Profile: Gwynn Henderson  10
The SAA’s Historically Underrepresented Groups  11  Diane Gifford-Gonzalez and Anna S. Agbe-Davies
Scholarships Fund: A New Opportunity and Challenge
Managing the Unexpected: The East St. Louis Mound Group and the New Mississippi River Bridge  17  Thomas E. Emerson and Brad H. Koldehoff
Careers in Archaeology. A “Long and Winding Road…”  23  Ranel Stephenson Capron

SPECIAL FORUM
LIFE IN RUINS: WORK–LIFE BALANCE IN ARCHAEOLOGY
SPONSORED BY THE COMMITTEE ON THE STATUS OF WOMEN IN ARCHAEOLOGY
GUEST EDITOR: SARAH BARBER

Introduction: A Life in Ruins?  26  Caryn M. Berg
Work-Life Balance in Archaeology
You Want to Go Where for Six Months?  27  Sarah “Stacy” B. Barber
Work-Life Balance and International Field Research
You Want Me to Move Where?  29  Heidi Roberts
Living with an “Alpha” and Making Your Career Work
Life on the Parenting Track and the Tenure Track  31  Christopher B. Rodning
Will You Please Move With Me To…?  33  Stephen E. Nash
Work-Life Balance in a Museum Setting
Dual-Career Couples: A View from the Trenches  35  M. Kathryn (Kat) Brown and Jason Yaeger

In Memoriam: Duccio Bonavia Berber  38  Ramiro Matos
In Memoriam: David A. Fredrickson  39  Richard E. Hughes, Gregory G. White, and Thomas M. Origer

FINANCIAL STATEMENTS  40
POSITIONS OPEN  42
CALENDAR  43
EDITOR’S CORNER

Jane Eva Baxter

This month features a wealth of content from the SAA. The Committee on the Status of Women in Archaeology (COSWA) sponsored this month’s special forum, which was guest-edited by Sarah Barber. This forum, “Life in Ruins?” features articles on work-life balance in archaeology. In 2005, I wrote an article for The SAA Archaeological Record that reported on the COSWA-sponsored questions in the 2003 Member Needs Assessment Survey (5(4):7–9). Responses revealed that over two-thirds of the male members of the SAA and over half of the women in the SAA believed that work-life balance was the most important issue facing women in archaeology at that time. As the authorship and content of these current articles suggest, engaged parenting by both parents and active careers for both partners means that balancing careers and lives beyond careers is a relevant issue for many SAA members regardless of their gender.

Work-life balance also is not an issue exclusive to those who are in a partnership or who made the choice to have children. If anyone would like to write about issues of work-life balance that are not related to partnerships or parenting, I’d be happy to include such an article in an upcoming issue of the magazine.

Content beyond this forum comes from different corners of the SAA as well. The Public Education Committee offers its latest installment in the occasional Careers Column, a feature that will appear regularly over the next several issues. Our Volunteer Profile this month features Gwynn Henderson who is half of the dynamic team (along with Nicholas Laracuente) behind these continuing columns that build on the March 2011 issue of The SAA Archaeological Record on Careers in Archaeology. This issue also reports the launch of the new SAA Historically Underrepresented Groups Scholarship Fund, and details the rationale and process behind this important new initiative by the SAA and its individual members. And, if you are not already excited about going to Honolulu for the Annual Meeting, the venue and program reports are certainly enticing.

Finally, the new guidelines for The SAA Archaeological Record are available here in print, and are also available on the SAA website. These guidelines were approved by the Publications Committee at the Annual Meeting in Memphis and are consistent with SAA policies. Authors wishing to publish in the magazine should consult the guidelines in preparing their manuscripts, and work with the editor as necessary. Future editors may wish to change the guidelines and/or SAA policy changes may require amendments to the document, and authors should always consult the electronic version for the most up to date guidelines for publishing in The SAA Archaeological Record.
Dear Colleagues:

A great “perk” of serving as the President of the Society is an opportunity to see the extraordinary range of activities. I want to share with you information on a few of these. The SAA Archaeological Record is another fantastic source of information on what’s happening—as is our website and our Facebook page.

Committee Membership

One of the most important Society activities is service on a committee. The call for committee members will go out in early November. There are more than 40 committees, and service is an excellent opportunity to become more engaged, to have a better understanding of the Society’s activities, and to help influence our future directions. In 2009, the Society’s Board initiated a new way of filling memberships on the committees. This is the “open call” approach. In each annual open call all members are encouraged to submit an application to serve on a committee. Even current committee members must re-apply if they would like to serve a second term. The application is your opportunity to introduce yourself and to indicate why you are both interested and capable of serving on the committee. Almost all of SAA’s committee members are chosen from the pool of these applications. Membership on any committee is available for only two consecutive two-year terms, after that an individual must rotate off, though they may rejoin the committee later. The objective of this system is to open the committees to the widest possible participation. In our Society-wide needs assessment, more than 40 percent of the members said they wanted to serve on a committee, and this strategy has been developed to make that possible. But it depends upon you—please take the time to submit a thoughtful application. Even if you are currently serving on a committee you must again submit an application to serve a second term. The committee’s Board liaison and the committee chair make their selections from the pool of applications. We recognize that for many committees there may be more applications than there are slots in the committee. If you are not selected—don’t be discouraged—remember that every year new slots open up. Remember also that you may apply at one time to two committees. With very few exceptions all committees have at least two student members—so if you’re a student please consider applying. It’s a great way to become more knowledgeable about the Society and frankly to develop lifetime connections.

The Society is a volunteer organization and we have a truly exceptional group of volunteers. If you are not already I encourage you to join this group—I think you will find it immensely rewarding.

Online Journals and New Developments

This year the board authorized the implementation of new online journal options. The complete contents of both American Antiquity and Latin American Antiquity are available to the members on the web immediately upon publication—as are the last two years. To access them you only need to log on to the SAA’s website with your member login. In the latest issue of Latin American Antiquity supplemental digital material has also been added to the web. Recommendations for a comprehensive strategy for supplemental digital materials, color photos, video, databases, etc. are now under review by the Board. Planning is also underway for a digital version of Current Research.

Chimney Rock National Monument

Along with many other groups and individuals, the Society, via the Government Affairs Committee, strongly supported the designation of the Chimney Rock National Monument. We are delighted that President Obama has designated the area as a national monument. Our thanks to all of the Society members and all of those who worked so hard to make this happen.

New Meeting Submission System

Those submitting abstracts for the Hawaii meeting were the first to use our new meeting submissions technology. This has allowed our abstracts to now be 200 words. The system was also designed to increase the ease of submission and reduce the complexities. The submission process for this year’s meeting was the smoothest so far and the numbers were among the largest we’ve experienced.
IN BRIEF

Tobi A. Brimsek

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

SAA Is Returning to Latin America!

August 2014 has been selected for the 2nd Conferencia Intercontinental in Lima, Peru. The exact dates will be announced once the location has been contracted. The Conferencia Intercontinental is a unique meeting designed to bring SAA and Latin Americans together. The first was held in Panama City, Panama this past January and was extremely well received. For the most part, all of the materials developed about and for the Conferencia have been in Spanish, as Spanish is the sole language for the meeting. Watch the SAAweb Home Page for the details on submitting for and attending this meeting. ¡Nos vemos en Lima en 2014!

SAA 2013 Ballot

The 2013 SAA ballot link will be sent to all members the first week in January via email. If the Society does not have your email address, or if the email bounces back, a postcard with instructions on how to access the ballot material will be mailed.

To help ensure the efficiency of the web-based balloting system, please remember to update your email address in the Members’ section of SAAweb (www.saa.org) or by emailing your updated/current email address to the SAA staff at membership@saa.org.

Most importantly, please make sure that the ballot email from elections@vote-now.com makes it through your spam filters!

Committee Service—It’s Time to Volunteer!

Two years ago, the Society began a new way to populate its committees with volunteers. In order to open the process to the membership, each November the Society puts out a web-based call for volunteers for SAA committee service. This November the call will be put out for committee vacancies beginning at the close of the Business Meeting at the 2013 Honolulu meeting. Committee terms are generally two years. You may submit up to two separate interest forms each November. If you are seeking a reappointment to a committee, you are also required to apply through the open call and submit a form. Board policy allows for a member to serve up to two consecutive terms on the same committee. The exception is all awards committees, where no member is eligible for a second term.

The committee interest form does include a question for each potential volunteer to address: Please describe your experiences, skills and/or interests that are relevant to the committee’s charge. Your response is one way for the committee chair and Board liaison to get to know you and your potential contributions to the work of the committee.

Please be aware that there are generally more volunteers than available slots. Decisions from among the volunteers are made with the input of the committee chair by the Board liaison to the committee. With the open call, the Board instituted a selection process that involved the Board liaisons, rather than all committee appointments resting with the President and the chair. One goal of the selection process is to ensure the diversity of perspectives on the committee. Please watch for the email announcement of the open call in early November. Thank you for considering volunteering on a committee.

Honolulu 2013 Annual Meeting

Please plan ahead to attend the 78th Annual Meeting of the Society for American Archaeology in Honolulu, HI. The headquarters hotel for the meeting is the Hilton Hawaiian Village, which is about a 12–15 minute walk from the Hawaii Convention Center, where all of the sessions and the Exhibit Hall will be scheduled. Three properties have been contracted exclusively for SAA student attendees: Aqua Palms Waikiki, Ramada Plaza Waikiki, and the Ambassador Hotel, Waikiki. A link will be established for an airport shuttle service for which advance reservations will be required. Discounts on two air carriers have been arranged. For details and the most current logistical information, please check out www.saa.org and click the appropriate link for the 78th Annual Meeting. The preliminary program will be mailed in late December and posted online in mid-December. Don’t miss the array of workshops, excursions, and special events such as the Saturday night lu’au at the Bishop Museum. Honolulu will surely provide a memorable experience to the 2013 Annual Meeting attendees, especially given that the number of submissions received for this meeting is the second highest ever!
**MORE THAN SURF AND SAND**

Gordon F.M. Rakita

Gordon Rakita is the Program Chair for the SAA 78th Annual Meeting.

Aloha! As I write, the Program Committee is diligently reviewing and organizing the over 800 individual paper abstracts and nearly 300 contributed posters that have been submitted. Additionally, the committee will be scheduling 160 organized symposia, 18 poster sessions, and 13 forums. As my predecessors have often remarked, being Program Chair for the meetings is an eye opening experience. While I, like the other committee members, am reviewing in detail my portion of abstracts, I also am getting a chance to see the full sweep of topics, methods, geographic regions, and theoretical perspectives being explored by Archaeologists from around the globe.

Many years ago, when submissions to *American Antiquity* and *Latin American Antiquity* were sent via snail-mail, the editors of these journals had a tradition of remarking at the Annual Meetings upon the most interesting/unusual/creative use of postage. Alas that tradition has gone extinct with the new online submission system. By way of substitution, I offer the following list of interesting/unusual/creative titles from the 2013 meeting:

- How to Make Stone Soup: Paleolithic Archaeology and the “Paleo Diet”
- Hide and Seek: Children in Ancient Maya Art and Iconography
- What a Waist: Examining Dimensions in Victorian Era Corsetry; It’s the Pits!: Optimal Field Methods for the Location and Excavation of Prehistoric Roasting Pits in the Jornada Mogollon
- Knee Deep in Paul Revere’s Privy: Archaeology of the Paul Revere Houselot, Boston, Massachusetts; and Amelia Earhart’s Last Meal?
- A Review of Zooarchaeological Evidence from a Castaway Camp on Nikumaroro.

Of course, the Hawaii venue allows more of our colleagues from Asia to join us and it’s no wonder that the sessions from these areas are numerous. Some highlights include a double session on the origins, spread, and development of metallurgy in Southeast Asia and Southwest China, a session that reviews the state of Mongolian cultural heritage, a session focused on the bioarchaeology of northeast Asia, a session examining the application of historical archaeology to the Khmer and other southeast Asian states, and a group of papers exploring the cultural sequence of Hokkaido Island, Japan. Of course it would not be an SAA meeting in Hawaii if there weren’t a generous helping of sessions from around the Pacific Rim and Oceania. These include a double session on theoretical and methodological issues of Oceanic colonization, a session highlighting historical archaeology in the Pacific, a forum that explores the ways Native Hawaiian communities have and are transforming archaeological practice, and a symposium developing global perspectives on the Archaeology of Islands. If these and other organized sessions are not enough for you, relax—there are an additional forty individual Oceania papers that will be presented in Honolulu.

Not to be outdone, our colleagues working in Mesoamerica have submitted over twenty organized symposia. These sessions cover a range of sites from Monte Albán to Chichén Itzá and from the Tuxtla Mountains to Cerén, El Salvador. Themes include social inequality, multiethnic population centers, power and identity, funeral contexts, iconography, population mobility, households, and political economy. Our meeting will also include over ten sessions from South America including papers on Amazonian archaeology, Nasca society, the formative period at Chavin de Huantar, Tiwanaku temples, multidisciplinary research on Ecuadorian prehistory, and the Inka landscape in the Cusco Valley. The program committee will certainly work as hard as possible to make sure these regionally themed sessions do not all get scheduled at the same time, but we know there will be some overlaps and thus difficult choices for you about which sessions to attend. However, I am happy to report that all paper sessions will be held in twenty-seven rooms on the same floor of the Hawaii convention center.

If you become overheated in the Hawaiian sun, you can always attend the “35 Years of History and Archaeology on the Iditarod National Historic Trail” session. Cultural Resource Management sessions explore large-scale hydroelectric projects, the Navajo-Gallup water supply project, and CRM on military installations. Several sessions honor notable archaeologists including Leigh Kuwanwiswma, Patrick Kirch, Henry Wright, Bill Isbell, Ken Ames, Anthony Aveni, Richard Gould, and Bernard Wailes. Bioarchaeology and forensic archaeology are well represented with a paper entitled “Clandestine Burials of U.S. Personnel in Dien Ban District, Vietnam” and a session on “Children and Childhood in the Past: Exploring Biological and Social Transformations of Children in Antiquity through Emerging Bioarchaeological Method and Theory.” Equally common are papers using evidence from mortuary contexts and a session titled: “Per-
forming Death: Archaeologies of Funerary Drama in Early Medieval Europe.” Gender and gender theory figures prominently in many presentations, for example the “Up Close and Personal: Gendered Materialities and the Complexity of Situated Knowledge in the Everyday Life” session. Archaeologists are often on the bleeding edge of new technology and several sessions highlight this including a session on mobile computing in the field and one by Indiana University of Pennsylvania graduate students on using new technology.

Other things that you should definitely put on your “must attend” list include the Presidential Forum on Wednesday evening entitled “The Future of Archaeology: Engagement with Descendant Communities.” Participants will explore the intersections between the differing epistemologies of archaeologists and descendents, and how archaeological practice is being changed to meet the needs of both groups. Please also make sure to schedule your Friday evening dinner plans late enough for you to attend the 5:00 pm annual Business Meeting. This is a great opportunity to hear what new initiatives the Board of Directors are exploring, reports of some of the reports Society’s officers, and the presentation of awards. Of course, there will be a cash bar at the meeting, so it won’t have to cut into your post-session cocktail hour.

