# The Grapevine

Newsletter

December 14, 1994

FOR CULTURAL RESOURCES MANAGEMENT

Vol 4:12

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## Society for American Archaeology Holds Second "Save the Past for the Future" Conference

by Marlesa A. Gray, Gray & Pape, Inc.

From September 19 through 23, 1994, the Society for American Archaeology (SAA) hosted the second "Save the Past for the Future Conference" in Breckenridge, Colorado. The first "Save the Past for the Future" conference was held in Taos. New Mexico, in 1988. It focused on the preparation of a detailed action plan for combating the looting of archaeological sites as well as raising public awareness of this serious problem. The Breckenridge conference was designed to follow up on the Taos conference by assessing the performance of the Taos actions, and to outline another series of goals for SAA action that will take this

continuing fight into the next century. The Breckenridge conference was divided into three groups, of approximately 50 persons each, whose tasks were to provide recommendations for SAA action through the remainder of the decade in the areas of public education, cultural resources law enforcement, and integrated resources (ecosystem) management. The latter working group is a new addition to the conference, and was conceived as a response to changing Federal priorities that now emphasize the management of all resources, both cultural and natural, in a broader ecosystem approach.

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## The United Archaeological Field Technicians

By Bryan West

Who we are: The United Archaeological Field Technicians (UAFT) is an organization of people who view archaeological field work as a career and not an avocation.

The UAFT was established as an association on July 1, 1994; however, discussion about forming such an association has been going on for many years. This association is a non-profit, craft trade organization, and

was formed for the purpose of promoting and assisting the welfare and working conditions of the members of this organization and all people who work in the cultural resource management (CRM) industry as Archaeological Technicians. The UAFT conforms to section 501 C(e) of the Federal Tax Code as a non-profit organization, and falls under the regulation of the

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Save The Past for the Future
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I was asked to participate as a member of the integrated resources management working group. Thus, the remainder of this article will be devoted primarily to a description of that particular working group, its goals, and its results. Articles about the entire conference are planned for the December issues of the SAA Bulletin and the Society for Historical Archaeology (SHA) Newsletter. In addition, a final report on the Breckenridge Conference is planned for future publication by the SAA.

Directing the integrated resources management group was Marilyn Nickels, Chief, Division of Cultural Heritage, Bureau of Land Management. Participants in the integrated resources management group included representatives from SAA, SHA, federal and state land management agencies, academia, private resource conservation groups, the Western Governor's Association, the National Trust for Historic Preservation, the Congressional Research Service, private consulting firms, state historic preservation offices, the Army, and the National Oceanic and Atmospheric Administration.

The focus of the three-day discussion had its roots in the current administration's emphasis on a holistic "ecosystem" approach to federal land management policy. Agencies have been grappling with this approach for some time, but it

has become painfully apparent that, in most cases, cultural resources and the interaction between humans and the environment have been ignored, primarily unintentionally but sometimes intentionally. Several reasons exist for this neglect of cultural resources:

- 1) the widespread belief that a pristine environment is one that is unaffected by humans,
- ignorance of what archaeologists do, and
- 3) a long-standing lack of communication between archaeologists/cultural resource management professionals and their counterparts in the natural resource professions.

Because the SAA working group included representatives from various resource management backgrounds, the conference provided a start for correcting some of these problems.

Throughout most of the conference, discussions were organized by specific topic. An overview of the topic was given, followed by specific problems to be addressed. The working group then broke into smaller groups of six to eight persons each to discuss the topic and its problems, and to develop solutions. After about 20 minutes of discussion, the working group reconvened and each discussion group presented its insights, solutions, and/or recommendations. The entire group then

discussed the various points that were raised to develop a consensus viewpoint that would be presented to SAA. Some of the topics discussed included cultural resource contributions to ecosystem management, an identification of the audience that we need to reach, cross-disciplinary academic training, the problems of geographic scales and the definition of landscapes, how to change the NHPA Section 106 focus from sitespecific research to an integrated resources model, the strengths and problems of working with traditional cultural knowledge, site stewardship, and the differences between using an ecosystem approach in a federally mandated land management approach and adopting the same goals for management of resources on private lands.

