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The Emerging Role of the State Historic Preservation Office in Cultural Resource Management

[Abstracted with author's permission from: *Society for American Archaeology Bulletin* 13(5):19-21.]

By David Snyder, Ohio Historic Preservation Office

During the past 20 years, an increase in the number of cultural resource management (CRM) reports completed under the regulations implementing the National Historic Preservation Act of 1966, as amended (NHPA), has led to increased responsibility for the state historic preservation office (SHPO) as one of the key players in carrying out these projects. Consequently, the SHPO's role has increased within the profession of archaeology,

superseding in many ways the role of academic-based research. Unfortunately, increasing responsibility has not always come with increasing authority to ensure the control of quality for this research.

Ideally, SHPO staff would provide a sounding board for professionals in the historic preservation community, offering technical advice focused on compliance with the regulations for the NHPA. In this ideal world, the academic community would assume the primary responsibility for education (including ethical considerations), training, establishment of stan-

..continued on page 8

1686 Hull Remains of La Salle's Ship Delineated

Submitted by Barto Arnold, Texas Historical Commission, PO Box 12276, Austin, TX 78711.

The Texas Historical Commission (THC) conducted an underwater archaeology project during the summer of 1995 and discovered the wreck of the *Belle*. Barto Arnold, State Marine Archaeologist, is the project director. The 65 ton *barque longue* was lost in 1686 in Matagorda Bay, Texas as the French explorer La Salle unsuccessfully attempted to found a colony on the coast of the Gulf of Mexico. Test excavations revealed well preserved hull remains, other organic artifacts, as well as the more durable artifacts typically found on shipwreck sites. Artifacts included an ornately decorated bronze cannon, pottery vessels - some with contents preserved, and trade goods

such as bronze straight pins and hawk bells.

In January 1996, the THC returned to the site for further testing in order to fully delineate the extent of the hulls remains. This information was necessary in order to plan exactly where and how large a coffer dam to build. The coffer dam will enable the THC marine archaeologists to pump out the interior and excavate without the hindrance of near zero visibility. The THC archaeologists found that the extant hull remains measured 53' x 15'.

The La Salle Shipwreck Project has a WEB site at the address <http://129.109.188/index.htm>.

Conference Calendar

March 7-10, 1996 - Middle Atlantic Archaeological Conference will be held in Ocean City, MD. Contact: Charles LeeDecker, Louis Berger & Associates, Inc., 1819 H Street, NW #900, Washington, DC 20006; 202-331-7775; FAX 202-293-0787.

March 27-30, 1996 - Society of Ethnobiology, will hold its 19th annual conference at the Santa Barbara Museum of Natural History. Contact: Jan Timbrook, Dept. of Anthropology, 2559 Puesta del Sol Road, Santa Barbara, CA 93105; 805-682-4771, ext. 307; FAX 805-569-3170.

March 29-30, 1996 - Historical Archaeology Conference of the Upper Midwest (HACUM) will hold its second annual conference in Red Wing, Minnesota. Contact: John McCarthy, Institute for Minnesota Archaeology, 3300 University Avenue, SE, Suite 202, Minneapolis, MN 55414.

April 3-7, 1996 - Society for California Archaeology will hold its 30th annual conference at the Red Lion Inn, Bakersfield. Contact: Andy Yatsko, 619-545-1131, or Gerrit Fenenga, 805-664-2108.

April 10-14, 1996 - Society for American Archaeology annual meeting will be held in New Orleans, LA. Contact: Paul Fish and Suzanne Fish, program chairs, at 520-621-2556; FAX 520-621-2976; e-mail archaeo@ccit.arizona.edu

September 11-14, 1996 - American Association of State and Local History annual meeting, Nashville, TN. Contact: Jom Vaughn, 615-255-2971.

October 16-20, 1996 - National Trust for Historic Preservation will hold its annual meeting in Chicago, IL. Contacts: 1-800-944-6847.

October 24-27, 1996 - Eastern States Archaeological Federation will hold its 63rd annual meeting at the Radisson Hotel, Huntington, WV.

November 6-9, 1996 - Southeastern Archaeological Conference will hold its annual meeting in Birmingham, Alabama. For further information, contact Jim Knight or Ian Brown, Department of Anthropology, University of Alabama, Tuscaloosa, AL 35487.

Call for Papers

Eastern States Archeological Federation Annual Meeting

The 63rd annual meeting will be held October 24-27, 1996, at the Radisson Hotel in Huntington, WV. Individuals interested in submitting abstracts for papers or symposia should contact the program chair (below) by June 1, 1996. Suggested topics include, but are not limited to, State, Local, and Chapter Site Surveys and Excavations, the Woodland, Transition, Mounds and Related Cultural Complexes. Individual historic and prehistoric open session papers are also welcome.

For more information, contact: Robert F. Maslowski, Program Chair, Council for West Virginia Archaeology, PO Box 1596, Huntington, WV 25716-1596.