The 2013 Annual meetings in Honolulu promises to be one of our biggest meetings ever. With abstract submissions second only to Memphis, there will be no shortage of papers, symposia, forums, and posters to see. But our 2013 and 2012 meetings have another connection besides being our largest to date: both locations boast former homes of Elvis Presley. While Memphis has its Graceland, Hawaii has a grand estate on the North Shore where the King stayed when filming in Hawaii. So just as last year we promised you “No Cause for Blues in Memphis” I can assure you that whether you are an Elvis fan or not, there will be no Blue Hawaii.
SAA visitors to Hawai‘i will encounter an abundance of opportunities to witness and experience our rich history, heritage, and beautiful island landscapes.

Many archaeologists will be attracted to state and federal parks on O‘ahu and elsewhere in the archipelago, where heiau (Hawaiian religious monuments) and other Hawaiian cultural sites can be experienced. The Pali Lookout, 5 miles northeast of Honolulu, offers a spectacular view of the windward coast. Keep driving past the lookout and you’ll reach Ulupō Heiau State Historic Site, where this ancient heiau sits next to taro gardens tended by a local community group. Travelers with more time can take inter-island trips to cultural sites on Kaua‘i (Wailua River State Park) and Hawai‘i Island (Pu‘ukoholā Heiau National Historic Site, Pu‘uhonua O Hōnaunau National Historical Park, Lapakahi State Historical Park). Inter-island air service is frequent and easily arranged by visitors wishing to experience more of Hawaii’s island cultures and natural scenery.

The first Hawaiian ruler to politically unify the archipelago, Kamehameha, is memorialized in a statue just steps away from his former compound in Honolulu. Those interested in Hawaii’s “post-contact” history will want to visit ‘Iolani Palace, across the street from the Kamehameha statue, constructed in the late 19th century under the direction of King David Kalākaua, the Merrie Monarch. Or visit Queen Emma’s Summer Palace in Nu‘uanu Valley, the Victorian Period retreat of Alexander Liholiho, King Kamehameha IV, and his queen and their son.

SAA visitors with an interest in World War II history will want to visit the Pearl Harbor Visitor Center and the USS Arizona Memorial that is administrated by the National Park Service to commemorate the 1,177 men and women who died on December 7, 1941.

Experience the many cultures of Hawai‘i through our food. Grab some manapua (char siu bao, pork-filled steamed dumplings) in Chinatown, or poke (raw fish) at Tamashiro Market. Walk to Ke‘eamoku Street for some excellent Korean food. Or drive out to Kahuku on the North Shore for fresh shrimp, prepared in one of the many roadside shrimp trucks. Don’t forget the Portuguese malasadas from Leonard’s Bakery, or the Filipino cascaron for dessert. The Saturday morning Ala Moana Farmer’s Market is only a few blocks away from the Convention Center, stop there for some Kona coffee in the morning. Of course we’ll serve delicious Hawaiian food at the SAA lu‘au on Saturday night at the Bishop Museum.

Finally, visitors longing for the outdoors can take surfing lessons from the renowned Waikīkī Beach Boys, or snorkel with a rainbow of fishes at Hanauma Bay. Enjoy one of the countless hiking trails throughout the islands, such as the famed Kalalau trail on the Nā Pali Coast of Kaua‘i. Witness the awesome beauty of sunrise at the summit of Haleakalā, Maui, or stargaze on the slopes of Mauna Kea, Hawai‘i Island. For a true get-away travel to the islands of Lāna‘i or Moloka‘i, where the pace of life slows, and the need for stop-lights don’t burden these communities. Or just find a spot near the ocean where you can tune in to the rhythm of the waves, and allow the pulse of island life calm you. Whether you’re interacting with people or place, allow yourself to appreciate the pace of life here, and the unique mixture of cultures in our island home.
Launched in January 2001, The SAA Archaeological Record is issued five times a year, and is available in PDF format on the SAA website. It is a four-color magazine encompassing SAA business, commentary, news, regular columns, job listings, opinions, forums, and articles. The magazine is not a peer-reviewed publication and does not currently have an editorial board. Each Editor volunteers to serve a three-year term and is selected by the Board from among the SAA membership. The Managing Editor is a member of the SAA staff. The SAA Archaeological Record replaced The SAA Bulletin, which was published from 1993–2000. The SAA Publications Committee approved these guidelines in April 2012 at the Annual Meetings in Memphis, TN.

Submission Deadlines and Details

The SAA Archaeological Record publishes articles and forums of interest to the organization’s diverse membership, and is the SAA’s primary way of proactively reaching all of its members with organizational news and business. Authors wishing to publish in The SAA Archaeological Record should consider the appeal of their topic to the SAA’s professional, avocational, and student membership, and are encouraged to contact the Editor regarding potential articles, forums, and ideas for publication.

Submissions and inquiries should be sent to the current Editor. Contact information for the current Editor may be found inside the front page of each issue of the magazine and on the SAA website. Electronic copies of manuscripts are preferred. Manuscripts should be sent as Microsoft Word documents.

Deadlines for time-sensitive materials including Letters to the Editor, Obituaries, and pieces for “News and Notes” and the Calendar are as follows: December 1 (January), February 1 (March), April 1 (May), August 1 (September), and October 1 (November).

News and Notes and Calendar items are published on a space-available basis.

The Editor does not solicit obituaries for publication, but memorials of colleagues are welcomed as submissions to the magazine. Individuals wishing to write a memorial piece should contact the Editor as soon as they are able.

Book reviews are published in SAA journals and are not a feature of The SAA Archaeological Record.

The above deadlines do not apply to authors wishing to publish an article in or organize a forum for the magazine. Generally, articles are published in the order the Editor accepts them; however, the Editor reserves the right to publish accepted materials in a manner that enhances content and accommodates time-sensitive material from the SAA and its members. Most articles are published within a year of their acceptance.

Forums may be proposed at any time, and should include an abstract as well as a list of potential contributors. The Editor will evaluate the proposal, and if accepted the forum will be scheduled for publication in a specific issue of the magazine. The Editor will issue a deadline for forum participants. Most forums are published within a year of their acceptance. It is the responsibility of the forum organizer/guest editor to communicate relevant policies and procedures to contributors, to collect the manuscripts from contributors and provide them to the Editor, and to review the manuscripts to be sure authors have followed the guidelines and style guide for the magazine prior to submitting them to the Editor.

Advertising and placement ads should be sent to the manager, Membership and Marketing (advertising@saa.org), SAA headquarters, 1111 14th St. NW, Suite 800, Washington, DC 20005.

Submission Lengths and Style Guide

Items for News and Notes and the Calendar should be between 50–150 words. Longer pieces and pieces with artwork cannot be accepted.
Obituaries should be kept to 650 words including selected bibliographies. A single photograph may accompany memorial pieces.

Article lengths vary, and authors are encouraged to contact the editor to negotiate an appropriate word count for their article. Most articles are kept to fewer than 2,500 words, although occasionally items up to 4,500 words are accepted for publication. Longer articles generally are subjected to longer wait times for publication.

Because The SAA Archaeological Record is a magazine and not a peer-reviewed journal, authors are encouraged strongly to keep bibliographic citations to a minimum and to focus their content accordingly. If an extended bibliography is required, a selected bibliography may be published in the magazine and an author’s contact information furnished for those wishing to acquire a full list of citations.

The magazine does not publish abstracts, keywords, or summaries with articles, and these items do not need to be submitted.

Authors should otherwise follow the SAA Style Guide available on the SAA website.

Photographs and Images

High-quality color images are encouraged with each submission to The SAA Archaeological Record. The number of images is subject to approval by the Editor, but as a general rule between 3–5 images is considered ideal for the magazine format.

All photographs, images, and other figures submitted must be at least 300 dpi in resolution at 7 inches wide (4 megapixels). Written permission must be obtained from the copyright holder (usually the photographer), and also from each individual depicted in a recognizable fashion in the image. For further questions about copyright permissions, please contact the managing editor at publications@saa.org

Single images for the cover are welcome from all SAA members, whether or not they are authors in the magazine. Magazine images must also have at least a 300 dpi resolution when the image is expanded to a 9” x 12” size (2700 x 3600 pixels, or 9 megapixels).

NEW COURSES OFFERED BY THE UNIVERSITY OF COLORADO CENTER FOR COGNITIVE ARCHAEOLOGY

- History of Cognitive Archaeology Since 1969 with Prof. Thomas Wynn, University of Colorado
- Cognitive Evolution with Profs. Thomas Wynn and Frederick L. Coolidge, University of Colorado
- Neandertal Cognition with Profs. Thomas Wynn and Frederick L. Coolidge, University of Colorado
- Paleoneurology with Prof. Emiliano Bruner, Centro Nacional de Investigación sobre la Evolución Humana, Burgos, Spain
- Rock Art and Modern Cognition with Prof. Iain Davidson, Emeritus Professor, University of New England, New South Wales, Australia
- Symbolic Evolution with Prof. April Nowell, University of Victoria, British Columbia, Canada
- Language Typology and Universals in Relation to Language Origins, Cognition, and Social Discourse with Prof. Linda Watts, University of Colorado

These 3-credit courses are available online at both the undergraduate and graduate levels. Sign up through the College of Letters, Arts and Sciences Extended Studies. Enroll now or ask questions:
Contact: bglach@uccs.edu or twynn@uccs.edu
Web: www.uccs.edu/~lases or www.uccs.edu/~cca/
The timing of Editor Jane Eva Baxter’s invitation couldn’t have been better. In preparing this essay, I have discovered, much to my amazement, that when I next attend the Annual Meeting (which will be in 2014), it will be the first time in two decades that I will not be a member of any SAA committee! Much to my chagrin, my current term as an advisor to the Public Education Committee (PEC) is ending, and I cannot renew it given the new membership rules. Jane’s request has given me an opportunity to reflect on my volunteer experience in a formal way. It’s unlikely I would have done so otherwise. Thank you, Jane!

My SAA volunteering began in 1992, with a short stint on the Government Affairs Committee. Site protection and site preservation issues were hot topics for me at that time: I had recently established a site stewardship program for privately owned archaeological sites in Kentucky. Acting on an informal invitation from a committee member, I sat-in on a meeting, and then, I joined. I remember it being as simple as saying, “I’d like to become a member.”

It was fascinating to hear about the issues and challenges facing archaeology on a national level and to be part of a conversation concerning how the SAA should respond. But, I didn’t feel I had enough experience in Section 106 regulations or in handling government issues at the state and federal level to be a useful and active member. So, I left the committee and wished it good luck in its important work.

Through my work with the site stewardship program, I had begun to realize that archaeologists needed to do a much better job of reaching out to, educating, and enlisting the public in our efforts to protect and preserve archaeological sites. And, I had heard about another committee: the PEC. As I had before, I acted on an informal invitation from a committee member and sat-in on a meeting. WOW! Members talked about education projects they were involved with in their respective states and about effective teaching tools and approaches. They discussed and worked on committee projects and initiatives like the Archaeology and Public Education Newsletter, Native American education, a network of state/provincial archaeology education coordinators, and improving university undergraduate education. It was instantly clear—I had found a home in the Society. I joined the PEC in 1995, the same year I became Education Coordinator for the Kentucky Archaeological Survey. And the rest, as they say, is history.

What did I do as a PEC member? All kinds of things! I served (still will) as the Education Network Coordinator for Kentucky. I prepared content for the Archaeology for the Public webpages. As part of a membership survey project, I conducted interviews with Society members to learn about their perspectives on public archaeology/education. I chaired and organized a workshop about education programs evaluation. I co-chaired the Careers in Archaeology project. I offered my insights and perspectives from Kentucky on topics large and small considered by the Committee.

And what I gained personally was invaluable. I networked with colleagues and participated in real discussions and idea sharing on topics and issues of deep importance to me. I also received professional development in many aspects of education (and a new vocabulary). I discovered a new and stimulating research focus—how kids learn about the past—on which I have since published. And I improved my ability to communicate the results of my archaeological research to the public.

And oh my goodness, the people I’ve met! It’s funny, but I think of them as “new” friends (after all, I did meet many of them in my early 40s), but that is a misnomer. They are old friends, now, in the very best sense of the term.

So, what’s the take-away message from this “reflective piece”? Find a committee with a mission that resonates with you. Then volunteer. It will change your life in ways you cannot imagine!
The Society for American Archaeology’s Mission Statement asserts that “to serve the public interest, SAA seeks the widest possible engagement with all segments of society,” and its Statement on Diversity says that the 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” (http://www.saa.org/AbouttheSociety/tabid/54/Default.aspx). Notwithstanding these aims, some groups have been, and continue to be, underrepresented in archaeology and in the SAA. More significantly, failing proactive recruitment efforts, this demographic imbalance may become even more stark in coming decades.

The SAAs Board of Directors recognized these issues several years ago by setting up a Diversity Initiatives Task Force, which submitted its recommendations in 2011 (Rogers et al. 2011), and by creating the Minority Scholarships Committee (MSC). In principle and objectives, the MSC roughly parallels the Native American Scholarship Committee. By its charge, the MSC, “oversees the Historically Underrepresented Groups Scholarships program by developing guidelines and policy, publicizing the program, selecting the recipients, monitoring the program, and recommending changes in guidelines as needed.” These are “intended to encourage members of underrepresented ethnic minorities to complete archaeological field schools and to pursue undergraduate and graduate degrees in archaeology, thereby contributing to diversity in American archaeology.” The MSC strategy is modeled on the successful Native American Scholarship Fund’s incrementally developed field school, undergraduate, and graduate awards.

As members of the MSC, we’d like to sketch why supporting the Historically Underrepresented Groups Scholarship fund is not just “doing the right thing” but also a way to practically assure the SAA’s future relevance and vitality. Being archaeologists, we will give you some data to support our assertions.

Demography: USA and Canada in the Twenty-First Century

The 2010 U.S. Census (Humes et al. 2011:4 Table 1) indicates that 63.7 percent of the U.S. population identify themselves as non-Hispanic white (Figure 1). Since 2000, this group had the slowest growth (1.2 percent) of any census category for race and ethnicity. Faster-growing census categories include African American (12.3 percent growth since 2000), Asian (43.3 percent growth), Pacific Islander (35.4 percent growth), two or more races (32 percent growth), and Hispanic or Latino (43 percent growth). Projections suggest that these trends will continue in the next decades, regardless of shifts in immigration rates (Ortmann and Guarneri 2009).

The recruiting pool for future archaeologists is rapidly changing. The 2010 census showed that 46.5 percent of US residents under 18 identified with a census category other than non-Hispanic white (Groves et al. 2011: 22). This K-12 demographic is the future of our discipline (Figure 2). Specifically for the SAA, the data presage a dramatic demographic shift toward groups from which very few archaeologists have been recruited in the past.