Based upon the discussions, the entire working group developed a list of specific recommendations that were presented to SAA in a full conference meeting on the last afternoon. These recommendations were grouped under several headings:

- 1) development of a mission statement that emphasizes the importance of including human interaction with the environment in any ecosystem management approach;
- 2) SAA involvement in integrated resources management through several means, including journal support for multidisciplinary studies, creation of a standing committee on integrated resources management, and increased cooperation with affiliated organizations like SHA, the American Anthropological Association, the American Association of State and Local History, etc., and umbrella organizations like the National Association of Environmental Professionals, among others,
- stronger networking between and among cultural resources professionals and natural resources

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professionals through formation of a standing networking subcommittee within the SAA integrated resources management committee; this subcommittee would be charged with the development and maintenance of an Internet site devoted to dissemination of information about cultural, environmental, and natural resources, databases, legislation, etc.,

- 4) active promotion of various technologies (e.g., GIS, GPS, remote sensing, visual imagery, etc.) for integrated protection and research of cultural and natural resources,
- 5) development of a resource guide for use by cultural and natural resources professionals, land managers, etc., that will provide a directory for information about integrated resources management, and
- 6) increasing SAA's role in lobbying for the inclusion of cultural resources in the federal ecosystem management approach, for changes in the current Section 106 and Section 110 processes, and strengthening ties with state historic preservation offices to effect a broader view of resource management at the state level and on private lands.

It behooves all of us who are involved in cultural resource management to know what is being planned on a national scale for the next few years, and to become involved in the direction of that planning since we will undoubtedly be affected by it. Look for articles about the conference in various bulletins and newsletters. Attend the SAA annual meetings in Minneapolis this year: an entire forum will be presented on the results of the Breckenridge conference. Persons interested in contributing to the efforts described above should contact the SAA Executive Office, 900 2nd St. NE #12, Washington, DC 20002-3557, 202-789-8200, Fax 202-789-0284.

UAFT

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United States Department of Labor as a labor organization.

The UAFT represents highly qualified archaeological field technicians across the United States. This association is dedicated to the performance of the finest quality field work in the most timely fashion. This dedication is founded on the belief that only timely, professional work can protect this nation's fragile cultural resources, given this country's present political and business climate. It has become a fact that the vast majority of all field archaeology undertaken in the United States is now done within CRM. This work can no longer be done by volunteers or inexperienced practitioners. Everyone in the CRM industry has a responsibility to this nation's cultural resources, and to the client companies and agencies who purchase our services, to provide the most competent, timely, and professional treatment of the resource as possible. This means that we all must treat our vocation with the respect that it deserves, professionals and technicians alike.

The U.S. Department of Labor and the U.S. Department of the Interior are in agreement that there are two distinct groups among those who work in the archaeological side of CRM industry. The division lies between professional archaeologists, as defined by the Society of Professional Archaeologists (SOPA) and the recommendations of the Secretary of the Interior, and archaeological technicians. The latter group is the concern of the UAFT, and it is this group that has received the greatest amount of disrespect and abuse in the industry. Archaeological Technician is recognized as a trade by the U.S. Department of Labor and is defined as a person who:

Provides technical support to (the) professional archeologist, utilizing a basic understanding of anthropological and archeological field techniques in connection with locating, testing and evaluating cultural resource sites. (he/she) Conducts prefield office research, field surveys and site testing, using a variety of reference materials, interviews with source individuals, aerial photographs and technical instruments. (he/she) Records information on site survey form and prepares an archeological reconnaissance report needed for evaluation and management of the project. (he/she) Insures that work assignments are carried out in safe and timely manner according to established standards and procedures. (he/she) Cleans and catalogs artifacts recovered from inventories and excavation.

