

RPA Board of Directors

Michael Glassow
President 2002-2003
University of California
805-893-2054
fax 805-893-8707
glassow@anth.ucsb.edu

Charles M. Niquette
President-Elect 2002-2003
Cultural Resource Analysts, Inc.
859-252-4737; fax 859-254-3747
cmniquette@crai-ky.com

Donna J. Seifert
Director (SAA appt) 2000-2003
John Milner Associates, Inc.
703-354-9737; fax 703-642-1837
dseifert@johnmilnerassociates.com

Robert Clouse
Director (SHA appt) 2000-2002
University of Alabama
205-371-8718; fax 205-371-2494
rclouse@bama.ua.edu

Jeffrey Altschul
Director (AAA appt) 2002-2004
Statistical Research Inc.
520-721-4309; fax 520-298-7044
jhaltschul@sricrm.com

Hester Davis
Grievance Coordinator (non voting)
2002
Arkansas Archeological Survey
479-575-3556; fax 479-575-5453
hadavis@uark.edu

Shaune Skinner
Registrar (non voting) 2002-2003
ASC Group Inc.
614-268-2514; fax 614-268-7881
sskinner@ascgroup.net

Donn Grenda
Secretary/Treasurer 2000-2002
Statistical Research Inc.
909-335-1896; fax 909-335-0808
dgrenda@sricrm.com

FROM THE PRESIDENT'S DESK

Greetings to all RPAs:

I've been quite busy with Register affairs since I became President January 1st. The biggest issue I've confronted so far concerned difficulties Veletta Canouts was experiencing in carrying out the duties of Grievance Coordinator, due to a move of residence and new employment. As a result, she was not able to address a grievance in the Pacific Northwest that had become of great concern to many RPAs in that region. With the Board's advice, I asked Veletta whether she wished to resign, and she agreed that this would be the best course. We all are fortunate that Hester Davis stepped in very quickly as interim Grievance Coordinator, and she has been busy with the aforementioned grievance and various inquiries since her appointment by the Board at its meeting in March.

Because of inconsistencies between the Bylaws and Grievance Coordinator guidance documents, my predecessor Don Hardesty appointed a special committee to propose revisions to eliminate the inconsistencies and to foster a smoother-running grievance process. Heading the committee is Chuck Cleland, and Ed Jelks and Donn Grenda are members. They started with the Bylaws, and the Board reviewed proposed revisions at its March meeting. The proposed Bylaws changes are in final form and soon will be put onto our website so that all of you can review them before we vote on them this fall. We'll let you know when they are on the website.

The Nominations Committee is at work putting together the slate for the next election, to be held this fall. They already have a number of candidates, but they need more. Any RPA can recommend someone to be nominated, and I encourage you to do so. We need committed RPAs for the offices of Secretary-Treasurer, Grievance Coordinator, Standards Board member, and Nominations Committee member. You will find contact information for the committee elsewhere in the Members section of this website.

At the SAA Annual Meeting this past March, the Register sponsored a forum on the grievance process. Don Hardesty organized it and I served as moderator. It was well attended,

and we received a good deal of feedback from the audience. See the report on the forum in RPA Notes elsewhere on this website. The Board intends to sponsor a forum at the SAA and other sponsoring society annual meetings on a regular basis as one means of linking you to the Register's operations and mission.

The number of RPAs continues to increase. At the beginning of the year, the number was a bit over 1500, and a few dozen more archaeologists signed up at the Register's booth in the exhibit area at the SAA Annual Meeting. As chair of the Recruitment Committee, Bob Clouse has had a lot to do with the increase in registration over the last couple years. We are working to develop other effective ways to increase registration.

Under the chairship of Mike Adler, the Field School Certification Committee also has been active. Several new field schools have been certified in the last several months, in anticipation of the summer season, when most field schools take place. If you run an archaeological field school that is not yet certified, you should consider certification as a means of demonstrating its quality to applicants, peers, and academic administrators. See information about field school certification elsewhere on this website.

Some bad news came to me last month from the Archaeological Institute of America, one of the Register's sponsoring societies. Its board decided that it could not afford the sponsorship fee due to significant budgetary difficulties, so they asked whether AIA could be a supporter in some other way. At this point, there is no other means of affiliating with the Register, so for the time being the AIA is not a sponsor. However, I asked Don Hardesty to head up a committee to look into ways in which archaeological societies can formally support the Register and to consider ways of revising sponsorship criteria. I am committed to keeping AIA as a sponsor, and I believe we will figure out a fair way in which this can happen.

If any of you have questions or concerns about the operation and activities of the Register, don't hesitate to contact me or one of the other Board members. Of course I'm always happy to receive suggestions that will help the Register serve you and archaeology more effectively. I wish you the best as the warm months of the year approach, and may all your archaeological endeavors be fruitful.

Michael Glassow
University of California

COMMITTEES

COMMUNICATIONS COMMITTEE

Charles M. Niquette, Chair
Cultural Resource Analysts, Inc.
Lexington, KY 40508
859-252-4737; fax 859-254-3747
cmniquette@crai-ky.com

Sue E. Linder-Linsley
Managing Editor, RPA Notes
List Serve Manager
Department of Anthropology
Southern Methodist University
Dallas, TX 75275-0336
214-768-2938; fax 214-768-2906
slinder@mail.smu.edu

Donna J. Seifert
John Milner Associates, Inc.
Alexandria, VA 22312
703-354-9737; fax 703-642-1837
dseifert@johnmilnerassociates.com

FIELD SCHOOL CERTIFICATION

Michael Adler, Chair
Department of Anthropology
Southern Methodist University
Dallas, TX 75275-0336
214-768-2940; fax 214-768-2906
madler@mail.smu.edu

William Lipe
Washington State University
Pullman, WA 99164-4910
509-335-2100; fax 509-335-3999
lipe@wsu.edu

Elizabeth Pena
Department of Anthropology
380 MFAC, Ellicott Complex
Buffalo, NY 14261
716-645-2414; fax 716-645-3808
epena@acsu.buffalo.edu

John Doershuk
Office of the State Archaeologist
700 Clinton Street
Iowa City, IA 52242-1030
319-384-0724; fax 319-384-0768
john-doershuk@uiowa.edu

STANDARDS BOARD

Charles McGimsey, Chair
University of Louisiana-Lafayette
Lafayette, LA 70504
337-482-5198; fax 337-482-5374
mcgimsey@louisiana.edu

Leslie Eisenberg
Wisconsin Historical Society
Madison, WI 53706
608-264-6503; fax 608-264-6542
leeisenberg@whs.wisc.edu

John Doershuk
Office of the State Archaeologist
700 Clinton Street
Iowa City, IA 52242-1030
319-384-0724; fax 319-384-0768
john-doershuk@uiowa.edu

THE STATE OF THE REGISTER: OUT GOING PRESIDENTIAL REPORT

Donald L. Hardesty

Jay Newman, Alternate
Ft. Worth District CESWF-PER-EC
Fort Worth, TX 76102-0300
817-886-1721; fax 817-886-6498
jay.r.newman@swf02.usace.army.mil

H. Edwin Jackson, Alternate
University of Southern Mississippi
Box 5074
Hattiesburg, MS 39406
601-266-4306; fax 601-266-6373
ed.jackson@usm.edu

PROFESSIONAL DEVELOPMENT COMM.

Carla Antonaccio
Wesleyan University
Middletown, CT 06459
860-685-2067; fax 860-685-2089
cantonaccio@wesleyan.edu

J. Ned Woodall
P.O. Box 7807, Reynolds Station
Winston Salem, NC 27109
336-758-5117; fax 335-758-3378
woodaljn@wfu.edu

Charles Kolb
1005 Pruitt Court, SW
Vienna, VA 22180-6429
202-606-8250; fax 202-606-8639
ckolb@neh.gov

William Lovis
MSU Museum
Michigan State University
East Lansing, MI 48824-1045
517-355-3485; fax 517-432-5935
lovis@pilot.msu.edu

NOMINATIONS COMMITTEE

K. Kris Hirst, Chair
The Louis Berger Group, Inc.
950 50th Street
Marion, IA 52302-3853
319-373-3043; fax 319-373-3045
archaeology.guide@about.com

Shelly Davis-King
Davis-King & Associates
P.O. Box 10
Standard, CA 95373
209 928-3443; fax 209-928-4174
shellydk@mlode.com

Jodi Magness
Department of Classics
Tufts University
321 Eaton Hall
Medford, MA 02155
617-627-2680; fax 617-627-2896
jodi.magness@tufts.edu

RECRUITMENT COMMITTEE

Robert Clouse, Chair
Office of Archaeological Research
University of Alabama
13075 Moundville Archaeological Park
Moundville, AL 35474
205-371-8718; fax 205-371-2494
rclouse@bama.ua.edu

My term of office as the first president of the Register of Professional Archaeologists began on January 1, 2000, and ended on January 1, 2002. In accordance with the Bylaws of the Register, I am submitting the following report on this presidential term to the Register's Board of Directors. The report summarizes what I believe were the principal goals and accomplishments of the term, the major problems and issues encountered, and some suggestions for the future of the Register.

GOALS AND ACCOMPLISHMENTS

I believe that the most significant accomplishment of the term was recruitment. Other accomplishments included an expansion of sponsorship, the revitalization of the field school certification program, and the development of RPA Notes as a communications tool.

Recruitment. Without question, the most immediate goal was recruitment. The long range plan of the Register developed in 2000 called for doubling the size of the Register by the year 2005. Toward this end, registration increased from 1,051 at the beginning of the first year of my presidency (2000) to 1530 at the end of the second year, an increase of 50 percent. Marketing the Register took many different forms. We contacted academic departments and invited new graduates of M.A. and Ph.D. programs who specialized in archaeology to apply for registration. We arranged for exhibit booths or tables at the annual conferences of the Register's sponsor societies and at several regional conferences such as the Southeastern Archaeological Conference and the Society for California Archaeology. Bob Clouse (University of Alabama) developed an excellent traveling display for this purpose. We purchased luggage tags and photographic scales with the Register's logo and designed and printed a brochure advertising the Register to be used as handouts at conferences.