The SAA’s 1994 Member Survey of over 1,600 members provided the first well-documented baseline for assessing demographic trends, including ethnicity, in North American archaeology. Zeder’s analysis noted that the survey provides empirical support for the impression one gets attending any major archaeological gathering in North America, that American archaeologists are a homogeneous group composed almost exclusively of people of European ancestry. People of Hispanic, African American, Native American, or Asian ancestry make up only 2 percent of respondents [Zeder 1997:9, emphasis ours].

Zeder (1997:13) concluded that, though archaeology aims to
understand diversity in the past, the North American discipline is “starkly homogeneous.”

Canada, home to 4.6 percent of current SAA members, has also seen dramatic changes in ethnic composition. In Canada, East and South Asians comprise the preponderance of non-First Nation minorities. These minorities increased from about 4.7 percent of Canada’s total population in 1981 to around 16.2 percent in 2006 (Statistics Canada 2008). Between 2001 and 2006 alone, this population segment grew at five times the 5.4 percent total population growth rate (Statistics Canada 2008).

The Canadian Archaeological Association has not conducted surveys comparable to those conducted by the SAA, nor does it request ethnic affiliation data from its members, but Canadian members of the MSC believe it unlikely that the ethnic composition of archaeological professionals is keeping up with these demographic trends.

The SAA’s 2002 and 2010 Needs Assessment Surveys (Society for American Archaeology 2003, 2011) indicate that ethnic balance within the SAA has changed somewhat since 1994, with about 16 percent of current membership identifying as members of groups other than non-Hispanic white (Figure 3). However, the increase from two percent in 1994 to 16 percent in 2010 is not keeping pace with the present or projected demographic composition of North America. Moreover, close study of the by-age breakdown in the 2010 survey indicates that the 84 percent “non-Hispanic white” segment of the SAA is not simply a Baby Boom effect that will shift to a more ethnically diverse composition when that generation’s many senior members cycle out of active participation in the SAA. Among surveyed archaeologists under 35, 82 percent identify as non-Hispanic white. Absent significant new recruitment, 10 years from now, the membership of the Society will probably still be predominantly white, with even higher proportions of this ethnic group among its senior leadership. Viewed in the context of the 2010 demographic profile for U.S. K-12 students, the disparity between SAA membership and societal composition may become more pronounced in two decades.

One could claim that, because the percentage of non-white members has increased at an increment of close to one percent per year since 1994, that these demographic patterns “naturally” will produce greater ethnic diversity in the SAA, with yet another 16 percent of members recruited from non-white groups in another 16 years, bringing the society closer to US national demographics.

However, one can also argue from the data that, failing proactive recruitment, incremental progress will still leave the society well out of balance with national demographic composition by 2028, when a majority of college-age people will be from non-white ethnic groups. A laissez-faire perspective also does not consider that the one percent per year growth may fall off, due to the differentially heavier impacts on minority families of college-eligible students of the home mortgage debacle, parental layoffs in a poor jobs market, and recent, steep increases in state college tuitions (College Board 2011). As is the case with entry into small business ownership, members of minority groups are differentially affected by economic downturns, due to markedly

![Figure 1. Distribution of racial and ethnic groups in the 2010 census data. “Asian” and “Native Hawaiian/Pacific Islander” categories combined for consistency with Figure 3. Hispanic/Latino ethnic category includes a diversity of racial self-identifications. Source: Humes et al. 2011.](image)

![Figure 2. Distribution of racial and ethnic groups among youth under 18 years of age in the 2010 census data. “Asian” and “Native Hawaiian/Pacific Islander” categories combined for consistency with Figure 3. Hispanic/Latino ethnic category includes a diversity of racial self-identifications. Source: Humes et al. 2011.](image)
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Does It M atter?

lower median levels of family income (College Board 2011: 24)

and familial wealth accumulation (Fairlie 2008).

What Kind of Scholarships?

archaeology may wane—and with it, a commitment to conserv- 

ing national archaeological heritage.

Few college financial aid packages cover summer coursework or

lab and field training outside the regular academic year, making

such study an out-of-pocket expense. Moreover, the time

required for rigorous field instruction, even if near home, is

usually incompatible with paid employment. Even working at

minimum wage, a student could gross around $4,600 in a 16-

week summer. In combination, these facts present many stu-

dents from low-income backgrounds with a major economic

barrier to intensified participation in archaeology. This may be

especially true for students who are the first in their families to

attend university, who come from communities where archae-

ology is an unusual career choice, or whose families or univer-

sity financial aid programs expect them to earn a share of col-

lege expenses over the summer. Thus, a field school scholarship

package should go toward offsetting both the program cost and

the financial losses incurred through participation in field train-

ing. The Native American Scholarship Committee (NASC) has

long acknowledged this fact in their well-established Scholar-

ships for Archaeological Training.

The NASC has supported Native American students’ entry into
careers as anthropological archaeologists for nearly two
decades. Using income from the donation-based Native Ameri-

can Scholarship Fund, the National Science Foundation grants,

book royalty donations, and proceeds of its Silent Auction at

SAA Annual Meetings, the NASC regularly offers field training

scholarships (now up to $5,000), as well as some undergraduate

educational scholarships (up to $3,000), and graduate fel-

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The MSC has developed a scholarship solicitation, application, and selection process, modeled on the well-established NASC process. The first solicitation for applications will be published in an issue of *The SAA Archaeological Record* and online. Applications and nominations will be reviewed and ranked by a panel of reviewers from the MSC. Recipients of Historically Underrepresented Groups Scholarships will be required to submit a brief report on their field school experience, which will form part of the MSC report to the SAA Board.

**Who Is Eligible for the HUG Scholarships?**

After assessing SAA survey data, the MSC and the Board of Directors concurred that the HUG Scholarships program should encourage applications from “underrepresented minorities,” typically targeted by federal guidelines, as well as members of other groups that are strikingly underrepresented in the SAA, for

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**Minority Scholarships Committee’s Functions**

To swiftly offer a parallel set of scholarship opportunities to students from historically underrepresented groups without waiting decades for an endowment fund to reach critical mass, the SAA Board of Directors implemented an annual fund for the scholarships, allowing scholarships to be given directly from donated funds, rather than solely from interest earnings. Meanwhile, the MSC is pursuing other lines of fundraising. The MSC has a representative, Jason de Leon, on the SAA Fundraising Committee.

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![Figure 4. Costs of 2011 public and private institution archaeological summer field schools, from MSC survey of advertised schools. Overseas field schools noted with an asterisk.](image-url)
example, persons of East and South Asian ancestry (Figure 3). Eligibility criteria approved by the SAA Board are as follows:

Applications are encouraged from U.S. and Canadian citizens who are (1) members of North American ethnic minority groups historically underrepresented in American archaeology, including, but not limited to: African Americans, Asian Americans, and Latino/as, Chicano/as; (2) enrolled in a full-time academic program leading to a degree in anthropology/archaeology at the time of application; (3) a member of the Society for American Archaeology. Note: for the present, Alaskan Natives, American Indians, Native Alaskans, Native Hawaiians, and Pacific Islanders are encouraged to apply to the Native American Scholarships program for parallel funding opportunities.

Language for (1) was adapted from criteria of the American Anthropological Association’s Minority Dissertation Fellowship (funded since 1999), with specific amendments to parallel and complement the NASC eligibility criteria, and criteria (2) and (3) are used by the NASC.

A few points can be clarified. First, the application form and review process refines the grosser-grained ethnic survey categories to recognize the existence of “minorities within minorities” with differential economic advantages. Second, since the NASC has previously included not only Native Hawaiians but also all Pacific Islanders as “Native peoples” within their purview, we have not included this group in our eligibility criteria.

Third, the MSC will initially seek HUG Scholarship applicants from underrepresented minorities in the U.S. and Canada only. This is in part because the members of the MSC believe themselves best equipped to assess such applicants on the basis of their application package. This is also in part because we presently believe that most members of “historically underrepresented minorities” in Latin America are of indigenous affiliation and would thus be eligible for a scholarship through NASC.

Should Latin Americans who are from non-indigenous minorities emerge as applicants, the MSC have been accorded the flexibility to develop policy changes.

Finally, in developing our policy, MSC chair Gifford-Gonzalez consulted with then-NASC chair Chip Colwell-Chanthaphonh on several occasions. As individuals, rather than committee chairs, we shared the perspective that the missions of the two committees may ultimately lead to establishment of a combined, diversity scholarship committee to solicit, review, and disburse student support. However, in the short run, the SAA Board of Directors deemed it important to use the energy of a new, fully staffed committee to begin the fundraising and publicity activities for this other cohort of underrepresented groups.

**Conclusion**

Public outreach, one of the principles of archaeological ethics articulated by the SAA, is enhanced when the discipline includes people who are members of the population with which they seek to communicate. This was demonstrated during the intense controversies over the African Burial Ground in Manhattan, and in the steps toward their resolution with concerned communities. Greater diversity among practicing archaeologists in the academy and in public archaeology thus not only enriches the discipline’s intellectual life, but also facilitates outreach to a broader range of communities and legislative bodies in the years to come.

The SAA’s low representation of archaeologists of African American, Latino, South Asian, East Asian, Pacific Islander, and other, non-European heritage likely results from the interaction of diverse social factors, only some of which are under our control. These include an historic disinclination for first-generation-to-college students to opt for such fields as archaeology, and our discipline’s lack of investment—literal and figurative—in making the initial steps toward entry into archaeology more attractive and economically feasible to students from underrepresented groups. Archaeology and the other social sciences have been unusual career choices for first-to-postsecondary-education students from less privileged sectors of society (National Center for Education Statistics 2005: vii). Such preferences were strikingly reflected in archaeologist Warren Barbour’s (1994) “Musings on a Dream Deferred,” in which he recounts the negative reaction of his middle class, African American uncles and stepfather to the notion that he would not follow them into their careers in medicine and pharmacy, and his grandfather’s spirited defense of his choice to be an archaeologist, as one underwritten by their achievements in their own professions.

Funding scholarships is but a single step in bringing the composition of the SAA closer to parity with North American populations as a whole, but it is an important one. Scholarship outreach to students from underrepresented groups signals that we as a profession have invited them to join our ranks and to carry on the Society’s mission.

Most of us have had a helping hand along our way into careers in archaeology, from a Work-Study job, to a Pell Grant, to that one, strongly encouraging instructor. Support provided by the Historically Underrepresented Group scholarships will pay forward that kind of help. It will not only assist individuals to realize their goals of entering careers in archaeology but also will assure the resilience and relevance of American archaeology into the future.
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Notes

1. The US Census Bureau continues to use the term “race” to describe geographic variations in ancestry and culture that most anthropologists would be happier terming “ethnicity,” and it reserves the latter term only to make the Hispanic/Latino vs. non-Hispanic/Latino distinction. Our citation of 2010 Census categories in no way diminishes our anthropologically informed view of “race” as a socially constructed category rather than a biological reality.

2. In 2011, NSF Archaeology declined to fund a MSC grant application paralleling the one which it had funded for the NASC.

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MANAGING THE UNEXPECTED

THE EAST ST. LOUIS MOUND GROUP
AND THE NEW MISSISSIPPI RIVER BRIDGE

Thomas E. Emerson and Brad H. Koldehoff

Archaeology, of course, is all about the unknown—that is part of its mystique. So, we should not be disconcerted when we encounter the unexpected, but we often are. As much as we try to plan for every contingency, and after all that is what the entire Section 106 process is about, we occasionally get surprised. During the over half-century that the Illinois State Archaeological Survey (ISAS, formerly the Illinois Transportation Archaeology Research Program, University of Illinois) and the Illinois Department of Transportation (IDOT) have cooperatively carried out archaeological investigations under an intergovernmental agreement (http://www.isas.illinois.edu/), we have seldom encountered truly unexpected discoveries. IDOT and ISAS put an inordinate amount of effort into the preliminary survey and testing stages of projects to ensure that they are not caught unawares. But, there are those instances when the traditional approach is not possible, and the new Mississippi River Bridge is one of those projects. As it turned out, this bridge project has posed all sorts of new and unexpected challenges that are being favorably resolved with flexible thinking and good old fashion communication—not only between highway engineers and archaeologists but also among archaeologists, agencies, and federally recognized American Indian Tribes. As a consequence, an abundance of new data about the early historic city (late nineteenth century) and the late pre-Columbian city (eleventh to thirteenth centuries) of East St. Louis are being revealed in advance of construction.

The Tale of Two Cities

The new bridge, which is now under construction, will link East St. Louis with St. Louis, the famed “Gateway to the West” (Figure 1). The St. Louis area has been a commercial and transportation hub since ancient times, owing in large part to its location at the intersection of major river and overland routes. Today, interstate highways retrace old wagon roads that in turn followed footpaths blazed by earlier native populations. On an average day, well over a hundred thousand vehicles cross the Mississippi River on the Poplar Street Bridge, which is one of only two bridges in the nation that carries three interstate highways. In 2007–2008 the States of Illinois and Missouri, with federal support, agreed to construct a new I–70 bridge. This $640 million suspension bridge is a crucial link in facilitating local and interstate traffic flow and in providing a kick-start to local economic redevelopment.

Since the second half of the twentieth century, East St. Louis has suffered, along with much of the Midwest and Northeast, from the loss of local heavy industry and associated railroad infrastructure. The resulting economic decline has been coupled with a lack of new development—a situation the new bridge will likely change. Along the 144-acre alignment that will carry the highway through East St. Louis are the hidden remnants of an ancient aboriginal city. Beneath the present-day post-industrial landscape, ISAS crews are unearthing the first city of East St. Louis—a Mississippian culture mound and town complex linked to and likely an extension of the World Heritage site of Cahokia Mounds located just a few miles inland. To date, within the alignment we have excavated nearly 6,000 habitation features.

The rise and fall of historic East St. Louis, the second city, parallels events that occurred in this same location nearly 1,000 years earlier. Based on what we know from early antiquarian accounts, at about A.D. 1050 this location was the home of a native “East St. Louis” that with its ~50 mounds was the second largest Mississippian mound complex in North America—an important elite ceremonial precinct within Cahokia’s 14.5 km² central political-administrative complex (Pauketat 1994, 2004). East St. Louis’ prehistoric ruins were still visible when visited by Henry M. Brackenridge in the early 1800s, but by the mid to late 1800s its observable traces were obliterated by industrial and commercial expansion.
Parenthetically, the new bridge runs from the former location of the St. Louis Mound group with its 26 mounds (now destroyed) in Missouri to the East St. Louis Mound center in Illinois (Figure 2). In a project this size with impacts to major native habitation sites and possible mortuary areas, tribal consultation is a critical issue. The Missouri Division of the Federal Highway Administration (FHWA) took the lead in the Section 106 process and initiated consultation with numerous tribes; however, only the Osage Nation asked to be involved.