(source; U.S. Department of Labor)

This job classification is given the number 29020 under the Service Contract Act. This act provides for a minimum prevailing wage to be paid to each job class on all federal contracts, and all federally funded projects. It will surprise you to learn just what that "minimum wage" is in your area. To find out the prevailing wage in your area, just call your regional Federal Building and ask the Department of Labor representative to look up the local wage for job number 29020 Archaeological Technician under the Service Contract Act. The national average, based on 94 locations, is approximately \$15 per hour.

Goals of the Association: The membership of the UAFT has set upon a number of goals that will affect this industry. The paramount goal of this association is to insure that work being done in this field complies with all applicable labor, safety, tax, and CRM laws and regulations. Secondly, this association has set specific goals ...continued on page 4

UAFT

.. continued from page 3 for itself in the area of professional training and job performance. The UAFT intends to certify each of its members in the performance of their job. The UAFT is currently working with the U.S. Department of Labor's Bureau of Apprenticeship & Training to establish the archaeological technician as an "Apprenticeship Program." Once certified, a person will be recognized as a journeyman archaeological technician by the federal government. This same process is applied to carpenters, welders, heavy equipment operators, and all other recognized "skilled trades" in the United States. Certification will not be the end of training, however. Continuing education is a requirement of all of our members, regardless of present education or experience.

What the UAFT can offer to members: To all of our members and potential members, we offer an organization committed to the welfare of the group. This means financial welfare, available group rate health insurance, training programs, legal assistance, and a platform from which to defend their legal rights as skilled workers. The UAFT is in a position, as a labor organization, to negotiate "pre-job" wage agreements for projects in the heavily unionized pipeline and utility industries. The agreements are settled long before the Requests for Proposals (RFP's) are sent out, and the wages will be predetermined by the client and the UAFT. This is the present procedure in the construction aspect of these projects, and through affiliation with these other unions, the UAFT intends to secure a respectable wage for the people working in our field. The UAFT will also serve its members by making sure that the prevailing wage is being paid to them on all federally funded projects. Finally, the UAFT will serve its members

by insuring that no labor safety, tax, or CRM law or regulation is being broken in the field or in the office.

The UAFT is governed by its membership. Elections are held in accordance with the regulations of the U.S. Department of Labor, and all members "in good standing" are eligible to vote and run for office. Also, seats on various committees such as training and education, and association trusteeships are filled by the membership. All of these positions must be rotated on a regular basis to comply with federal regulations. This self governance allows UAFT members to take an active role in the future of this industry.

What the UAFT can offer to employers: The UAFT can offer employers a qualified, well trained, technical workforce. This workforce will grow and gain stability, over time, through the maintainance of the training program and the improved welfare of the association members. Through the use of the UAFT Hiring Service employers can staff their field needs with a competent reliable workforce. The UAFT manages the training and health insurance needs of its membership; the employer need only make contributions to these funds for the actual hours worked by UAFT members. Work agreements can be tailored to your needs, or be made on a job by job basis, so that the employer obligation ends with the completion of the job.

For information about membership or the Hiring Service, please contact the UAFT national office at: UAFT, PO Box 2356, Weirton, WV 26062, 204-797-0207.

We will be available to field questions, in person, at our information table in the book room at the upcoming Society for Historical Archaeology conference, January 4-6, 1995, in Washington DC. We hope to see you there.

#### Call For Papers

1995 Ohio Valley Urban and Historic Archaeology Symposium

The 13th Annual Symposium on Ohio Valley Urban and Historic Archaeology will convene on March 11, 1995, at St. Clair Memorial Hall in Greenville, Ohio. This year's meeting will be hosted by Tony DeRegnaucourt, arrangements chair, and Kit W. Wesler, program chair.

Papers are sought concerning all aspects of regional urban and historical archaeology. The symposium is oriented towards providing a forum for formal papers. To enable as many colleagues as possible to participate actively, we are seeking short (20 minutes) substantive papers on a one paper per person basis. Papers may be submitted for publication in the Symposium's Proceedings, Ohio Valley Historical Archaeology, edited by Robert Fryman.

