



Physical Anthropology

-Official Newsletter of the American Association of Physical Anthropologists-

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The Job Market in Physical Anthropology

Editor's Note: As anthropology and other departments begin their job searches for the 2001-2 academic year, many of our AAPA members are entering or rejoining the "Job Market". This can be a difficult and frustrating time for recent Ph.D.s and others seeking employment. In addition to regular features concerning meetings, funding and other subjects of interest to the AAPA membership, this issue contains articles that may be of particular interest to those seeking employment in physical anthropology.

This issue of the AAPA's newsletter has helpful information on careers in physical anthropology. Professors Leigh and Ungar offer some extremely sage advice, primarily oriented toward applicants seeking the traditional entry-level position, that of assistant professor in an anthropology department. The AAPA has a standing committee devoted to careers, the Career Development Committee (CDC), whose concern is with helping entry-level professionals get positions to which they aspire. Each year at our annual meeting the CDC sponsors a workshop on something related to career development. These sessions have usually been very well attended and the panelists have represented a diversity of scientific interests and career experiences. At the 2001 meeting, we will sponsor a panel focusing on graduate student concerns about career entry. It will be held Wednesday, March 28 from 6:30-7:45 in Pershing Place East. We are soliciting such concerns from the AAPA's student membership. Those who wish may send them to Heather Edgar at edgar.25@osu.edu. The concerns will be presented anonymously to the panelists for comment and discussion from the floor, during the event.

The CDC also has an electronic listserv, PAJOBS, that lists vacancies in academia (often in units other than anthropology departments) and in the non-academic world. To subscribe, send the message *subscribe pajobs* followed by your first name and last name to listserv@nosferatu.cas.usf.edu.

While the pieces in this issue speak primarily to traditional entry-level positions, there are many other professional opportunities for physical anthropologists, within and outside of academia. Some information on these is available via the careers link of the AAPA website, <http://www.physanth.org/>, along with vacancy announcements, and post-doctoral opportunities. Alan Ryan, a CDC member whose professional career has been in nutrition-related research in the private sector (Ross Laboratories), is editing a book about careers in physical anthropology. Greenwood Press will publish it next year.

Curtis Wienker
University of South Florida

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Employment

Biocultural Anthropologist. The University of California, Santa Barbara, Department of Anthropology, seeks a biocultural anthropologist for a tenure-track position at the Assistant Professor level, beginning July 1, 2001. We are looking for a scholar with a strong theoretical focus on the application of Darwinian theory to human behavior and a commitment to empirical field research with a quantitative orientation. Possible specializations include, but are not limited to, human behavioral ecology, evolutionary psychology, and biological approaches to culture. Preference will be given to someone working with small-scale indigenous groups including foragers. Ph.D. required at the time of appointment. For primary consideration apply by November 30, 2000. A complete application should include a vita, a letter describing current and future research directions, copies of your publications, and 3 letters of recommendation sent directly from referees. Send to: Search Committee Chair, Department of Anthropology, University of California Santa Barbara, Santa Barbara, CA 93106-3210. The University of California is an Equal Opportunity/Affirmative Action Employer. All qualified applicants are encouraged to apply, including minorities and women.

Biological Anthropologist. The University of North Carolina at Chapel Hill Department of Anthropology intends to hire a biological anthropologist specializing in the interaction of international and transnational processes such as development, environmentalism and globalization with the biological properties of contemporary, non-western populations. Specific topic areas might include: health and disease, hormonal and immunological response, growth and development, reproductive function, work capacity, physiological well-being, or the biology of poverty. The successful candidate will have an affiliation with and partial teaching commitment to the Curriculum in International Studies. The position is tenure track, and will be filled at the Assistant Professor level starting July 1, 2001. Demonstrated teaching skills are a high priority. PhD degree required by July 1,

2001, the starting date. Please send a narrative statement of teaching and research interests, a curriculum vitae, and the names of four referees by 11 December 2000 to: Bruce Winterhalder, Professor, Chair, Search Committee Department of Anthropology, CB# 3115, Alumni Building, University of North Carolina at Chapel Hill, Chapel Hill, NC 27599-3115.

Physical Anthropologist. The University of Arkansas, Fayetteville, seeks a physical anthropologist for a tenure-track position at the Assistant Professor level, beginning August 2001. The successful candidate will complement our department's research strengths and teach introductory biological anthropology and advanced courses in their area of specialization. Screening begins December 1. Please send resumes and sample reprints to: Physical Search, Department of Anthropology, Main 330, University of Arkansas, Fayetteville, AR 72701. mherrin@uark.edu EOE/AA.

Biological Anthropologist. The University of Florida Department of Anthropology is searching for an assistant professor in biological anthropology for a tenure-acruing appointment beginning August 10, 2001. We seek a broadly trained Ph.D. biological anthropologist with interests in paleoanthropology. The successful candidate will have demonstrated research skills that complement the work of the biological anthropology faculty already on campus, excellent teaching credentials, and an excellent scientific publication record. Women, minority candidates, and handicapped scholars are especially encouraged to apply. Send a letter of application along with a vita, and the names, addresses (including email), and telephone numbers of four referees to: Biological Anthropologist Search Committee, Department of Anthropology, University of Florida, P.O. Box 117305, Gainesville, Florida 32611-7305. Deadline for receipt of applications is December 1, 2000.

Physical Anthropologist. New York University, Department of Anthropology invites applications from outstanding

scholars for a position in Physical Anthropology, at the rank of Assistant Professor. The department is looking for scholars with exceptional records in teaching and research in the later stages of human evolution, especially those who complement and strengthen departmental interests in brain and behavior, human biology, variation and disease, and human paleontology and paleobiology. Application deadline is December 1, 2000, for appointment beginning September 1, 2001, pending administrative and budgetary approval. Please send letter, curriculum vitae, and names of three referees to: Professor Terry Harrison, Department of Anthropology, New York University, 25 Waverly Place, New York, NY, 10003. NYU is an Equal Opportunity/Affirmative Action Employer.