Illinois is in an unusual position in the Midwest: it has had no resident land-holding tribes for nearly two centuries. Native land loses in the 1818 Treaty of Edwardsville were followed by final land cessations at the Treaty of Castor Hill in 1832. Given this history, Illinois agencies have little experience in dealing with tribal governments. However, with the recognition of tribal consultation as a significant aspect of the Section 106 process, IDOT initiated contact on a project-by-project basis with tribes having a treaty land cessation in the state. In 2008 and 2009, IDOT and the Illinois Division of FHWA invited a wide array of tribes to a discussion aimed at broadening the consultation process.

One result of this consultation was the creation of a web-linked Project Notification System (PNS) by the Illinois State Archaeological Survey (ISAS) that enables IDOT and FHWA to provide immediate project information, including maps and nearby burial sites, to the tribes (http://www.isas.illinois.edu/news/fhwa_award.shtmlIn). The development of the PNS won an Exemplary Human Environment Initiatives Award (EHEI) from FHWA. Another positive outgrowth was the drafting of a Tribal Memorandum of Understanding that laid out the consultation process and created a consensus agreement to treat burials in accordance with the Illinois Human Skeletal Protection Act (20 ILCS 3440, 17 IAC 4170). Finally, in recognition of tribal concerns for burial places, ISAS-IDOT initiated a process to confirm the location and condition of about 5,000 burial sites listed in the Illinois Inventory of Burials Sites.

On the archaeological front, ISAS-IDOT has been conducting testing and geomorphological work in the East St. Louis site area since the late 1980s as part of highway infrastructure improvements. Earlier excavations along existing I55/70 had discovered intact plaza, mound bases, storage compounds, palisade lines, and residences (e.g., Fortier 2007; Pauketat 2005). While these demonstrated that portions of the site were intact, its extent and integrity were unknown. To some extent, we knew we were going into the project with blinders on—land access delays, a 150 years of industrial development and demolition, the lack of reliable historic records, extensive brownfields with HAZMAT problems, standing buildings to be demolished, and most significantly variable layers of historic fill and rubble (2–10 feet thick) along with live and abandoned utility lines and hidden old factory foundations presented obvious problems (Figure 3). Despite over 600 geomorphic cores and numerous backhoe trenches, we had only an imprecise sense of the natural landforms and historic development in the area. Every excavation block had the potential of revealing the unexpected.

Even after ISAS had access to portions of the right-of-way (ROW), investigations were hampered by extensive logistical and safety concerns. The development of a health and safety plan to cover all possible exigencies was a challenging and ongoing
process. Excavating of up to 10 feet of historic rubble created thousands of cubic feet of back dirt—dirt that has to be trucked to other locations within the ROW and often relocated as many as three to four times. Since we had little historical structure information, the convoluted and complex construction and demolition sequences within the National Stockyards tracts provided a constant unknown that hampered excavations. Excavation placement, priorities, and time schedules were, as expected, set by construction needs. Such circumstances highlight the need for precise coordination among archaeologists, IDOT engineers, and construction contractors. This coordination would have been impossible without the appointment of an IDOT resident project engineer to ensure that archaeology and construction needs were appropriately mediated. Against this backdrop, systematic testing of the ROW was virtually impossible.

Even with all this preparation, we were not prepared for the disconcerting discovery of a heretofore-unidentified mound remnant secreted beneath the rubble of the National Stockyards. The basal remnants of this 900-year old earthen monument, called Feature 2000, covered approximately 1,300 square meters. Its precise size and function are difficult to determine because its upper layers were removed when the stockyards were constructed in the 1870s, and multiple buildings and a city street further compromised its integrity.

Recognizing this feature reiterated the difficulty in identifying and interpreting archaeological deposits in a highly disturbed urban context. We initially encountered these deposits while removing historic rubble and fill associated with the demolition of Stockyard facilities and the asphalt and underlying road base of a street. The mound deposits were generally sterile and were not immediately distinguishable from episodes of historic-era sterile infilling. However, adjacent excavations revealed a small cluster of burials and nearby trenching profiled a borrow pit that had been purposely filled. This clustering of activities in a relatively confined area alerted us to the potentially unique deposits. The challenge was to identify and delineate those deposits.

To resolve this issue, large-scale excavations were halted and a series of targeted test squares and profile trenches were initiated. While these focused investigations were ongoing we were fortunate, with excavations stretching across a site nearly one km in length, that we could reassign crews to other areas to keep the excavations moving forward. We knew we were dealing with a constructed Mississippian landscape—but its specific form was not clear, i.e., was it a constructed plaza or platform or was it actually a previously unknown mound base? Our exploratory work confirmed a complex sequence of excavated and refilled borrow pits, zones of horizontal fill, and possibly
related burial episodes (Figure 4). What proved to be critical was the discovery of a profile showing a short segment of a diagonal mound face proving that we were dealing with the several feet thick remnant of a rectilinear mound, about ~25m by ~52m, oriented to the cardinal directions. Within a short time, ISAS had identified the constructed landscape of refilled borrow pits and a mound base and through coring had been able to trace its approximate boundaries, even where it continued outside the right-of-way. Two things became immediately apparent: that a credible excavation of the mound remnant could not be performed in the timeframe allotted; and given the special nature of the feature, such an excavation was not, even if feasible, desirable to our tribal partners.

ISAS and IDOT immediately began exploring options for the preservation of the mound remnant. Once the feature was spatially defined, IDOT engineers and consultants began crafting a solution to protect the area. At the same time, the Osage Nation provided comments and guidance during an on-site meeting. Within a month, IDOT’s engineering staff and consultants created a redesign that replaced a broad open ditch with a 42” enclosed culvert, rerouted a 42” waterline that would have cut through the mound’s center, and proposed crucial landscaping changes.

The coordinated action of ISAS archaeologists and IDOT’s engineers and planners meant that FHWA and IDOT could immediately brief tribal representatives on the issues and offer several potential solutions, one being preservation in place. Further consultation created a 488-m²-preservation area blanketed with a 3–5’ cap of earthen fill, fenced, and given formal legal standing to ensure its long-term protection (Figure 5). In addition, IDOT offered to make the area available if the tribes wish to reinter human remains that had to be removed from other areas of the bridge project.

Lessons Learned
The unexpected discovery of a mound within the right-of-way in the third year of construction on a high-profile project could have been catastrophic to the project schedule. That this potential crisis had a successful resolution was the result of a long IDOT tradition of integrating archaeology into transportation project planning.

- IDOT ensures that archaeology is not outside the planning and construction process but is an integral part of it. IDOT and ISAS have worked cooperatively for over half-a-century to ensure this integration. Consequently archaeologists and engineers have long-term working and personal relationships and a great deal of shared knowledge about managing archaeological resources in the context of a construction-driven agency. This is certainly true in the American Bottom where, particularly during the last three decades, hundreds of archaeological sites have been investigated as part of high-
way construction (Emerson et al 2006; Emerson and Walthall 2007). This long-term relationship with its mutual knowledge and trust was essential when archaeologists and engineers had to cooperate in devising an emergency preservation plan.

- IDOT has integrated tribal consultation into its standard planning procedures. FHWA, IDOT, and their partner ISAS used the tribal gatherings in 2008 and 2009 as a stimulus to move beyond project consultation. It promoted the creation of the PNS, a Tribal MOU and initiated a reevaluation of burial sites. For IDOT the legal requirement of tribal consultation has been a stepping-stone in implementing innovative ways to assist in the preservation of resources of concern to the tribes. Meaningful consultation is best achieved with face-to-face meetings, which foster mutual respect and good faith negotiations. In this case, the foundation for such consultation was built not only during our 2008 and 2009 Tribal workshops but also sustained with regular email project notifications, which almost daily reinforces the openness of IDOT-FHWA consultation.

- IDOT, FHWA, and ISAS have ensured that tribal, agency, and archaeological relationships are broadly based. A great emphasis has been placed on the development of personal interaction in tribal consultation and we would add that it is equally true in dealing with the various agency construction and engineering staff and contractors. Ultimately the feature 2000 consultation was successful because of the active involvement and face-to-face interaction among multiple parties on all sides of the process. We saw the value of flexibility, open-mindedness, and goodwill. Like any negotiating process the active involvement of multiple participants serves to smooth out bumpy spots and keep the discussions balanced and on track.

- The results of these joint efforts has been that since the Fall of 2008, ISAS crews have excavated nearly 6,000 features dating between ~A.D. 900 to 1250 including over 1400 structure floors, 72 monumental post pits, and over 3,600 cooking/storage pits (Figure 6). No excavations of this scale have ever taken place in a Mississippian center. Additionally more than one hundred residential and commercial features filled with household refuse dating to the late 1800s and early 1900s have been excavated, providing new insights into the lives of early working-class families in East St. Louis.

The cooperative and successful partnerships created and the results produced during this process were recognized by FHWA through the presentation to ISAS and IDOT of a 2011 Environmental Excellence Award for the management of cultural and historical resources (http://environment.fhwa.dot.gov/eea2011/historical_resources.htm) in the context of the Mississippi River Bridge Project.

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For the past 25 years, I’ve worked in the State Office for the Wyoming Bureau of Land Management (WY BLM). And in those years, I’ve gone from being a temporary support staff archaeologist to Deputy Preservation Officer/State Archaeologist/Tribal Consultation Coordinator.

But I’m not even from Wyoming. I’m from Texas. And I didn’t plan to become an archaeologist. I wanted to travel overseas as a languages expert. How on earth did I get here? A “long and winding road” took me from Texas, through Oklahoma, Arkansas, Illinois, and Indiana, to Wyoming.

History was always a favorite subject, but I entered college intending to major in languages and work for the State Department. In my mind, at the time, that type of job seemed adventurous and exotic (though now, after 25+ years with the government, I’m fairly certain reality would not have equaled the dream). Besides, my college, Southwestern University in Georgetown, Texas, didn’t have an anthropology degree program.

The summer after I started college, my mother took me to visit a dig near our community. I think I became an archaeologist because she thought it would be interesting (the things we do for our mothers!). I recall climbing down into a very deep (non-OSHA!) trench and looking at a bone. The archaeologist told me it had been “modified,” though, at the time, I’m not sure I understood what that meant.

Regardless, after that summer of “discovery” and a fall semester realization that going overseas was not to be, I transferred to Texas A&M University at College Station, Texas. There I took an Intro to Anthropology course from Dr. Harry Shafer.

I must have impressed Dr. Shafer, because he allowed me to sign up for that summer’s field school, and I hadn’t even taken Intro to Archaeology! Field school hooked me (and I aced that first archaeology class). Dr. Shafer’s classes were so interesting—I just knew archaeology would be great fun and hopefully, a great career choice. Other people influential in my career include Martha Doty Freeman, project historian for the Stacy (O.H. Ivie) Reservoir Project, Don Cochran, director of Ball State University’s Archaeological Resources Management Service, and Tim Nowak, former BLM Wyoming DPO. Their dedication to the discipline and the job, as well as their encouragement at the most opportune times, kept me on the path I follow today.

After college, I found work with archaeological consulting firms, working on projects in Illinois, Oklahoma, Arkansas, and Texas. Like most field archaeologists, I started out as a crew member. I excavated in Illinois at the Smiling Dan Site and profiled trenches (again very deep) at the nearby Campbell Hollow Site. I moved on to surveying in East Texas, where crawling under brambles (and meeting up with a copperhead half way through!) was common. I learned how to do flotation (in the Illinois River in November—can you say cold?), identify artifacts, and run a transit. Researching courthouse records, writing reports, and managing people came later, once I had the field and lab experience. Remember: this was before GPS, GIS, the Internet, and cell phones (or at least their use in my world); it certainly seems like technology has made cultural resource management easier today.

During the Stacy Reservoir Project in Texas, I noticed that we were doing a great deal of upfront recording for a historic preservation consultant/historian. She and her husband visited the project on a monthly basis to make the eligibility determinations for historic period sites, to conduct historic research, and to do HABS drawings for the historic structures our survey crews encountered.

Not that fieldwork wasn’t fun and exciting—all those snakes and ornery cows—but I thought what she did was very interesting: putting a face on the cultural remains we encountered. So I decided to go back to school for a graduate degree, looking primarily at schools with Historic Preservation programs.
I ended up at Ball State University (BSU) in Muncie, Indiana. At the time (1982), it had two interesting degree programs: the Historic Preservation program in the Architecture School and the Archaeological Resources Management program in the Anthropology Department. “Hmm, the best of both worlds,” I thought, so I took classes in both programs. I was lucky to get a research assistantship with the Archaeological Resources Management Service at BSU and that helped pay for grad school.

I was at BSU for three years, though it took an additional three years to finish my thesis (a job with BLM in Wyoming, marriage, and motherhood got in the way). My degree is a MS in Archaeological Resources Management with a minor in Historic Preservation.

A fellow BSU grad student helped me get a “temporary” archaeology job with WY BLM in 1985. That “temporary” job was made permanent in 1990. In the years since, my duties have expanded, and my responsibilities have grown. Although I worked in consulting for a relatively short period of time—six years—that experience, my grad school coursework, and the knowledge I gained as an assistant to the BLM cultural lead for 20+ years, all led to my ability to move into the lead job in 2008.

BLM is part of the Department of the Interior. The agency manages America’s National System of Public Lands. In Wyoming, those lands consist of more than 17.5 million surface acres and 40.7 million acres of federal mineral estate.

Because BLM has a multiple-use mission, we must find a way to allow (or in some cases, not allow) numerous uses on our public lands. My program encompasses cultural resources, paleontology, and tribal consultation. But BLM also has responsibilities for, among other things, minerals (leasing for oil, gas, coal, gravel), lands and realty (authorizing rights of way, land exchanges), renewable resources (forestry, wildlife, air, wild horses), recreation, and the National Landscape Conservation System (America’s national monuments, national historic trails, wilderness areas).

The year before I arrived in Cheyenne, WY BLM had assumed authority from the National Park Service for permitting qualified researchers and consultants to conduct work on cultural and paleontological resources on BLM-administered lands. It had issued about 50 permits that year. The archaeologist position I was hired into was a support position for the cultural program lead, and I was put in charge of the permitting program for both cultural and paleontological resources. I never imagined that, decades later, the program would be at 650 permits and counting! This number would be even higher if we hadn’t split out the paleontology permits from the cultural permits in the mid-90’s.

Over the years, I have taken on other responsibilities. In 1996, I became responsible for collections management, and heritage and environmental education outreach. This change allowed me to have more influence over the cultural program’s funds. My interaction with school districts, teachers and students also increased. I enjoyed this part of the job and turned down two opportunities for promotion because it meant passing the education role off to another person.

I finally stepped up into the Deputy Preservation Officer job in 2008, after the death of my co-worker and friend Tim Nowak. The agency has chosen not to fill my previous position, so I have retained old responsibilities and absorbed many new ones, including senior technical specialist, budget and statewide accomplishments, policy making, training for archaeologists and managers, and tribal consultation coordination.

Another of my “new” responsibilities is cultural lead for two large transmission projects that cross several states. Have you
noticed the government’s recent focus on renewable energy? For Wyoming, this means wind energy and the transmission lines needed to move it to markets in the Southwest. These projects are very complicated, and the consultation efforts are on a much larger scale than we are used to. In my position, I rely heavily on the field office archaeologists, as well as the state leads for the other 2–3 states involved in the transmission projects. Flexibility (in process and schedule) is important as are the relationships we have built with our partners.