The conference venue will have space for both poster displays and concession tables. Please contact the arrangements chair for information.

Interested participants should send an abstract (150 words or less) before February 1, 1995 to: Kit Wesler, Wickliffe Mounds Research Center, PO Box 155, Wickliffe, KY 42087, 502-335-3681. Abstracts must be received before February 1 to be included on the agenda.

Lodging - There are several hotels in the Greenville area: the Greenville Inn, Towne House Motel, and Stardust, as well as the Best Western in nearby Piqua.

Registration - Registration fees are \$5-6 to cover facilities and refreshments. Please bring cash or checks.

#### Trade Association

Over the past several months The Grapevine has been providing our readers with the latest information on the formation of a CRM Trade Association. Many individuals have requested further information on the purpose of a trade association and how it would benefit them. To fulfill that request we are including highlights from a speech given at the first CRM Trade Association organizational meeting, held last month in Lexington, KY. The speaker was Kim Burton, a representative from Host Communications, a trade association management consulting firm, and provided the following details of the objectives and benefits of a trade association.

As background here are some statistics on associations in general. There are over 100,000 trade associations nationwide. There are over 1,000 new associations being formed every year. Seven out of ten people belong to at least one association with four out of ten belonging to at least three. Associations spend 54 billion dollars per year in maintenance.

#### Philosophies of a trade association

There are certain philosophies that any association must have in place to function properly. The basic four are as follows:

- The purpose for which the association is organized is to represent, promote and protect the common interest of its members.
   The membership must be involved in setting the priorities and direction of the association.
- 2) An association must strive to be proactive, focused and ready to adapt to a changing market place. At the same time it has got to be open to member communication and interaction. Sometimes the greatest challenge of an association is to bring its members into the future. We have a tendency to go yipping and screaming. We all

want to be in the here and now.
"How do I solve this problem
today?" and "Where is the new
business for me." But if an association is not proactive and does not
bring its members into the future,
it and its members might become
dinosaurs that no longer exist.

- 3) The association should foster a fair and equitable environment. The membership should be required to adhere to a code of conduct or ethic behavior or business practice. An association must ensure fair treatment of all members, but maintain a membership base that will ensure public confidence at the same time.
- 4) The organizational structure of the association should be based on concept of administration by democracy. Ultimate responsibility should rest with leadership, but membership must be involved in determining the future and direction. The leadership has to be held accountable by interactions.

# Main objectives of a trade association.

What are we going to do as an organization? Our primary objective should be to provide for the members what they cannot provide for themselves. There will be little interest in becoming a member of the organization or staying a member if value is not recognized. If we can go out and get a program on our own, there is no need to be a member of an organization. So the association and the leadership must keep this in mind every time they look at a new potential benefit. To make sure that the membership is indeed well served.

#### Benefits of forming an association.

Forming a trade association gives us the opportunity to construct our organization just the way we want it. We can target a very specific segment of our industry or we could be very broad. In

terms of specific benefits, government influence certainly makes the top of the list. One topic specific to our industry is unfair competition. Many industries have the same type problem. One of the ways to handle this is very strict membership criteria. In addition, there is what is called a single protection plan. For example, if a member goes bankrupt there is a monetary guarantee to the client.

The second benefit to forming an association would be buying power. Obviously, we have heard the old adage that there is strength in numbers; well it is true. Everything from long distance telephone service to very effective liability errors and omissions programs.

Education would surely be a benefit to members. The association could help with professional as well as personal development in terms of education.

The association will serve as a main source of information whether it be in the form of research results, benefit announcements or legislative updates, keeping the membership informed in each field. An association can produce brochures on relevant topics. It may sound simple, but it can save on printing costs.

Marketing support is another benefit. An association can be key in either enhancing the image of an industry or totally changing that image. If members are provided with market research information, they can plan more effective marketing strategies.

Finally, one of the primary reasons members belong to a trade association is the networking opportunities available to them through conventions and meetings.