Sponsorship. The AIA, SAA, and SHA sponsored the formation of the Register. The Bylaws of the Register provide for additional sponsors. During my term of office, the American Anthropological Association agreed to sponsor the Register for a two-year trial period beginning in 2002 and appointed Jeff Altschul (Statistical Research, Inc.) as the AAA Representative to the Register's Board of Directors.

Professional development. The Register's effort to achieve its mission of professional development focused on the Field school certification program. Toward this end, I appointed a Field School Certification Committee. Bill Lipe (Washington State University) served as the first chair of the committee and was succeeded in the second year by Mike Adler (Southern Methodist University), who continues to serve as chair. The committee develops and reviews applications for certifying field schools and makes recommendations to the Registrar.

Communications. The Register began publication of the electronic newsletter *RPA Notes*, an occasional publication that disseminates information about professionalism in archaeology, about the activities of the Register, or about other matters of interest to RPAs that may be too lengthy or otherwise inappropriate for the sponsor society newsletters. It is published in pdf format and is archived on the RPA website. Under the able editorship of Sue Linder-Linsley (Southern Methodist University), *RPA Notes* is now a quarterly.

PROBLEMS AND ISSUES

I encountered several problems and issues during my two years as president. They include difficulties in finding candidates for the annual elections, turnover in the association management firm, inconsistencies in the guidance documents, and the grievance process.

Elections. Both annual elections during my term of office have brought excellent officers to the Register. The election process, however, encountered a number of problems, including difficulty in getting RPAs to run for elected offices and delays in the nomination process so that ballots are mailed late. I requested that a slate be ready for Board approval by the time of the SAA meeting in late March or April. In both elections, however, the nominations committee encountered a variety of problems that delayed the process.

Association Management. In general, our management firm, Clemons and Associates, worked out well, and the Register renewed its contract with the firm late in 2001 for another three year period. We did have some problems with the rapid turnover of our association representative (three different reps for the Register in my two year term) within the firm and the learning curve that followed.

Guidance Documents. Inconsistency in the wording of RPA guidance documents led to some problems in the grievance process. I appointed a "Watchword" committee chaired by Chuck Cleland (Michigan State University) to carefully review the documents with the Register's legal counsel and to correct this problem. The committee hopes to have the job completed in 2002.

Gold Star Program. In July of 2001, the Register's Board of Directors announced the inauguration of the Gold Star program, which was intended to recognize businesses, academic and non-profit institutions (e.g., museums or university CRM centers), organizations (e.g., archaeological societies), or government agencies for outstanding professional responsibility in archaeology. To be given the Gold Star award, a firm or agency needed to register all of their eligible archaeological personnel. The Board visualized the award as a simple tool to promote registration in organizations. Several immediate responses, however, showed that we should have given RPAs an opportunity to comment on the pros and cons of the program before its inauguration. For this reason, the Board suspended the program for further discussion, and I discussed this issue in the Register's column in the Fall 2001 issues of the sponsor society newsletters. Clearly, the promotion of registration within the community of professional archaeologists is fraught with pitfalls.

Marc Kodack
1325 J Street, Planning Division
Sacramento, CA 95814
916-557-6818; fax 916-557-7856
marc.kodack@usace.army.mil

Martha Sharp Joukowsky
Brown University, Box 1921
Providence, RI 02912
401-274-7006; fax 401-751-3653
Martha_joukowsky@brown.edu

REGISTRAR ADVISORY COMM.

Shaune Skinner, Chair
ASC Group Inc.
4620 Indianola Ave
Columbus OH 43214
614-268-2514
fax 614-268-7881
sskinner@ascgroup.net

Charles M. Niquette
Cultural Resource Analysts, Inc.
143 Walton Avenue
Lexington KY 40508
859-252-4737
fax 859-254-3747
cmniquette@crai-ky.com

Carl Merry
Office of the State Archaeologist
700 Clinton Street Bldg
Iowa City IA 52242-1030
319-384-0737; fax 319-384-0768
carl-merry@uiowa.edu

Pat Garrow
TRC Garrow Assoc. Inc.
1870 Ridgecrest Dr.
Dandridge, TN 37725
770-270-1192
fax 770-270-1392
p-garrow@hotmail.com

ARCHIVES COMMITTEE
Sue E. Linder-Linsley, Chair
Southern Methodist University
Dallas, TX 75275-0336
214-768-2938
fax 214-768-2906
slinder@mail.smu.edu

Robert Clouse
University of Alabama
Office of Archaeological Services
13075 Moundville Archaeological Park
Moundville, AL 35474
205-371-8718
fax 205-371-2494
rclouse@bama.ua.edu

AWARDS COMMITTEE
Michael Glassow, Chair
University of California
Santa Barbara CA 93106-3210
805-893-2054
fax 805-893-8707
glassow@anth.ucsb.edu

WATCHWORD COMMITTEE

Charles Cleland, Chair
19899 Gennett Road
Charlevoix, MI 49720
231-547-6220
fax 231-237-0226
ccleland@voyager.net

Ed Jelks

Illinois State University
605 N School Street
Normal, IL 61761-1619
309-452-1223
fax delete (on longer has one)
ebjelks@ilstu.edu

Donn Grenda

Statistical Research Inc.
Redlands, CA 92373
909-335-1896
fax 909-335-0808
dgrenda@sricrm.com

REGISTER AFFILIATION

Donald Hardesty, Chair
University of Nevada
Reno, NV 89557-0006
775-784-6049
fax 775-327-2226
hardesty@unr.edu

Pat Garrow

TRC Garrow Assoc. Inc.
1870 Ridgecrest Dr.
Dandridge, TN 37725770-270-1192
fax 770-270-1392
p-garrow@hotmail.com

Sannie Osborn

Presidio Trust
PO Box 29052
San Francisco, CA 94129-0052
415-561-5090
fax 415-561-5089
sosborn@presidiotrust.gov

RPA BOARD MANUAL

Charles M. Niquette, Chair
Cultural Resource Analysts, Inc.
Lexington, KY 40508
859-252-4737; fax 859-254-3747
cmniquette@crai-ky.com

Donn Grenda

Statistical Research Inc.
Redlands, CA 92373
909-335-1896
fax 909-335-0808
dgrenda@sricrm.com

The Grievance Process. The grievance process remains as the strongest argument for the Register in the minds of many archaeologists but is at the same time its most controversial service. Several grievance cases occurred during my tenure as president, which overlapped the terms of two Grievance Coordinators (GCs). As mentioned above, one problem came from inconsistencies in the wording of some of the Register's guidance documents and led to an issue with one grievance case. Another problem that arose was the change from one GC to another. Newly elected GCs have no opportunity to "learn the ropes" of the position before taking on the role. For this reason, our legal counsel has recommended the creation of a "GC-elect" position, which would allow time to learn the process. Yet another problem was the infrequent communication between the GC and the Register's Board of Directors. In some part, the need for confidentiality and independence of the GC make this necessary, but it is also clear that some mechanism should be developed for regular updates on the progress of grievance cases to be sure that the ball is not dropped inadvertently.

THE FUTURE OF THE REGISTER: WHERE DO WE GO FROM HERE?

What about the future of the Register? The RPA Board of Directors met with the sponsor society presidents and others at the 2000 annual meeting of the SAA in Philadelphia to discuss a long-range plan for the Register. The group agreed that the key goal of the Register is to promote professionalism in archaeology. The 2000 long range planning meeting set out the basic elements of the goals and strategies for the Register's future, but the plan needs to be further discussed, revised, and formally adopted by the Board of Directors. The Register's long range plan calls for the registration of archaeologists on a global scale. How is this to be done? Direct marketing is one route. More organization sponsors is another route. Another route is the establishment of an "affiliate" category. The third route is to establish formal relations with state and international "professionalism" organizations (e.g., Ontario Association of Professional Archaeologists). The long range plan calls for the Register to make registration a professional expectation for all archaeologists. "What the Register must do now is to convince the market – those archaeologists and non-archaeologists who hire us as consultants and professors – that registration is truly the mark of a person who is a professional and who is likely to be a better archaeologist than someone who is not registered" (Jeske 2002:29). What is a "professional" archaeologist? What is a "better" archaeologist? The long range plan calls for the Register to serve registered archaeologists in all professional matters. The Grievance Process is one service. Field school certification is another service. Finally, the long range plan calls for the Register to promote the use of the register by government agencies. The requirement that archaeological contractors be registered instituted and then abandoned by the SHPO's office in the state of Mississippi is a case study in both how this might be done and the political problems that potentially ensue.

Affiliate organizations. Support for the Register from archaeological advocacy societies and other organizations is currently tied to sponsorship, which requires a financial subsidy that is beyond the means of all but the largest archaeological societies. One way of increasing organizational support for the Register is to add a category of "affiliate." Affiliates would not pay a financial

subsidy and would not have a seat on the Board of Directors but would otherwise have the same mutual obligations of support that sponsorship of the Register entails. Development of such a category could be used to “bring into the fold” smaller national organizations such as the Canadian Archaeological Association, regional organizations such as the Society for California Archaeology and the Southeastern Archaeological Conference, and state or provincial “professionalism” organizations such as Ontario Association of Professional Archaeologists.

“Levels” of Registration. The old SOPA system allowed non-graduate degree archaeologists to become registered through a system of documenting field and lab experience. Professionalism in the RPA system, however, also requires a higher standard of formal graduate education that excludes such people. Lots of archaeologists working in CRM fail to meet the RPA requirement but would meet the old SOPA requirement for registration. This seems to be creating ill will and charges of elitism against the Register. I do not think, however, that professionalism in archaeology means just experience in the workplace and the acquisition of field and lab skills. It also means a minimal standard of academic and continuing education. Perhaps the time has come for instituting “levels” of registration similar to that used by the Institute of Field Archaeologists in the United Kingdom.