Call for Nominations

Nominations are sought for the 1996 Pennsylvania Historical and Museum Commission Awards. There are four categories of awards: the Otto Haas Awards, which recognizes an outstanding individual or group achievement in the field of historic preservation; Initiative Awards, which recognize special initiatives, services, or commitment to preservation values in the previous year; Construction Project Awards, which honor preconstruction documentation, and either the best preservation, restoration, or rehabilitation project in six detailed categories; and the Archaeology Project Award, which provides for recognition of outstanding achievement in contributing to the understanding of past cultural behavior, including, but not limited to recovery, analysis, and/or in-place preservation of Pennsylvania's fragile archaeological resources. For more information, and/or a nomination form, call 717-783-8947.

The Grapevine is published monthly by Gray & Pape, Inc.
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State News

Alaska

Annual AAA Meeting

The annual meeting of the Alaska Anthropological Association will be held March 24-30, 1996, in Fairbanks. For further information, contact Peter Schweitzer, Department of Anthropology, UAF, PO Box 757720, Fairbanks, AK 99775, 904-474-5015.

Arizona

Arizona Archaeological Council

T. Kathleen Henderson has assumed the position of editor for the *AAC Newsletter*. Kathleen can be contacted as follows:

T. Kathleen Henderson, Editor
AAC Newsletter
Northland Research, Inc.
2308 S. Rural Road
Tempe, AZ 85282
FAX: 602-894-0957

Maine

Maine Citizens for Historic Preservation have published Volume 7 of *A Biographical Dictionary of Architects in Maine*. Each entry is a 3-8 page booklet detailing life and accomplishment of a well know Maine

architect. Included in Volume 7 are such names as Thomas C. Huntress, Pamela A. Case, Chester Aldrich, William Delano, and Guy Lowell. For further information, contact:

Maine Historic Preservation Commission, 55 Capitol Street, Station #65, Augusta, Maine 04333.

Missouri

Missouri Archaeology Week

Plans are underway for the first statewide Archaeology Week to be held April 28-May 5, 1996. For further information, contact Carol Diaz-Granados, Department of Anthropology, Washington University, 1 Brookings Drive, St. Louis, MO 63130-4899, 314-935-5252, FAX 314-935-8535.

New Jersey

Historical Commission Threatened With Elimination

Historical Commission Zeroed Out Of Governor's Budget

[Information taken from H-local an Internet list.] We have just received word that the budget Governor Whitman submitted to the legislature calls for the elimination of the New Jersey Historical Commission. In her message yesterday Mrs. Whitman said that, "Research and writing books on history is more appropriately per-

formed by institutions of higher education or the private and non-profit sectors." At a meeting Thursday Secretary of State Lonna Hooks told representatives of the Commission and the New Jersey history community that the grant program would be eliminated, but nothing was said about abolition of the Historical Commission.

Tom Costa, Dept. of History and Philosophy, tmc5a@clinch.edu, Clinch Valley College, Wise, Va. 24293, (540)328-0231, Co-Editor, H-Local

Ohio

New SHPO

Amos J. Loveday, chief curator of the Ohio Historical Society since 1980, has been appointed state historic preservation officer by Gov. George V. Voinovich. Loveday took over his new job January 6, 1996. He replaces W. Ray Luce, who resigned.

Oklahoma

Oklahoma State Historic Preservation Office

The Oklahoma State Historic Preservation Office has permanently relocated to:

2704 Villa Prom
Shepherd Mall
Oklahoma City, OK 73107

If you have any questions, please contact the office at 405-521-6249.

Federal News...

Historic Homeowners Tax Credit Proposed

A bill to give owners of historic homes a 20% federal income tax credit for rehabilitation work has been introduced in both the Senate and the House of Representatives. Single and multiple family residences, condominiums, and cooperatives listed or eligible for listing in the National Register of Historic Places would qualify. A developer may rehabilitate a qualifying property and sell it to a homeowner with the credit. The credit is limited to \$50,000 for each principal residence.

Job Announcements

Job Announcement

The Cultural Resources Group of Kise Franks & Straw, an architectural, planning, and cultural resources/historic preservation consulting firm in Philadelphia, PA, is seeking applicants for a full-time position. The Cultural Resources Group provides consulting services to public and private sector clients throughout the Mid-Atlantic Region.

The majority of our work involves Section 106 compliance including identification of resources, assessment of eligibility and effects, and mitigation of adverse effects. At the moment virtually all of our work entails above-ground resources, although we anticipate adding a limited archaeological capacity within the next year.

We are seeking a "mid-level" person with a graduate degree in history, historic preservation, architectural history, or related field, preferably with Section 106 experience. Please send a resume to:

Patrick O'Bannon
Director, Cultural Resources Group
Kise Franks & Straw
219 N. Broad Street, 9th floor
Philadelphia, PA 19107

Curator of Anthropology

Cincinnati's Museum of Natural History and Science is accepting applications for an archaeologist for the position of Curator of Anthropology. The Curator will manage both Archaeology and Ethnology Departments. The collections include over 1 million items in prehistoric and historic archaeology and 10,000 items in ethnology. Primary duties will include research into Ohio Valley archaeology, care of collections, active participation in exhibit and educational functions of the Museum, and involvement in local and state-level archaeological networks. Minimum qualifications include a Ph.D. in Anthropology with a specialty in archaeology. Research interest in prehistory of the northeast

or midwest is preferred. Museum experience and an established record of research and funding are desirable. EOE. Send vitae, letter of interest, and examples of publication or research to Kay Bolden-White, Director of Human Resources, Museum of Natural History and Science, Union Terminal, 1301 Western Avenue, Cincinnati, OH 45203. Application deadline is March 1, 1996.