Biological Anthropologist. California State University, San Bernardino, Department of Anthropology invites applications for a new tenure-track assistant professor position in biological anthropology. Areas of interest include human growth and development, biocultural aspects of aging, nutrition, health and epidemiology, human biological variation, and human ecology. The applicant would also be expected to teach introductory human evolution. The candidate, PhD in hand by fall 2001, should have an active research program and demonstrate excellence in undergraduate teaching. Experience in computer-based instruction and distance learning would be advantageous, as would willingness to encourage and develop community-based research and internships for our students. This is a new position in a rapidly growing university; for more information on the dept and university, see the web pages at www.csusb.edu. CSUSB is an EOE committed to a diversified workforce. We will conduct preliminary interviews at the AAA meetings. Please send a letter of application, vita, copies of transcripts, and names of three references to: Peter Robertshaw, Chair, Department of Anthropology, California State University, San Bernardino, CA 92407-2397. Review of files will commence January 8, 2001 and continue until position is filled.

Biological Anthropologist. The Department of Anthropology at Western Michigan University invites applications for a tenure track, Assistant Professor in biological anthropology, effective August 2001. We seek a broadly trained biological anthropologist with research and teaching interests in skeletal biology, bioarchaeology, and health and disease. The successful candidate must be able to link across disciplines with existing programs in medical anthropology and/or archaeology; a focus on social inequality is especially welcome. Candidates should have an active field research program which will incorporate undergraduate and MA level students. Teaching responsibilities include undergraduate courses in human osteology, bioarchaeology, and an introductory course entitled "Race, Biology, and Culture". Candidates will also be expected to develop graduate level courses and contribute to training and mentoring of graduate students. Ability to teach a biologically based medical anthropology course is also desirable. Ph.D. is required at time of appointment. Please send statement of research and teaching philosophy, vita, graduate transcripts, and names and addresses of three references to: Dr. Robert L. Anemone, Chair of BioAnthropology Search Committee, Department of Anthropology, Western Michigan University, Kalamazoo, MI 49008-3899. Deadline for application is November 15, 2000; preliminary interviews will take place at the AAA meetings in San Francisco.

Biological Anthropologist. The Departments of Genetics and Anthropology of Rutgers University are jointly seeking an outstanding scientist to fill a new position in the genetics of human or primate evolution. Some possible research areas include: evolutionary or comparative genomics; DNA sequence based population genetics; and the use of multiple, or highly polymorphic, genetic markers for field based evolutionary studies. The successful candidate will have a strong research focus on evolutionary processes, and a willingness and ability to interact both with geneticists and anthropologists. Candidates must have a Ph.D., a demonstrated ability to

conduct and publish significant independent research, and an interest in teaching at the graduate and undergraduate levels. Appointment is anticipated at the Assistant Professor, tenure-track level; however more senior candidates with outstanding credentials will also be considered. Applicants should email MSWord or PDF attachments of a curriculum vitae, a description of research plans, and contact information for three references to jhey@mbcl.rutgers.edu or send that information by mail to: Dr. Jody Hey, Chair, Genetics & Anthropology Search, Rutgers University, Nelson Biological Laboratories, 604 Allison Rd., Piscataway, NJ 08854-8082. Application review begins September 1, 2000. Rutgers University is an equal opportunity/affirmative action employer.

Biological Anthropologist. Yale University, Department of Anthropology, is seeking to fill a position in Biological Anthropology at the level of Assistant Professor, beginning July 1, 2001. Research specialization should be in the anatomy and evolution of primates (hominid or non-hominid; fossil or extant), and should complement interests currently represented in the Dept. Send vita, names of referees, and a statement of teaching and research interests to: Chair, Biological Anth Search Comm, Dept of Anth, Yale U, PO Box 208277, New Haven, CT 06520-8277, before Dec 15, 2000. Yale University is an Equal Opportunity/Affirmative Action employer. This employer offers employment benefits to domestic partners of employees. This employer prohibits discrimination on the basis of sexual orientation/preference and gender identity/expression.

Biological Anthropologist. The University of Texas at San Antonio anthropology program invites applications for a tenure track or tenured position (rank open) in biological anthropology to begin Fall 2001. Applicants should have research interests focusing on human biological diversity, especially with biomedical applications broadly defined,

including specializations such as population genetics, primate studies, human skeletal biology, human growth and development, or hominid evolution. Responsibilities include teaching general anthropology, basic courses in biological/physical anthropology, & elective courses in area of specialization; ongoing research; & service in a dynamic program offering both an undergraduate and graduate major. Courses are offered either at the UTSA Main or Downtown Campuses. Required qualification for the rank of Assistant Professor is a PhD in physical/biological anthropology by August 31, 2001. Preferred qualifications for this rank include promise of developing a funded research program in conjunction with area institutions; desire and ability to develop a graduate-level specialization. Required qualification for the rank of Associate Professor include a PhD in physical/biological anthropology by August 31; & record of effective teaching, focused research, and peer-recognized service. Preferred qualifications are the same as the Associate Professor preferred qualifications. Required qualification for the rank of Professor include a PhD in physical/biological anthropology by August 31; & record of effective teaching, nationally recognized body of quality research, and service demonstrating peer-recognized leadership. Preferred qualifications are the same as the Assistant Professor preferred qualifications. Applicants should submit a letter of application indicating the rank applied for and including a statement of teaching and research interests, a C.V., and three letters of recommendation. All materials (with the exception of recommendation letters) must be postmarked by January 8, 2001, and mailed to Dr. Richard E.W. Adams, Search Chair, Division of Behavioral & Cultural Sciences, 6900 North Loop 1604 West, University of Texas at San Antonio, San Antonio, TX 78249-0652. Applicants who are not U.S. citizens must state their current visa and residency status. The University of Texas at San Antonio is an affirmative action, equal employment opportunity employer. Women and minorities are encouraged to apply.

Physical Anthropologist. Western Washington University, Dept of Anth, seeks a Physical Anthropologist, PhD by Nov 15, 2000, to receive full consideration, with a

teaching and research exp in applied health and anatomy/physiology, regional focus in Pacific Rim preferred and strong background in quantitative methods, to appoint as tenure-track Assistant Professor beginning Fall, 2001. We strongly encourage applications from women and minorities. To obtain the full ad, see <http://www.wwu.edu/~wwujobs>. Send

letter, vita, addresses for 3 references to Chair, Phys-Anth Search Comm, Dept of Anth, WWU, Bellingham, WA 98225 by Nov 15, 2000. To request disability accommodation: 360/650-3306 (V); 360/650-7606 (TTY). AA/EOE. This employer offers employment benefits to domestic partners of employees. This employer prohibits discrimination on the basis of sexual orientation/preference and gender identity/expression.