It’s difficult to explain my typical day—truly no two days are alike! I’ll illustrate this through a litany of what might happen, and then finish by discussing the most challenging and the most favorite parts of my job.

My typical day is filled with meetings. I might host a conference call to negotiate a programmatic agreement for one of those transmission lines. It would include the project applicant, the Advisory Council on Historic Preservation, several state historic preservation officers, tribes, and other consulting parties. Then there’s mailing out Wyoming Archaeology Awareness Month posters to local schools, museums and libraries, or participating in a conference call with our Washington Office on a review of our cultural manuals or high priority, fast-tracked energy projects. I might go to the University of Wyoming to speak to a public archaeology class, or conduct a review of our curation facility at the University of Wyoming Archaeological Repository. I might visit one of ten BLM Field Offices to discuss particular projects with the field archaeologists, or go with them to visit a data recovery in progress. And let’s not forget my monthly coordination meeting with our State Historic Preservation Office to discuss various compliance issues, educational opportunities such as site stewardship efforts, or funding of our cultural resource data sharing partnership.

Truly, I think the most challenging part of my job is tribal consultation. WY BLM consults with tribes from Idaho, Montana, Nebraska, North Dakota, Oklahoma, South Dakota, Utah, and Wyoming. Many of our cultural resources are of interest to the tribes, but tribal interest also extends to the other resources we manage such as air, water, plants, trees, wildlife, and minerals. Our managers and other program leads do not always understand why they must consult with tribes, so I strive to educate individuals within WY BLM as well as the tribes about the best way to participate in consultation. Tribal consultation for me means going in the field with tribal members to look at sites, working via conference call on agreement documents, or assisting our project managers to present information at tribal council meetings. But bottom line, my tribal consultation job is about building a relationship with the tribes through tribal leadership, the Tribal Historic Preservation Officer, cultural contacts, or tribal elders. Relationship building is most effective when both sides have continuity of personnel.

By far one of the most enjoyable aspects of my job is participating in educational outreach, whether by giving talks to students, writing for BLM’s Heritage Education program or the BLM Facebook page, participating in the national Boy Scout Jamboree, or engaging with peers as part of the Project Archaeology (PA) Leadership Team. In 1997, WY BLM began promoting Project Archaeology and training teachers. We had several years of success. Then, as is often the case with government, our budgets were cut and management support declined. Less effort was placed on teaching teachers and more energy went into broader overall celebrations, such as the Antiquities Act Centennial. Recently, we’ve re-energized Wyoming’s PA program: five Master Teachers from around the state now work with me to spread the word about archaeology.

So, to close, I would encourage archaeologists to consider a federal government job. You can stay in one place your entire career; you can move around within your agency; or you can switch agencies for more diversity.

And what I’ve learned is this: the job is never dull. It can be demanding. It can be satisfying. It can be so very frustrating, and you can often feel more like an administrator than an archaeologist.

But when you get to see projects through to fruition, whether it’s protecting rock art, having a site listed on the National Register of Historic Places, repatriating sacred objects to tribes, or just getting the permit filing done, it’s all worth it at the end of the day. I wouldn’t change a thing!
For its practitioners, archaeology can be a profession, a passion, a pastime, and a problem. At work, archaeologists may have professional responsibilities that can complicate their personal lives. And at home, archaeologists may have personal responsibilities that can complicate their work lives. In 2011, the Committee on the Status of Women in Archaeology (COSWA) sponsored a forum titled “A Life in Ruins? Work-Life Balance in Archaeology.” We brought together archaeologists from across the spectrum of the profession and examined the question: how do archaeologists juggle the sometimes unusual demands placed on them by their profession with the realities of everyday life? There were numerous challenges identified in this session: how to maintain a family while working far from home, how to balance raising growing children and taking care of aging parents while still retaining identity as an archaeologist, how to stay financially afloat while trying to succeed in school, how to balance life with a non-archaeologist spouse, as well as sustaining a dual-career household.

We asked our participants to address what work-life balance means, what aspects of their career create the greatest tension with their personal lives and how they mitigate some of this tension, what practices are most effective in maintaining a healthy work-life balance, and what pitfalls might be on the road ahead? A lively discussion ensued during the forum. We realized that times have changed dramatically and there is no longer one “right way” to be an archaeologist—if indeed there ever was. It is possible to be an archaeologist and a mother, a father, a devoted child, and a spouse. In this issue, we present several of the challenges of balancing life as an archaeologist. Contributors address the challenges of sustaining two archaeology careers in the same family (Brown and Yaeger), advancing an archaeological career while raising children and supporting the career of a non-archaeologist spouse (Roberts), maintaining a marriage and parenting with an active international research agenda (Barber), balancing the demands of family life with a career in museums (Nash), and having success in personal life and on the tenure track (Rodning). In my own life, I am balancing raising four children with a spouse who is a pilot, while working part-time as an adjunct instructor and part-time in publishing. We are all archaeologists. We are all passionate about this career we have chosen. We all have to find a way to juggle our careers with the world that lies beyond the ruins.

Some archaeologists are still walking traditional paths, while others are creating their own niches for themselves. As the papers in this special forum demonstrate, we can do it all if we are willing to be creative in finding our balance.
From the very beginning, travel to exotic locations was part of archaeology’s appeal for me. Having grown up in several (decidedly not exotic) places, leaving the confines of small-town America for adventure abroad was high on my list of life goals. While a career in archaeology has literally exposed me to a world of amazing experiences—a fact for which I am perennially grateful—it has also created a number of unexpected challenges in my personal life.

For 13 of the last 17 years I have spent at least a week, and more often several months, engaged in archaeological research in Mexico, Honduras, and El Salvador (Figure 1). Those years have been full of important personal milestones: college, graduate school, moves, marriage, parenthood, and a tenure-track position in academia. As my responsibilities and commitments have changed, so have my tactics for balancing my archaeological career and my personal life. Work-life balance, thus, has been an ongoing process for me, often with a very steep learning curve. I make no claims to being an expert at the juggling act required to maintain personal relationships and meet obligations while shuttling off to foreign shores, but I can speak to my own experiences of the challenges and joys of a life spent in ruins far from home.

Communication and Compromise

For anyone who travels for extended periods of time, communication with family and friends takes on heightened importance. Personal relationships must be maintained without the benefit of daily face-to-face interactions. One of the most important work-life balance questions that I have been forced to consider, and reconsider, is: how long can I go without communicating with someone before our relationship begins to deteriorate? The answer varies significantly from person to person and highlights the kinds of compromises that must be made in balancing international fieldwork with a personal life.

Before becoming a parent, I was generally undaunted by extended periods without direct communication home. Certainly there were moments when I, or someone back home needed a hug, but I found that a phone call could function as an imperfect substitute. All of that has changed now that I am a mother. A phone call is not a good substitute for a hug to a four-year-old. Fortunately, the expansion of the Internet into even remote areas of Latin America over the past five years has greatly simplified contact with the people important to me. While an internet-based video call still doesn’t have the same value to my son as a real hug, we both prefer Skype to the telephone. Internet-based technologies are no panacea, however. Slow connection speeds and irregular hours for Internet cafes in rural Mexico can turn a video call into an exercise in futility. I cannot recount how many of my video call conversations consisted mostly of the word, “What?” Five minutes of that is usually enough for even the most devoted mother and wife to admit defeat—I do not lay claim to being either. Sometimes a phone call has to be good enough.

But communication home from the field is actually less important than clear communication prior to departure. Tolerance for research, particularly very long field seasons away from home, is essential for anyone who shares his or her life with a field archaeologist. Some people understandably don’t want a vanishing partner, and I have seen long-term relationships fail because the realities of fieldwork were not dis-
cussed clearly and up front. Part of the reason that my own relationship has survived the inevitable disruptions in our lives caused by my field research is an open flow of communication that enables both my spouse and I to express tolerance levels and limits. My husband understood from the beginning how important my career was to me, and I have sought to keep him well informed of my research plans. I don’t “spring” a long international field season on him. In return, he has been clear on how much of my traveling he can handle. I am incredibly fortunate that he is supportive of my career and accepting of a partner who disappears for months every few years. We have found, in fact, that periods of separation remind us of the many things we appreciate about each other.

Uncertainty and Flexibility

As we approach 10 years of marriage and the beginning of formal schooling for our son, my husband and I have both had to redefine our positions in regard to my field research. It was one thing when my husband was responsible for the rent and the dog. It is another matter when he is single-parenting our child. Indeed, to reduce the childcare burden created by my absence, I have attempted to take our son with me whenever possible. My efforts have met with mixed results, emphasizing that it is essential to accept uncertainty and to keep plans flexible. I planned a 10-week summer field season in 2009 when my son was still a toddler. We purchased his plane ticket, withdrew him from childcare, and began looking for a caregiver in Mexico. Then the H1N1 flu outbreak began. With only a few weeks to go before my departure, all of our well-laid plans had to change. My son needed new childcare close to my husband’s office, my husband needed to modify his work schedule, and I needed to develop long-distance parenting tools. It turns out that video calls with toddlers are a lot of fun because they don’t realize that you can’t really pass objects like toys and drinks through the monitor. My son enjoyed our video calls and I learned to accept that I must be flexible enough to handle extraordinary circumstances.

My second attempt at international parenting was more successful. This year my son joined me for three months of a six-month field season in Mexico, even attending the local public school (Figure 2). He made a few friends and was an object of fascination to local children. Despite his young age, however, he found both the language barrier and the change in living conditions stressful. My visions of an amazing cultural experience for my child had to be modified to meet the realities of his desires and expectations. Again, flexibility was fundamental. I adjusted how and where we spent our time on weekends and at the end of the workday. The bounce house and trampoline in the town park became our evening hangout. Using old-fashioned parenting tricks like play dates and creating consistent meal and sleep schedules, I was able to attain a level of stability that reduced behavior problems and allowed my son to more fully enjoy his time in Mexico. My solutions weren’t perfect, and there were lots of calls home to Daddy for help (communication was critical), but I found that bringing my child with me on international fieldwork was an effective means of balancing my career with my personal responsibilities. It is something I will definitely do again.

Lessons Learned

My life in far-away ruins has undoubtedly placed unusual demands on my personal life, but I have no plans to stop traveling for my career. Rather, I try to learn from my many mistakes in the perpetual balancing act required of archaeologists who conduct lengthy field season abroad. Among my most important experiences:

- Define boundaries: Clarify to yourself and communicate with others regarding what aspects of your personal life you are willing to compromise on to facilitate international field research. Know what your family members and friends can tolerate in terms of limits to daily interaction and your absence from important life events like weddings, funerals, and graduations.

- Be flexible: With well-defined boundaries, it is much easier to adjust to the inevitable uncertainties of everyday life. If you, your family, and your friends all understand what kinds of events will and won’t affect your research plans, then taking the next step in the face of the unexpected becomes much easier.

- Appreciate opportunities: Accept that your choices have created these conundrums in work-life balance. Be thankful to have a career that not only allows, but encourages, you to see the world.

My early fascination with exotic locations has not been diminished by repeat exposure. I get as excited about international field research today as I did 17 years ago. While balancing archaeology and personal life unquestionably causes stress, at least I’m not an accountant. Instead I am able to do what I love, making me a more contented person and thus hopefully a better spouse, mother, daughter, sister, and friend.
LIKE MANY YOUNG AND INEXPERIENCED PRIMATES MY SELECTION CRITERIA FOR A PERFECT MATE IGNORED LOGIC AND WENT SOMETHING LIKE THIS: HANDSOME-CHECK, SMART-CHECK, ALPHA-CHECK, PHEROMONE COMPATIBILITY-CHECK. MY HUSBAND HAS ALWAYS BEEN SUPPORTIVE OF MY PLANS TO PURSUE AN ARCHAEOLOGY CAREER, BUT NOT TO THE EXTENT THAT HE WOULD PUT HIS CAREER ON HOLD FOR MINE. I DISCOVERED THIS WHEN I LANDED A PERMANENT GOVERNMENT ARCHAEOLOGY JOB, AND HE REFUSED TO MOVE. SINCE THE JOB WAS IN RURAL UTAH, AND THERE WERE NO EMPLOYMENT OPPORTUNITIES FOR MY HUSBAND IN THE AREA, HIS CAREER WOULD HAVE LANQUISHED, AND SO TOO WOULD OUR RELATIONSHIP.

IN OUR 33 YEARS OF MARRIAGE, WE RELOCATED FIVE TIMES FOR MY HUSBAND’S JOBS AND EACH MOVE TOOK MY CAREER DOWN NEW PATHS. ONE OF THOSE PATHS LED ME_TWICE TO MOTHERHOOD, WHICH IS MY PROUDEST ACHIEVEMENT. MY DECISION TO SUPPORT MY HUSBAND’S CAREER WAS A GOOD ONE AND TODAY HE WORKS AS A SENIOR SCIENTIST AT SANDIA NATIONAL LAB. BECAUSE MY HUSBAND’S CAREER WAS STABLE AND SECURE, I WAS ABLE TO TAKE BIGGER RISKS AND START MY OWN CONTRACT FIRM. MY CHILDREN ARE BOTH GROWN (FIGURES 1 AND 2), AND AS AN EMPTY NESTER I HAVE RETURNED FULL TIME TO THE FIELD. CURRENTLY I’M DIRECTING A LARGE DATA RECOVERY PROJECT IN SOUTHERN UTAH, WHICH FOR ME IS A DREAM COME TRUE. I’M NOT GOING TO SAY ANY OF THIS WAS EASY, SOMETIMES MY CAREER PATH FELT LIKE A MOBIUS STRIP, BUT BALANCING A PERSONAL LIFE WITH AN ARCHAEOLOGY CAREER IS POSSIBLE, AND DEFINITELY WORTH THE EFFORT.

THE PURPOSE OF THIS ARTICLE IS TO ENCOURAGE THOSE OF YOU WHO ARE STRUGGLING WITH THESE ISSUES, NOT TO GET DISCOURAGED; STAY THE COURSE AND YOU WILL FIND A WAY TO MAKE IT WORK. I’D ALSO LIKE TO OFFER SOME TIPS THAT I DISCOVERED—OFTEN THE HARD WAY—FOR BALANCING CAREER AND FAMILY LIFE. MY FIRST WORD OF ADVICE IS THAT FAMILY TAKES PRIORITY, WHAT IS GOOD FOR THEM IS ALSO GOOD FOR YOUR CAREER. I HAVE FOUND THAT IT IS DIFFICULT TO FOCUS ON YOUR WORK IF YOUR PERSONAL LIFE IS NOT IN ORDER. IN MY EXPERIENCE, WORKING FOR AN UNDERSTANDING EMPLOYER WHO EMPATHIZES WITH THE COMPLICATIONS THAT FIELDWORK IMPOSES ON YOUR PRIVATE LIFE IS A KEY TO SUCCESS.