Archaeological Positions

Western Archaeological Services, Inc. (WAS), an equal opportunity CRM company based in Roswell, New Mexico, is seeking to fill an estimated ten (10) field positions. We invite all interested, qualified applicants to forward your vitas for consideration.

WAS is a CRM consulting company established in 1992, and serving New Mexico clients that

develop properties requiring cultural resource inventories. WAS is certified to conduct CRM surveys on New Mexico lands administered by the Bureau of Land Management, the State of New Mexico, and the United States Forest Service. Company activities include large block land exchanges, oil/gas, and linear surveys; environmental impact statements; assessments of site eligibility recommendations; analysis of historic and prehistoric artifacts; and analysis of faunal and human skeletal material.

General job descriptions for open positions follow. Starting salary ranges are listed after each job description. Positions will be awarded based on the applicant's level of education and/or experience, and salary determinations will be made accordingly. Salary is paid biweekly. Field sessions average eight days, with four days off.

Position: Field Technician (6 positions open)

Job Description: Participation in pedestrian surveys, mapping and recording of cultural manifestations, and artifact and site interpretation. Salary Range: \$8-9/hour

Position: Assistant Crew Chief (1 position open)

Job Description: Participation in pedestrian surveys, mapping and recording of cultural manifestations, artifact and site interpretation, assisting in the writing/editing of site and artifact forms, preparation of project area maps, and in-field analysis of cultural manifestations; assisting crew chief with crew and equipment management. Salary Range: \$9-10/hour

Position: Crew Chief (3 positions open)

Job Description: The crew chief directs field operations and is responsible for leading a four-five member crew. Crew chiefs will participate in all the aforementioned activities, as well as activities related

to efficient crew management. Requirements include a minimum BA with emphasis in Anthropology/Archaeology and a minimum of one year experience in regional archaeology. In addition to leadership, a crew chief must exhibit the ability to assign/delegate technician duties according to the specific strengths and weaknesses of crew members; be able to make quick decisions based on field intuition and archaeological experience; and be efficient at problem-solving.

Salary Range: \$22,000/year

Persons desiring more information may send an e-mail posting to: Catalinus@aol.com, or contact Heidi F. Browne at the telephone number below during regular work hours. Interested persons please forward a copy of your vita, including a minimum of three references, to:

Ms. Heidi F. Browne, Director
Western Archaeological Services, Inc.
500 North Main, Suite 400-E
Roswell, New Mexico 88201
Phone: (505) 624-1863
Fax: (505) 622-0661

Curator

El Pueblo de Los Angeles: \$2,683 to \$3,333 a month. Requires four-year degree and four years curatorial/collections management experience in a historic museum; with History or Museum Studies major, B.A. needs two years experience, M.A. needs one year. Call 800-995-8852 for City of Los Angeles application. An EEO/AA Employer.

HARDLINES: **DESIGN & DELINEATION**

JOB OPENING

Principal & Archeological Investigator (Full-Time Positions)

Our office is looking for a highly motivated candidate to work in a young and up & coming cultural resource management firm. The selected candidate must be eager to meet the challenge of helping our office establish an archeological component. The candidate must also be willing to help with office operating procedures, marketing, proposal writing, field work, and report production.

The candidate must be able to conduct and supervise all phases of archeological investigations. Basic analytical skills regarding natural site formation and artifacts are necessary. Candidates must be completing or nearing completion of at least an M.A. in Anthropology or Archaeology with experience in cultural resource management (CRM). The ability to write clear, concise, thorough CRM technical reports without extensive editing is required, as is the ability to manage multiple projects simultaneously. This is a full-time, permanent position available immediately. The talent and ability to design and implement a new archeological program is a major consideration in selecting a candidate for the position. Salary is negotiable based on experience. Candidates selected for an interview must submit an example of recent technical and research writing (not to be returned).

Please send a current Curriculum Vitae to Hardlines: Design & Delineation, 4608 Indianola Avenue, Columbus, OH 43214.

All qualified, interested candidates are encouraged to apply. Hardlines: Design & Delineation is an Equal Opportunity Employer.

Director of Historic New Harmony

The University of Southern Indiana invites applications for the position of Director of Historic New Harmony. New Harmony, a small southwestern Indiana town, was the site of two 19th-century Utopian communities. The Director will manage unified interpretation and preservation programs focusing on historic properties of the University and the Indiana Division of Museums and Historic Sites and work closely with University and state representatives; AAM accreditation for Historic New Harmony is in process. The Director will manage all aspects of the operation including supervising personnel; strategic planning; developing and

implementing visitor services including interpretation and special events; fund raising and public relations; marketing and sales; oversight of restoration, construction, and maintenance; and managing budgets and financial plans. Position requires a graduate degree in American history, art history, historic preservation, museum or business management with a minimum of 5 years administrative experience in a senior level position at a historic site, museum, or related facility. Candidates with an appropriate undergraduate degree and extensive managerial experience may be considered. Individual must possess demonstrated ability to lead diverse groups and work well with boards and community groups; a high level of skill in communicating with staff, volunteers, the media, and the public is necessary.