Physical Anthropologist. University of South Florida, Dept of Anthropology, invites applications for a tenure-track Assistant Professor pos in physical/biological anth, beginning Aug 2001. The successful applicant must possess a PhD in physical/biological anth at the time of appt. Area of expertise in human biology broadly, defined. Responsibilities include tchng general anth, basic courses in physical/biological anth, & elective courses in area of specialization at the undergrad & grad levels. Ability to teach forensic anth & quantitative methods is highly desirable. The Dept of Anth offers a BA in anth, applied-oriented grad progs at both the MA & PhD levels, & is firmly committed to a balance of tchng, res, & service. Interested candidates should send a letter of application detailing tchng & res interests, vita & names of 3 references to Lorena Madrigal, Chair, Search Comm, Dept of Anth, U of S Florida, 4202 E. Fowler Av, SOC 107, Tampa FL 33620-8100, (813) 974-2138. Applications must be recd by Dec 1, 2000. Sal negotiable. EOE/AEE. Applications from women and minorities are encouraged. For disability accommodations, please call the contact listed in this ad for assistance.

Physical Anthropologist. State University of New York College at Geneseo. Department of Anthropology announces a tenure-track pos at the assistant professor level for a specialist in Physical Anthropology. Candidates committed to undergrad teaching with a research agenda involving undergrads are invited to apply. Req'd qualifications: PhD; candidates in the final stages of completion will be considered; lab and field exp; evidence of effective teaching. Preferred qualifications: primate studies, hominid evolution. Send letter of application describing teaching and research interest, vita, 3 recent letters of recommendation, and a copy of a graduate transcript. SUNY Geneseo is an Affirmative Action/Equal Opportunity Employer. Women and members of minorities are encouraged to apply. Send materials by Nov 10, 2000 to: Chair, Search Comm, Dept of Anth, SUNY Geneseo, Geneseo, NY 14454. This employer offers employment benefits to domestic partners of employees. This employer prohibits discrimination on the basis of sexual orientation/preference and gender identity/expression.

Biological Anthropologist. Indiana University, Bloomington, Department of Anthropology is seeking a Bioanthropologist, tenure-track, junior rank, with specialties in molecular anthropology and/or anthropological genetics. Research interests should complement existing programs in growth and development, human osteology, primatology, human paleontology, and paleoanthropology. Area interests in the Americas, Africa or Central Asia preferred. The successful candidate will have a completed PhD, preferably in Anthropology, a strong research and publication record, and evidence of successful teaching experience at the introductory level. Review of applications will begin December 15, 2000 but materials will be accepted until the position is filled. Indiana University is an equal opportunity/affirmative action employer. Minority group members, women, and disabled individuals are encouraged to apply. Send letter of applica-

tion, CV, and names of three referees to: Chair, Search Committee, Anthropology Dept., Indiana University, SB130, 701 E. Kirkwood, Bloomington IN 47405.

Biological Anthropologist. Georgia State University. The Department of Anthropology is seeking a Biological Anthropologist with an interest in the following: Human Ecology, Human Growth and Development, Nutritional Anthropology and Human Variation and Adaptation. The successful candidate will teach introductory and upper-level classes as well as develop classes in his/her area of specialty. The candidate must also possess strong research potential. Georgia State is located in downtown Atlanta and the department offers B.A. and M.A. degrees in Anthropology and Geography. Please submit the following to the department chair: letter of application; 3 letters of recommendation; curriculum vita and any supporting documents Chair, Anthropology Search Committee Department of Anthropology and Geography, Georgia State University, Atlanta, GA 30303-3082. contact the following for more information: <http://monarch.gsu.edu>

Biological Anthropologist. California State University-Bakersfield. Dept. of Soc/Anth, invites applicants for an anticipated tenure-track pos at the asst prof level in bio anth beginning Sept. 2001. PhD in bio anth at time of appt is req'd. A focus on western N America, expertise in human anatomy, osteology, & evolutionary theory, & ability to teach res methods/statistics is desired. Sal will be commensurate with experience. Closes Dec. 1, 2000. Send letter of application, vita, references, & 3 letters of recommendation to: Chair, Bio Anth Search Comm, Dept of Soc/Anth, CSUB, Bakersfield, CA 93311-1099, or contact Mark Q. Sutton at 661/664-3153 or msutton@csubak.edu. Applications from women, ethnic minorities, veterans, & individuals with disabilities are welcome. This employer prohibits discrimination on the basis of sexual orientation/preference and gender identity/expression.

Looking For A Job?

Editor's Note: As Anthropology departments begin their job searches for the 2001-2 academic year, many of our AAPA members are entering or rejoining the "Job Market". This can be a difficult and frustrating time for recent Ph.D.s and others seeking employment. This article was written to help some of our readers as they search for placement. The author, Steve Leigh, has been involved in searches leading to two new hires in the last year. An additional source of information can be found on the Internet at www.ugs.usf.edu/wienker/jobsrch.htm

Jobs in biological anthropology can be incredibly challenging and rewarding. Unfortunately, they can also be difficult to land. Getting a job requires coupling a good track record and potential with patience and perseverance. As a general rule, the job market always seems pretty tight as relatively few tenure-track positions open each year. It has been this way for a long time, and this probably will not change dramatically in the future. Fortunately, a relatively broad spectrum of job opportunities is often available to biological anthropologists, ranging from archaeological osteology to anatomy instruction. The specifics of applying to positions obviously vary, so it is assumed that candidates are applying to anthropology or biological anthropology departments. It is also assumed that candidates will apply to research-oriented colleges and universities.

Job searches are somewhat cyclical in nature because most universities and colleges make decisions about whether or not to initiate a search during the first few months of the academic year. Therefore, right now is a good time for prospective candidates to consider strategies for improving their chances in searches. It is important to realize that there is no single best strategy, but at the same time, there are commonalities in approaches that candidates need to know.

General Considerations

Perhaps the most important attribute of a successful candidate is a demonstrated ability to conduct research. This is best illustrated by a complete or near-complete dissertation. Very frequently, ABD candidates are considered for tenure track positions, but applicants with the Ph.D. in hand typically have an edge over ABDs. The ability to conduct and complete research is most unambiguously reflected by publications. Aside from dissertation completion, publications

seem to be the most important factor indistinguishing among candidates.

Departments prefer to hire candidates who have gone through the publishing process simply because it bodes well for success in a tenure-track position. Publications also indicate the ability to clearly convey ideas, observations, and insights, and are thus clear reflections of teaching abilities. Therefore, students currently in graduate school should seriously consider working towards publication in a peer-reviewed journal while engaged in graduate studies.