The Implications of the Academic-CRM Split for the Register. The opinion piece reviewing the ACRA-L thread on the Register in the most recent issue (January 2002) of *The SAA Archaeological Record* points to the split between academic and CRM archaeology as a key obstacle to the success of the Register. Academics fail to see the relevance of the Register and have been slow to become registered. The requirements for registration can be met by virtually any archaeologist in academia; therefore, the Register means little to them (Jeske 2002: 28). They see the Register as something only for CRM archaeologists. In CRM, there is a perception that the Register is an “elitist” organization, a tool of the elitist sponsor societies and academia with their graduate degrees (Jeske 2002: 28). Why, the argument goes, do archaeologists need graduate degrees? Experience, not academics, is the pathway to a good archaeologist. And, at any rate, archaeology is not a profession that demands

the advanced education, skills, and training found in such disciplines as medicine, architecture, and engineering. Economics also plays a role in this perception. The concept of professional registration easily leads to arguments that archaeologists should be “certified” or “licensed” to practice their profession in the same way as medical practitioners, architects, or accountants. There is clearly a fear among those in CRM without graduate degrees that the RPA will lead to a registration requirement for doing contract work (e.g., the abandoned Mississippi SHPO requirement) and that they will lose their source of livelihood.

This perception, however, does not take into account the full range of archaeology as a profession. Medicine, for example, is filled with a variety of occupational specialties that require different levels of education and experience, only some of which are registered and licensed. Thus, physicians, nurse practitioners, and registered nurses do different things and must meet much higher requirements than lab technicians and aides. The archaeological profession is less varied but similar. Some skills in archaeology, especially fieldwork, are clearly experience-based and do not require graduate education. Other skills, however, such as writing reports, planning archaeological research strategies, conducting archaeological research, and supervising archaeological projects, are much more based upon formal education and training. In this sense, archaeologists with these skills are analogous to the physician or registered nurse in medicine. The Register is clearly focused on certifying that archaeologists have the minimum education and experience needed to work at this level and especially to design and carry out archaeological research. This leads back to the preceding comments about levels of registration. The Register could benefit from having levels of registration appropriate for archaeologists without graduate degrees who are not engaged in the overall supervision of projects but who are skilled by training and experience in specialized tasks such as excavation or mapping. More work remains to be done.

Literature Cited

- Jeske, Robert J.
2002 “Professionalism in Archaeology and Cultural Resource Management.” *The SAA Archaeological Record* 2(1):27-29.

REPORT ON ACTIVITIES OF THE RPA FIELD SCHOOL CERTIFICATION COMMITTEE

Michael Adler, Chair

Committee Members

John Doershuck, Elizabeth Pena, William Lipe

March 18, 2002

This has been an active year for the field school certification committee. Last year the committee set several goals, including: (1) overhauling the present certification application, (2) revising current certification criteria, and (3) increasing the visibility and participation on a national level among existing field school programs. Each of these goals has been achieved. Below are brief discussions of these goals, as well as a list of objectives we should consider for the upcoming year 2002-2003.

The Application Process

During the past several months the committee has corresponded numerous times regarding the application process. The primary weaknesses of the application included:

- insufficient information on the actual process by which applications were assessed by the certification,
- potentially unnecessary signature requirements for departmental chairs/deans,
- ambiguity regarding the required RPA certification of the field school Principal Investigator prior to consideration of field school certification.

Each of these points has hopefully been remedied on the current application form. Principal Investigators are required to be RPA certified, and background information requirements for field school teaching assistants is also included in the present form. The form, available as a PDF file on the RPA web site, has also been modified so that it can be filled out and submitted in an electronic format.

Application Renewal and Certification Standards

A significant number of changes were made to the certification guidelines and standards. First, successfully certified field schools now have to renew their certification every two years rather than annually. This

is in response to observations that field school Principal Investigators already have a significant amount of annual paperwork to complete, and most field programs do not change their scope on a year-to-year basis to require a new application each year. Response to the two-year certification program has been positive, and hopefully will result in higher participation rates on a national level.

A second major change was made to certification classifications. Previously all field programs that achieved certification were given an identical "RPA Certification." Over the past year a range of comments from representatives of cultural resource management firms and graduate education programs indicated an interest in classifying programs to better indicate the duration of a field school program. Based on these comments, we now accord RPA certification to all field programs meeting our certification criteria, but we also indicate program duration and prerequisites. Field schools meeting four weeks (5 class days = one week) would be given the certification classification of RPA4, for example. A four-week field school with a prerequisite class would be classified as RPA4-P. This classification is not meant to be a "ranking" of programs relative to other programs, but rather a simple shorthand for duration and prerequisites of the program.

During the last month the certification committee has also made progress in defining the parameters of our certification program. A recent inquiry by a laboratory-based "analysis field school" spurred discussion as to whether we should target non-fieldwork based programs for certification. Bill Lipe's opinion, seconded by committee members, was that we should focus solely on archaeological field schools in which participants would be disturbing or adversely effecting intact archaeological contexts in the course of the program. This focus more closely reflects a primary professional goal of the Register of Professional Archaeologists, specifically the protection of archaeological resources

through teaching and application of modern archaeological methods and ethics.

Program Participation and Professional Visibility

During the first two years of the certification committee we certified a total of four programs. This was not surprising given the SOPA to RPA transition and the newness of the certification program. As of the writing of this report we have certified eleven archaeological field schools and have a twelfth field school certification application under consideration. Though we have a long way to go to make the certification program more visible and known within the archaeological profession, this year's response is certainly heartening.

We have made strides to make the program more visible within the discipline. During 2001, roundtable discussions and public presentations on field school certification were sponsored by RPA at the annual meetings of the Society for American Archaeology, the Society for Historical Archaeology, and the Society for California Archaeology. These included presentations by Michael Adler, Don Hardesty, and Bob Clouse. A short article on RPA certification was written for the SAA newsletter (The SAA Archaeological Record) by Adler and Lipe.

Future Goals

A primary goal for the upcoming year is to publicize the field school certification program through professional newsletters, public and scholarly presentations, Internet dissemination, and standard mailings to RPA members. Our certification process is by no means perfect, but recent feedback from RPA members and certification applicants are overwhelmingly positive.

We also need to advertise the fact that the field school certification program is not an attempt to limit or constrain theoretical or methodological approaches in archaeological field schools. Our goal is to instill the minimal standards to field programs that RPA expects of all professional archaeological field projects. Professionalization of field school programs will have a long-term, positive effect on the professionalization of future archaeologists.

A REPORT ON THE DISSOLUTION OF THE SOCIETY OF PROFESSIONAL ARCHAEOLOGISTS

William B. Lees

On March 25, 1998, the Board of the Society of Professional Archaeologists met in Seattle at the annual meetings of the Society for American Archaeology. In attendance were President William Lees, Past President Fred Wendorf, President Elect Michael Glassow, Treasurer Rochelle Marrinan, Secretary John Hart, At Large Directors Eugene Futato and John Jameson, SHA Representative Vergil Noble, and Grievance Coordinator David Browman. All in attendance recognized the historic proportions of this quiet gathering.

The major topic of discussion was the proposal to form the Register of Professional Archaeologists. The preceding year the memberships of SOPA, the SHA, and the SAA had all voted by substantial margins to approve the proposal providing for the formation of the Register. Because of this, the articles of incorporation for this new organization were to be signed at a separate meeting scheduled for the next day. Recognizing that they had reached an historic crossroads, the SOPA board discussed taking actions that were essential for the Register of Professional Archaeologists to emerge and succeed, but which at the same time marked the end of SOPA. After considerable discussion, Fred Wendorf offered the following motion: "As of this meeting, SOPA suspends all business except settlement of pending financial obligations. The SOPA board will reconvene in 2002 to assess the future of the organization. The SOPA board authorizes the transfer to ROPA all funds except \$1,000 to occur no later than July 1, 1998." The motion was seconded by Vergil Noble, and was adopted by a unanimous voice vote.

As provided in Wendorf's motion, the board of the Society of Professional Archaeologists reconvened in Denver on March 23, 2002, at the annual meeting of the Society for American Archaeology. In attendance were President William Lees, Past President Fred Wendorf, President Elect (and current President of the Register of Professional Archaeologists) Michael Glassow, Secretary John Hart, At Large Members Eugene Futato and John

— (continued on page 23) —

R P A N O T E S

**ACTIVITY SUMMARY FOR
GRIEVANCE COORDINATOR VALETTA CANOUTS,
JANUARY 2001 - MARCH 20, 2002**

[SUMMARY MADE BY **HESTER A. DAVIS** FROM CANOUTS' REPORT TO THE RPA BOARD]

Three cases were passed on from the previous Grievance Coordinator (GC), but information was not received until late September. Meanwhile, contact was made by three individuals concerning possible violations of the Code of Conduct or Standards. Of these six cases, a review of the documentation for three of the cases indicated that there was no basis to pursue the investigation, and the person making the allegations was so notified. (2001-4) Contact was made with one person by phone and in person, with discussion concerning the allegations, but no formal grievance was received; (2001-5) e-mail contact was made with RPA President by another person and was forwarded to the Grievance Coordinator; a review of the information received resulted in a decision not to pursue the case and the individual declined the pursue the case further. (2001-6) Contact also made with the RPA President and forwarded to the GC; not yet resolved.

2001-3 On one case, filed with the previous GC, a Grievance Committee had been appointed but by the

time the file was received in September, no investigation had been initiated. E-mail and phone conversations were conducted with those filing the complaint but no further progress was made on the case.

2000-2 A final case in which the previous GC had recused himself because of a conflict of interest, was terminated because of an inconsistency discovered between the Bylaws and the GC guidance documents (which is being corrected by the RPA Board). When the file was received in September, discussions were held with the RPA attorney as to whether it was appropriate to refile the case, but no final decision was made.

These cases involved (in no particular order): alleged violation of a thesis copyright; alleged plagiarism by use of much of a website without permission; alleged disrespect in the treatment of human remains; publishing of alleged misinformation in a professional journal.