...continued on page 6

Jobs..

..continued from page 5

Application deadline is February 15, 1996, but will be accepted until position is filled. Submit letter of application, resume, and names and addresses of three professional references to: Dr. M. Edward Jones, Associate Vice President for Academic Affairs, University of Southern Indiana, 8600 University Boulevard, Evansville, IN 47712. AA/EOE.

Park Historian

Pamplin Park Civil War Site is seeking applicants for the position of Park Historian. Pamplin Park is a 173-acre private historical park near Petersburg, VA. An advanced degree in American history, demonstrated research and writing skills, and an expertise in American Civil War military history is required. Work experience in a public history environment is desirable. Salary of \$34,000 per year and full benefits. Applicants should send a complete professional resume and three current references to: A. Wilson Greene, Executive Director, Pamplin Park Civil War Site, 6523 Duncan Road, Petersburg, VA 23803.

POSITION AVAILABLE PRINCIPAL INVESTIGATOR HISTORICAL ARCHAEOLOGY

Gray & Pape, Inc., has a position open for a Principal Investigator in their Cincinnati, Ohio, office specializing in historical archaeology of the midwest and the application of Geographic Information System (GIS) technology to cultural resources management (CRM). An M.A. in Anthropology, History or related field required (Ph.D. preferred) and previous experience in CRM supervision at the Principal Investigator level is required. In addition to expertise in historical archaeology and GIS, this person must have sufficient knowledge of prehistoric archaeology to be able to evaluate prehistoric resources at the Phase I level of investigation. The ability to write clear, concise, and thorough CRM technical reports without extensive editing is essential, as is the ability to manage multiple projects simultaneously.

This person will also be asked to assist in the preparation of proposals and in marketing. Communication skills and an ability to effectively supervise people is a must. In addition to expertise in GIS, knowledge of WordPerfect is essential; familiarity with database, spreadsheet, and statistical programs is preferred. Other skills that will be given serious consideration include preservation planning, historic artifact analysis, statistical/spatial analysis, and floral analysis.

Gray & Pape, Inc., offers a competitive pay and benefits package, including paid holidays, paid vacation and sick leave, and health, life, and disability insurance. After one year of employment, regular employees are eligible for a profit-sharing retirement plan. Send a current resume, three references from persons in the CRM field, and an example of recent CRM technical writing (not to be returned) to Gray & Pape, Inc., 1318 Main Street, Cincinnati, OH 45210. For further information please contact W. Kevin Pape, President, at 513-287-7700. An Equal Opportunity Employer.

☞ Special Corporate Offer ☞

The Grapevine has developed a special offer for our Corporate Subscribers. We realize that many of our corporate subscribers have more than one office. This new plan will enable all corporate offices to directly receive *The Grapevine*. The firm pays the \$30.00 Corporate Rate, plus a \$10.00 fee for each additional office. Each additional office will be listed in the quarterly Corporate Subscribers list. If you have a main office to be listed first, please specify. Otherwise, offices will be listed alphabetically by state and/or city.

If a firm already subscribes to *The Grapevine*, subscriptions for additional offices can be added at any time.



Grapevine

Newsletter



Corporate Questionnaire Results

Company Information

In what region of the country are you located?

	<u>Number of Respondents</u>
Northeast	2
Southeast	10
Southwest	2
Midwest	9
Rocky Mountain	7
Northwest	2
West Coast	3
Mid-Atlantic	8
Great Plains	2

In what region(s) do you have branch offices?

<u>Main Office</u>	<u>Branch Office</u>
Great Plains	none
Northeast	none
Northwest	none
Mid-Atlantic	Northeast(1), Southeast(2), Mid-Atlantic(1)
Midwest	Midwest (2), West Coast (1), Southeast (1)
Rocky Mountain	Southwest(1), Northwest(1) Other(1)
Southeast	Southeast(4), Mid-Atlantic(1)
Southwest	Southwest
West Coast	West Coast

How is your company organized?

	<u>Number of Respondents</u>
corporate - public	6
corporate - private	26
limited partnership	2
sole proprietorship	10
institutional program	2

What type of organization or company?

	<u>Number of Respondents</u>
CRM firm	36
Federal	0
Division of A&E firm	3
University-based Program	2
Individual	3
Applied Science Environmental	1
Multi-disciplinary	1

The Grapevine Newsletter

Are you a "for profit" or "non-profit" organization?

	<u>Number of Respondents</u>
for profit	41
non-profit	4

Would you describe your primary consulting service as..