Demonstrated teaching abilities confer an advantage, but typically this experience is less important than publications. Experience organizing or teaching large introductory level courses is particularly helpful because teaching these kinds of courses is often involved in tenure-track positions. Experience as a teaching assistant is always helpful. Finally, success in grant writing is a plus, but support varies so much among graduate schools that this usually is not a primary consideration.

The Application Process

Finding and Choosing

Applicants should monitor a number of sources for position notices. Most anthropology departments prefer to advertise in *Anthropology News* (published by the AAA). The AAA also lists these jobs on their web site (www.aaanet.org). Other publications, such as *Science* contain advertisements, including a number of ads for anatomy and related positions. Candidates should assiduously seek these and other sources. Advertisements usually provide some criteria for the position, but applicants should cast the broadest net possible. Even if the job doesn't seem quite to fit your specific talents and interests, applying can pay off in several ways. First, your application may simply reveal stronger scholarship than your competition, even if your specialty is not targeted. Departments want to hire the best candidates, and often will shift their priorities to get them. Second, departments may be able to make a case for multiple hires. An abundance of good candidates provides a rationale for departmental expansion. Third, applying to jobs gets you noticed. This can aid immeasurably for jobs that arise unexpectedly late in the season. Departments with positions like this will often contact a department that has recently searched in order to learn about available talent. A strong impression from a previous application can pay off in the future.

The Application

The application itself is the key step in the job seeking process. The application should be sent well before the deadline, so apply to a job as soon as it is advertised. This gives the prospective employer plenty of time to consider the application. Waiting until the last minute to send in an application is a bad idea: your application will arrive with a herd of competitors. Often, search committees are swamped with applications at the deadline. This cannot help but strain the resources of a search committee, and inherently allows less time to devote to each application. Departments normally do not accept applications after the published deadline.

The specifics of an application vary considerably, but a few elements seem to cross-cut different styles. It is usually best to focus the application on your research. The search committee should understand what you do and why you do it. Organizing the application around your teaching abilities is usually not appropriate for a research university, but this can feature prominently for some positions. In terms of specifics, an application might consist of several parts. First, a cover letter is mandatory. Most departments prefer a short (1-1.5 page, single spaced) letter that: provides a brief background on the candidate, a description of the dissertation research and its significance, information on current and future research, and a brief account of teaching experience. Long cover letters are certainly acceptable, but can be problematic for several reasons. Excessive detail may obscure an applicant's strengths. In addition, a search committee often needs to summarize an applicant's abilities to colleagues who may be less familiar with biological anthropology. A succinct letter in the applicant's own words means that this summary will depart minimally from the applicant's original intentions.

The second item should be a longer document that is directed to a more specialized audience. It discusses several important areas (research background, importance or significance of the research, present and future research, teaching, etc.). Here, the applicant expands on the points introduced in the cover letter. Usually, search committee members with greater experience in biological anthropology will need this information to evaluate the applicant fully. It is important that all documents candidly and accurately reflect the applicant's strengths, while avoiding embellishment.

Third, the old standard, the *Curriculum Vitae* (CV), is a necessary component of the application. Many CV formats are available, and each applicant should choose one that fits his or her interests most adequately. Examining CVs on the web sites of prospective departments might not be a bad idea. Obviously, neatness and clarity count: like your annual AAPA abstract submission, avoid dot-matrix printers. It is helpful to include a home phone number on the CV. Search committees often meet outside regular business hours, and may need to contact an applicant either for additional information or to schedule an interview on short notice. Sometimes, a social security number can be handy for reimbursing applicants who are invited to an interview. Finally, you may wish to submit publications and soon-to-be published research with the initial application. Some positions request that this material not be provided, so refer to the advertisement.

Recommendations are (hopefully) part of this equation. Make sure that your advisor is aware of your plans. Good recommendations take time to write, so let your advisor know when you plan to start applying. It may be helpful to provide your advisor with a copy of your job application. Beyond your advisor, other referees should be aware of your plans, so give them the information needed in order to write frankly and accurately about your capabilities. Almost all recommendation letters are favorable, so furnish your referees the time and resources to make yours exceptional.

The Short List and Interview

An interview represents success on the job market. The competition to get to this level is extremely stiff. Among interviewees, the differences in applicant quality are often razor thin, so preparation is critical. The most important part of the interview is the job talk. Here, prospective colleagues are evaluating the applicant's research and teaching abilities. It is, unfortunately, impossible to make universal recommendations for job talks. However, we should keep in mind that anthropology departments are often pretty diverse places. Targeting an informed but nonspecialized audience usually works well. On the other hand, interviewees need to keep the specialists engaged and interested.

Traditions for the actual presentation vary among subfields of anthropology, so different parts of the interviewing department may be expecting different products. Sociocultural anthropologists unabashedly read long manuscripts during a job talk, typically avoiding slides and

other materials. Archaeologists tend to run overtime. Biological anthropologists involve themselves to an unhealthy degree in PowerPoint presentations, but they rarely read a talk, and usually respect the clock. Make sure that you have rehearsed your job talk, and that you have requested necessary materials (slide projector, overhead, etc.). Avoid reading the talk, if possible, and keep the length of the talk to the allotted time. A little less than the standard 50 minute class time is a good objective (42-45 minutes). Allow some time for questions afterwards. A candidate may be asked to give a talk at any time during the day or evening. If a search is under time pressure, candidates may have to give a talk immediately upon arrival to campus.

Don't be distressed by the behavior of the audience. Dozing by audience members during a job talk is, unfortunately, part of the territory. It is also important to be realistic about the kinds of questions and comments you'll receive following your talk. Sometimes, members of the audience will treat you aggressively, often to see how you perform under pressure. Problems can also arise during one-on-one interviews. Prospective colleagues may disagree with your theoretical orientation, methods, results or interpretations, and will probably be direct about their objections. Don't expect politeness, but maintain a professional comportment through it all.

It often helps to know something about the research interests of your prospective colleagues. Use the web so that you can find out what other people do. It will help you work through the occasional conversational lull during an interview. Knowing the department head's research interests is a good idea because you will probably end up discussing matters like salary and start up costs with that person. You may actually meet a dean during the process, so if time permits, learning something about the university's administration may give you an edge.

Departments differ in when they discuss startup costs. Initiating a discussion of start up costs during the interview is a good strategy because it lets the department know what you need. Therefore, go into the interview with at least a general notion of start-up equipment and costs, but precise figures usually are not necessary at this stage. Make sure that the department has a realistic idea of what these costs might be. Don't inflate the costs, but don't hamper your ability to perform adequately once you start the position.