WHEN MY CHILDREN WERE VERY YOUNG, I SOMETIMES DID MY BEST REPORT WRITING AFTER THEY WERE TUCKED INTO BED AT NIGHT.幸运地, MY EMPLOYER DIDN’T MIND IF I WORKED AT NIGHTS AS LONG AS I MET MY DEADLINES. DURING THESE EARLY CHILDREARING YEARS, MY BOSSES ALSO ALLOWED ME TO LIMIT OUT-OF-TOWN TRAVEL TO 10 DAYS A MONTH SINCE LONGER STINTS DID NOT WORK WELL WITH MY FAMILY. FIGURE OUT WHAT TYPE OF SCHEDULE WORKS BEST FOR YOU AND THEN NEGOTIATE A PLAN WITH YOUR EMPLOYER.

MY NEXT WORD OF ADVICE IS TO BE FLEXIBLE WITH YOUR CAREER PATH. SOMETIMES THE PATH NOT TAKEN IS A BLESSING IN DISGUISE. THE FIVE RELOCATIONS THAT I MADE FOR MY HUSBAND’S CAREER ALL BENEFITED MY CAREER TOO, EVEN THOUGH AT TIMES IT SEEMED LIKE I HAD VEERED QUITE FAR OFF MY MAIN PATH. FOR EXAMPLE, WHEN MY HUSBAND WAS OFFERED A GRADUATE SCHOLARSHIP AT M.I.T I NEEDED TO FIND A JOB IN BOSTON TO SUPPORT US. BECAUSE THE TELECOMMUNICATIONS INDUSTRY WAS BOOMING, I WAS HIRED AS A CUSTOMER SERVICE REPRESENTATIVE INSTALLING TELEPHONE BUSINESS SYSTEMS IN HOSPITALS AND CORPORATIONS. WHILE THIS POSITION HAD ABSOLUTELY NOTHING TO DO WITH ARCHAEOLOGY, I DID FIND THAT MY ANTHROPOLOGY BACKGROUND HELPED ME UNDERSTAND CORPORATE CULTURES AND MORE READILY INTERPRET THEIR PHONE SYSTEM NEEDS. MORE IMPORTANTLY, I HONED MY BUSINESS SKILLS AND TOOK A FEW COURSES IN MANAGEMENT, WHICH PROVED USEFUL LATER IN MY CAREER. I ALSO LEARNED QUITE A BIT ABOUT MYSELF, NAMELY THAT CAREER SUCCESS COMES EASIER WHEN YOU ARE DOING WHAT YOU LOVE; I’D FOUND TELEPHONES TO BE DULLER THAN DIRT.

SOME OF YOU MAY BE WONDERING HOW I WAS ABLE TO SHIFT FROM ONE PROFESSION TO ANOTHER AND OBTAIN JOBS WHENEVER I MOVED. I DID IT BY FOLLOWING THESE STEPS: I RESEARCHED POTENTIAL EMPLOYERS, FIGURED OUT WHAT Skills I COULD OFFER THEM, AND I KNOCKED ON THEIR DOORS AND MARKETED MYSELF. MY FIRST WORD OF ADVICE IS TO SKIP THE EMAILED RESUME AND FIND A WAY TO TALK FACE TO FACE TO PROSPECTIVE EMPLOYERS. NETWORK, MEET THEM AT PROFESSIONAL MEETINGS, AND MARKET YOUR SKILLS. IN MY 15 YEARS AS OWNER OF HRA ONLY ONE PERSON HAS EVER KNOCKED ON MY DOOR AND INTRODUCED THEMSELVES AS AN ARCHAEOLOGIST LOOKING FOR WORK. I HIRED THAT PERSON ON THE SPOT BECAUSE I
admired their gumption, and they caught my attention with their enthusiasm. Most undergraduates don't have the knowledge and experience yet to be a field archaeologist. Key skills such as reading a map, safely driving on bad roads in remote areas, finding archaeological sites, evaluating a site's significance, or writing a survey report aren't usually taught in school. The best way to obtain these skills is to offer to work as a low-paid intern.

All of my five moves for my husband’s career opened up new job opportunities for me in archaeology, and I benefited from working for employers in unique prehistoric culture areas. I choose jobs that would fill gaps in my skill sets, and I also took classes when possible. When my oldest child was an infant, I attended graduate school and earned my M.A. soon after my second child turned one. Looking back at my various career moves, I doubt that I would have made any of them if I hadn't been forced to relocate for my husband's jobs. Because I put my young family first, I think I took my own career less seriously and as a result I was able to relax, enjoy my work, and learn from my co-workers.

Figure out what skills you excel at and make those the centerpiece of your career. Ask your professors, employers, or family members where they think your career strengths lie and set your goals accordingly. Do you like working with artifact collections, but can't seem to locate archaeological site during surveys if your life depended on it? Are pithouse floors as elusive to you as differential equations? Would you rather sit in a meeting than drive on dirt roads in the middle of nowhere? If you are sociable, and like to network, you would probably find marketing or government work rewarding. If you like to work outdoors and enjoy hiking and exca-

vating, then contract archaeology might be just the ticket. Once you identify your strengths, hone the complimentary skills. If you have never gotten the knack of finding archaeological sites, but you enjoy lab work, then focus on being an artifact analyst. If contract archaeology is your goal, then learn how to write descriptive and clear reports. Don't be afraid to volunteer or work for free to obtain these skill sets, and then ask for feedback on how you are doing.

Lastly, one of the most important tools I discovered to help me navigate the complex and mysterious roles of spouse and parent was what I came to call the “Mom culture.” Stay-at-home Moms have a culture all their own, which can be an important source of information, support, and comfort. I don't know how I would have survived parenting without my best friend Bonnie, and her network of friends, who educated me on the ways of motherhood and stood by me through good times and bad. They took turns taking care of my infant daughter when I wrote my thesis, they taught me what to expect at parent-teacher conferences, they referred me to the best doctors, and they knew remedies for everything from removing stains to treating chicken pox. They also taught me mysterious things like when kids should learn to swim and how to entertain children on long summer days. We shared babysitting responsibilities, driving duties, and even, yes, recipes.

The knowledge of people and cultures that you gained in anthropology will find hidden benefits. Sometimes we stray from our personal goals to accommodate the needs of others. Life is often a wild roller coaster ride, with hidden twists and unexpected turns. So fasten your seat belt, relax, and enjoy the ride. sometimes a career can pick its own course, even if it is not necessarily the route that you would have chosen.
LIFE ON THE PARENTING TRACK
AND THE TENURE TRACK

Christopher B. Rodning

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My life on the parenting track began when I started life on the tenure track. Both tracks are challenging, and both are worthwhile. Archaeology can be family-friendly, and family can be archaeology-friendly. I was recently awarded tenure at a research university, in a department with a doctoral program. My wife (Hope) is a lawyer. Our sons are seven years, five years, and six months old, and I am on paternity leave this term after the birth of our third son. Here are some of my perspectives on the method and theory of work-life balance as an academic archaeologist with young kids, and some of the challenges of balancing archaeology, family, and life in a dual-career household. Important elements of work-life balance are control in scheduling, positive attitudes about lives in ruins, and support from others.

Schedules in Ruins

Schedules of dual-career households are tricky, as are schedules of parents with children. Scheduling conflicts arise between schools and jobs, children get sick when parents have deadlines to keep and classes to teach, and it is hard enough trying to get everything done on “normal” days. Helpful strategies include doing what we can to control our schedules, being disciplined about following our schedules, and making the most of brief intervals of time that we have to get work done—or to take a nap, to go for a run, or to help with homework.

Anybody in academia works hard, and expectations are high, but academic jobs often afford some degree of scheduling flexibility and freedom. I try to schedule classes and office hours for days and times that fit our daily rhythms of getting kids to and from school and other activities. I would prefer not to bring work home, but I get a lot done in the evenings after bedtime and during afternoon naps. Although I try to make myself available as much as I can on campus, I sometimes ask to schedule events around family commitments—and, sometimes, it is possible to do so.

Schedules of parents are often fragmented and unpredictable. During grad school, I sometimes had long periods during which I could focus on my dissertation (and distractions from it, for better and worse). As a faculty member and a parent, my schedule is more fragmented, but when I write a little bit here and type in some references there, and read a couple articles while kids are napping (and, sometimes, read them aloud to Leif, my six-month-old ... poor kid), it adds up, in the long run.

I strive to set “personal” deadlines ahead of “real” deadlines, although I am still perfecting that skill. It wreaks havoc on schedules when kids get sick, or when kids have days off from school. It is stressful to lose an afternoon set aside for preparing syllabi or revising a manuscript when somebody has to stay home from school. If lesson plans and slides are prepared in advance, if papers are drafted or proofread ahead of schedule, if proposals are submitted before grant deadlines, then unpredictable instances when parents need to or want to concentrate on kids or on each other create less stress. My wife and I typically “trade off” on cases when we have to leave work unexpectedly, and we try to determine whose schedule would be made less complicated by taking a day off or working at home for a day.

As a parent of young children, I have found it difficult if not impossible to control much of anything, and it is best just to let go, to go with the flow, and to accept some amount of chaos and imperfection. That said, the more we do to create stability in our routines, the better we can balance work with family life, and the better we can absorb the instability and unpredictability inherent in life with young kids.

Lastly, with respect to scheduling, when should one have kids? Some people choose not to, or cannot make it work for a number of reasons, but for people who want to have children, there is never a “good” time and never a “better” time. By that, I mean that we will always feel busy with something, whether finishing school, getting a book done, getting...
LIFE IN RUINS? WORK-LIFE BALANCE IN ARCHAEOLOGY

Figure 1. Erik Rodning (left) and Henry Rodning (right) jumping off a backdirt pile at the Berry site (31BK22), North Carolina, June 2012 (photograph by Chris Rodning).

tenure, or doing a field project. Finding the right person with whom to start a family takes time, but it is not worth waiting too long to reach predetermined career milestones before starting a family. There will always be more milestones on the horizon. Conversations about when to have kids are worthwhile, and the answers will vary from one case to another. But, then, just do it, and make it fit.

My discussion here has focused on how parents might manage schedules. From another perspective, it is helpful if employers can give parents some freedom in scheduling—periods of family leave, flexible hours, good day care and schools near workplaces. With support, parents are better at the jobs they have at work and at home.

Kids in Ruins

Scheduling challenges aside, having kids can be compatible with archaeology, and several aspects of archaeology can actually have positive impacts on children. We travel to interesting places, whether to attend conferences, or to conduct fieldwork, or to visit museums. We get to dig, and we find interesting stuff on the ground and in the ground. We solve puzzles, and we get to read and write. We explore a world and a time different from ours. Kids benefit from these kinds of activities and perspectives, when we can include them, bring them along, or share our experiences with them. I like having our sons in the field (Figure 1), and I think that is a positive experience for them. That said, the logistics can become difficult, and one of my current challenges is fitting fieldwork into our family schedule.

Balance

Nobody does archaeology around the clock. Many of us love what we do—and we are privileged in that respect—but we all have more than archaeology in our lives, and we all have commitments to family and friends. I am sure I did more digging, reading, writing, and teaching prep before having kids. That said, family life puts career pursuits in perspective, and I still find time to get work done. It is worth it to me to coach youth soccer teams, to participate in life at my kids’ schools, and to play at the park now and then. I once dashed off to a graduate seminar immediately after doing a kindergarten workshop about archaeology, and both were enriching in different ways.

Balance is hard to find and to maintain. It is not something anybody “gets,” but something for which we must constantly strive, and we are better off with help along the way; my wife and I try to support our respective career pursuits while dividing household tasks as evenly as we can. What “balance” means to any of us changes during our lives—and as archaeologists, we know that the only constant is change. None of us will figure out how to balance everything perfectly, but if we reflect upon what we want and need, and if we talk about what is going well and what is missing in our lives, everybody benefits. For some of us, “family” means spouses and children; for others it includes siblings, aging parents, other relatives, and friends. For all of us, happiness and balance will make us better friends and family members.

Doing archaeology is an adventure, sometimes puzzling and vexing, but always stimulating; so also is life with kids. It is worth smiling and laughing about what goes right, what surprises us, and what at first glance seems to have gone wrong. Most of us got into archaeology because we find it fun and fascinating, and because we decided that studying the past is worthwhile. As my friend Chris Glew once pointed out, doing something that excites and energizes us makes us happy, which makes us better spouses and better parents, and it sets a good example for our children. I cannot imagine life without my wife and our kids, and family life puts my involvement in archaeology in perspective while also making it more meaningful for me. I feel fortunate to have the career that I have, and I am glad my family and friends support my life in ruins.

Notes

1. Of course, I write from the experience of one man and father. For sage commentary from a woman and a mother on the challenges that women (and men) face in balancing careers and family, see the essay by Anne–Marie Slaughter in the July/August 2012 issue of The Atlantic (http://www.theatlantic.com/magazine/archive/2012/07/why-women-still-can-8217-t-have-itall/9020/). Recent discussions about Yahoo CEO Marissa Mayer’s decision to take a short maternity leave and to “work through it” are also relevant.
I grew up within a half-mile of the Museum of Science and Industry (MSI) in Chicago, a world-class museum that was ahead of its time with respect to the interactive exhibits. I worked at MSI as a tour guide, making minimum wage, from the beginning of my junior year of high school in 1980 to the time I entered graduate school at the University of Arizona in the fall of 1988. As a result I grew up, and indeed came of age, uncritically thinking and believing that everyone, everywhere, enjoyed access to such a remarkable institution. How wrong I was, and how widely my eyes have since been opened. Put simply, if you are lucky enough to be located near a great museum, take advantage of it as often as you can. That said, working as a tour guide was not glamorous, and it was at MSI that I learned how to deal with boredom. My first day’s assignment was to an art gallery that almost no one visited, but I dutifully and faithfully guarded my post. If one can learn to deal with boredom, one can learn to deal with almost anything. Looking back, I never thought about making a career in museums. Fate didn’t work so deliberately, at least in my experience.

Fast forward through graduate school, to 1997. My first job after successfully defending my dissertation at the University of Arizona in Tucson was loading cactuses into a container that was being shipped to the Netherlands. During June and July, I repeatedly traveled 14-hours by car to and from Montrose, Colorado, for ten-hour days of contract archaeology, eight days on; six days off. In August, at the ripe old age of 32, I received an offer for my first full-time, fully benefitted job—as an assistant field crew chief in the cultural resource management division of the Gila River Indian Community (GRIC). That job, which I could’ve had with just a bachelor’s degree, required an 80-mile commute each way from Tucson for meager pay. I had to ask myself: was nine years of graduate school and the Ph.D. really worth it? As luck (or was it fate?) would have it, however, before I worked even a single day at the GRIC, The Field Museum offered me a post-doctoral research fellowship in my hometown of Chicago.