	<u>Number of Respondents</u>
Archaeology	18
Archaeology/Historic Architecture	4
Archaeology/History/Architecture	1
Archaeology/History	5
Archaeology/Anthropology	1
Archaeology/education/training	1
Historic Architecture	1
History	2
Multidisciplinary	11
Planning/Landscape architecture/ preservation	1
Historic Preservation	1

What percentage of your work is:

	<u>0-25 %</u>	<u>26-50 %</u>	<u>51-75 %</u>	<u>76-99 %</u>	<u>100 %</u>
Government	16*	9	10	8	3
Energy/utilities	18	5	3	1	0
Land developers	30	3	1	0	0
Non-profit	12	0	0	0	0
Transportation	16	5	2	4	0
Mining/ water	7	2	2	0	0
Other**	7	1	0	0	0

*Numbers in this table represent the number of respondents

**Private landowners/developers, other commercial, miscellaneous.

What percent of your contracts are:

	<u>0-25 %</u>	<u>26-50 %</u>	<u>51-75 %</u>	<u>76-99 %</u>	<u>100 %</u>
cost plus	7*	7	4	3	1
fixed fee	9	12	5	11	3
time & materials	10	4	6	3	4

*Numbers in this table represent the number of respondents

What is the average yearly gross income of your company/division?

	<u>Number of Respondents</u>
<\$100,000	8
\$100,000-250,000	6
\$250,000-500,000	9
\$500,000-1,000,000	12
\$1,000,000-3,000,000	7
>\$3,000,000	2

What percentage do you calculate your overhead expenses to be?

<u>Percent</u>	<u>Number of Respondents</u>
0-10%	2
11-20%	2
21-30%	1
31-40%	1
41-50%	5
51-60%	5
61-70%	—
71-80%	1
81-90%	2
91-100%	7
101-110%	6
111-120%	2
121-130%	4
131-140%	1
141-150%	2

COMMENT: Some firms responded with percentages that were calculated on wages only (noted on returned form). This could explain why the figures represented above range widely.

What percentage do you charge for profit to private clients, if any?

NOTE: Percentages were rounded to the nearest 100th.

	<u>Number of Respondents</u>
0%	5
10%	15
11%	3
12%	5
13%	2
15%	4
20%	3

What is your per diem rate?

	<u>Number of Respondents</u>
\$16.00-25.00	11
\$26.00-33.00	4
\$50.00-60.00	8
\$65.00-75.00	9
\$95.00	1
\$250.00	1

NOTE: Some firms responded that per diem was food only - the firm paid for lodging. Lodging was not included in the figure reported by these firms and therefore has skewed the data. Others responded "varies" or "government" (which varies by location).

Do you pay weekend per diem?

	<u>Number of Respondents</u>
Yes	20
No	20

What is your mileage rate?

<u>Rate</u>	<u>Number of Respondents</u>
\$20-.25	8
\$26-.27	6
\$276-.28	5
\$29-.30	13
\$31-.325	2
\$35-.37	4
\$40	1
\$50	1

Mean \$.29

Employee Information

How many employees do you have?

<u>Employees</u>	<u>Full-time/ salaried</u>	<u>Full-time/ hourly</u>	<u>Temporary/ hourly (average)</u>
0-5	14*	16	15
6-10	11	12	10
11-25	6	2	7
26-50	4	3	6
240			1
Mean	9.3	7.2	17.4

*Numbers in this table represent the number of respondents

What percentage of your regular employees have:

<u>Percent</u>	<u>BAs</u>	<u>MA's</u>	<u>PhDs</u>
0-10 %	1*	2	11
11-20%	4	3	10
21-30%	2	7	2
31-40%	6	6	1
41-50%	8	10	1
51-60%	6	3	
61-70%	2	2	
71-80%	3	2	
81-90%		2	
91-100%	1	4	1

*Numbers in this table represent the number of respondents.

In which of the following job positions ?

	<u>BAs</u>	<u>MA's</u>	<u>PhDs</u>
Archaeologists	28*	35	24
Historians	7	18	3
Architectural Historians	5	18	3
Architects	1	3	
Geomorphologists		4	1
Photographers	3	2	
Paleobotanists	—	—	—
Zooarchaeologists	1	5	1
Ethnobotanists	1	2	
Computer Specialists	8	2	1
Historic Preservation	4	13	1
Planners	2	5	1
GIS	4	2	
Editor	9	7	2
Laboratory	15	9	
Graphic Artist	17	6	

*Numbers in this table represent the number of respondents

In general, do you feel that CRM consultants are under compensated for their skills and education, when compared to other disciplines? If so, why?

29 answered yes 1 answered no

Comments to this question were fairly consistent. Terms like "under valued" and "under compensated" in comparison with other industries appeared repeatedly. Several responses expressed the opinion that CRM professionals are not taken seriously, they are considered a nuisance, and CRM is thought to be a waste of time by some clients. Several respondents commented that CRM firms must "low ball" bids in order to compete with universities.

One respondent stated that only CRM professionals with advanced degrees were under compensated. Furthermore, "technicians are fairly paid relating to the tasks required of them. The training for their degree is less rigorous, their jobs less demanding intellectually, and they have less critical responsibility, than say, a nurse or engineer.

The one NO response wrote no further comments.

What benefits, if any, do you offer your employees?

