

Doing Cultural Resource Management Your Way: Webinar Outline

1. **Dennis Griffin – Oregon State Historical Preservation Office, *retired***
2. **Misty Jackson – Arbore Croche Cultural Resources LLC**
3. **Chat Q&A**
4. **Summary**

We will get started at 1:00 p.m. EDT!



Elizabeth Briody Visual Description

I am Elizabeth Briody, a white woman with brown eyeglasses and short hair. Today I am wearing a blue top. I am in my alcove, a little space in my house with a window.



Pathways to Careers

Welcome to the AAA Career Webinar Series
Spring 2021



AMERICAN ANTHROPOLOGICAL ASSOCIATION
Advancing Knowledge, Solving Human Problems

AAA Career Webinar Series, Spring 2021

March 4: Career Pathways

March 11: User Experience Jobs from the Inside Out

March 18: Anthropologists Working in Hospital Settings

March 25: Doing Cultural Resource Management Your Way

April 1: Contemplating a Career in Tech?

April 8: Careers in the Public Sector

April 15: Using Archaeological and Anthropological Skill Sets as Accessible Designers

April 22: Anthropologists Building Careers in GIS



Webinar Logistics

- Visual descriptions appear in slide deck along with presenters' self-introductions and comments
- Please turn off your video and microphone unless speaking
- Open and use the Chat function; write “**QUESTION**” to pose a question and feel free to respond to any chat
- See postings on the webinar's Communities: 1) Career webinar recordings, 2) PPT slide decks, 3) Resources, 4) Chat Q&As



Doing Cultural Resource Management Your Way

Thursday, March 25, 2021



AMERICAN ANTHROPOLOGICAL ASSOCIATION
Advancing Knowledge, Solving Human Problems

Doing Cultural Resource Management Your Way: Webinar Outline Review

1. **Dennis Griffin – Oregon State Historical Preservation Office, *retired***
2. **Misty Jackson – Arbre Croche Cultural Resources LLC**
3. **Chat Q&A**
4. **Summary**



Dennis Griffin Visual Description

I am Dennis Griffin, an older, white male with white, shoulder length hair, beard and glasses. Today I am wearing a blue shirt and contacting you from my office which is located in my backyard in Oregon.



My career in Cultural Resource Management

- 40+ years working in CRM in the Pacific Northwest and globally;
- Archaeologist with U.S. Forest Service & Bureau of Land Management, and archaeologist/oral historian with Bureau of Indian Affairs;
- Tribal archaeologist and consultant to several other tribes;
- Owner or co-owner of two cultural resource consulting firms;
- State Archaeologist, Oregon State Historic Preservation Office (18 years).



My Education

- PhD in archaeology, MA in Interdisciplinary Studies (Archaeology, Cultural Anthropology, & Historic Preservation) and two BS degrees
- Student internships with several tribes and served as a university research and teaching assistant.
- My anthropological training has had a direct influence on every job I have had during my career. Working with and learning from Tribes has had the greatest influence.



What is Cultural Resource Management?

- Survey, testing, excavation, and mitigation of cultural resources;
- Requires collecting background research, talking to local informants, consulting with tribes, analyzing prehistoric and historic artifacts, writing reports, and publishing results.



Basic Requirements to Find CRM Work

- Bachelor's degree in Anthropology minimally required;
- Master's degree to be crew leader;
- Field school;
- Ability to write and work with others in a team.



Working in CRM

Needs

- Love of outdoors; OK getting dirty
- Love of history & solving puzzles
- More skills = greater opportunity to work
- Interest in a challenge
- Money is not that important

Outcomes

- Travel and work in exotic places
- Create scenarios from ltd. info.
- Lead projects; on-job training available
- Days are rarely ever boring
- Will love what you do



Skill and Education Recommendations

- Acquire helpful ancillary skills: geology, soils, faunal analysis, GIS, remote sensing, photography, reading a map, using a compass;
- Gain as many archaeology skills from as many venues as possible (e.g., federal government, tribes, contractors);
- Get a Master's degree in anthropology and write a thesis dealing with some component related to field research.