**REPORT OF THE INTERIM GRIEVANCE COORDINATOR
MARCH 20, - APRIL 20**

Hester A. Davis

On March 20, the RPA Board appointed me Interim Grievance Coordinator to fill out the term (til 31 December 2002) of Val Canouts who had resigned as of that date. Val turned over to me three cases which were unresolved. One of these (2001-3) is of long standing and I reviewed the documentation immediately. I inquired of those who has initiated the complaint as to whether they still wished to pursue the case and they did. I appointed a Grievance Committee, and made arrangements to begin the investigation immediately with interviews with those filing the grievance and with the Register member

accused of violating sections of both the Code and the Standards. This investigation is on-going.

Of the other two case filed, one (2001-4) still awaits the receipt of documentation, the other (2001-6) requires a response from me.

Because the file on case 2000-2 seemed to not be finally resolved, I inquired of those originally filing the complaint if they wished to pursue the case again, and they have declined.

**AN OVERVIEW OF THE REGISTER'S SPONSORED FORUM AT THE
SOCIETY FOR AMERICAN ARCHAEOLOGY,
67TH ANNUAL MEETING, DENVER, COLORADO, MARCH 21, 2002**

THE REGISTER'S GRIEVANCE PROCESS: A FORUM

Michael Glassow

During his presidency of the Register, my predecessor Don Hardesty organized a forum at the 2002 Annual Meeting of the SAA as a means of facilitating communication between the Board and RPAs-at-large and providing insight into how the grievance process works and has worked since the days of the Society for Professional Archaeologists (SOPA), the Register's mother organization. I served as moderator and several previous Grievance Coordinators, most serving in this office during the existence of SOPA, made presentations. Included were:

David Browman	Charles Cleland
Hester Davis	Ed Jelks
Vergil Noble	J. Ned Woodall

Presenters described aspects of the grievance process, discussed their personal experiences during their tenure as Grievance Coordinator, and offered suggestions for the future of the grievance process. We learned that the number of grievance cases handled by each Grievance Coordinator during their tenure varied substantially. Some experienced only initial inquiries that never led to filing a formal grievance, while a few did shepherd a grievance through to a disciplinary action at the end of the grievance process. It became clear from the presentations that most inquiries, and even formal grievances, most often have led to resolutions without implementing the remainder of the grievance process. Sometimes the Grievance Coordinator served as a mediator in resolving a dispute, or the Grievance Coordinator decided that the matter entailed such a trivial infraction as not to warrant further action. In some instances the alleged infraction turned out to be more of a legal issue or beyond the scope of the Code and Standards. Often an initial inquiry was not followed up by submission of a formal grievance. We also learned that one grievance case had to be terminated because SOPA did not have enough funds to pursue the case to a final conclusion, and one case was aborted when SOPA went out of existence. It became clear, however, that the most significant impact of the grievance process has been its earliest stages, when a Grievance Coordinator serves as mediator and interpreter of the Code and Standards.

A few presenters noted that the Grievance Coordinator and Standards Board members occasionally could find themselves vulnerable to lawsuits resulting from acrimony among disputants involved in a case or the impact that the grievance process may have on an accused RPA's career. The Register carries insurance that protects the organization and its officers should a lawsuit be filed, and an attorney is looking out for the Register's interests through the grievance process.

Audience response was quite varied. A few expressed the opinion that the Grievance Process does not seem to work very well, but others in the audience, and some of the presenters, responded that the number of grievance cases brought to the point of a disciplinary action is not a measure of its success, given that a Grievance Coordinator spends much of his or her time resolving disputes without implementing the remainder of the process. As well, the point was made that the very existence of the grievance process induces RPAs to be responsive to the Code and Standards. Many people in the audience were from the Pacific Northwest, and they expressed concern over the delay in investigating a grievance that had been filed a couple years earlier. I responded that the current Board had become aware of this problem only two months earlier and that Hester Davis, who had just taken over as Grievance Coordinator, was to begin a formal investigation within the next few weeks (as of this writing the investigation is under way). Finally, a few in the audience made the point that there was no way for RPAs to learn about the workings of the grievance process, which led to the proposal that a description of the grievance process and procedures for filing a grievance be placed on the Register's website. (As soon as ongoing revisions to the Bylaws affecting the grievance process and associated guidance documents are completed, I will act on this suggestion).

All in all, the forum was a success, and the Board hopes to sponsor such forums on a variety of topics each year at sponsoring society meetings. Below two of the participants in the forum, Ed Jelks and Ned Woodall, give the details of their presentations at the forum.

RPA FORUM

GRIEVANCES AND THE GRIEVANCE COORDINATOR — SOME COMMENTS

J. Ned Woodall

The Grievance Coordinator fills a position of great responsibility for RPA, previously SOPA, because enforcement of the Code and Standards is the primary difference between this organization and other professional societies. Because RPA has promised to monitor the professional performance of its members, and to take action when that performance is questioned, the Grievance Coordinator must act promptly and fairly. But the GC works alone, unsupervised, with a veil of secrecy surrounding much of his or her activities. The position is voluntary, and usually is held by persons working full-time with other duties. There is a danger therefore that the GC will avoid the sort of engagement that the membership expects, that his or her actions will be compromised by other responsibilities. To date the society has been fortunate in having Grievance Coordinators that took their job very seriously and acted vigorously and judiciously on behalf of the profession.

But when RPA members choose the GC in future elections they should do so very carefully, with full awareness of the heavy obligations the position entails.

In my experience some complaints registered with the GC were brought by individuals that clearly bore ill-will toward the accused archeologist, where the personal conflict arose from activities unrelated to the grievance. When the GC attempts to resolve the problem by mediating the dispute the person filing the complaint is unwilling to resolve the issue in that fashion. In short, the complainant may wish to see the full, time-consuming and expensive grievance procedure brought to bear on a case that is trivial, and is disappointed and angry when the case is effectively dismissed following remediation. The Grievance Coordinator also needs to be adept at identifying and working with such emotionally charged relationships.

LEGAL ASPECTS OF THE RPA GRIEVANCE PROCEDURES

Edward B. Jelks

The grievance procedures were drafted by attorney Nick Sack, in consultation with Hester Davis, Charles Cleland, Bob McGimsey, and me, shortly after the establishment of SOPA in 1976. The procedures are patterned after the American justice system.

When allegations come to the attention of a prosecuting attorney (say, a district attorney) that someone has violated the law, the DA conducts a preliminary investigation to see if the allegations appear to have merit. If so, the DA will refer the case to a grand jury, which will consider the evidence, interrogate witnesses, and determine whether there is sufficient cause to indict the accused person. If an indictment is issued by the grand jury, the case is referred to a court of law for resolution.

The role of the Grievance Coordinator is similar to that of a DA. When allegations come to the attention of a GC that a RPA may have violated the Code or the Standards, the GC makes a preliminary investigation, usually including a discussion of the allegations with the accused

RPA, to see if the allegations appear to have substance. This is done in as confidential a manner as possible. If this investigation indicates that the allegations have substance, the GC appoints a Grievance Committee whose role is similar to that of a grand jury.

The Grievance Committee examines the allegations, collects evidence, interrogates witnesses, and decides whether the case should be dismissed because of insufficient evidence, or whether it warrants some kind of action against the accused. Like the deliberations of a grand jury, the deliberations of the Grievance Committee are conducted in confidence.

If the Grievance Committee decides that there is a strong enough case against the accused, they refer the case to the Standards Board for resolution at a hearing, where the Standards Board plays the same role as a court of law. At a hearing, the Grievance Coordinator with the assistance of the Grievance Committee prosecutes the

— (continued on page 14) —

PROPOSED CHANGES IN ROPA'S BYLAWS THE WATCH WORD COMMITTEE

Chuck Cleland, Chair

Soon after the transition from SOPA to ROPA, it became apparent that there were certain inconsistencies within the official documents of ROPA. As soon as it was practical the first ROPA President, Don Hardesty, appointed a committee to rectify these problems, starting with the ROPA's bylaws. The committee, consisting of Chuck Cleland (Chair), Ed Jelks, and Donn Grenda, was called the Watch Word Committee. The committee was reappointed by President Mike Glassow after he assumed office. In its work the committee conferred frequently with ROPA attorney Nick Sack.

After closely examining the bylaws we discovered that in addition to internal inconsistencies, the bylaws were also not in conformity with the latest version of the Illinois General Not for Profit Corporation Act (805 ILCS 105) under which ROPA is incorporated. In its work of revising the bylaws, the Watch Word Committee developed three goals: 1) make sure ROPA bylaws conform to Illinois law; 2) that the bylaws be internally consistent and workable within the context of our organization's functions; and 3) that the bylaws be clear, unambiguous, and as simple to understand as possible.

The Process of Bylaw Change

Any changes to the ROPA bylaws must be approved by the Board of Directors and by a majority vote of the RPAs. (This is an interpretation of Article II, Section 4, and Article VIII, Section 2 of the current bylaws which, by the way, don't specifically deal with changes to the bylaws.) The suggested revisions of the bylaws described here have been discussed by the ROPA Board on several occasions and the changes which will be proposed in the fall election of 2002 were endorsed by the Board at its meeting in Denver last April.

The Watch Word Committee and attorney Nick Sack have prepared three documents with the hope that these will help each RPA to work their way through the suggested changes. These are 1) a black line version of the current bylaws showing strikes and additions, the latter shown by underlining; 2) an information sheet, Proposed Changes to the ROPA Bylaws, which gives the rationale for the substantive changes suggested; and 3) a clean copy of the suggested version of the Bylaws. Each of these documents will be available on ROPA's Web

page. Each RPA will also receive the black line version, as well as the information sheet with their ballot this fall. These documents are also provided as part of this newsletter article.