<u>Days</u>	<u>Vacation</u>	<u>Holiday</u>	<u>Sick</u>	<u>Personal</u>
1				4*
2			2	2
3			1	1
4		1	1	
5	1	3	7	2
6	1	8	3	
7		6	1	
8	2	3		
9	1	3	1	
10	15	7	2	
11		11		
12			3	
13	2			
14	2			
15	4			
18	1		1	
24	1			
30	1			

*Numbers in this table represent the number of respondents

COMMENT: Reviewing these figures we noticed a wide range of responses. Vacation benefits have a 5-15 day range; holiday benefits have a 4-11 day range; sick benefits have a 2-12 day range; and personal benefits have a 1-5 day range. (These figures do not include the firms that provide benefits in these categories.) We decided to determine if the amount of benefits correlated with the size of the company. The following table illustrates these results.

The trend demonstrated by this table is that for the most part it is the larger firms that give their employees more vacation days.

	<u>Vacation</u>	<u>Holiday</u>	<u>Sick</u>	<u>Personal</u>
<\$100,000	0	0	0	0
\$100,000-250,000	0-30	0-9	0	0
\$250,000-500,000	6-15	5-11	0-6	0-5
\$500,000-1,000,000	0-18	0-10	0-12	0-5
\$1,000,000-3,000,000	10-24	5-10	0-18	0-3
>\$3,000,000	10	7	5-10	0-2

Insurance

	<u>Health</u>	<u>Life</u>	<u>Disability</u>	<u>Retirement/ Profit Sharing</u>
% Paid				
Yes	4*	4	6	23
25-30	2	1	1	1
31-40	2			
41-50	8	3		1
51-60	1			
61-70	2		1	
71-80	6			
81-90	1			
100	10	15	10	

*Numbers in this table represent the number of respondents.

COMMENTS: As with the benefits reported above, we decided to see if there was a correlation of benefits to company size. The following table reflects the results of this analysis. Since there was a wide range of percentages of benefit provided, the following table reports only that benefits are provided, not the percentage by each company size category. The number in parentheses represent the total number of firms for each category.

The trend demonstrated by this table is that larger firms provide more insurance and retirement benefits.

	<u>Health</u>	<u>Life</u>	<u>Disability</u>	<u>Retirement</u>
<\$100,000 (8)	0*	0	0	0
\$100,000-250,000 (6)	3	3	0	0
\$250,000-500,000 (9)	9	9	5	1
\$500,000-1,000,000 (12)	10	11	10	6
\$1,000,000-3,000,000 (7)	7	7	7	3
>\$3,000,000 (2)	2	2	2	1

*Numbers in this table represent the number of respondents.

How much do you pay independent consultants who serve as:

	<u>Hourly Range*</u>	<u>Number</u>	<u>Mean</u>
Archaeologists	\$9-85	16	\$28.40
Historians	\$13-50	20	\$27.40
Architects	\$25-95	11	\$63.40
Architectural Consultants	\$13-99	11	\$40.40
Geomorphologists	\$23-78	22	\$44.40
Photographers	\$18-100	10	\$41.90
Paleobotanists	\$17-101	13	\$35.40
Zooarchaeologists			
Ethnobotanists	\$20-75	9	\$34.10
Computer Specialist	\$25-80	9	\$44.00
Historic Preservation	\$11-55	6	\$32.20
Planner	\$31-75	2	\$53.00
GIS	\$25-50	3	\$40.00
Editor	\$12-45	10	\$25.00
Laboratory	\$9-33	3	\$21.70
Graphic Artist	\$9-60	10	\$25.30

*Daily rates were converted to hourly rates.

COMMENTS: For categories such as paleobotanist or ethnobotanist some respondents indicated that they pay by sample not by the hour.

What is the average hourly wage that you pay for regularly used staff positions?