There are plans for a CRM Trade Assocation hospitality suite at the Society for Historical Archaeology annual meeting January 4-7, 1995, in Washington DC. For more information on association activities, contact Tom Wheaton, 404-498-4155, FAX 404-498-3809, e-mail tomwheaton@aol.com.

#### **Publications**

The Division of Archaeology at Harpers Ferry National Historical Park has recently published Archaeological Views of the Upper Wager Block, A Domestic and Commercial Neighborhood in Harpers Ferry, edited by Jill Y. Halchin. Historical and archaeological research documents this intensively-used 19th- and 20th- century residential and commercial area of Harpers Ferry. During the early 1800s the project area contained a tavern which was expanded into a hotel as the town's manufacturing and commerce grew. In the mid-1830s, the urban block developed increasingly, crowded by houses fronting streets. Although lacking formal connection with the U.S. Armory, the neighborhood's businesses, especially drinking establishments, were affected by the government installation and its abrupt closing during the Civil War. After the war, the pattern of saloons continued until Prohibition, while other small businesses such as shoemaking, hatmaking, carpentry, and bakery/confectionery came and went. Buildings doubled as domiciles, with upper floors and sometimes basements used for dwellings by families of shop owners or tenants. This volume consists of ten chapters documenting the cultural, flora, and faunal signatures left by former occupants who inhabited this block in the commercial district of Harpers Ferry. Copies of this report are available free of charge, while supplies last. Write to: Paul A. Shackel. Supervisory Archaeologist, PO Box 65, Harpers Ferry National Historical Park, Harpers Ferry, WV 25425.

Explorations in Archaeology and Gender, by Cheryl Claassen, Appalachian State University. 14 chapters, 1 table, 19 figures, plus teaching syllabi and symposium workshop discussion transcripts, 170 pp., \$25, ISBN 0-9629110-9-7. Available from Prehistoric Press, 2712 Marshall Court, Madison WI 53705.

"Mexican Majolica In Northern New Spain: A Model for Interpreting Ceramic Change," Volumes In Historical Archaeology XXVIII, by Ronald Varnelle, May, 1994. A series funded through the Conference on Historic Sites Archaeology, Stanley South, editor, The South Carolina Institute of Archaeology and Anthropology, The University of South Carolina, Columbia.

Changes in Washoe Land Use
Patterns: A Study of Three
Archaeological Sites in Diamond
Valley, Alpine County, California.
Edited by Charles D. Zeier and
Robert G. Elson, Intermountain
Research, Inc., Silver City NV. 16
chapters, 5 appendices, 92 tables,
72 figures, 248 pp., \$20.00, ISBN
0-96291100-5-4. Available from
Prehistoric Press, 2712 Marshall
Court, Madison WI 53705.

#### **Books on Internet**

In response to our request for information on the Internet, we have received various lists of list servers. While we are still trying to wade through this information, we thought we would pass on this book list that was sent by one of our readers.

The Internet Companion, A
Beginner's Guide to Global
Networking by Tracy LaQuey with
Jeanne C. Ryer, Addison-Wesley
Publishing. Includes a detailed
history of the Internet, a
discussion on "netiquette"
(network etiquette), and how to

find resources on the net.

The Whole Internet by Ed Krol. O'Reilly & Assoc, ISBN 1-56592-025-2, 400 pages, \$24.00. Covers basic utilities used to access the network and ten guides through the Internet's "databases of databases" to access the millions of files and thousands of archives available; from the folks who brought you "The Whole Earth Catalog."

Zen & the Art of Internet by Brendan Kehoe. Prentice Hall ISBN: 0-13-010778-6, 112 pages, \$22.00 US. A good reference to consult if you're curious about what can be done with the Internet.

The Internet Guide for New Users, McGraw-Hill, 1993. Discusses telnet FTP, Archie, and suggests how to get an Internet account; teaches enough UNIX to survive the net.