The Grievance Coordinator-Elect

Although most of the numerous suggested changes to our Bylaws are in fact quite minor, there is one change which is substantial and which needs further explanation. Over the life of SOPA, and now in the case of ROPA as well, our all important grievance process has been strained because of the difficulty inherent in changing Grievance Coordinators. Every two years new Grievance Coordinators take office immediately facing difficult decisions involving ongoing grievance cases or complaint investigations with which they are not familiar. Often new Grievance Coordinators don't completely understand the subtleties of the Disciplinary Procedures or their responsibilities under its provisions. Unfortunately, the result has often been delay and confusion in ROPA's most unique and important function. The Watch Word committee and the Board believe that the solution to this problem is to establish a mentoring process for new Grievance Coordinators. Consequently, we suggest that instead of electing a Grievance Coordinator we would elect a Grievance Coordinator-Elect. Each would serve for two years but since the Grievance Coordinator-Elect would succeed to the office of Grievance Coordinator, he or she would actually serve a total of four years. Although four years is a very long term, the Grievance Coordinator-Elect would have no formal duties during the first two years of his or her term except to learn the job and to become familiar with ongoing cases. The Grievance Coordinator-Elect, like the Grievance Coordinator, would be an ex-officio, non-voting member of the Board and could be called upon if he or she agrees to help with cases. In the event that the Grievance Coordinator is forced to seek recusal from a case, the Grievance Coordinator-Elect would be available for appointment as the Interim Grievance Coordinator for that case (Article VI of the proposed Bylaws). Hopefully this new position would solve the transition problem and would

— (continued on page 14) —

PROPOSED CHANGES TO THE ROPA BYLAWS

Throughout – Articles and Sections are renumbered using Arabic numerals as a means of improving clarity of reference.

2.5 New Section to define a quorum of RPAs as 25% of the total number of RPAs. The reference to proxy voting mirrors the language of the Illinois General Not For Profit Corporation Act of 1986 (the “Act”).

2.9 There is no apparent reason why the Board need monitor appeal requests to the Standards Board. Such a process seems to impose a subjective element, especially since the Board has no published criteria which would form the basis to deny a repeal request.

3.1 The new terminology is consistent with the language of the Act.

3.2 Increased clarity and adding the new position of Grievance Coordinator-Elect.

3.3 Increased clarity.

3.4 Increased clarity.

3.5 Increased clarity.

3.9 Section 108.35 (4) of the Act provides that directors of a corporation may be removed only by the body which appointed or elected them. Thus, only the RPAs can remove an officer, and only a Sponsoring Organization can remove a Director. The reference to proxy mirrors the language of the Act.

3.10 This new Section regarding appointment of committees mirrors the applicable provisions of the Act.

4.1 Eliminate the inconsistency with 4.4 regarding the power of the Board to fill a vacancy in the office of Registrar.

4.2 This is a new provision which permits the Registrar to appoint an advisory committee to assist in the work of the Registrar.

4.3 This provision establishes a mechanism which is consistent with Section 108.35 (4) of the Act so that the Board for just cause may impeach and the RPAs may remove an errant Registrar. The Act provides

removal of a director without a two-thirds vote of the voting members (RPAs).

4.4 Permits the Board to appoint an Interim Registrar.

5.1 Improves clarity. The old provision referring to Disciplinary Procedures in effect at the time of the Complaint is eliminated because the applicability of an amendment of the Disciplinary Procedures to pending cases is better dealt with in the amendment than in these Bylaws.

5.2 With the addition of the new position of Grievance Coordinator-Elect, the RPAs will no longer elect a Grievance Coordinator. This is true since the Grievance Coordinator-Elect succeeds to the position.

5.3 Establishes a mechanism which is consistent with the provisions of Section 108.35 (4) of the Act so that the Board for just cause may impeach and the RPAs remove an errant Grievance Coordinator. The Act prohibits removal of a director without a two-thirds vote of the voting members (RPAs).

5.4 Permits the Board to appoint an interim Grievance Coordinator.

6.1 Describes the powers and duties of the new position of Grievance Coordinator-Elect, including participation as an ex-officio, non-voting member of the Board.

6.2 Establishes the term and qualifications of the Grievance Coordinator-Elect.

6.3 Permits the impeachment for just cause and removal of an errant Grievance Coordinator-Elect consistent with the provisions of Section 108.35 (4) of the Act. The Act prohibits removal of a director without a two-thirds vote of the voting members (RPAs).

6.4 Permits the Board to appoint an interim Grievance Coordinator-Elect.

7.1 Reorders the wording to reflect the fact that the Disciplinary Procedures do not apply to appeals from

the ruling of the Registrar. This is proper since such appeals are not disciplinary in nature.

Adds phrase which covers an interim Grievance Coordinator appointed under 6.1.

7.3 Increased clarity.

7.5 Permits impeachment for just cause and removal of an errant Standards Board member by the same procedure set forth in other removal provisions.

7.7 and 7.8 Unless otherwise provided, the Board of Directors acts by majority vote of a quorum (See 3.7 and 3.8). Repetitive language deleted.

8.1 Simplifies the definition of Sponsoring Organization. It is at least implicit in the fact that they are Sponsoring

Organizations that they join in supporting professional standards since that's what the Register is about.

9.1 Clarifies procedures for RPA voting in elections.

Article 10 New language reflects recent changes in the indemnification provisions of the Act.

12.1 The new language is consistent with other provisions describing voting by the RPAs.

12.2 Clarifies procedures for amending the Bylaws.

Article 14 New provisions reflect pending changes to the Act which would allow certain corporate acts to be taken by electronic means.

— (continued from page 11) —

case, witnesses testify under oath, a court reporter records all the proceedings, and both the Register and the accused RPA may be, and usually are, represented by attorneys.

The importance of structuring the grievance procedures in this legalistic way cannot be overemphasized. For this is the only way in which the rights of the accused RPA, and those of anyone else involved in a case, can be properly protected.

Due process of law is followed scrupulously throughout the procedures.

Guilt of the accused must be proven by a preponderance of the evidence.

— (continued from page 12) —

also help to relieve some of the pressure on the Grievance Coordinator.

Assuming that the suggested version of the Bylaws meets a positive vote of the RPAs this fall, it would be wise to implement the Grievance Coordinator-Elect position now rather than wait two years for a new election cycle. The Board has therefore decided that both a Grievance Coordinator, as well as a Grievance Coordinator-Elect be included on the fall ballot. The Grievance Coordinator-Elect would only assume office in the event that the changes to the Bylaws are approved.

It is hoped that the suggested changes will result in a more effective ROPA and that you will all review the following material. Questions may be addressed to ROPA President Mike Glassow.

R P A N O T E S

Revised

4/2/12/02-NS

BYLAWS OF THE REGISTER OF PROFESSIONAL ARCHAEOLOGISTS

ARTICLE I.

Purpose

BYLAWS OF THE REGISTER OF PROFESSIONAL
ARCHAEOLOGISTSARTICLE 1PURPOSE

Section 1. Purpose. The purpose of the Register of Professional Archaeologists (the "Register") is to advance professionalism in archaeology by:

- a. Identifying archaeology as a profession and qualified archaeologists as professionals;
- b. Encouraging high standards in the training of archaeologists;
- c. Establishing and encouraging high standards of performance for professional archaeologists by promoting conformance to a published Code of Conduct and Standards of Research Performance;
- d. Designating qualified individuals as Registered Professional Archaeologists (each such individual an "RPA");
- e. Administering grievance procedures to address questions of compliance with the Code of Conduct and Standards of Research Performance;
- f. Undertaking other activities that will serve to enhance the professional conduct and integrity of archaeological projects and research.

ARTICLE II.

Registration as a Professional Archaeologist

ARTICLE 2REGISTRATION AS A PROFESSIONAL
ARCHAEOLOGIST**Section 1. Section 2.1. Requirements.**

Registration as a Professional Archaeologist RPA shall be open to any applicant who fulfills the following requirements:

- a. Provision of documentation satisfactory to the Registrar that the applicant meets the eligibility requirements established by the Board of Directors of the Register (the "Board").
- b. Agreement to abide by the Register Bylaws, the Code of Conduct, and the Standards of Research Performance and to be subject to the Disciplinary Procedures of the Register ~~of Professional Archaeologists~~.
- c. Payment of the applicable fees by deadlines established by the Board ~~of Directors~~.

Section 2. Section 2.2. Maintenance of Registration. Registration is maintained on an annual basis by payment of an annual registration fee established by the Board ~~of Directors~~, on or before a date established by the Board ~~of Directors~~.

Section 3. Section 2.3. Reinstatement. Individuals who have let their registration lapse because of non-payment of fees may be reinstated in accordance with rules established by the Board ~~of Directors~~.

Section 4. Section 2.4. Rights of Registration. Any currently registered individual may refer to himself or herself as a "Registered Professional Archaeologist" and may use the abbreviation "RPA" to so signify. Except as otherwise provided in these Bylaws, each RPA is entitled to one vote on each matter submitted to a vote

of the RPAs. All RPAs will receive a copy of all official Register ~~of Professional Archaeologists~~ publications.

[Section 2.5. Quorum and Voting.](#) Twenty-five percent of the RPAs entitled to vote on a matter shall constitute a quorum for consideration of such matter. If a quorum is present, then, except as otherwise expressly provided in these Bylaws, the affirmative vote of a majority of the votes present and voted, in person or by proxy, shall be the act of the RPAs with respect to such matter.

~~Section 5.~~ [Section 2.6. Maintenance of Published Register.](#) A ~~Director~~ Directory of Registered Professional Archaeologists will be published annually, and a current list of RPAs will be maintained at all times by the Register ~~of Professional Archaeologists~~.

~~Section 6.~~ [Section 2.7 Voluntary Termination.](#) Voluntary termination of registration shall be by resignation or nonpayment of fees. The date of resignation shall be that of the date of receipt by the Secretary-Treasurer of a written letter of resignation. Voluntary termination shall also occur if current registration fees are not received by the Secretary-Treasurer in accordance with rules established by the Board ~~of Directors~~.