Work-Related Recommendations

- Future jobs depend on where you previously worked, number and type of projects, and skills you have to offer;
- Volunteering really helps (e.g., internships, summer work, student projects);
- Work for a Tribe in some capacity since that experience will influence the rest of your career;
- If a job is worth doing, people have a right to know about it. Plan on sharing project results through conferences and publications.



Misty Jackson Visual Description

I am a Euro-American woman with long brown/blonde hair, brown eyes, and eyeglasses. I am in my living room, with a wood room divider in front of a window.



What are the kinds of tasks associated with CRM? (Part I)

- **National Historic Preservation Act of 1966**
Secretary of the Interior Standards for:
 - **History**
 - **Archaeology**
 - **Architectural History**
 - **Architecture**
 - **Historic Architecture**



What are the kinds of tasks associated with CRM? (Part II)

- National Historic Preservation Act of 1966

<https://www.nps.gov/articles/sec-standards-prof-quals.htm>

 National Park Service

Q SEARCH

≡ MENU

ARTICLE

Professional Qualifications Standards

ON THIS PAGE ▾

Introduction

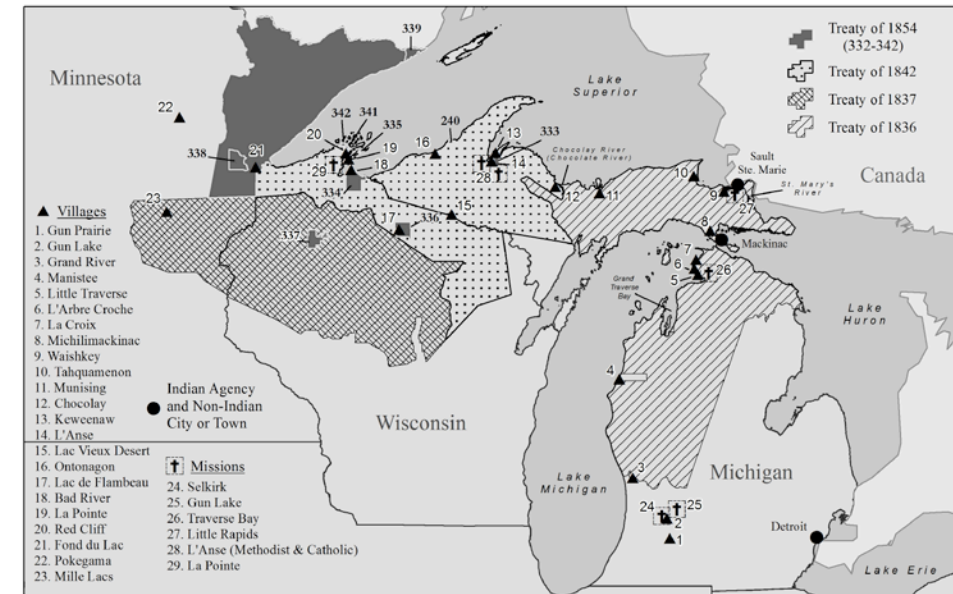
The following requirements are those used by the National Park Service, and have been previously published in the Code of Federal Regulations, 36 CFR Part 61. The qualifications define minimum education and experience required to perform identification, evaluation, registration, and treatment activities. In some cases, additional areas or levels of expertise may be needed, depending on the complexity of the task and the nature of the historic properties involved. In the following definitions, a year of full-time professional experience need not consist of a continuous year of full-time work but may be made up of discontinuous periods of full-time or part-time work adding up to the equivalent of a year of full-time experience.



What are the kinds of tasks associated with CRM? (Part III)

- Ethnohistorical research/Native American treaty related projects

Map of treaties & villages included in the research for a 2014-2015 treaty case for a member of the Keweenaw Bay Indian Community



Secretary of the Interior's Standards for archaeology

Archaeology's minimum professional qualifications are a graduate degree in archeology, anthropology, or closely-related field plus:

- 1. At least one year of full-time professional experience or equivalent specialized training in archeological research, administration, or management;**
- 2. At least four months of supervised field and analytic experience in general North American archeology, and**
- 3. Demonstrated ability to carry research to completion.**



How did I get into CRM in the first place?