A Student's Guide to UNIX, by Harley Hahn. McGraw-Hill (College Division), ISBN: 0-07-025511-3. Everything you need to know about the Unix operating system and Internet, including commands, utilities, netnews, ftp, gopher, etc.

One final source of information on the net is contained within a resource called *Internet Resources for Heritage Conservation, Historic Preservation and Archaeology.* This is available from Peter Stott pstot@jade.tufts.edu. Also, version 2.0 (28 February 1994) is available as the file anthro-l stott from listserv@ubvm.cc.buffalo.edu.

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#### Federal News

Draft Revision of the Secretary of the Interior's "Professional Qualification Standards" is Available For Comment

The National Park Service (NPS) has prepared a draft revision of the Secretary of the Interior's "Historic Preservation Professional Qualification Standards" and invites you to provide comments.

The Standards are being revised in accord with the 1992 Amendments to the National Historic Preservation Act, and cover Architectural History, Architecture, Conservation, Cultural Anthropology, Curation, Folklore, Historic Preservation, Historical Archaeology, History, Land Use/ Community Planning, Landscape Architecture, Prehistoric Archaeology, and Traditional Cultural Property Expertise.

Over the last year NPS has consulted with several professional societies, some Indian tribes, and a few federal, state, and local governments. As a result of this limited consultation, a draft of the proposed revision to the Standards is now being widely distributed to expand the discussion of issues and solutions among a broader range of groups and

individuals. It is recognized that this draft does not represent all views and opinions on the subject, and NPS is most interested in hearing the views of those of you in the business of cultural resource management consulting.

If you would like to receive a copy of the draft revision of the Secretary's "Historic Preservation Professional Qualification Standards" for review and comment, contact the Preservation Planning Branch, Attention: Susan L. Henry, Interagency Resources Division, National Park Service, PO Box 37127, Washington, DC 20013-7127, FAX 202-343-1836, = 202-343-9514, Internet (sue\_henry@nps.gov). Comments on the draft are requested by February 15, 1995.

#### **Advisory Council Extends Comment Period**

This month the Advisory Council for Historic Preservation has extended the comment period for its draft regulations until January 3, 1995. We encourage members of the CRM community to comment on these regulations, since this group will be most directly affected by the implementation of these regulations. For further information, contact John Fowler at the ACHP at 202-606-8503.

## **New Corporate Subscribers**

Henry & Henry Preservation & Architectural Consultants 11850 Eden Trail Eagle, MI 48822 **517-626-6912** Contact: William R. Henry, Jr.

Midwest Environmental Consultants 5902 Southwyck Blvd Toledo, OH 43614 **☎** 419-865-6324 (MECI) FAX 419-865-7407 Contact: William E. Rutter Landmark Archaeological & Environmental Services, Inc. 5640 N. SR 421 Lebanon, IN 46052 **317-325-2682** Contact: Thomas C. Beard

KCI Technologies, Inc. 5001 Louise Drive, Ste 201 Mechanicsburg, PA 17055 **☎** 717-691-1340 Contact: Richard Geidel

#### **Publications**

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African American Historic Places, edited by Beth L. Savage,
National Register of Historic
Places, National Park Service,
\$25.95 paper, 130 b&w
illustrations, indexes, 623pp.
Copies may be ordered from The
Preservation Press, National Trust
for Historic Preservation, 1785
Massachusetts Avenue, N.W.,
Washington, DC 20036; \$\frac{1}{2}\$ 202-673-4058 or 800-766-6847. Send orders
to The Preservation Press, attn:
Order Department (Add \$4 for
shipping and handling).

The history of African
Americans is infused with the
sense of place. Places that formed
so many lives and that were the
scenes of so many dramas from
the ordinary to the grand have
gained new prominence as part of
a reinvention of American history
brought on by the Civil Rights
movement.

Compiled from the records of the National Register of Historic Places, African American Historic Places included some 800 places in 42 states and two US territories, arranged by county, that have played major roles in black American history. Many of the properties included tell grassroots stories of perseverance and triumph, and other provide the grand tales of heroic deeds and great successes.