~~Section 7.~~ [Section 2.8 Disciplinary Action.](#) The Register ~~of Professional Archaeologists~~ may, under conditions and procedures specified in the Disciplinary Procedures of the Register ~~of Professional Archaeologists~~, admonish or censure an RPA or may suspend or terminate the registration of an RPA. Any RPA who voluntarily terminates registration after the date of receipt of written notification from the Grievance Coordinator of a pending investigation of charges against the RPA remains subject to all provisions of the Disciplinary Procedures of the Register ~~of Professional Archaeologists~~ through final conclusion of the review and resultant action, if any, on such charges by the Grievance Coordinator and, if appropriate, by the Standards Board.

~~Section 8.~~ [Section 2.9 Appeal.](#) Any individual denied registration by the Registrar ~~with the approval of the Board of Directors~~ may appeal that decision to the Standards Board, whose decision shall be final.

ARTICLE III.

Board of Directors

ARTICLE 3

BOARD OF DIRECTORS

~~Section 1.~~ [Section 3.1. General Powers.](#) The ~~full Board of Directors (Board)~~ shall ~~administer~~ manage the affairs of the Register ~~of Professional Archaeologists~~. ~~Committees may be established by and shall have the President or by a majority of the Board.~~ full authority permitted by law.

~~Section 2.~~ [Section 3.2. Number, Tenure, and Qualifications.](#) The Board ~~of Directors~~ shall consist of Officers and Directors. The Officers shall be the President, President-Elect, and Secretary-Treasurer. The number of Directors shall be ~~determined by~~ equal to the number of Sponsoring Organizations, with each providing one Director. Officers and Directors shall be RPAs. The Registrar, Grievance Coordinator, and the Grievance Coordinator-Elect shall serve as ex-officio, non-voting members of the Board.

~~Section 3.~~ [Section 3.3. Officers.](#) Each Officer shall hold office for two years or until a successor shall be duly elected. The President-Elect shall automatically succeed to the office of President. No Officer shall be eligible for consecutive re-election to the same position or to a position that automatically succeeds to the same position. No person may hold more than one position at any one time. Terms ~~for Officers of office of the President-Elect and Secretary-Treasurer~~ shall be staggered so that the President-Elect and Secretary-Treasurer are not elected in the same year.

~~Section 4.~~ [Section 3.4. Directors.](#) Each Sponsoring Organization shall elect or appoint one RPA to a position as Director, for a three year term (see Section 8.2). Directors may serve additional terms at the discretion of the appropriate Sponsoring Organization. Terms of office of Directors shall be staggered to avoid replacement of all Directors in any given year.

~~Section 5.~~ [Section 3.5. Vacancy.](#) In the event of the absence, death, resignation, removal from office, or incapacity of the President, as determined by the Board, the duties of the office shall be assumed by the President-Elect. In the event of a vacancy in the office of Secretary-Treasurer, the President with the advice and consent of the Board ~~of Directors~~ shall have the power to make an

R P A N O T E S

interim appointment for the period of the vacancy. In the event of a vacancy in the office of President-Elect ~~that will prohibit that individual from assuming the office of President~~, a special election shall be held to select a replacement. Vacancy of a Director shall be filled by the appropriate Sponsoring Organization.

~~Section 6-~~ Section 3.6. Meetings. An annual meeting of the Board ~~of Directors~~ shall be held at a time and location determined by the Board at their prior meeting. Special meetings of the Board ~~of Directors~~ may be held at the call of the President and may be conducted via teleconference or other electronic means. The President shall call a special meeting of the Board ~~of Directors~~ at any time upon the written demand of at least three Officers and/or Directors.

~~Section 7-~~ Section 3.7. Quorum. A quorum of the Board ~~of Directors~~ shall consist of a majority of voting members of the Board.

~~Section 8-~~ Section 3.8. Voting. Questions before the Board ~~of Directors~~ shall be decided by a majority of the votes cast at any meeting or by electronic or mail ballot. In case of a tie vote the decision of the President shall be final.

~~Section 9-~~ Section 3.9. Removal. ~~Any Director~~

- a. An Officer may be ~~removed by written notice~~ impeached for just cause, as determined by at least a three-quarters vote of a quorum of the full Board of Directors. Removal of the impeached Officer requires two-thirds of the votes of the RPAs present and voted, in person or by proxy.

ARTICLE IV: Registrar

- b. A Director may be removed at any time by the Sponsoring Organization which appointed such Director.

Section 3.10. Committees. The Board may appoint one of more committees which, to the extent specified by the Board, but subject to limitations imposed

by law, may exercise the authority of the Board. Except as otherwise provided in these Bylaws with respect to the Nominating Committee, each such committee shall have two or more Officers or Directors, a majority of its membership shall be directors, and all such committee members shall serve at the pleasure of the Board. The President may create and appoint persons to a commission, advisory committee or other body which may or may not have Officers or Directors as members, which body may not act on behalf of the Register or bind the Register to any action, but which may make recommendations to the President or the Board.

ARTICLE 4

REGISTRAR

~~SECTION 1-~~ Registrar Section 4.1. Tenure and Qualification. A Registrar, who must be a RPA, will be elected to a two-year term by a vote of the Registered Professional Archaeologists RPAs and shall be a non-voting, ex-officio member of the Board ~~of Directors~~. The Registrar shall be responsible for determining whether to approve applications for registration. The Registrar shall follow any procedures established by the Board ~~of Directors~~.

~~Section 2-~~ Register Approval Section 4.2. Registrar Advisory Committee. The Register Registrar may appoint a Register Registrar Approval Advisory Committee to help assist the Registrar in the process of reviewing the qualifications of applicants. The committee Committee will be composed of no more than three RPAs who will serve at the pleasure of the Register Registrar for a term not to exceed his or her own. The Registrar will serve as chair of the Register Registrar Approval Advisory Committee.

~~Section 3-~~ Section 4.3. Removal. The Registrar may be ~~removed from office~~ impeached by written notification for just cause as determined by at least a three-quarters vote of a quorum of the full Board of Directors. Removal of the impeached Registrar requires two-third of the votes of the RPAs present and voted, in person or by proxy.

~~Section 4-~~ Section 4.4. Vacancy. In the event of a vacancy in the office of the Registrar, the position will be filled for the remainder of the term by appointment of the ~~President with the advice and consent of the Board of Directors~~.

ARTICLE V:**Grievance Coordinator**ARTICLE 5GRIEVANCE COORDINATOR**Section 1: General Section 5.1. Powers.**

The Grievance Coordinator shall have responsibility for handling allegations of violations of the Code of Conduct and Standards of Research Performance of the Register of Professional Archaeologists, in accordance with the Disciplinary Procedures of the Register of Professional Archaeologists in effect ~~at the~~ from time ~~of the complaint~~ to time.

Section 2: Selection and Section 5.2.

Tenure and Qualifications. The Grievance Coordinator shall be a ~~registered archaeologist~~ RPA and shall hold office for a term of two years. The Grievance Coordinator-Elect shall automatically succeed to the office of Grievance Coordinator at the end of the Grievance Coordinator's term of office. The Grievance Coordinator shall be a non-voting, ex-officio member of the Board ~~of Directors~~.

Section 3: Section 5.3. Removal.

The Grievance Coordinator may be ~~removed from office by written notification~~ impeached for just cause as determined by at least a three-quarters vote of a quorum of the full Board of Directors. Removal of the impeached Grievance Coordinator requires two-thirds of the votes of the RPAs present and voted, in person or by proxy.

Section 4: Section 5.4. Vacancy.

In the event of a vacancy ~~of in the~~ office of the Grievance Coordinator, the Board ~~of Directors~~ shall have the power to make an interim appointment for the period of the vacancy.

ARTICLE VI:**Grievance Coordinator-Elect**ARTICLE 6GRIEVANCE COORDINATOR-ELECT

Section 6.1. General Powers. The Grievance Coordinator-Elect shall be a non-voting, ex-officio member of the Board. The Grievance Coordinator-Elect shall assist the Grievance Coordinator in handling

allegations of violations of the Code of Conduct and Standards of Research Performance of the Register. In the event that the Grievance Coordinator requests recusal from a particular case due to a conflict of interest, the Grievance Coordinator-Elect will be assigned responsibility for that particular case by the Board. In the event that both the Grievance Coordinator and the Grievance Coordinator-Elect request recusal from the same case, the Board will appoint a member of the Board or a former Grievance Coordinator as an interim Grievance Coordinator to handle the case.

Section 6.2. Tenure and Qualifications. The Grievance Coordinator-Elect shall be elected from among the RPAs every two years for a two year term of office. At the conclusion of this term the Grievance Coordinator-Elect will automatically succeed to a two year term as Grievance Coordinator.

Section 6.3. Removal. The Grievance Coordinator-Elect may be impeached for just cause as determined by at least a three-quarters vote of a quorum of the full Board. Removal of the impeached Grievance Coordinator-Elect requires two-thirds of the votes of the RPAs present and voted, in person or by proxy.

Section 6.4. Vacancy. In the event of a vacancy in the office of Grievance Coordinator-Elect, the Board shall have the power to make an interim appointment for the period of the vacancy.

ARTICLE VII:**Standards Board**ARTICLE 7STANDARDS BOARD

Section 1: Section 7.1. General Powers. In accordance with the Disciplinary Procedures of the Register of Professional Archaeologists, the ~~The~~ Standards Board shall hear and decide on all appeals from decisions of the Registrar. In accordance with the Disciplinary Procedures of the Register, and the Standards Board shall make final decisions regarding disciplinary action resulting from complaints of violations of the Code of Conduct and the Standards of Research performance Performance that are referred to the Standards Board by the Grievance Coordinator or any person acting in place of the Grievance Coordinator pursuant to these Bylaws.