I vividly remember standing with my wife at a payphone in Ridgeway State Park in Ridgeway, Colorado, and asking her “Will you please move with me to Chicago?” She and I had long discussed the possibility (indeed probability) that we would have to leave her hometown of Tucson, but for the first time, reality sank in. Because Carmen works in health care, and because people get sick everywhere, we knew that her geographical options were not restricted, as mine clearly were. Six weeks later we loaded our belongings into a U-Haul truck and drove to Chicago. While at the Field, I catalogued Paul Sidney Martin’s wonderful archaeological collections from the American Southwest for about $14.00 per hour, a wage rate set by the National Science Foundation for post-docs regardless of where they worked. Necessity being the mother of invention, I took second jobs in catering to make ends meet. Carmen soon got a good job at Northwestern Memorial Hospital, so things began to stabilize.

After the post-doc position ended in 1999, I was promoted to serve as head of collections in the Department of Anthropology at the Field. Even as a native Chicagoan, I had no idea of the epic scope and depth of that institution’s fine anthropological holdings, which are undeniably world-class. I enjoyed the privilege of meeting top scholars from around the world, many of whom made Chicago and the museum a destination of choice to analyze collections that simply cannot be duplicated in this day and age. That said, working at the Field Museum made me realize just how important it is to properly catalog and curate our research collections. Suffice it to say that a great deal of the research potential in archaeology worldwide has been permanently lost because collections have not been properly cataloged and curated. This is particularly galling when the justification for new fieldwork is often that “we can only answer these questions through more fieldwork,” which then exacerbates a nefarious feedback loop.

Just over halfway through my time at the Field, Carmen and I welcomed the birth of our first son, Benjamin, in June 2003. I took a month of paternity leave; it was by far the fastest month of my life. I quickly asked for another month off, and then went back to the daily grind, for the first time balancing work and children. It made me realize how hard parents work, and especially how hard Moms work. I learned...
to back off a bit on my expectations across the board. One simply cannot do, or have, it all. But it sure is fun to play with one’s children.

When we moved to the Denver Museum of Nature & Science in late 2006, we sought to simplify our lives. We were lucky enough to purchase a home six blocks from the Museum, so I can walk to work, thereby adding up to two hours of productive work or family time over what I had in Chicago, where my (relatively) easy commute on the “L” train took an hour each way. In spite of our best efforts at simplification, however, our lives got more complicated in April 2008, when Carmen gave birth to our twin sons, Charles and Thomas. Since then, our collective struggle to find balance between work and family life has become that much more challenging. But the dudes are hilarious.

Curators at the Denver Museum of Nature & Science are responsible for making contributions in five arenas, or “buckets”: research, collections, outreach, service, and administration. We are expected to conduct and publish original research, and to publish at least one senior-authored, peer-reviewed article per year. If the research requires fieldwork, the work-life challenges we face are similar to those identified by Stacy Barber (this issue). With respect to collections, we are expected to continuously improve the intellectual and physical control of the collections we hold in the public trust, and we work hard to make sure that our collections are legally and ethically held. With respect to outreach, the Museum’s primary audience is “stroller moms” and their children, and curators are expected to possess a range of public speaking skills such that we can easily present to everyone from professional colleagues to preschoolers and elderly volunteers. This often presents a challenge to new hires, but we all ultimately feel better about ourselves when we garner such diverse skills and reach out to disparate audiences, particularly while using new distance learning technologies. Finally, we are expected to provide service to the Museum and to our disciplines, and have various levels of administrative duties.

How, then, does one maintain work-life balance in a museum setting? Recognizing full well that I represent a sample of one, and that my life-long experience with world-class museums was not a foregone conclusion and is not the norm, I offer a few thoughts. Looking back over the last several decades, whenever I have told people that I am an archaeologist, or that I work in a museum, I have never heard “Oh, how boring.” Instead, I have heard “Oh, I always wanted to do that, but couldn’t figure out how to make a living in it.” What this tells me is that many, many people have pursued careers in order to satisfy their wallets, not their minds, hearts, or souls. I find this tragic and disappointing, particularly in a society as wealthy as ours. The quest for money is at once intoxicating and addictive.

I will never get rich working in a museum, and indeed have learned to live on salaries that would make other working professionals cringe in despair. Maintaining a work-life balance in museums requires that one take advantage of the special opportunities that an archaeologist and museum curator can enjoy. I include as much of my family as possible in my fieldwork and other business trips, such that my sons have enjoyed life in rural New Mexico while I searched for the sites that Martin excavated but failed to properly record between 1939 and 1955 (Figure 1). As long as the children remain at least tacitly interested in archaeology and fieldwork, they are welcome to join me. Carmen and I went to Pompeii together as I conducted background research to prepare to host the exhibition *A Day in Pompeii* this fall. As she so often does, Carmen served as my foil when I started going too deep into the archaeological weeds, reminding me that not everyone is so well versed, nor wants to be, in the minutiae of our discipline.

Working in museums, I often feel as though I am a child in a candy store. In that context, it seems comparatively easy to maintain a work-life balance when your children’s friends, not to mention their teachers, are so interested in your life and work. That said, one has to maintain a sense of perspective. Although I may want to live, sleep, eat, and breathe archaeology, I cannot expect others, particularly my spouse and children, to do the same. One approach is to marry another archaeologist. Or one can marry outside the discipline, as I did, and hopefully find someone whose work may be practiced anywhere and who is willing to tolerate life that lies a bit outside the mainstream. But as many of our friends pointed out when we went to Pompeii, lots of people pay top dollar to do on vacation what we do under the guise of “work.” When all is said and done, we as archaeologists are exceedingly lucky to have the opportunities we enjoy, particularly when our children are able to experience the wonders of our cultural and natural worlds up close, and in person.
DUAL-CAREER COUPLES
A VIEW FROM THE TRENCHES

M. Kathryn (Kat) Brown and Jason Yaeger

Dual-career couples have a long history in archaeology. In 1937, Oliver and Edith Ricketson published Uaxactun, Guatemala, Group E, 1926–1931, a description of the results of fieldwork that they conducted together at Uaxactun. Following the gendered division of labor common at the time, Oliver Ricketson directed the excavations and Edith Ricketson ran the field lab, a common role for female archaeologists at the time, whether they were married to an archaeologist or not. Dual-career couples have become more common, perhaps in part because professional opportunities for women in archaeology have grown. We would like to offer some of our own observations and experiences about the benefits and pleasures of being married to a fellow archaeologist, and some of the challenges as well. Our reflections derive from our experience in academia, but we think some of our observations apply equally to archaeologists working in CRM and other non-academic settings.

Most of the dual-career couples we know met in graduate school, and a few began dating as undergraduates. That was not our path. For years, we followed parallel trajectories first majoring in Anthropology—Kat at Texas State University, Jason at the University of Michigan—and then pursuing Ph.D.s with an emphasis in Maya archaeology—Kat at Southern Methodist University, Jason at the University of Pennsylvania. Life is full of ironies, and perhaps the greatest irony in our history is that—by all accounts—we should have met long before we actually did.

For most of the 1990s, we both went to Belize every year to conduct our dissertation fieldwork, excavating sites only 25 km apart. We had bad timing, however: Kat would arrive in June for a summer field season, just around the time that Jason was leaving after a spring field season. Working in Belize, we knew of each other’s research, had many friends in common, and probably rubbed shoulders at the bar at the SAA annual meetings more than once, but we never met.

That changed when Jason began conducting fieldwork in the summer. By that point, we both had tenure-track positions, Jason at the University of Wisconsin, Kat at the University of Texas at Arlington. Another irony: we both were very happy in our jobs and imagined that we would spend our whole careers at those institutions. As our relationship grew stronger, however, and we began a commuting relationship, it became clear that one or both of us would have to leave his or her job.

For us, being married to an archaeologist has been professionally very fulfilling. Some dual-career couples co-direct a project and co-author many of their publications; others work on different continents and never collaborate formally. We fall somewhere in between. Our research projects in Belize are close enough that we can share a field camp, but our distinct interests lead us to excavate at different sites, and we each hold our own research permit from Belize’s Institute of Archaeology. Consequently, we can share the logistical challenges of running a big field program and be together as a family in the field, while maintaining our own research agendas. We read and comment on each other’s work, and we share ideas and insights about archaeology and the ancient Maya, but we rarely publish together. Indeed, this is only our second co-authored article.

Despite the positive aspects of a dual-career relationship, the challenges are difficult to understated, particularly when it is a commuting relationship. Being away from your significant other is a constant strain, and communication can be challenging. No amount of email, phone calls, Facebook, or Face-time can replace face-to-face interaction. For us, finding ways to be together was a top priority, and like many dual-career commuting couples, we expended a lot of energy finding creative ways to achieve that.

Commuting is also time-consuming and expensive. While we found that long flights and lay-overs provided opportunities to catch up on emails, grade papers, and take the occasional cat-nap, we both logged many travel hours that we would rather have invested in other professional or personal endeavors. Because we had both established homes, we
faced the added stress and expense of maintaining two households. When we finally found jobs together, we briefly found ourselves in the unenviable position of owning three houses—and holding three mortgages!

When you layer these challenges and stresses on top of the demands of the workplace and the anxieties of being a junior faculty member, it’s surprising to us that dual-career relationships last at all. We chalk their strength up to the passion for archaeology and the intimate knowledge of the job and its demands that dual-career partners share. Could a non-archaeologist really understand why you cannot come home for the weekend because you are analyzing eroded body sherds? Or why you stayed on campus until midnight writing letters of reference for your graduate students?

Despite being happy in our jobs, we set our sights on the holy grail of many dual-career couples: tenured/tenure-track positions in anthropology—whether at the same university or at universities within easy driving distance—that would be professionally fulfilling AND allow us to live together as a family. We knew that might not be possible. The job market is challenging: academic positions are few-and-far-between.

Given this, we knew that we might have to compromise, and we were ready to do so if necessary. It’s not uncommon for one or both partners in a dual-career couple to accept a position that may not have been their ideal choice. Historically, such compromises have fallen more often on women, but happily, this seems less so today.

We established a time-line for how long we were willing to endure the commute, and we embarked on the well-trodden path made by other dual-career couples, returning to the job market. There are many reasons that dual-career couples find themselves job-hunting. Many universities don’t have the resources for a new hire; others will only entertain a spousal hire within the context of a retention offer.

Even in cases where a spousal hire is possible, many faculty members have reservations about having two partners in the same department. Some fear that a couple will lead to factionalization and create tensions around decisions that impact one of the two partners. While we know this can occur, we find that couples are more likely to go out of their way to avoid influencing decisions about their partner. We also think fears of spousal voting blocks are overblown—as often as not, we find ourselves on opposite sides of an issue, an experience that will resonate with anybody who has a partner!

Of course, some universities and departments take a more positive view of dual-career couples. They understand that when you take away the stress and time-sink of commuting, the productivity of partners in dual-career couples usually increases substantially. That has certainly been our experience. Furthermore, they will be less likely to seek another job, out of loyalty and because of the challenges of finding new jobs together. A few of the most progressive departments further recognize that not all dual-career couples are married, nor are all of them in heterosexual relationships.

Returning to our story, we commuted for six years. Our quest took on added urgency when our son, J.C., was born at the end of our second year of commuting. Like many couples in our position, we found ways to mitigate the commute. Kat received a research leave one year, and Jason took a sabbatical another year, which allowed us to commute every other year. When we were not living together, childcare fell more heavily on Kat’s shoulders, who essentially functioned as a single parent during the week. The stress of juggling our careers, parenting, and a long commute was at times overwhelming, but we never lost sight of our goal to be together and to have fulfilling careers. While jobs together in an academic department was our hope, we realized that might not be possible, and we were ready to consider a wide variety of alternatives.

We were thrilled that the University of Texas at San Antonio offered us both positions in the Department Anthropology. It felt like we had won the archaeology lottery! Kat began at UTSA in Fall 2009, and Jason followed in Fall 2010, after giving the University of Wisconsin a year of service he owed following his sabbatical. We consider ourselves very fortunate: we found jobs together at a rapidly growing university that emphasizes research. The Department of Anthropology is an exciting place, with an established MA program and a new Ph.D. program. We are privileged to have supportive and collegial colleagues that include another dual-career couple and many faculty members with young children. For Kat, a native Texan, UTSA has the added bonus of being in the Lone Star State and only 2 hours from her family.

Our story is a success story, and we hope that it provides a glimmer of hope for other dual-career couples that are in search of the “holy grail.” At the same time, a realistic appraisal of the academic job market should encourage dual-career couples to be open to creative alternatives. Looking to the future, we are optimistic that our experience will come to be the new normal as our discipline and academia increasingly appreciate the benefits of supporting dual career couples.
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Duccio Bonavia Berber died at age 78, on Saturday August 4, 2012 in Ascope (Trujillo), Peru. His death was sudden, but at least it occurred while he was doing what he loved to do most—field archaeology. Duccio was working with Tom Dillehay at the iconic site of Huaca Prieta, on the north coast of Peru.

With Duccio’s death, Andean archaeology has lost one of its most dedicated scholars. Duccio was without doubt one of the great Peruvian archaeologists of his generation. His extensive publications are a testament to his intellectual leadership, the breadth of his interests in science and commitment to multidisciplinary research. He has left a legacy that will be hard to match. He wrote on so many important topics, from camelid domestication to the origins of maize, from the pre-ceramic lifeways to the Moche state, and beyond.

Duccio and I shared a great and enduring friendship. We met at the Universidad Nacional Mayor de San Marcos in the mid-1950s and remained very close friends throughout our lives. He was born in Spalato (Dalmazia), Italy in 1935, and immigrated to Peru in 1949 with his family. He graduated with a Bachelors degree in 1960 and went on to receive a Ph.D. from the Universidad Nacional Mayor de San Marcos. He studied with Francois Bordes in Paris from 1967 to 1968. During his lifetime, he was a teacher and researcher at the Universidad Peruana Cayetano Heredia; at the Universidad Nacional Mayor de San Marcos, at Huamanga University at the University of Trujillo; and a visiting professor at the University of Bonn in Germany.

His first excavations were in Ayacucho in 1958. In 1960 he turned his attention to Los Gavilanes in the Huarmey Valley; his work there was commissioned by the Botanical Museum of Harvard University. His explorations of the Casma Valley, in collaboration with Donald Collier, opened new avenues for Duccio’s future research. Those early years instilled in him a passion for the study of early maize cultivation in the Andes. As he advanced in his studies on Peruvian archaeology and gained knowledge of the Andes, his passion for the indigenous peoples of Peru grew. He dedicated the rest of his life to the study of the Andean past and its people tremendous capacity to maintain many cultural traditions.

Duccio devoted more than half a century to Peruvian archaeology, and led many major expeditions and field research projects. His work ranged from extensive fieldwork, such as that done in the Huarmey Valley where he conducted excavations at the site of Los Gavilanes, to contributing bibliographic overviews and developing and refining concepts used in Andean archaeology. His bibliography is extensive and multidisciplinary. The totality of his work established him as one of the influential leaders of American anthropology. In addition to topics within the field of archaeology, he dabbled in art and art history, pre-Columbian urbanism, botany, zoology, ecology, paleopathology, the indigenous diet, parasitology, physiology, and even some aspects of medicine. In studying his bibliography I counted 13 books, 7 monographs, and 50 chapters in books, in addition to countless entries made in encyclopedias. He also wrote 144 articles for specialized journals, 38 popular articles, and scores of reviews and comments on the publications of his colleagues.

