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### FROM THE PRESIDENT'S DESK

All of us are still in shock from the tragedy of September 11. This issue of *RPA Notes* (Volume 2, Number 2, Fall 2001) includes a resolution from the European Association of Archaeologists (EAA) conveyed to us by their President Willem Willems. Following this is the EAA Colloquium of Professional Standards in Archaeology, which continues the thread begun by Chuck Niquette in his article on European archaeopolitics in the last issue of *RPA Notes*.

Welcome to the AAA. The American Anthropological Association notified the Register in July that it has accepted our invitation to become a sponsoring organization along with the AIA, SAA, and SHA. AAA sponsorship begins on January 1, 2002, for a two-year trial period. Jeffrey Altschul (Statistical Research, Inc.) will be the first AAA representative to the Register's Board of Directors. Our thanks to the Executive Committee of the Archaeology Division of the AAA for helping make this possible and especially to Deborah Nichols (Dartmouth), immediate past-president of the AD-AAA. This issue includes a column on the relevance of the Register by Joseph Schuldenrein (Geoarchaeology Research Associates) that appeared in the November 2001 issue of *Anthropology News*, the newsletter of the AAA.

This has been a good recruiting year. The number of registered archaeologists increased by about 15 percent to more than 1549. Much of the increase is due to our recruiting efforts at national, regional, and state archaeological conferences. Bob Clouse, Chair of the Register's Recruitment Committee, discusses this program in this issue.

The 2001 ballots have been mailed. We have excellent candidates on the ballot running for the positions of president, registrar, nominations committee chair and member, standards board member, and standards board alternative member. Be sure to vote and to mail the ballot no later than December 31, 2001.

My tenure as President of the Register ends this year, and President-elect Mike Glassow assumes the presidency on January 1, 2002. It has been a pleasure to serve the Register. Best wishes for the future to all of you.

Donald L. Hardesty  
University of Nevada, Reno

**E**uropean  
**A**ssociation of  
**A**rchaeologists

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To the Presidents of the  
SAA, AIA, SHA and RPA

Dear colleagues:

I am sending you this message on behalf of the board and members of the European Association of Archaeologists, who were gathered at our Annual Meeting in Esslingen, Germany, from 19 to 23 September, only one week after the terrorist attacks on New York and Washington.

Our membership has adopted a resolution to send you our condolences and to express to our American colleagues our feelings of horror and sadness about these events. Of course we hope there are no casualties among your membership, but most important, we want you to know we feel deeply connected to you in this disaster and in what will follow, which shall affect us all. As one European politician has put it, paraphrasing Kennedy's famous words in Berlin 30 years ago: we are all New Yorkers now.

Inevitably, these events will also influence our professional work as archaeologists in ways that at this point in time we can only begin to understand. We believe that, in any case, we share a profession that as a historical and a social science can and should help to create a basis for mutual understanding among the people of this world. And if we, as archaeologists, want to make a contribution now, it should be to fight against all the stupid, corrupted and criminal use of the past by fanatics as well as by nationalistic politicians and misguided fellow citizens, which lies at the heart of the tragedy that has occurred.

We shall be glad to join forces in such a fight!

Amersfoort, the Netherlands, 25 September 2001



Professor Dr. Willem J.H. Willems  
President of the EAA

## EU BID FOR EUROPEAN COLLOQUIUM ON PROFESSIONAL STANDARDS IN ARCHAEOLOGY

TUESDAY 14 AUG 2001

Dear colleague:

As you know, we intended to discuss an EU-funded project at the EAA roundtable meeting in Esslingen in September. And we will — but we also need to act immediately! The European Commission has recently announced a joint action of the European Commission Socrates, Leonardo da Vinci and Youth programmes ([http://europa.eu.int/eur-lex/en/oj/2001/c\\_17720010622en.html](http://europa.eu.int/eur-lex/en/oj/2001/c_17720010622en.html)) gives details in English, but is hard to understand in any language). This joint action looks perfect for us, but we need to form a group of European partners and submit an application this month.