A number of minor annoyances always seem to enter into interview visits.

Job interviews can be exhausting, particularly when long-distance travel is involved. Sleep deprivation is often a serious problem, so realize that you will be tired especially late in the interview. In addition, the inconveniences of contemporary travel are exacerbated during the interview. Make sure that you can cope with late arrivals or unexpected overnight stays. Interviews usually occur in late winter and early spring, so weather is often a factor. Have your job talk materials and other necessities with you and ready to go, along with contact information for the search committee chair and department head.

Post-interview

Strategies vary as to how to handle post-interview life. It may be useful to contact the prospective employer after the interview to reiterate your interest in the position. If you get an offer, negotiation is the next step. This may be the only time you have any bargaining power, but also realize that you need to keep the best interests of your prospective department in mind. It may help to develop a strategy that obviously benefits the department. For example, requests that necessitate investment in lab space or equipment, particularly if teaching is involved, may help improve the department.

If you don't get the first offer, sit tight. Usually, departments have a ranked list of acceptable candidates, and will simply work their way along that list if negotiations with higher-ranking applicants fail. A surprisingly large number of successful faculty were not the first ones given offers. Candidates should keep this in mind if informed that they are not being given the offer, and respond to this news in a professional manner. The department may need you at a later date.

Conclusions

Getting a job requires some luck, but the process hinges on preparation and attention to details. This process can be quite humbling, but it can also be truly rewarding.

*Steve Leigh
University of Illinois*

Negotiating From A Position of Strength

Here are a few additional thoughts for the successful job candidate. Many who receive offers feel fortunate just to get a job! This can leave a candidate with the sense that they are not in a position to negotiate with the department Chair or administration. This is not necessarily so, especially when one candidate rises above the rest.

Few departments want a "failed search". Searches are expensive and time consuming, and college administrations have been known to "pull lines" when a position remains unfilled by the end of the academic year. This may allow the successful candidate to negotiate salary, benefits, "startup" funds and facilities from a position of strength.

The more you know, the better the position you will be in during the negotiation process. Were you the only "acceptable" candidate? What are others in your academic cohort getting in terms of salary, benefits, startup, etc? What are others in the anthropology department, similar departments on-campus, and other anthropology departments around the country getting? In many cases, you can easily get the answers to these questions.

Many department Chairs will act as your advocate during the negotiation process. The Chair's motivation is to make sure the search is successful, and to get a new faculty member who is content with their offer. Ask the Chair where you stand in terms of negotiating strength. Chances are that he or she will be honest about it. If the Chair says that you are in a good position, you may be able to improve both your starting salary and your startup package.

Salaries

As far as specific salaries go, ask others you know who have recently gotten jobs what they are getting. There is a *very* wide range of salaries for beginning Assistant Professors in anthropology out there – even among similar, "peer" public institutions.

If you have been given an offer at a public university, you may be able to find out salaries for other faculty in your department through that state's Freedom of Information Act or equivalent. Salaries may be published and available through the University's library, for example. Call the reference librarian. If there are no other Assistant Professors in physical anthropology in your department, look at similar departments, such as geosciences or biology.

There are also sources of information for private colleges and universities. The American Association of University Professors publishes average salaries of faculty at many American institutions each year. These are broken down by rank and division (e.g., the medical school, social sciences, etc). You can present this and other information to the department Chair during the negotiation process.

Finally, don't be afraid of salary compression. You may be able to get an offer close to the salary of much more senior faculty member in the department. Take it if you can! This can help them later when it comes time for the administration to consider "equity adjustments".

Startup

Don't forget about the "startup" package! Some schools have a fixed package, and others do not. Consider both teaching and research needs for your startup

package. Are there casts for teaching *Human Origins*? Is there a computer in the teaching lab for that multimedia lab course software? Ask for them! While you are at it, ask for funds for books, teaching slides or other supplies you may need. Be sure to ask for funds for infrastructure or equipment necessary for pilot research to make you competitive for grants in the future. You may even be able to negotiate funds for research trips, conferences, or a "research assignment" (= reduced teaching load) for the first semester or two.

Laboratory facilities may also be negotiable. Space is often at a premium, and can be the most difficult thing to acquire or protect once you have it. Be sure to have your needs met now while you are in a position to negotiate. Also, get it in writing! Your contract may indicate that your offer includes "Room 023 in the basement of Old Main or equivalent facilities, not to be shared with other faculty during your tenure at the university".

There are other issues to consider too. Is your course or service load negotiable? Does your institution offer moving expenses? Can the university help your spouse find a job? These are all questions that can and should be asked if appropriate.

The successful job candidate is often in a better position to negotiate than he or she suspects. Take advantage of it while you can, because such opportunities will probably become fewer and farther between as you advance in your career!

Peter Ungar
University of Arkansas

Meetings of Interest

November 15-19, 2000
American Anthropological Association 99th Annual Meeting
San Francisco, California
Contact: AAA Meetings Dept.
4350 N. Fairfax Dr., Suite 640
Arlington, VA 22203-1620
Tel: 703 528 1902 ext. 2
E-mail: jmeier@aaanet.org

December 11-13, 2000
14th Annual Conference of the Australasian Society of Human Biology
Camp Coorong, Adelaide, South Australia
The theme of the conference is *The Causes and Effects of Human Biological Variation*.
Minimum conference fee is \$105 (includes general conference, meals, and accommodations).
There will be an extra fee for those who wish to have their paper considered for publication in the volume resulting from the conference.
Contact: Kosette Lambert
E-mail: kosette.lambert@adelaide.edu.au

January 3-6, 2001
Archaeological Institute of America 102nd Annual Meeting
San Diego, California
San Diego Marriot Hotel and Marina
Contact: AIA, Boston University, 656 Beacon Street, 4th Floor, Boston, Massachusetts 02215-2006
Tel: (617)-353-9361
FAX: (617)-353-6550
E-mail: aia@bu.edu

January 7-12, 2001.
XVIIIth Congress of the International Primatological Society.
Adelaide, Australia
Theme is comparisons and parallels between primates and marsupials.
Contact Graeme Crook or e-mail APS_Editor@msn.com.au
Contact: conventions Worldwide
P.O. Box 44, Rundle Mall, SA 5000, Australia
Tel: +61 8 8363 0068
Fax: +61 8 8363 0354
E-mail: satconv@camtech.net.au
For more information visit www.primates.on.net.