	<u>Mode</u>	<u>Range</u>	<u>Number</u>	<u>Adjusted Mean *</u>
REGIONAL MANAGER: The Regional Manager is responsible for the management of the regional office.	\$20	\$10-35	15	\$22.80
OFFICE MANAGER: The Office Manager is responsible for coordinating office support services.	\$9	\$9-22	27	\$14.30
EDITOR: The Editor's responsibility is to edit and oversee production of the company's reports of investigations.	\$13	\$8-23(35)	20	14.15
LOGISTICS COORDINATOR: The Logistics Coordinator is responsible for staffing (to the crew chief level), equipping, and making travel arrangements for field and research projects	\$10	\$10-17	8	\$12.50
GEOGRAPHIC INFORMATION SYSTEM ANALYST: The GIS Analyst is responsible for the management of the company's GIS capabilities and interaction with staff to provide GIS support.	--	\$10-17	5	\$13.40
PRINCIPAL INVESTIGATOR - ARCHAEOLOGY: The Principal Investigator - Archaeology is responsible for the management of archaeological CRM projects.	\$25	\$13-40(75)	39	\$21.32
ARCHAEOLOGIST-I: An Archaeologist-I is responsible for the management of Phase I and II field projects and personnel and the compilation of data into report form. An Archaeologist-I may also manage Phase III projects, but under the supervision of a PI.	\$15	\$11-22(45)	37	\$15.60
ARCHAEOLOGIST-II: Under supervision, an Archaeologist-II is responsible for the management of Phase I and II field projects and personnel and the compilation of data into report form.	\$13	\$9-16(22)	26	\$13.05
CREW CHIEF: A Crew Chief is responsible to their supervisor for the management of field personnel and the organization of crew-specific field data.	\$11	\$8-17	31	\$11.30
CREW MEMBER: A Crew Member is responsible for performing a range of field activities. This includes shovel testing, unit excavation, feature excavation, surface collection, mapping and some record-keeping.	\$9	\$6-14(20)	37	\$9.10
PRINCIPAL INVESTIGATOR - HISTORY/ARCHITECTURE: The Principal Investigator - History/Architecture is responsible for supervising and/or conducting historical research and reporting CRM projects.	\$18	\$13-50(75)	26	\$21.54
ARCHITECTURAL HISTORIAN/HISTORIAN: The Architectural Historian/Historian is responsible to the PI for documentation and assessments of architectural and historical resources and researching and compiling National Register nominations and tax credit applications.	\$16/18	\$12-38(50)	20	\$17.37
RESEARCH ASSISTANT: The Research Assistant is responsible to their supervisor for tasks relating to the documentation and assessment of historic and architectural resources.	\$9	\$8-14(30)	25	\$10.83
LABORATORY DIRECTOR: The Laboratory Director is responsible for overseeing and managing all operations of the laboratory, including the processing, cataloging, analysis, reporting, and curation of artifacts.	\$15	\$9-21	28	\$13.90
LABORATORY ASSISTANT: The Laboratory Assistant is responsible for the processing of artifacts and samples and maintenance of laboratory facilities and equipment.	\$9	\$7-14	22	\$9.50
GRAPHIC ARTS DIRECTOR: The Graphic Arts Director is responsible for the management of the company's Graphic Arts Department, and the creation of graphic art to support CRM projects.	\$15/16	\$9-19(40)	15	\$13.53
GRAPHIC ARTIST: The Graphic Artist is responsible for the production of graphic art to support CRM projects, and to guide or assist in other projects.	\$12	\$8-15(30)	26	\$10.86

Mode - The most frequent response

Range- Represent the full range of hourly wages for this category. The number in parenthesis represents one hourly wage (in that category) that was extremely out of sync with the rest of the hourly wages and was not included in the mean.

Number - number of respondents

***Adjusted Mean** - is a mean calculation of hourly wages, but does not include wages listed in parenthesis.

Book Review

Barns of the Midwest

Edited by Allen G. Noble and Hubert G. H. Wilhelm, Ohio University Press, Athens 1995

This recently-published book incorporates a number of articles which provide an in depth analysis of the functional and cultural forces which shaped the wide variety of barns found in the midwest. Noble and Wilhelm have collected pieces written by some of the most knowledgeable midwestern barn researchers and writers, which include Lowell J. Soike of the Iowa State Historic Preservation Office (who wrote two of the chapters), Glenn A. Harper and Steve Gordon of the Ohio Historic Preservation Office, Keith A. Sculle and H. Wayne Price, Charles Calkins and Martin Perkins, and Karl Raitz. The expertise of these individuals can be surmised through their writings and conclusions, in addition to their other studies cited in the reference sections, but more information about each author would have been welcome. The articles are well-illustrated with line drawings, advertisements from old agricultural publications, black-and-white photographs, and even historic photographs in the chapter on nonorthogonal barns.

The articles, presented in chapter form, are loosely arranged in a chronological fashion, beginning with an analysis of a barn's functions and the geographical extent of the midwest, boundaries of which are widely disputed. The following chapters range from early log crib barns in southwestern Indiana (its text so boringly and vaguely written, I almost did not want to continue reading the book) to well-written essays on the origins and uses of the three-bay threshing barn, silos and corn cribs, and tobacco barns. Many chapters build upon information presented in earlier chapters, such as Glenn A. Harper and Steve Gordon's article summarizing the technological and cultural factors, including the agricultural extensions services and colleges, which contributed to

modifications in barns' functions and resultant appearance.

Several chapters note the continual improvements in barn framing technology in the late nineteenth and early twentieth century. Although most people associate barns with the heavy timber and beam construction of the early and mid-nineteenth century, by the late nineteenth century framing techniques had moved to lighter weight plank and balloon framing. Other technological innovations also figured in barn modifications, particularly the hay carrier, which allowed more areas of the roof to be utilized for hay storage. This led to the possibility of more spacious mow areas which resulted in the gambrel and gothic arch barns of the early twentieth century.

Although I would recommend reading the articles in order, due to their deliberate arrangement within the book, the chapters can be read as individual components, particularly the chapter on round or nonorthogonal barns, which reveals the philosophical origins and types of farmers who commissioned them, and one which discusses barn decoration and the reasons behind the predominant red and white colors for barns and the distribution of these colors in the midwest. Another article towards the end of the book is a detailed and thoughtful look at some ideas for barn preservation strategies, which includes the suggestion of returning to smaller family farms and the reuse of barns for other commercial uses.