Duccio was Duccio, one of a kind, an example of discipline, honesty, responsibility, and ethics. He had no enemies and won great respect and admiration. He always supported his criticisms with factual evidence. He never made assumptions and therefore earned the great respect we have for him in the archaeological community. He formulated a hypothesis and collected data, as seen in his defense of the antiquity and domestication of maize in the Andes.

Duccio was a principled and ethnical archaeologist who took responsibility for his actions and his words. He never left a project unfinished, never left a site with open excavations which would encourage looting. He always completed his reports on a collection and related the results to the National Museum, always reported the results of his fieldwork to appropriate state agencies. He never failed to publish his excavation reports. He is truly an example for all of us.

—Ramiro Matos
DAVID A. FREDRICKSON
1927–2012

David Fredrickson, professor emeritus in anthropology at Sonoma State University (SSU), California, passed away after several years of declining health. Born in Berkeley he spent most of his non-school time with his mother’s extended family in the San Joaquin Valley. After high school he attended the University of California, Berkeley, before enlisting in the Navy. He took an interest in archaeology and spent several summers on excavations at central California sites under the direction of Robert Heizer, entering graduate school at Berkeley in 1948. In 1952 he left graduate school and took jobs driving cab, driving truck, giving guitar lessons, playing music, modelling, and other odd jobs.

Dave returned to archaeology (1960), directing excavations at sites throughout California, completing his M.A. degree at U.C. Davis (1966). He was hired as Assistant Professor of Anthropology at Sonoma State College (SSC, later SSU) in 1967, received his Ph.D. degree from U.C. Davis (1973), and retired at SSU as Professor Emeritus (1992). Dave was the architect of the archaeology program at SSC and SSU, transforming it from a very small group of student volunteers in 1973 to a full-fledged Anthropological Studies Center with a national reputation that has provided scores of students with the experience and training necessary to move on to professional careers in cultural resources management (CRM) and academia. In recognition of his CRM efforts in California, he received a grant from the South African Research Council to travel to South Africa (in 1989) as an Overseas Research Fellow to introduce concepts pertaining to CRM as practiced in the United States to professionals in South Africa.

Dave received (among other awards), the Presidential Award for Outstanding Contributions in the Service of Archaeology from the Society for California Archaeology (1985), the Mark R. Harrington Award for Conservation Archaeology from the Society for California Archaeology (1988), the Lifetime Achievement Award from the Society for California Archaeology (1993), and the Award for Excellence in Cultural Resources Management from the Society for American Archaeology (1998). The Anthropological Collections Facility at SSU was named in his honor in 2004.

Particularly committed to including Native Americans in all aspects of his archaeological work, Dave developed close personal relationships with many of the individuals with whom he interacted. He was at the forefront of breaking down unproductive stereotypes and helped to pave the way for more cooperation, mutual respect, and beneficial relationships between Native California peoples and archaeologists.

Dave was a very productive scholar who published frequently and was actively committed to participation and service at all levels of archaeology. He was a founding member of the Society for California Archaeology (1966), and variously acted as President, Vice-President, and Northern California Vice-President from 1967–1985. He also served on the Board of Editors for the Journal of California and Great Basin Anthropology from 1973–2000.

He was an extremely popular teacher and probably the most beloved figure in California archaeology, possessed of an inclusive, non-judgmental, nurturing, and honest personality that was felt by all of his many students and in the wider archaeological communities in which he participated. He also was an accomplished guitarist in the Berkeley music community, completing an album (Songs of the West) for Folkways Records (1961) and, as a member of the Berkeley-based music group Crabgrass (or Crabgrassers), recorded an album (Out West-Berkeley) for Arhoolie Records (1964). Dave’s last album, Four Cords, was completed in 2005. Dave always looked forward to playing music—around a campfire, at music festivals, or at post-banquet gatherings at the Society for California Archaeology. Dave and Vera-Mae’s music parties at their home on Parker Street in Berkeley were legendary, and many of the major and lesser known folk musicians in the Bay Area played there at one time or another.

Despite all this, Dave was extremely modest, with the highest personal integrity, and was an unwaveringly supportive friend and colleague. The profession will never again see the likes of Dave Fredrickson.

—Richard E. Hughes, Gregory G. White, and Thomas M. Origer
ASSETS

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LIABILITIES AND NET ASSETS

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<td>Total Liabilities</td>
<td><strong>1,194,632</strong></td>
<td><strong>1,001,856</strong></td>
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NET ASSETS

|                            |                  |                   |
|Unrestricted               |                  |                   |
|Undesignated              | 2,066,633        | 1,978,019         |
|Board-Designated          | 714,500          | 661,455           |
|                          | **2,781,133**    | **2,639,474**     |
|Temporarily Restricted     |                  |                   |
|                           | 232,535          | 261,465           |
|Permanently Restricted     | 787,302          | 755,694           |
|Total Net Assets           | **3,800,970**    | **3,656,633**     |
|                          | **$ 4,995,602**  | **$ 4,658,489**   |
### SOCIETY FOR AMERICAN ARCHAEOLOGY

**STATEMENTS OF ACTIVITIES AND CHANGE IN NET ASSETS**

<table>
<thead>
<tr>
<th></th>
<th>2011 Unrestricted</th>
<th>Temporarily Restricted</th>
<th>Permanently Restricted</th>
<th>Total</th>
<th>2010 Unrestricted</th>
<th>Temporarily Restricted</th>
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<td>$ -</td>
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<td>222,166</td>
<td>96,234</td>
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<td><strong>Net Assets Released from Restriction -</strong></td>
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<tr>
<td>Public Programs and Services</td>
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<td>-</td>
<td>21,467</td>
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<td><strong>Total Revenue and Support</strong></td>
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<td>1,924,556</td>
<td>74,767</td>
<td>69,863</td>
<td>2,099,196</td>
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<td>1,152,920</td>
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<td>Supporting Services</td>
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<td>Management and General</td>
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<td><strong>Total Expenses</strong></td>
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<td>-</td>
<td>1,688,656</td>
<td>1,609,579</td>
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<td>1,609,579</td>
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<tr>
<th><strong>CHANGE IN NET ASSETS</strong></th>
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<td></td>
<td>141,659</td>
<td>(28,930)</td>
<td>31,608</td>
<td>144,337</td>
<td>314,987</td>
<td>74,767</td>
<td>69,863</td>
<td>459,617</td>
</tr>
</tbody>
</table>

| **NET ASSETS, Beginning of Year** | 2,639,474 | 261,465 | 755,694 | 3,856,633 | 2,324,467 | 186,698 | 685,831 | 3,197,016 |
| **NET ASSETS, End of Year** | $2,781,133 | $232,535 | $787,302 | $3,300,970 | $2,639,474 | $261,465 | $755,694 | $3,556,633 |

*The Accompanying Notes Are An Integral Part Of These Financial Statements*
POSITIONS OPEN

POSITION: ASSISTANT PROFESSOR, ARCHAEOLOGY
LOCATION: TEMPE, AZ
Arizona State University School of Human Evolution and Social Change invites applications for an assistant professor in archaeology. Required qualifications include a Ph.D. in anthropology/archaeology, regional specialization in the U.S. Southwest and/or Mesoamerica, the ability to direct sustained fieldwork that involves students, and the ability to contribute to undergraduate and graduate education. Desired qualifications include peer-reviewed publications and external grants, and an established research focus on topics such as urbanism and other complex social formations, resilience, technology, or other themes related to existing strengths of the ASU anthropology/archaeology program. Application deadline is December 1, 2012. Applicants must apply online at http://academicjobsonline.org and include curriculum vitae, a cover letter no longer than two pages that includes a brief statement of professional goals and teaching philosophy, and the names and email addresses of three references. Please make sure your last name appears in each uploaded file name. You may address your cover letter to Professor Ben Nelson, Archaeology Search Committee Chair. Information about the School can be found at http://shesc.asu.edu. A background check is required for employment. ASU job ID #10201.

POSITION: TWO ASSISTANT PROFESSORS, EVOLUTIONARY ANTHROPOLOGY OR EVOLUTIONARY PSYCHOLOGY
LOCATION: TEMPE, AZ
Arizona State University School of Human Evolution and Social Change seeks to build on existing strengths to develop a World-class program in evolutionary social science, with a focus on the dynamic interactions between biology and culture responsible for human uniqueness. We seek to hire two assistant professors with exceptional scholarly potential in this scientific domain. Minimum qualifications include a Ph.D. in anthropology, psychology, or a closely-related field, and evidence of research productivity and teaching effectiveness. Desired qualifications include a strong record of field, laboratory, and/or model-based research on the interactions between human culture and biology that is grounded in evolutionary theory. Research should focus on human biocultural evolution in deep or more recent time, biocultural interactions in contemporary societies, and/or research on nonhuman primates (particularly great apes) relevant to human uniqueness. Examples include but are not limited to: the evolution of the human language and cognition; the evolution or mechanics of cooperation, sociality, and institutions; human behavioral ecology, technology, and innovation; behavior, cognition, and sociality of great apes. Additional desired qualifications include evidence of success in obtaining external funding, teaching experience in anthropology or related fields, experience mentoring and supporting students, and collaborative experiences with an interdisciplinary research team. Application deadline is December 1, 2012. If not filled, reviews will occur on the first of the month thereafter until the search is closed. Applicants must apply online at http://academicjobsonline.org and include a letter of application, curriculum vitae, and the names and email addresses of three references. Please make sure your last name appears in each uploaded file name. You may address your cover letter to Professor Michael Barton, Evolutionary Anthropology Search Committee Chair. Information about the School can be found at http://shesc.asu.edu. The School collaborates extensively with ASU’s Institute for Human Origins (http://iho.asu.edu). Arizona State University is an equal opportunity/affirmative action employer. Women and minorities are encouraged to apply. See https://www.asu.edu/titleIX/. A background check is required for employment. ASU job ID #10202.

POSITION: ASSOCIATE/FULL PROFESSOR TO SERVE AS DEPARTMENT CHAIR
LOCATION: WASHINGTON, DC
American University invites applications for an advanced associate or full professor who will serve as the Chair of the Department of Anthropology beginning August 2013. The successful candidate will have an extensive record of research and publication, experience in academic and administrative leadership, and success in obtaining external grant/contract support for research and program development. Subfield and content area are open. However, the successful candidate’s research agenda will complement the department’s commitment to undergraduate and graduate training in publically engaged anthropology. Applications should include: a curriculum vita, a statement of research and teaching interests, a discussion of administrative and grant/contract experience, a statement of leadership philosophy and academic vision, and contact information for letters of recommendation. Electronic applications are preferred; please put “Chair Search” in the by-line.
and send to anthro@american.edu. Send hard copies to: Department Chair Search Committee, Department of Anthropology, Hamilton Hall–8003, American University, 4400 Massachusetts Avenue, NW, Washington DC 20016. Review of applications will begin November 6, 2012, and continue until the position is filled. American University is an Equal Opportunity/Affirmative Action employer, committed to a diverse faculty, staff and student body, and actively encourages applications from women and members of minority groups. AU offers employee benefits to same-sex domestic partners of employees and prohibits discrimination on the basis of sexual orientation/ preference and gender identity/ expression.

**CALENDAR**

**2012**

**November 27–30**

The ICOMOS International Scientific Committee on Archaeological Heritage Management (ICAHM) will hold its 2012 annual conference in Cuzco, Peru, 27–30 November. The theme of the conference is Archaeological Heritage Management at the 40th Anniversary of the World Heritage Convention. The conference website is: http://www.icomos.org/icahm/cuzco_home.html

**2013**

**January 9–12**

The Society for Historical Archaeology’s annual Conference on Historical and Underwater Archaeology: Ramada Leicester Hotel and University of Leicester, Leicester, England, UK. Abstract submission deadline: July 9, 2012. Contact: Dr. Sarah Tarlow, School of Archaeology and Ancient History, University of Leicester, Leicester LE1 7RH, Leicester, England, UK; email sat12@le.ac.uk; fax +44 (0)116 252 5005

**January 14–18**

The Seventh World Archaeological Congress (WAC-7) will be held in Jordan at the King Hussein Bin Talal Convention Center on the Dead Sea, January 14-18, 2013. For further details and the most up-to-date WAC-7 information, including submission, registration, and travel grant deadlines, visit: http://wac7.worldarchaeologicalcongress.org/ or contact the WAC-7 Program Committee at: wac7program@gmail.com

**March 26–31**

International Rock Art Congress will be held at the Marriott Pyramid North Hotel, Albuquerque, New Mexico, USA. Hosted by American Rock Art Research Association (ARARA). Registration and more information: http://www.ifrao2013.org. Contacts: Conference Co-Chair: Donna Gillette rockart@ix.netcom.com, 805-343-2575; Conference Co-Chair: Peggy Whitehead whw-pwj@att.net, 303-426-7672. ARARA website www.arara.org

**April 3–7**


**May 15–19**

Canadian Archaeological Association Annual Meeting. Whistler, British Columbia. Contact: Eldon Yellowhorn ecy@sfu.edu

**May 26–31**

International Rock Art Congress. Albuquerque, NM. www.ifrao2013.org

**2014**

**August 8–10**

2a Conferencia Intercontinental, Lima, Perú.
The Paleoamerican Odyssey Conference

Oct. 17-19, 2013 • Santa Fe, New Mexico

A three-day conference focused on the Ice Age colonization of the Americas.

Presentations • Exhibits • Banquet

Attend. Learn about the latest research at Upper Paleolithic sites in Siberia and Japan. Learn about the cutting-edge developments at Clovis, Pre-Clovis, and late Pleistocene sites in North and South America. Learn about megafaunal extinctions, and the genetic record of the earliest Americans.

Participate. Present a poster at the conference. Researchers and students are encouraged to present their original research.

To find more information on the conference, register, hotels, banquet, and poster submission forms visit:

www.paleoamericanodyssey.com

Organized by the Center for the Study of the First Americans and Southeastern Paleoamerican Survey - DSO
¡Ya viene la Segunda Conferencia Intercontinental!

LIMA, PERÚ
Agosto, 2014

Espere más información pronto

SOCIETY FOR AMERICAN ARCHAEOLOGY

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- Island and Coastal Archaeology Interest Group
- Military Archaeological Resources Stewardship Interest Group
- Zooarchaeology and Bone Technology Interest Group

Select how you’d like to receive The SAA Archaeological Record:
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A Journal of the Society for American Archaeology

Edited by Christopher D. Dore,
University of Arizona & ASM Affiliates, Inc.

A digital, peer-reviewed, quarterly journal focusing on methods, techniques, and innovative practices. Look for the link to the courtesy issues available in 2013!

You can be a part of SAA history! Now is the time to ready your manuscript for the inaugural issues. For submission information, please contact Christopher Dore at advances@saa.org.