African American Historic Places includes eight insightful articles on the African American experience, from migration to the role of women, from the Harlem Renaissance to the Civil Rights movement. The authors come from backgrounds representing academia, museums, historic preservation, and politics, and use historic places to illustrate the role of communities and women, the forces of migration, the influences of the arts and heritage preservation, and the struggle for freedom and civil rights.

#### Job Announcements

#### Archaeologist Senior Staff Level

Woodward-Clyde Federal
Services is accepting applications
for a senior level archaeologist.
Responsibilities include field
activities, lab analysis, reporting
for cultural resources investigations, direction of field teams,
subcontractor oversight, report
editing/review, and participation
in scoping, budgeting, and scheduling of projects and task orders.

Minimum qualifications are an MA/MS in anthropology/archaeology, working knowledge of federal cultural resources laws and regulations, 5 years experience in field investigations and reporting for compliance-driven projects, demonstrated by authored reports, and ability to work as part of a fast-paced multidisciplinary team. Experience in federal agency projects preferred, especially NRHP 106 and NEPA analysis and report.

Projects may be anywhere in the US, particularly west of the Mississippi River. Applicants must be willing and able to work in areas remote from base office in Denver. Highly competitive salary range and benefits package offered. This is a new staff position within an expanding cultural resources staff; position will report to senior cultural resources staff.

Submit a current resume and letter of interest before December 22, 1994, along with names and telephone numbers of 3 persons who may be contacted to obtain additional information about applicant's experience and capabilities to:

Kurt Schweigert
Woodward-Clyde Federal Services
Stanford Place 3, Suite 1200
4582 South Ulster Street
Denver, CO 80237
303-740-2601.

# North Kaibab Ranger District Archaeologist Wanted

The North Kaibab Ranger
District in Arizona has a GS-193-9
District Archaeologist position
open. The position is supervised
by the District Recreation/Lands
Staff Officer with very close
coordination with the Forest
Heritage team located at the
Supervisor's Office in Williams,
Arizona.

The incumbent operates independently on ecosystem management project ID Teams, Section 106 compliance surveys, wilderness resource surveys, historic building evaluations, public interpretation and environmental education programs. The incumbent serves as a primary contact with the Kaibab Paiute Tribe and coordinates closely with other agency archaeologists, primarily from the Grand Canyon National Park and Bureau of Land Management.

The North Kaibab Ranger District contains approximately 655,000 acres of National Forest System lands north of the Grand Canyon on the Kaibab Plateau. Life zones range from the dry Sonoran Desert zone in Kanab Creek to the frosty climate of the sub-alpine zone in the south central portion of the district. The diverse habitat of the Kaibab Plateau provides habitat for over 400 species of wildlife, including a remnant herd of American bison. The North Kaibab Ranger District is the gateway to the North Rim of the Grand Canyon. Once considered primarily a timber district, the North Kaibab is currently undergoing substantial change, and is increasing its emphasis on the Recreation, Wilderness, and Heritage programs.

All interested people should contact Sue Spear, District Recreation Lands Staff, at • 602-643-7395, or John Hanson, Forest Archaeologist, at • 602-635-8200.

## MICHAEL BAKER, JR., INC.

MICHAEL BAKER, JR., INC., a leader in engineering, planning and design consulting services, is seeking qualified candidates for the following positions in the Pittsburgh office of our Cultural Resources Section:

#### TECHNICAL MANAGER

Qualifications include an advanced degree in anthropology, archaeology, history, or historic preservation; five to seven years administrative experience with a cultural resources firm or program; strong business/marketing background; strong personnel management and communication skills; familiarity with cultural resource management report, budget, and proposal preparation; ability to implement the Secretary of the Interior's Standards for Historic Preservation; knowledge of cultural resource management and historic preservation laws and procedures; and proven ability to attract new clients and business.