English Heritage and the IFA have drafted a summary of the project (see pages 4 and 5, this issue) — please contact me if you have any questions — and will prepare the application. The plan is to set up a series of meetings and a colloquium — we hope in partnership with the EAA — which will provide the resources and incentive to ensure that the Professional Associations committee is more representative, works faster, and has the money it needs to be effective.

If you are interested, please write a letter on headed paper stating that your organisation is prepared to be a partner in the project (if the EC accepts the proposal). At this stage you are not making a difficult commitment — if the project happens you will be expected to give up some time to come to meetings, but your travel, subsistence, accommodation and related expenses will be covered — we may have 500,000 Euros for the project. English Heritage will act as the Principal Partner (which means that your organisation will not have to manage the grant and the EC's habit of very late payments).

I do hope you will be able to sign your organisation up to this project — we will take the first three to five to reply as official partners, but the colloquium is open to all. A call has gone round the EAC, but it would it would strengthen our chances enormously if professional associations and could work with the state archaeologists as partners.

Please could you let me and/or Bob Hook (English Heritage) know as soon as possible if you are interested, so that we can make arrangements for getting the letter posted safely to us. And in Esslingen we will work out in detail what we are going to do!

Pete

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## EUROPEAN COLLOQUIUM ON PROFESSIONAL STANDARDS IN ARCHAEOLOGY

Archaeologists in the UK are seeking partners for a bid for EU funding, to be submitted by 31 August 2001. This very short timetable does not allow for detailed consultation – we will have to refine the detailed conduct of the project once the proposal has been submitted. We will submit a bid to the Commission based on the first three to five partners to confirm an interest in the project. To confirm your interest you must:

- reply with a signed letter from the head of your institution stating a willingness to participate in the programme,
- undertake to contribute to the project costs in kind through the provision of your time or facilities, or financially.

This outline has been prepared by English Heritage and the Institute of Field Archaeologists under the banner of the Archaeology Training Forum. We will submit a bid to the joint actions of the European Commission Socrates, Leonardo da Vinci and Youth programmes for financial support for a colloquium to examine all aspects of professional practice in Archaeology and conservation in Europe.

### Aim

The intention is to further the integration and mutual recognition of professional qualifications and professional practice in European archaeology both between the countries of the EU and EEA and between the various professions engaged in the management and curation of the historic environment.

The project will provide a basis for drafting memoranda on the core standards for archaeological practice and on the mutual recognition of qualifications to support the working of the free labour market and the Valletta convention. Subject to formal approval by the European Association of Archaeologists (EAA) the memoranda could be submitted to the Council of Ministers for ratification.

### Need

The EAA has concerns about trans-national working. It believes that the systems for implementing the Valletta Convention in many EU states – and EU-funded work in non-EU states – may be open to challenge in the European Court. Many systems for appointing archaeologists and licensing work appear to conflict with EU regulations on free movement of professionals, and on the free market for professional services. As a result there is a need to build understanding and harmonise practice based on shared standards for archaeologists and their work to underpin the EAA *Principles of Conduct* and *Code of Practice*.

### Method

The proposal is that a steering committee comprising representatives from the professional bodies concerned with archaeology, the historic environment and heritage from UK and the other partner countries should:

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- meet to review the present situation regarding qualifications and professional development
- devise content for and organise a European Colloquium at which representatives of all European countries explore professional practice and the provision of training in Archaeology and Conservation (individual themes of the Colloquium will be refined and arranged through supporting networks of colleagues drawn from the round tables and working parties of the EAA)
- supervise the preparation and publication of a report and recommendations;

**Outputs**

- working papers arising from meetings,
- a dedicated project webpage linking to main professional sites in Europe
- articles in European archaeology press raising profile and awareness of project
- a colloquium
- a report and recommendation on colloquium
- a project design for next stage of project;

**Outcomes**

- shared understanding of the varying approaches in Europe to professional standards in archaeology
- better networking between archaeological professionals in Europe
- a vision for common European standards for archaeology, based on principles not procedures
- models for:
  - delivery of training to meet European archaeology standards
  - validation and recognition of formal, non-formal and informal experience in archaeology
  - promoting common recognition of these tools and transferring credits between training programmes for European qualifications and CPD requirements in archaeology
- recommendations for:
  - developing common European standards for archaeology
  - promoting validation and recognition of formal, non-formal and informal experience in archaeology promoting common recognition of these tools and transferring credits between training programmes for European qualifications and CPD requirements in archaeology.