February 7- 12, 2001
Pan African Association of Prehistory and Related Studies
Palais des Congres, Bamako, Mali
Contact: Dr. Tereba Togola
Derection Nationale des Artes de de la Culture, BP 91, Bamako, Mali
Tel : 223 22 33 82
Fax : 223 21 67 86

February 11 – 15, 2001
WSES International Conference on Evolutionary Computations – EC '01 Jointly with Conferences NNA '01 and FSFS '01.
Puerto De La Cruz, Tenerife, Canary Islands, Spain.

February 26-March 2, 2001
VIIth Luis Montane Physical Anthropology Congress.
University of Havana, Cuba
Contact: Dr. Maria Margarita Carmenate, Museo Antropológico Montané Facultad de Biología, Universidad e La Habana
Calle 25 #455, entre J e I. Vedado
Ciudad de La Habana 10400
CUBA
Phone: (537) 32-9000/79-

March 28-31 2001
70th annual meeting of the American Association of Physical Anthropologists
Kansas City, Missouri
Contact: Dr. Phillip L. Walker
Department of Anthropology
University of California
Santa Barbara, CA 93106
Voice: 805-685-8424
Fax: 805-893-8707
E-mail: walker@sscf.ucsb.edu

July 21-26, 2001
6th International Congress of Vertebrate Morphology
University of Jena, Germany
Contact: ICVM-6
Institute of Systematic Zoology and Evolutionary Biology Friedrich-Schiller-University of Jena
Erbertstraß 1
D-07743 JENA, Germany
Tel: +49 3641 949155
Fax: +49 3641 949152
E-mail: icvm6@pan.zoo.uni-jena.de

September 2 – 8, 2001
International Union of Prehistoric and Protohistoric Sciences
XIV Congress. Liege, Belgium.

November 28-December 2, 2001
American Anthropological Association 100th Annual Meeting
Washington, DC
Marriott Wardman Park Hotel
Contact: AAA Meetings Dept.
4350 N. Fairfax Dr., Suite 640
Arlington, VA 22203-1620
Tel: 703 528 1902 ext. 2
E-mail: jmeier@aaanet.org

Workshop report: The Human Genome Project

The Ethics Institute of Dartmouth College has been awarded a three year grant by the National Institute of Health to sponsor a workshop entitled "The Ethical, Legal, and Social Implications of the Human Genome Project". The goal of the two-week workshop is to train college faculty to offer an interdisciplinary course on the topic at their home institutions, and teams of instructors (usually two) are encouraged to apply. In Summer 2000, the first year of the grant, 20 participants were introduced to a variety of topics, including genetics counseling, DNA patenting, genetic discrimination in insurance and employment, gene therapy, and forensic databases. It was a particularly enjoyable learning experience since presentations, anchored by three Dartmouth faculty, took a number of formats, such as lectures, panel discussions, debates, and videos. Guest speakers included Alice Wexler, whose family almost single-handedly led the movement to discover the Huntington's gene; Dean Hamer from the National Institute of Health who has worked with behavioral genes; and Steven Holtzman, CBO of Millennium Pharmaceuticals, Inc, a major biotechnology firm. Participants left with a good selection of readings, a CD containing videos of the major lectures, and number of ideas as to how to introduce material into the classroom, as well as a small stipend to cover their expenses.

For those who might be interested in the workshop for 2001, more information may be found at www.dartmouth.edu/artsci/ethics-inst/elsi_index.html after the first of the year. The site also maintains an extensive searchable bibliography on ELSI issues that is available to the public.

*Marie Danforth
University of S. Mississippi*

Cooperation between the AAPA and the Gesellschaft für Anthropologie

The 4th biennial meetings of the Gesellschaft für Anthropologie (German Association of Physical Anthropologists), was held at the University of Potsdam in the beautiful San Souci Park in Potsdam, Germany, 25-28 September 2000. At these meetings, the GfA and the AAPA co-sponsored a symposium on reproductive biology. With Kerrin Christiansen (University of Hamburg), the symposium was organized by the presidents of the GfA (Michael Schultz) and AAPA (Clark Larsen) in order to promote cooperation between the two professional societies. The symposium featured presentations on various aspects of reproductive biology, including the evolution of the hominin pelvis (C.B. Ruff), socio-endocrinology in primate reproduction (F.B. Bercovitch), Callitrichidae prenatal development (A.-K. Oerke et al.), reproductive biology and phylogeny of Goeldi's monkey (R.D. Martin), fertility in !Kung San of Namibia (K. Christiansen), environment, ecology, and reproduction in Turkana of Kenya (P.W. Leslie, M.A. Little, and K.L. Campbell), body composition and post-menopause (S. Kirchengast), socio-biology and mating preferences (A. Pashos and K. Christiansen), stress and fecundity (O. Hars, K. Christiansen, P. Hadji, and H.-G. Bohnet), and the evolution of menopause (J.W. Wood, D.J. Holman, and K.A. O'Conner).

The symposium was the second of two symposia co-sponsored by the AAPA and GfA, with the first being held at the annual AAPA meetings in San Antonio, Texas, April 15, 2000. The first symposium, "Old World and New World Perspectives on Bioarchaeology," was co-organized by Clark Larsen and Michael Schultz, and included papers on biological change in the Americas (J.F. Powell), ancient DNA (D.G. Smith, R.S. Malhi, J.A. Eshleman, and B.A. Schultz; I. Wiechmann and G. Grüpe), population history and isotope ratios (C.D. White, M.W. Spence, and F.J. Longstaffe),

Strontium isotope analysis (M. Teschler-Nicola, T. Prohaska, C. Latkoczy, F. Gerold, M. Watkins, and G. Stinger), diet and activity (C.S. Larsen, C.B. Ruff, D.L. Hutchinson, and M.J. Schoeninger), activity in Hellenistic athletes (K. Kreutz and M. Kunter), microwear change (M.F. Teaford, C.S. Larsen, and D.L. Hutchinson), etiology and epidemiology of ancient diseases (M. Schultz, P. Carli-Thiele, and T.H. Schmidt-Schultz), Geographic Information Systems analysis of pathology (R.H. Steckel, P.L. Walker, and N.M. Craig), and paleodemography in the Bronze Age (U. Wittwer-Backofen and A. Kemkes-Grotenthaler).