R P A N O T E S

Section 2- Section 7.2. Number, Tenure, and Qualifications. The Standards Board shall consist of three RPAs plus a First, Second, and Third Alternate, all of whom must be RPAs. One Standards Board Member and one Alternate shall be elected by a ballot of RPAs each year, and each shall hold office for three years or until a successor shall be duly elected. The Standards Board member with the longest tenure shall serve as Chair of the Standards Board. A Standards Board Member or Alternate actively involved in a grievance case or appeal at the time of the election of a successor shall remain a member of the Standards Board with respect to each such grievance case or appeal until final disposition. The newly elected Standards Board Members and Alternates shall assume all other duties of the position.

Section 3- Section 7.3. Conflict of Interest. Any Standards Board member perceiving himself or herself, or ~~to be so~~ declared by ~~a majority of votes cast by the Board of Directors~~ or by the Standards Board, to have a conflict of interest in a given case to be heard before the Standards Board shall withdraw from the proceedings.

Section 4- Section 7.4. Meetings. The Standards Board, when convened, shall consist of the three Members, or Members and Alternates, to make up a quorum of three.

Section 5- Section 7.5. Removal. A Standards Board Member or Alternate may be ~~removed~~ impeached for just cause by at least a three-quarters vote of a quorum of the full Board of Directors. Removal of an impeached Standards Board Member or Alternate requires two-thirds of the votes of the RPAs present and voted, in person or by proxy.

Section 6- Section 7.6. Vacancy. In the event of the absence, death, resignation, withdrawal, removal, or incapacity of a Member of the Standards Board, the First Alternate, Second Alternate, and Third Alternate, singly and successively, in the order designated, shall fill such vacancy until the vacancy is filled.

Section 7- Section 7.7. Code of Conduct and Standards of Research Performance. The Register ~~of Professional Archaeologists~~ shall maintain a written Code of Conduct and ~~a~~ written Standards of Research Performance. These shall be adopted ~~or, and may be~~ amended from time to time by ~~a majority vote of the full Board of Directors.~~

Section 8- Section 7.8. Disciplinary Procedures. The Register ~~of Professional Archaeologists~~ shall maintain written Disciplinary Procedures. The Disciplinary Procedures of the Register ~~of Professional Archaeologists~~ shall be adopted ~~or, and may be~~ amended from time to time by ~~a majority vote of the full Board of Directors.~~

ARTICLE VIII:**Sponsoring Organizations**ARTICLE 8SPONSORING ORGANIZATIONS

Section 1: Purpose Section 8.1. Definition. The Register ~~of Professional Archaeologists~~ shall enter into agreements with appropriate organizations as Sponsoring Organizations ~~so that the Register of Professional Archaeologists and those organizations may be mutually supportive in their service to the profession in establishing and maintaining a profession-wide Code of Conduct, Standards of Research Performance, and Grievance Procedure.~~

Section 2- Section 8.2. Representation. Each Sponsoring Organization shall be allotted one position on the ~~Register of Professional Archaeologist's Board of Directors~~ the Register. This position of Director shall have full voting rights. Each Sponsoring Organization shall have the right to elect or appoint (at the discretion of ~~the such organization~~ Organization) a RPA to its ~~Board~~ position on the Board of the Register of Professional Archaeologist's Board for a three -year term. A Director may serve subsequent terms at the discretion of the appropriate Sponsoring Organization.

ARTICLE IX:ARTICLE 9**ELECTIONS**

Section 1- Section 9.1. Nominating Committee. The Nominating Committee shall nominate candidates for Officers, Registrar, Grievance Coordinator, ~~Grievance Coordinator~~-Elect, Standards Board and Alternates, and the Nominating Committee. The Nominating Committee shall consist of three RPAs. The chair and one at-large member of the Nominating Committee shall be elected by the RPAs in the annual election. The third

member shall be appointed by the President. The Secretary-Treasurer shall certify to the Board that all individuals nominated are RPAs in good standing and shall obtain a signed statement from all individuals nominated that if elected they agree to serve for their term of office.

Section 2- Section 9.2. Voting. Each Officer, Registrar, Grievance Coordinator, Grievance Coordinator-Elect, Standards Board Member and Alternate, and each member of the Nominating Committee shall be voted on separately, with each RPA entitled to one vote for each position in each election. In September a list of candidates and a ballot shall be distributed to each RPA. Ballots must be returned to the Secretary-Treasurer prior to a date specified, which shall not be less than 30 days from the date when the ballots are distributed to the RPAs. The Secretary-Treasurer ~~shall~~ may appoint tellers to aid in tabulating the vote: ~~The, Secretary-Treasurer and~~ shall certify the vote to the Board. The candidate with the greatest number of Directors votes shall be the winner. A tie vote shall be broken by ~~a majority vote of the full Board of Directors.~~

ARTICLE X:

Indemnification

ARTICLE 10

INDEMNIFICATION

Section 1- Section 10.1. Indemnification.

~~a. a.~~ The Register ~~of Professional Archaeologists~~ shall indemnify any person who was or is a party, or is threatened to be made a party to any threatened, pending or completed action, suit or proceeding, whether civil, criminal, administrative or investigative (other than an action by or in the right of the Register) by reason of the fact that he or she is or was an Officer, Director, Grievance Coordinator, Grievance Coordinator-Elect or an interim Grievance Coordinator, Registrar, ~~Member member~~ member of the Standards Board, ~~Committee committee Member member~~, employee or agent of the Register, or who is or was serving at the request of the Register as an Officer, Director, Grievance Coordinator, Grievance Coordinator-Elect or an interim

Grievance Coordinator, Registrar, Standards Board member, ~~Committee committee Member member~~, employee or agent of another corporation, partnership, association, trust or other enterprise, against expenses (including reasonable attorney's fees), judgments, fines and amounts paid in settlement actually and reasonably incurred by him or her in connection with such action, suit or proceeding, if he or she acted in good faith and in a manner he or she reasonably believed to be in, or not opposed to the best interests of the Register ~~of Professional Archaeologists~~ and, with respect to any criminal action or proceeding, had no reasonable cause to believe the conduct was unlawful. The termination of any action, suit or proceeding by judgment, order, settlement, conviction, or upon a plea of nolo contendere or its equivalent, shall not, of itself, create a presumption that the person did not act in good faith and in a manner which he or she reasonably believed to be in or not opposed to, the best interests of the Register ~~of Professional Archaeologists~~ with respect to any criminal action or proceeding, or had no reasonable cause to believe that the conduct was unlawful.

~~b. b.~~ The Register ~~of Professional Archaeologists~~ shall indemnify any person who was or is a party, or is threatened to be made a party to any threatened, pending or completed action or suit by or in the right of the Register ~~of Professional Archaeologists~~ to procure a judgment in its favor by reason of the fact that he or she is or was an Officer, Director, Grievance Coordinator, Grievance Coordinator-Elect or an interim Grievance Coordinator, ~~Member member~~ member of the Standards Board, ~~Committee committee Member member~~, employee or agent of the Register, or is or was serving at the request of the Register as an Officer, Director, Grievance Coordinator, Grievance Coordinator-Elect or an interim Grievance Coordinator,

~~Member~~ member of the Standards Board, ~~Committee Member, employee or agent of the Register of Professional Archaeologists, or is or was serving at the request of the Register as an Officer, Director, — Committee — Member~~ committee member, employee or agent of another corporation, partnership, association, trust or other enterprise, against expenses (including reasonable attorney's fees) actually and reasonably incurred by him or her in connection with the defense or settlement of such action or suit, if he or she acted in good faith and in a manner he or she reasonably believed to be in, or not opposed to, the best interests of the Register ~~of Professional Archaeologists,~~ except that no indemnification shall be made in respect of any claim, issue or matter as to which such person shall have been adjudged to be liable for negligence or misconduct in the performance of his or her duty to the Register ~~of Professional Archaeologists,~~ unless, and only to the extent that the court in which such action or suit was brought shall determine upon application that, despite the adjudication of liability, but in view of all the circumstances of the case, such person is fairly and reasonably entitled to indemnity for such expenses as the court shall deem proper.

~~Section 2—~~ Section 10.2. Condition. Any indemnification under Section ~~4~~10.1 (unless ordered by a court) shall be made by the Register ~~of Professional Archaeologists~~ only as authorized in the specific case, upon a determination that indemnification of the person is proper in the circumstances because he or she has met the applicable standard of conduct set forth in Section ~~4~~10.1. Such determination shall be made with respect to a person who holds the indemnified position at the time of the determination: (1) by the ~~Board of Directors~~ by a majority vote of a quorum consisting of Officers and Directors who ~~were~~are not parties to such action, suit or proceeding, ~~or even though less than a quorum,~~ (2) ~~if such by a quorum is not obtainable, or committee of the Board designated by a majority vote of the Board, even if obtainable, if though less than a quorum of disinterested,~~ (3) ~~if there are no such Officers or Directors,~~

or if the Officers and Directors so ~~directs~~direct, by ~~(a)~~ independent legal counsel in a written opinion, or ~~(b)~~ by the RPAs.

~~Section 3—~~ Section 10.3. Interim Payments. Expenses (including attorneys' fees) incurred by an Officer, Director, Grievance Coordinator, Grievance Coordinator-Elect, interim Grievance Coordinator, member of the Standards Board or committee member in defending a civil or criminal action, suit or proceeding may be paid by the Register ~~of Professional Archaeologists~~ in advance of the final disposition of such action, suit or proceeding, as authorized by the Board ~~of Directors~~ in the specific case, upon receipt of an undertaking by or on behalf of the person to be indemnified to repay such amount, unless it shall ultimately be determined that ~~he or she~~such person is entitled to be indemnified by the Register as authorized in this Article. Such expenses (including attorney's fees) incurred by former Officers, Directors, Grievance coordinators, Grievance Coordinators-Elect, interim Grievance Coordinators, members of Professional Archaeologists the Standards Board, committee members or other employees and agents may be so paid on such terms and conditions, if any, as ~~provided above~~the Register deems appropriate.

~~Section 4—~~ Section 10.4. Non-Exclusivity. The indemnification provided by this Article shall not be deemed exclusive of any other rights to which those seeking indemnification may be entitled under any by-law, agreement, vote of RPAs or disinterested Officers and Directors, or otherwise, both as to action in an official capacity and as to action in another capacity while holding such office, and shall continue as to a person who has ceased to hold such office or serve in such and administrators of such person.