This will permit the development in a subsequent project of:

- an action plan for implementing common European standards for archaeology
- a vision for common European standards for historic environment professionals, based on principles not procedures
- an action plan for developing common European standards for historic environment professionals.

**Application**

Support will be sought for the meetings of the steering committee, for the Colloquium itself and the publication of a report and recommendations from the colloquium. The latter will take place in 2003 and will be the culmination of the work of the project.

## COMMENTARY\*

On July 23, 1999, the Mississippi Department of Archives and History's (MDAH) Board of Trustees (Board) approved the use of new Guidelines for Archaeological Investigations and Reports in Mississippi. In addition to providing technical assistance, the Guidelines also listed the minimum professional qualifications contract archaeologists conducting business in the state would be required to meet. According to the Guidelines:

The Principal Investigator must: 1) have a degree in anthropology, archaeology, or closely related field; 2) have demonstrated an ability to successfully implement Phase I, II, and III archaeological work/research; 3) have prepared technical reports that meet state and federal guidelines; and 4) be a Registered Professional Archaeologist (RPA). This person should have experience with, but not necessarily in, Mississippi prehistory and history, as well as possess a working knowledge of Southeastern archaeology.

The RPA requirement promoted competency, as well as accountability, among the state's professional ranks. Because many of the archaeologists practicing in the state at the time were not RPAs, it was decided that a two-year grace period would be observed providing everyone an opportunity to meet RPA requirements prior to the Guidelines effective date of July 1, 2001. The Board congratulated the state's archaeological community for providing leadership on this important development.

The RPA requirement became the first such policy instituted by a State Historic Preservation Office (SHPO) in the United States. It is not often that Mississippi is heralded as a pioneer for progress and excellence, but this is exactly the case with the adoption of this requirement. This bold step forward in the realm of preservation brought praise and support from the professional community. This policy also spurred numerous contractors working in the state to begin the registration process, whether simply filling out the forms or gaining the necessary education and expertise to become RPAs prior to the policy's effective date.

On July 20, 2001, the Board voted to rescind the RPA requirement after less than a month of being effective,

deciding to rely solely on the National Park Service's (NPS) archaeological qualifications. While the Board is invested with the authority to take such action, it is a shame that it, under guidance from the SHPO, decided to make such a decision without contacting the state's professional (Mississippi Association of Professional Archaeologists) and lay (Mississippi Archaeological Association) archaeological communities for input and opinion. This omission from the process, after the Board originally lauded the professional community for its involvement in the drafting and implementation of the Guidelines in 1999, is unfortunate. Especially when such a decision affects the very core of the state's professional community and how contract archaeology will be conducted and evaluated in the state.

Furthermore, based on Board Minutes, this action appears to have been initiated at the request of a single contractor, not based on legal issues, or numerous complaints or questions raised by other individuals or companies. Instead of focusing on RPA's denial of membership to this contractor — a decision based upon criteria that the Board and archaeological community had accepted in 1999 and which are utilized successfully in the administration of over 1,200 members nationally, including upwards of 17 in Mississippi alone — the Board decided to rescind the policy. In his letter to MDAH Director and Board Secretary, Elbert Hilliard, RPA President Donald Hardesty expressed a strong desire to work with the agency and the contractor to rectify the situation. He implored MDAH not to abandon its exemplary policy and suggested that, a practical compromise might be to propose a grandfather clause be added to the Guidelines. Such an action might appease the lone complainant, while preserving the intent and long-term validity of the Guidelines, ensuring that future archaeologists would be adequately qualified and held to the highest professional standards through independent monitoring. I am sure, had they been asked, there are many in the archaeological community who would support such a solution in the interest of the greater good.