In order to further encourage cooperation, the GfA and AAPA have developed a statement on collaboration in research and teaching by members of the two organizations:

The respective presidents of the American Association of Physical Anthropologists and the Gesellschaft für Anthropologie recognize the mutual interests and goals of the two associations, namely, the advancement of physical anthropology by support through research, teaching, and service. In light of these common goals, the two associations wish to encourage collaboration in a research and exchange program whereby American and German scientists and students whose interests lie in physical anthropology would travel to carry out research in the respective institutions in the United States and Germany. Such exchanges would serve to advance the science of physical anthropology in both countries. We believe that this kind of partnership will facilitate new initiatives, benefiting members of both organizations.

*Clark Spencer Larsen
University of North Carolina*

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Please send all submissions to the editor at newsletter@physanth.org.

Submissions will be considered only in electronic format as e-mail attachments, or mailed on diskette as Windows compatible files.

NSF's Budget is Looking Up

NSF entered its new fiscal year this month. For a while we (NSF) had no budget as Congress debated spending bills. Now we have one and it's looking good. While you never know how the money will ultimately be distributed in-house, I am really rather optimistic, and I am not a Pollyanna by nature. In addition to the general NSF situation, the Division of Behavioral and Cognitive Sciences, home to this program, has a new Director who is very keen on the sorts of things that physical anthropologists do. His name is Dr. Philip Rubin and he came here from the Haskins Lab, a private organization with a primary focus on the biological basis of speech and language. I am very pleased that he's here and I think the Division's commitment to our research, which was strong for the past several years, will only increase.

An immediate implication is that I can imagine seeing a boost to our budget this year. What does concern me is that we maintain an inflow of high quality proposals. It would be a disaster to have more money and few fundable proposals. For a number of reasons, the Fall Panel will be later than usual (12/4-5/00). This means that those proposals that are meritorious but which need revision and resubmission cannot make it in by the published target date (12/1). As many of you know, this is just a target date – not a deadline. I will attempt to get information out to current applicants asap as soon after panel as possible. If you are declined funding but want to turn the proposal around and get it back in for the spring cycle, I'll try to help with the process. If you have a pending proposal feel free to call me after 12/5 to see where you stand. **We will try to set a Spring Panel date that is also a bit later than usual so that I can process new submissions (new proposals or revised resubmissions) well into January if not beyond.** If you are considering submitting and need further information about the process, schedule or anything else, please first consult the web site (www.nsf.gov/sbe/bcs/physical/). If the answer isn't there -- call or email me.

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Funding

Animal Behavior Society

The Society has several grants available in various animal behavior related fields. For further information and details visit their website at <http://www.animalbehavior.org/ABS/Grants/>.

National Science Foundation

The Foundation supports scientific research of theoretical importance in all theoretical and empirical subfields within the discipline of physical anthropology. Senior and dissertation research support available as well. For more information visit www.nsf.gov/sbe/sber/physical/physinfo.htm or contact Mark Weiss at mweiss@nsf.gov.

Fulbright Association

The Fulbright Association has funding available for various fields of study within anthropology as well as others. Visit the association's website at <http://www.fulbright.org> for more information.

Center for Field Research

The CFR invites proposals for field research in anthropology. For further information and deadlines, visit the center on the web at <http://www.earthwatch.org/cfi/CFRanthro.html>.

National Endowment for the Humanities

The NEH has several grants and awards, each with various deadlines. See <http://www.neh.gov/> for more details.

National Institutes of Health

The NIH has several funding and grant opportunities in a variety of fields. For more information visit the web at <http://www.nih.gov/> or contact grantsinfo@nih.gov.

AAPA Position on Cultural Affiliation of Kennewick Man

The American Association of Physical Anthropologists (AAPA), the largest professional scientific organization devoted to the study of physical anthropology in the United States, was part of the coalition of Native American and scientific groups that worked for the passage of the Native American Graves Protection and Repatriation Act (NAGPRA). Since the passage of the act a decade ago, the AAPA has continued to support NAGPRA's key goal of ensuring that culturally affiliated, federally recognized Native American groups are allowed to make decisions regarding the disposition of their ancestral remains.

The AAPA supports the rights of Native Americans to claim human remains and funerary objects in cases where the modern group is culturally affiliated with the remains in question. Our support stems from the fundamental belief that cultural affiliation is what provides the moral and ethical basis for repatriation. Where cultural affiliation exists, repatriation claims must be honored; but where cultural affiliation is absent, repatriation claims have no moral foundation.

Because of our strong commitment to the goals of NAGPRA, the AAPA is deeply troubled by Secretary of Interior Bruce Babbitt's September 21, 2000, decision that the 9,500- 9,000 year old remains of Kennewick Man are culturally affiliated with five modern claimant tribes whose members currently live in the vicinity of the Kennewick discovery (the Confederated Tribes of the Colville Reservation, Confederated Tribes of the Umatilla Reservation, Confederated Tribes and Bands of the Yakama Indian Nation, the Nez Perce Tribe of Idaho, and the Wanapum Band). We believe that this decision is inconsistent with the law and thereby does great damage to the carefully negotiated balance between Native American, scientific, and broader public interests that are at the heart of NAGPRA.

Under NAGPRA, modern federally recognized tribes have the right to claim ancestral remains to which they are "culturally affiliated." In the statute, cultural affiliation is defined as "a relationship of shared group identity which can be reasonably traced historically or prehistorically between a present day Indian tribe or Native Hawaiian organization and an identifiable earlier group." A careful reading of the statute and the associated House and Senate reports clearly shows that Congress envisaged the legislation as a compromise between the interests of native peoples and the larger public (including the scientific and educational communities). To resolve the very difficult and emotional issues surrounding who should control the disposition of ancestral remains, the act established a delicate balance between the competing, and sometimes conflicting, interests of scientific, museum, and descendant groups. This fundamental point is most forcefully expressed in the composition of the NAGPRA Review Committee, which is required by law to include three representatives of the Native American community and three representatives of the scientific/museum community. The AAPA firmly believes that all of these groups have legitimate interests in human remains and the artifacts associated with them, and that NAGPRA is the best means we currently have to weigh the relative strengths of these interests in individual cases.

NAGPRA recognizes the broad spectrum of relationships that exist between modern people and ancestral

remains. These range from the remote common link that all living people share with our progenitors who lived in Africa millions of years ago to the close genetic and emotional ties that exist between living people and recently deceased family members. NAGPRA is an expression of a general principle that most Americans would agree with: when there is a clear relationship of shared group identity that can be traced between a modern group and an earlier group, members of the modern group should be given the responsibility for deciding the appropriate disposition of their relative's remains. On the other hand, when a clear relationship of shared group identity cannot be traced, there is also general agreement that those remains should be considered part of the biological and cultural heritage of all people. The information about the history of humankind that such remains can yield is our common legacy. For this reason, they should not be subject to the exclusive control of any one modern group of people.