It is evident after reading the book that midwestern barns are a passion for many individuals. These individuals, which include cultural geographers, folklorists, and historians, have

conducted their studies through physical examination of the barns as well as the numerous sources of information contained within the reference sections. The interested reader can also gain more knowledge through the references, which include nineteenth and twentieth century farming and building periodicals, state agricultural annual reports, extension service bulletins, and extensive localized studies of barns and their builders. Additionally, the information within the articles can easily be referenced because each chapters' sub-headings are listed with page numbers in the table of contents.

The editors, Allen Noble and Hubert Wilhelm, provide the introduction and ending chapters. The ending chapter, entitled "Reflections", summarizes the forces which influenced barn design and function expressed throughout the other authors' chapters. Like many of the chapters, this one articulates the need for preservation of this slowly disappearing resource. However, Noble and Wilhelm propose a Midwestern Barn theme park as their solution. They appear to believe that this would not only preserve select examples of barn types but would heighten public awareness. This has shades of Disney's Civil War theme park in Virginia! It would have been better to let the chapter on preserving Midwestern barns serve as the summary for this topic: at least it recognizes the complex and long-term nature of this challenge.

Reviewed by Rita G. Walsh, Architectural Historian, Gray & Pape, Inc.

Barns Again! in Ohio

All across Ohio, barns built for different purposes and different times have been successfully renovated and reused. The Ohio Historical Society's Historic Preservation Office and the Ohio State University Extension are co-sponsoring a workshop & tour showing others how to do the same with their historic agricultural buildings. "Barns Again! in Ohio" will share practical solutions for maintaining and adapting old barns for today's needs. The workshop will cover the history and structural technology of barns, as well as economic incentives for restoration and property tax issues. Most importantly, barn renovators will share their experiences and point out local sources for know-how, labor, and materials. This workshop will be held March 8-9, 1996, at the Greene County Fairgrounds in Xenia, Ohio. Cost is \$30.00. For registration information, call the OSU Extension at 513-372-9971.

SHPO & CRM..*..continued from page 1*

dards, and oversight to ensure that standards are indeed met.

In reality, the SHPO is burdened with much of the responsibility for compliance (the federal agency role under NHPA regulations) and is placed in a central role with much of the responsibility for education, training, establishment of standards, and oversight. SHPO staff and CRM workers are also on the front lines in fighting for the future of archaeology; this is where the action is in terms of funding and influence over new legislation. In my view, this increased responsibility is an attempt to fill a vacuum left by the academic community, not the usurpation of responsibilities by the SHPO. With the lowest paid personnel in the professional preservation community, SHPOs lack many of the resources the academic community might mobilize to undertake these tasks.

Thousands of reports containing primary documentation for

many thousands of sites have been reviewed by SHPOs in every state. The majority of this information is available for research to professional archaeologists, although there are continuing questions about the quality of some of these data. There is a pressing need to synthesize these new data to assess quality control, to identify areas where improvements can be made, and to begin exploring the potential these data hold for our understanding of prehistory. SHPOs have neither the authority nor the resources to tackle these problems.

In contrast, research projects not linked to CRM are conducted by professional archaeologists on a large scale. Although their research results in a substantial database, their results are seldom submitted to public repositories such as SHPOs and remain unavailable for widespread use until their publication, often years down the road. Those who have an academic commitment to research and education seem to put only minimal efforts toward making

practical use of theory, toward training future archaeologists for the profession as it is today, or toward disseminating archaeology to the public at large.

As central players in CRM work, SHPOs are expected to find creative solutions to these and a host of other problems, but they have limited authority or resources to develop and carry out solutions. Pressure from political and private spheres is harsh, as are criticisms from academic colleagues. In the fairy tale, Cinderella's beauty is finally recognized when she tries on the glass slipper and the burden of her wicked step-family is lifted from her shoulders. In CRM work we do not have a glass slipper to instantly shift our burdens. Benefits to archaeology and scientific advance still depend on bringing about those organizational changes in both academia and CRM which can best support a future for both archaeological research and the stewardship of cultural resources.

Address Change

Louis Berger & Associates' Phoenix office has moved from 5343 N. 16th Street, Suite 260.

Their new address is:
2701 N. 16th Street, Suite 115
Phoenix, AZ 85006-1264.

The telephone and FAX remain the same.

Their new e-mail address is:
LABAARCH1@ix.NETCOM.COM

For Your Information

Henry Miller, of Historic St. Mary's City, has been elected incoming president of the Society for Historical Archaeology for 1997.

LeAnna S. Biles is the new Fort Curator for the Fort Stockton Historical Society, Fort Stockton, Texas.

Fraser Neiman has been appointed as Director of Archaeology by the Thomas Jefferson Memorial Foundation for Monticello, Charlottesville, Virginia.

Internet News**Web Addresses of Interest**

Council for the Preservation of Anthropological Records:

<http://lcweb.loc.gov/homepage/exhibits.html>

The History Computerization Project at <http://www.history.la.ca.us/history> gives hundreds of annotated directories and the opportunity to order a free copy of the History Database tutorial on computer database management.

ACRA-L - There is a new Internet address for The American Cultural Resources Association's list. Subscription address: LISTPROC@LISTPROC.NONPROFIT.NET

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