## **BUSINESS MANAGER**

Qualifications include a B.S. in Business Administration or related field, with a strong background in project accounting in a team environment; M.B.A. preferred depending on prior experience; two to three years experience preferred in the areas of cultural resources, historic preservation, environmental sciences, and/or planning; extensive experience in project accounting, marketing, proposal and budget preparation; good oral/written communications skills and familiarity with current business software applications desired.

Please respond via resume by January 15, 1995, to:

Michael Baker, Jr., Inc. PO Box 12259 Pittsburgh, PA 15231

An equal opportunity employer promoting a non-smoking and drug-free workplace.

# Calendar of Meetings

January 4-8, 1995 - The Society For Historical Archaeology's annual Conference on Historical and Underwater Archaeology will be held at the J. W. Marriott Hotel, Washington, DC. For more information, contact Henry M. Miller, Historic St. Mary's City, PO Box 39, St. Mary's City, Maryland 20686, 301-862-0974, FAX 301-862-0968.

March 9-12, 1995 - Central States Anthropological Society will hold its 72nd annual meeting in Indianapolis, IN. Contact: Larry Breitborde, Department of Anthropology, Beloit College, Beloit, WI 53511; 608-363-2500.

March 11, 1995 - Upper Paleolithic Image and Symbol: Beyond Art, hosted by the California Academy for Sciences' Wattis Symposium in San Francisco, CA. Contact: Deborah Stratmann, Department of Anthropology, CA Academy of Sciences, Golden Gate Park, San Francisco, CA 94118; FAX 415-750-7346; e-mail DStratmann @calacademy.org.

March 15-17, 1995 Society for Ethnobiology
- will hold its 18th annual
conference in Tucson, AZ.
Theme of this year's
conference is "Culture and
Biological Diversity: Past,
Present, and Future."
Contact Suzanne K. Fish,
Arizona State Museum,
University of Arizona,
Tucson, AZ 85721.

March 23-25, 1995 - Alaska Anthropological Association will hold its 22nd annual meeting in Anchorage, AK. Deadlines for abstracts is January 20, 1995. Contact Ken Pratt, Bureau of Indian Affairs, ANCSA Office, 1675 C Street, Suite 230, Anchorage, AK 99501-5198; \$\frac{1}{2}\$ 907-271-3695; FAX 907-271-4083.

March 31-April 1, 1995 - Studies in Culture Contact: Interaction, Culture Change and Archaeology will hold its 12th CAI Visiting Scholar's Conference in Carbondale, IL. Contact James G. Cusick, Center for Archaeological Investigations, Southern Illinois University, Carbondale, IL 62901-4527; \$\frac{1}{2}\$ 618-453-5057; FAX 618-53-3253.

April 19-21, 1995 -Southern Anthropological Society will hold its annual meeting in Raleigh, NC. This year's theme is "Applying Anthropology in the South." Deadline for abstracts is February, 15, 1995. Contact: Kate Young, Anthro/Sociology Department, North Carolina State University, PO Box 8107, Raleigh, NC 27695-8107; **5** 919-929-6306; e-mail young @server.sasw.ncsu.edu.

March 11, 1995 - Ohio Valley Urban and Historic Archaeology annual symposium will convene at the St. Clair Memorial Hall in Greenville, Ohio. For more information, contact Kit W. Wesler, Wickliffe Mounds Research Center, PO Box 155, Wickliffe, KY 42087, 502-335-3681.

If you have a meeting you would like to include on our calendar, **The Grapevine** will be glad to list it for you. Please remember to submit your listing by the 10th of each month.

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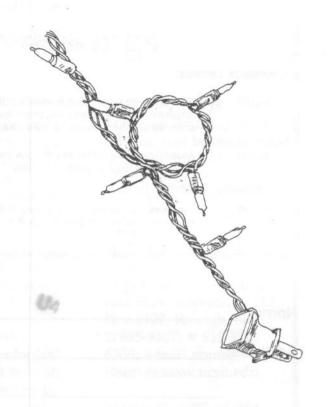
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