The Board's action sends a strong message. Not only does it diminish the professional standing of archaeologists by asserting that they do not have to be certified to practice in the state, but the Board sets the

ominous precedent of allowing a contractor to dictate preservation policy. My response to the Board's actions should in no way be construed as a judgment of the contractor in question. As a professional archaeologist and person strongly devoted to the preservation of Mississippi's unique, diverse, and finite cultural resources, I am extremely disappointed in the Board's handling of this matter. While the loss of the RPA requirement from the qualifications is disappointing, the real concern should be the Board and SHPO's apparent lack of communication, or willingness to work with the state's archaeological communities and RPA to formulate a consensus, one that benefits all concerned.

Abandoning the Register also forces the SHPO to continue performing the thankless task of contractor watchdog. Effective regulation of contractors has been a source of contention within the archaeological community, a job the SHPO has been ill equipped to perform. It was hoped that the use of an independent standards organization to monitor professional qualifications and conduct would free the SHPO of this burden and place it above the fray. While reliance upon NPS's archaeological qualifications may appear sufficient to the Board, I fear that without independent review and accountability, the same old questions of inadequate work, unethical practices and bickering that have so plagued archaeology in this state will continue to raise their ugly heads.

Mississippi had a chance to chart a new course, however, it appears instead that we are once again cast adrift in familiar backwaters.

Douglas C. Sims, M.A., RPA

\*Reprinted with permission. A version of this "Commentary" was published in the Mississippi Archaeological Association *Newsletter*, Volume 36, No. 3, July 2001.

**MARK YOUR CALENDAR** — The Board Meetings are open and all RPA's are welcome to attend.

The Register Board meeting in Mobile, Alabama in conjunction with the SHA meetings is scheduled for **Friday, January 11, at 1 pm** and the Board meeting at the SAAs will be **Wednesday, March 20, at 2 pm**.

## RPA RECRUITMENT: AN UPDATE

**Robert Clouse**

*Member of the Register's Board of Directors  
and  
Chair of the Register's Recruitment Committee*

The Register of Professional Archaeologists is more than a voluntary list of qualified archaeologists. It sets the standards for the entire profession and it is a voice for accountability with the discipline. Because it is important to reach the broadest possible audience with this message, in January 2000, the Register began an active recruitment campaign to double the number of Registered Professional Archaeologists by 2005. We are well on our way to meeting that goal. The Register began the year 2000 with 1051 RPAs. There are now 1549 individuals listed as Registered Professional Archaeologists — an increase of 50 percent in less than two years.

One reason for this growth is greater visibility for the Register. Many of you have seen the RPA booth at state, regional and national archaeological meetings. In the past 12 months alone, Register board members and other RPAs have set up information booths at all major US archaeological organizations meetings including the Society for American Archaeology, Society for Historical Archaeology, Archaeological Institute of America, and the American Anthropological Association. During that same period RPAs have also helped by providing outreach at the Southeast Archaeological Conference, Plains Anthropological Conference, and Midwest Archaeological Conference. In addition, our message was carried to California and Texas archaeological society meetings in an effort to reach state level organizations as well.

The Register has also produced an excellent new brochure that spells out the archaeological code of conduct and standards for research performance. The brochure serves as an invitation to eligible archaeologists to join the ranks of other RPAs and provides detailed information on the application process. This pamphlet is also a convenient mechanism to get information about ethics and research standards to students in introductory

— ( continued on page 9)

*RELEVANCE OF THE REGISTER OF PROFESSIONAL ARCHAEOLOGISTS*

Joseph Schuldenrein, Geoaerchology Research Associates

One of the major topics of discussion by the EC at its meeting this past spring was sponsorship of RPA. To quote from its guidelines "RPA is a listing of archeologists who have agreed to abide by an explicit code of conduct and standards of research performance, who hold a graduate degree in archaeology, anthropology, art history, classics, history or another germane discipline and who have substantial practical experience." The EC debated the question of financial sponsorship because most archeology organizations — including SAA, SHA, and AIA — were already participating members. After careful deliberation the EC voted in favor of participation, as it was felt that additional sponsorship would generally enhance profession-wide interests.