~~Section 5—~~ Section 10.5. Insurance. The Register ~~of Professional Archaeologists~~ may purchase and maintain insurance on behalf of any person who is or was an Officer, Director, Grievance Coordinator, Grievance Coordinator-Elect or an interim Grievance Coordinator, ~~Member~~member of the Standards Board, ~~Committee~~committee ~~Member~~member, employee, or agent of the corporation, or who is or was serving at the request of the Register as a Director, Officer, committee member, employee or agent of another corporation, partnership, joint venture, trust or other enterprise, against any liability asserted against him or her and

incurred by him or her in any such capacity, or arising out of his or her status as such, whether or not the Register would be obligated to indemnify him or her against such liability under the provisions of this Article.

ARTICLE XI:

Fiscal Year

Section 10.6. Report. If the Register indemnifies or advances expenses under Subsection 10.1b above to an Officer, Director, Grievance Coordinator, Grievance Coordinator-Elect, the Register shall report the indemnification or advance in writing to the RPAs and Sponsoring Organizations with or before the notice of the next meeting of RPAs.

ARTICLE 11

FISCAL YEAR

Section 1. Section 11.1. Fiscal Year. The fiscal year of the Register of Professional Archaeologists shall be fixed by the Board of Directors.

ARTICLE XII:

Amendments

ARTICLE 12

AMENDMENTS

Section 2. Section 12.1. Amendments. These Bylaws may be amended in whole or in part by a majority of the votes of RPAs voting present and voted, in person or by proxy.

Section 3. Section 12.2. Proposing Amendments. Amendments to the Bylaws may be proposed by either of the following methods:

a. a. By proposal from the Board of Directors, or

b. b. By petition to the President signed by not less than fifty RPAs whose current registration status shall be certified by the Secretary-Treasurer.

~~Upon receipt of any such proposal or petition, the~~ The President shall cause a ballot to be distributed to the RPAs within 45 days of receipt of any such petition, or upon adoption of any such proposal by the Board, within the period specified by the Board. Ballots must be returned to the Secretary-Treasurer prior to a date specified, which shall not be less than 30 days after the date when ballots are distributed to the RPAs. The balloting vote shall follow be conducted, and the procedures set out outcome determined, in Article accordance IX, with Section 2.2.5 of these Bylaws.

ARTICLE XIII:

Use of Earnings and Assets

ARTICLE 13

USE OF EARNINGS AND ASSETS

Section 1. Section 13.1. Earnings. No part of the net earnings of the Register of Professional Archaeologists shall inure to the benefit of or be distributed to its RPAs, Officers, Directors, Committee Members committee members, or other private individuals, except that the Register of Professional Archaeologists may pay reasonable compensation for services rendered and may make payments and distributions in furtherance of the purposes of the Register of Professional Archaeologists as set forth in the Articles of Incorporation and these Bylaws.

Section 2. Section 13.2. Assets. Upon the dissolution of the Register of Professional Archaeologists, whether voluntary or involuntary, after paying all of the liabilities of the Register of Professional Archaeologists, the Register of Professional Archaeologists shall dispose of all its assets exclusively for the purposes set forth in the Articles of Incorporation and these Bylaws by donating them to an institution or organization exempt from taxation under Sections 501 C(c) (3) or 501 C(c) (6) of the Internal Revenue Code of 1986 or the corresponding provision of such future Internal Revenue Code as may then be in effect.

ARTICLE 14

ELECTRONIC TRANSMISSION

Section 14.1. Notice. Any notice required by the Illinois General Not For Profit Corporation Act (the "Act") to be given shall be effective,

[to the extent permitted by the Act, if given by any method permitted by the Act, including, but not limited to, transmission by electronic means to the address that appears on the records of the Register.](#)

[Section 14.2. Actions. Any actions required by the Act to be “written”, to be “in writing”, to have “written consent” or “written approval” and the like by or of the RPAs, Sponsoring Organizations, Officers, Directors or committee members shall include, to the extent permitted under the Act, any communication transmitted or received by electronic means.](#)

Document comparison done by DeltaView on Wednesday, April 03, 2002 15:13:27

Input:

Document 1 file:

//F:\apps\wp51\DOCUMENT\CLEAN\
584728_1.DOC

Document 2 file:

//F:\apps\wp51\DOCUMENT\CLEAN\
588250_5.DOC

Rendering set Standard

Legend:

[Insertion](#)

~~Deletion~~

~~Moved from~~

[Moved to](#)

Format change

~~Moved deletion~~

[Inserted cell](#)

~~Deleted cell~~

Moved cell

[Split/Merged cell](#)

Padding cell

Statistics:

	Count
Insertions	216
Deletions	255
Moved from	11
Moved to	11
Format changed	0
Total changes	493

— (continued from page 8) —

Jameson, SHA Representative Vergil Noble, and observers Charles Cleland and Sue Linder-Linsley.

Many others in attendance at the SAA meetings were surprised to hear that SOPA was still, in reality, in existence. SOPA was not dissolved in 1998 for a reason, and that reason was to postpone such final action until it could be demonstrated that the Register of Professional Archaeologists was succeeding in its mission. If not, the SOPA board had the option of bringing that organization out of dormancy.

As current President of the Register, Michael Glassow presented an excellent report on the current status of that organization. He described an organization that was well managed, operating efficiently and properly, with strong and growing fiscal assets, with increasing sponsorship and visibility, and with the number of Registered Professional Archaeologists exceeding 1,500 individuals (compared to SOPA’s peak membership in the 700s).

Discussion of this report was positive, and it was noted that all the targets established in the original proposal for the formation of the Register had not only been met but had been handily exceeded. All in attendance believed that while there was much work left on the horizon for the Register to pursue, it had in a very short period achieved a great measure of success and was well on its way to achieving the goals for which it was formed.

Fred Wendorf offered the motion: “that SOPA dissolve with the Register of Professional Archaeologists’ goals having been met.” The motion was seconded by Vergil Noble, and adopted by unanimous voice vote. This motion, on the morning of March 23, 2002, brought an end to the Society of Professional Archaeologists. Inasmuch as those voting had all devoted substantial portions of their professional careers in the service of SOPA, this was a strong symbolic vote of confidence in the success of the Register of Professional Archaeologists and its importance for American Archaeology.

N O M I N A T I O N S

The Register's Nominations Committee has been making good progress, but they certainly would appreciate some suggestions. Please take some time to think of some good candidates for the following positions:

Secretary/Treasurer (need one more)
Standards Board (two needed)
Standards Board Alternate (two needed)
Nominations Committee (one or two more needed)

The RPA lawyer suggested that we also put the proposed Grievance Coordinator-elect on the next ballot with the stipulation that this person would take office if the Bylaws changes pass. Surprisingly, we already have two candidates for Grievance Coordinator.

Please give the Nominations Committee a hand. Contact Kris Hirst, Chair of the Nominations Committee, at:

archaeology.guide@about.com

HAVE YOU CERTIFIED YOUR FIELD SCHOOL?

This year we have instituted a number of changes in the RPA Field School Certification program. First, all certifications are valid for two years, so PI's will have to apply for certification every other year rather than annually. Second, our certification committee is considering a plan to recognize the duration of field school programs. This will mean a field school with six weeks of field and laboratory experience will be certified as "RPA-6." Hopefully this will allow prospective students to identify programs that will fit their needs in terms of duration and field experience.

Finally, we are redesigning the certification forms, look for the changes soon on the RPA web site. We hope all the changes will encourage more participation in the program!

Mike

Michael Adler
RPA Field School Certification Committee, Chair
Department of Anthropology
Southern Methodist University
Dallas, TX 75275-0336
madler@mail.smu.edu

R P A D I S P L A Y & R E C R U I T M E N T I N F O R M A T I O N

Available for Regional
Meetings and Events

For Information Contact:

Robert Clouse, Recruitment Committee Chair
Director, Office of Archaeological Services
University of Alabama
13075 Moundville Archaeological Park
Moundville, AL 35474
205-371-8718
<rrclouse@bama.ua.edu>

A C T I V I T Y R E P O R T F R O M T H E R P A B U S I N E S S O F F I C E

The following information was generated April 1, 2002. Current projects at the business office are 2002-2003 RPA Directory and collection of 2002 Registration Fees. Currently, only 144 RPAs have not yet paid this registration fee. There are 1539 Registered Professional Archaeologists 1351 of which are affiliated with one of our sponsoring organizations, 174 who are unaffiliated, and 3 Emeritus RPAs. There are 11 Registered Field Schools.

Since the generation of our last report on November 30, 2001, 61 Archaeologists and 3 Field Schools have been approved. There are 17 pending applications and 10 approved RPAs who have not yet paid their registration fee.

We encourage all RPAs to remind new graduates that the Register application fee is waived for the first six months after their degree is awarded (i.e., application is **FREE**).



NOTES

5024-R Campbell Blvd. Baltimore, MD 21236-5974

RPA NOTES©

is a publication of the Register of Professional Archaeologists. Our fundamental goal is to advance professionalism in archaeology by the establishment and acceptance of universal standards.

The purpose of RPA Notes is to provide members with the latest information on the organization's activities.

All articles contained within this publication are the property of RPA. Reprinting of any materials is prohibited without written permission of RPA.

Note: Please send any address or email changes to the RPA business office, to the address listed at the right.

Managing Editor

Sue Linder-Linsley, RPA
Department of Anthropology
Southern Methodist University
Dallas, TX 75275-0336
214-768-2938
fax 214-768-2906
email: slinder@mail.smu.edu

RPA Business Office

5024-R Campbell Blvd.
Baltimore, MD 21236-5974
410-933-3486
fax 410-931-8111
email: register@clemonsmgmt.com
<<http://www.rpanet.org>>

e-mail and address changes - [CLICK HERE](#)