In recognition of the many different ways in which people learn about and interpret the world around them, Congress wisely stipulated that the standard for determining the existence of a relationship of shared group identity should incorporate a broad spectrum of biological and cultural information. According to the statute, a relationship of shared group identity must be established relying on a "preponderance of the evidence based upon geographical, kinship, biological, archaeological, anthropological, linguistic, folkloric, oral traditional, historical, or other relevant information or expert opinion." Developing a solution that integrates, among other things, evidence of genetic affinity with expert testimony from spiritual leaders is challenging. However, the AAPA believes that it is possible to forge compromises that respect traditional beliefs about ancestral relationships while at the same time giving equal credence to scientific evidence concerning the strength of the biological and cultural relationships between earlier populations and modern societies.

Secretary Babbitt's decision that Kennewick Man is culturally affiliated with a few modern Native American groups currently living in the area of the discovery does great damage to the careful balance of conflicting interests that is at the heart of NAGPRA. Given the rapidity of cultural change, what we know about the migratory propensities of earlier human populations, and the questionable shared group identity of a modern coalition of tribes that are in part a result of governmental manipulation of earlier tribal identities and territorial boundaries, it is exceedingly unlikely that someone who lived in approximately the same geographic area 9,000-9,500 years ago would have a shared group identity with any of these modern federally recognized tribes.

This *prima facie* case for the lack of a relationship of shared group identity under the terms Congress envisaged for NAGPRA is not weakened by the extensive cultural, archaeological, and physical anthropological studies that the Department of Interior initiated in response to litigation over requests to study the skeleton. Indeed, an unbiased evaluation of the evidence provided by the scientists that the Department of Interior hired to assess this issue leaves little doubt: a relationship of shared group identity cannot be reasonably traced between the group of people who occupied

the Kennewick area more than 9000 years ago and any present-day, federally-recognized tribe.

In spite of the overwhelming scientific evidence suggesting the lack of a traceable relationship of shared group identity between Kennewick Man and any specific group of modern tribes, the Secretary of Interior determined that a shared group identity did indeed exist with a small number of native groups that currently live in the Kennewick area. This determination of cultural affiliation relies almost exclusively on the geographical context of the find and oral traditions. On the other hand, the physical anthropological and archaeological studies show important biological and cultural differences and very substantial cultural discontinuities between the Kennewick individual and the modern tribal groups who claim his remains. The Secretary dismisses this convincing evidence for a lack of cultural affiliation with *ad hoc* speculation about intermixing "with other groups migrating into or through the region." He also argues that if the "lack of available data from the earlier time periods" could be remedied, these new data might conceivably support his assertion of cultural affiliation. In other words, the Secretary appears to have based his decision on the premise that a lack of archaeological evidence for cultural affiliation has no evidentiary value because, if more data were available, it might conceivably provide evidence for the existence of a relationship of shared group identity.

Using the Secretary's logic, anything is possible and there is no basis for evaluating competing ideas with current evidence. Using the Secretary's logic, as the antiquity of a set of remains increases, so does the ease with which the preponderance of evidence is shifted to cultural affiliation with a federally recognized tribe using the flimsiest of arguments based on geographical proximity, folklore, and oral traditions. By making it easier to argue that a relationship of shared group identity existed in precisely those cases in which the least evidence of such a relationship is available, the approach taken by Secretary Babbitt in the Kennewick case inverts what was clearly Congress's intent in passage of NAGPRA.

The AAPA is sensitive to and recognizes the legitimacy of Native American concerns over the disposition of their ancestral remains. We are also keenly aware of the important role that skeletal studies can play in helping to determine the cultural affiliation of human remains. Physical anthropologists have a long history of working with law enforcement agencies, federal and other government officials, and Native American groups to provide a scientific perspective on the cultural affiliation of inadvertently discovered human remains, both ancient and modern. In light of this, the Secretary's failure to fully incorporate such scientific evidence into his decision making process is very puzzling.

The scientists who studied the Kennewick remains have documented that this person's cranial form is

distinctive and different in many significant respects from that of the modern Native American groups living in the same area. These differences can be interpreted in a variety of ways. For example, they may reflect either no direct relationship between the Kennewick individual and the modern tribes that claim him or, alternatively, that this person's cranial morphology represents the ancestral condition of groups that subsequently lived in the Kennewick area. Regardless of how the unambiguous differences between Kennewick Man and living native peoples are interpreted, the scientific findings made by physical anthropologists were not considered, at least as is reflected in the Secretary's letter in which he attempts to explain his decision. This situation is regrettable because it undermines both the spirit of compromise and the mutual respect that was the basis for the passage of NAGPRA.

What is lost when culturally unaffiliated remains such as those from Kennewick are made unavailable for scientific analysis? Skeletal studies have broad implications for basic and applied research in the social and natural sciences, medicine, and forensic work. The comparative perspective provided by skeletal studies is extremely valuable in helping us to unravel the environmental and genetic causes of diseases. These studies also contribute to our ability to estimate age and sex from skeletal remains, among other biological characteristics, that are critical to our longstanding collaboration with law enforcement agencies at the national and local levels.

Finally, is there harm in returning remains to a tribe with no demonstrable cultural affiliation to those remains? The answer is an emphatic yes. Such repatriations carry a high probability of error, in the sense that the actual affiliations may well turn out to be with other groups. Our knowledge of the past is not static, but keeps improving with time. For example, recent breakthroughs in DNA analysis mean that many currently unidentifiable remains may well be identifiable in the future. Thus, premature repatriation to an unaffiliated group runs the risk, in fact the near certainty, of disenfranchising at least some of the groups to which those remains are truly affiliated. It also deprives all other groups, Native American and otherwise, of the opportunity to learn about our shared humanity from those remains.

In conclusion, the AAPA believes that Secretary Babbitt's decision is based upon an indefensible interpretation of the available evidence. Moreover, the decision sets an unfortunate precedent for future repatriations. Using the Secretary's logic, the term of "cultural affiliation" becomes meaningless and the compromise that is the basis for NAGPRA is destroyed. His decision suggests that geographic proximity and folklore are sufficient evidence of cultural affiliation to the exclusion of other kinds of evidence. It is our hope that this unfortunate decision will be reversed through a governmental process that revisits the intent, legal and otherwise, of NAGPRA.