Support for RPA may or may not signal a turning point in the vision that the AD projects for our subdiscipline. By supporting RPA, the AD has taken another step in recognizing the increasingly applied focus of the archeological career. The AD's initial move involved active recruitment of non-academic members to the EC. In a profession in which the balance of employment (70-80%) has shifted to the cultural resource management sector, this change was arguably long overdue. On the other hand, RPA does not necessarily alter the standards of archeology practiced in the United States because membership is voluntary. To paraphrase from the guidelines, registration serves to improve the archeologist's ability to establish and maintain high standards of professional conduct when the majority of qualified archeologists are members. To date, membership in RPA numbers approximately 1200, a fraction of the membership represented by the sponsoring organizations.

Several factors contribute to the limited acceptance of RPA by segments of the professional archeological community. RPA in its present incarnation was established in 1998, in part because of the disbanding of its predecessor, the Society of Professional Archaeologists (SOPA). Founded in 1976, SOPA never

gained momentum as a broad-based organization because its goals were largely concerned with developing a "professionalism" that was seen as parochial in its adherence to standards and ethics while imposing overly intricate certification criteria. The need for including broader sectors of the archeological community resulted in the emergence of RPA under a more inclusionary banner.

RPA's current objectives are twofold: (1) the establishment of codes of conduct; and (2) standards of research performance. Codes of conduct establish a series of "do's and don'ts" regarding archeologists' responsibilities to the public; to colleagues, employees and students; and to employers and clients. Standards of research performance mandate that the professional prepare adequately for any research project both within and beyond the field. Accordingly, research designs must be followed and certain minimal standards for field survey and excavation must be met. Guidelines for accessioning, analysis, and curation must be established. The archeologist is also responsible for disseminating results with reasonable dispatch.

Objections have been issued from both the "applied" and "academic" sectors regarding the relevance and even the enforceability of RPA standards. It would be overly reductionist to label the "applied" sector as maintaining that the present standards lack rigor while the "academics" question the need for such benchmarks altogether. While both sectors adopted the present language of RPA, weak enrollment numbers across the board suggest that an effective formula has yet to be found.

As the paradigms for archeological practice shift in the 21<sup>st</sup> century, the questions of empirical practice, ethics, education, public presentation, and the promulgation of our profession will continue to challenge our teachers and working professionals. Continual reassessment of priorities and standards seem to be pointing the way to meeting these challenges.

*Reprinted courtesy of the American Anthropological Association from Anthropology News 42(8), November 2001, pp. 49-50.*

— (continued from page 7)

classes and for field school courses. If you would like copies of this document contact the Register's business office at [register@clemonsmgmt.com](mailto:register@clemonsmgmt.com) or stop by our booth and pick up a copy.

It is obvious that recruitment to an organization like the Register cannot be only the work of a few individuals. Recruitment that is a message from active members holds the greatest promise of a Register with a broad representative membership. The Board would like to invite other RPAs to assist us in getting the word out of the value of becoming an RPA. One way of aiding us in this effort is to agree to set up the Register's informational display at local or regional meetings. For information on helping out in this effort please contact Robert Clouse, Board member and Chair of the Register's Recruitment Committee by e-mail at [rclouse@bama.ua.edu](mailto:rclouse@bama.ua.edu); by phone at 203-371-8718; or by mail at 123075 Moundville Archaeological Park, Moundville, AL 35474.

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## 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

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## ACTIVITY REPORT FROM THE RPA BUSINESS OFFICE

The following information was generated November 30, 2001. Current projects at the business office are 2002 Registration Fees notices and 2002 Election Ballots; these were mailed out to the current RPAs this morning. There are 1549 Registered Professional Archaeologists. This total includes 66 RPAs who have not paid 2001 Registration fees and will be dropped from the mailing list on January 1, 2002. A total of 176 archaeologists have been approved by the RPA since April 16, 2001 (the date of the last report.)

The business office is currently holding 11 approved applications, which have not yet paid their first years registration fee. The register is still growing: 10 new applications are being sent to the Registrar for review today, and 15 new RPAs are awaiting certificates that will return from the printer on Monday. There are 8 Registered Field Schools and one which will be approved once its field school principal has been RPA certified.

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

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## 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.

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