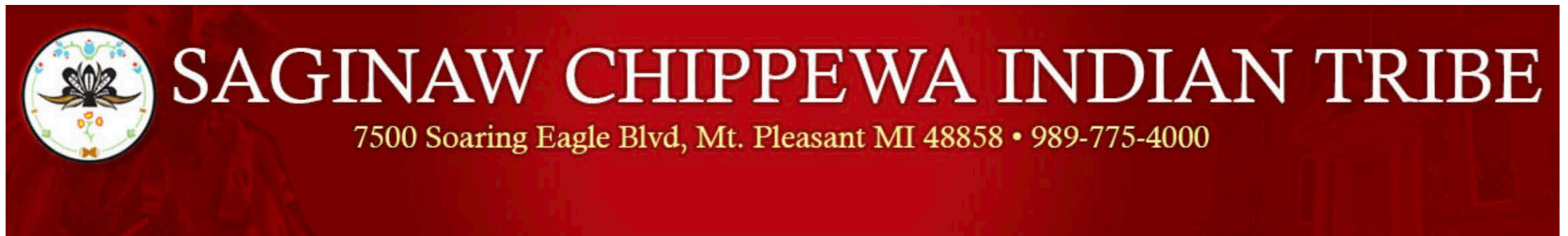
**Indiana State University,
Terre Haute, Indiana**



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When did I decide to start my own CRM firm? Why?

First time: 2000 while in grad school on behalf of a colleague, for the:



Second time: 2007 after getting Ph.D. and teaching as an adjunct



How do you find clients and how do they find you? Part I

- **States keep lists of qualified consultants (Secretary of the Interior qualifications)**
- **Federal Government:**
 - **Small Business Administration (SBA),**
 - **Woman-Owned Small Business (WOSB),**
 - **Economically Disadvantaged Woman-Owned Small Business (EDWOSB)**
 - **Contract Opportunities at <https://beta.sam.gov/>**



How do you find clients and how do they find you? Part II

- **Marketing push – actively engaging potential clients**
- **Referrals: Farm Service Agency (FSA, part of USDA) – small clients**
- **Repeat clients: Do a good job, and they will come back**
- **Your website**



What is a typical/composite day Like? (Part I)

- **Emails and phone calls to clients, State Historic Preservation Office (SHPO), crew, colleagues (architectural historians)**
- **Proposal and contract writing**
- **Invoicing, insurance and bank-related matters**
- **Report writing**
 - Section 106 review application assessments**



What is a typical/composite day Like? (Part II)

- Sometimes fieldwork
(Secretary of the Interiors Standards, again)
- Sometimes artifact analysis and other research
- Crew member Maynard Lockwood & me,
N. Michigan Avenue, Saginaw, Michigan water
main replacement monitoring and Phase II testing.



How has your work changed during COVID?

Archaeologists in CRM are “essential workers.”

**Maintaining social distance is not that hard when you work outside,
but....**

Just as much and even more work in 2020.



Some things to Consider:

- Additional training and certifications through:



and



- Certificate program in Heritage Business Management
- Introduction to professional ethics and developing your ethical knowledge



Chat Q&A and Summary



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Summary 1: CRM Jobs

1. CRM can be done with a BA/BS, but an MA/MS enables advancement
2. Only one half of CRM tasks involve working outside; the remainder entail research gathering, analysis, and writing
3. CRM relies on those with a curiosity about history, an ability to piece together clues to explain the past, and a willingness to admit that their hypotheses did not hold



Summary 2: CRM Jobs

1. Get as much experience in the field as you can, and prove that you are good at writing; both are much needed skills.
2. Continue to get certifications, including on ethics; the CRM world should not be just about money.
3. Find a mentor, even if it means volunteering.



Closing Remarks

- Complete evaluation of this webinar, emailed to you
- See postings on the webinar's Communities: 1) Career webinar recordings, 2) PPT slide decks, 3) Resources, 4) Chat Q&As
- Register for our other career webinars this Spring



Upcoming AAA Career Webinar Series

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