



## SOCIETY FOR AMERICAN ARCHAEOLOGY

### COMMITTEE/TASK FORCE CHAIR SPRING 2022 REPORT TO THE BOARD OF DIRECTORS

**Due to SAA Executive Director, SAA Secretary, and Board Liaison on February 8, 2022,** for inclusion in the materials for the Spring Board of Directors Meeting. Your report serves to inform the SAA Board of the committee/task force's accomplishments and as background for the action items.

- The Board asks all committee and task force chairs to use this Word document to report to the Executive Director ([ona\\_schmid@saa.org](mailto:ona_schmid@saa.org)), the SAA Secretary (Kelley.Hays-Gilpin@nau.edu), and your Board Liaison.
- Reports are required in the spring of each year and optional in the fall.
- **Starting in 2022, Executive Director will post reports on Committee pages to improve transparency and assist incoming future chairs.**
- If you are able to join us in Chicago, Committee and Task Force chairs are invited to join the Board for **breakfast on Saturday April 2**. I will send an invitation in the first week of February to the breakfast.

Report of the	Committee on Awards and Scholarships
From Chair	Judith A. Habicht Mauche
Date	2/8/2022

#### **1. Membership and terms for your committee:**

*So that the SAA Office's records are as complete as possible, please list your committee members and their terms here. Please also note if there are anticipated changes in a member's status before their term end date.*

Judith A. Habicht Mauche, Chair (renewed until 2023)

Laurie Webster (2022)

Eric Jones (2024)

Gabriel Wrobel (2024)

[Wendy Teeter, resigned in the Fall due to other professional commitments]

New Members for 2022-25:

Bonnie Clark

Andrea Palmiotto

## **2. Executive summary of Committee's/Task Force's activities over the past year:**

*Please note that the activities summary should not exceed 250 words. Should the committee or task force be responding to a Board request for a draft document or report, refer to it in the summary and forwarded with this form as an attachment. If no such document was requested by the Board, the executive summary should be confined to the word limit.*

- 1) Held Zoom orientation and workshop in June 2021 for incoming chairs of award and scholarship meetings.
- 2) Worked with outgoing committee chairs to identify new chairs for 2023 Award cycle. New chairs were approved at Fall Board Meeting, including a new "Plant Sciences" member to the Fryxell Committee, who will rotate in as Chair for 2027 Award Cycle. Chair of Lifetime Achievement Award Committee resigned unexpectedly in January; new chair recruited for service until April and then from 2022-25; approved by Board at Feb 1 meeting.
- 3) Consulted with SAA Officers and Executive Director about the rollout for the Binford Family Award
- 4) Drafted new policy for suspension of awards and scholarships (Approved at Fall Board Meeting)
- 5) Worked with award and scholarship committee chairs and SAA staff (Emma Sunseri) to appoint new members for 2022-25.
- 6) Consulted with SAA Officers, Executive Director, and Chair of Fundraising regarding development of policy about naming, un-naming, or re-naming endowments and awards/scholarships. Met virtually with development staff at AIA to discuss best practices. This discussion is on-going and will be top priority for 2022-23.
- 7) Reviewed and commented on committee proposals for changes to awards and scholarships (see Motions below).
- 8) Collected and collated demographic data on number of applicants/nominees for each award/scholarship and gender breakdown. Two awards (Crabtree and Excellence in CRM) will need to be reviewed by CAS in 2022-23 for suspension due to low number of nominations over three award cycles (2020-2022). (See attached spreadsheet)

## **3. Items for Board Consideration, if applicable. These are recommendations and**

**requests that specifically require Board approval.**

*These items range from statements that you may wish to be disseminated, requests to undertake projects, requests to disseminate results, or any other action for which a committee or task force needs specific Board guidance/approval. Please do not embed such items in your activities summary. These items must be separately listed in this section. These are actions you are asking the Board of Directors to take. Please also include a discussion of fiscal impacts, if any, but note that budget requests occur in advance of the Fall Board meeting (and not as part of this report).*

*Should you have questions about whether any of your Committee's items require Board approval, please consult with your Board Liaison prior to submitting your report. We also recommend that you run a draft of your report by your liaison before you "officially" submit it.*

The Board requires CAS to report each year on the gender breakdown of Award nominations/applications and of the winners of awards to track potential bias in applicant/nominee pools and in selection processes. However, we do not collect these data directly from applicants/nominees or nominators. Therefore, chairs are left to "guess" gender identity based on first names and pronouns used in applications, nomination letters, or letters of recommendation. Increasingly chairs are reluctant to "guess" someone's personal self-identification. Some are outright refusing to do it, especially among the Scholarship chairs. Collecting these data after the fact, for 25 awards, plus 9 scholarships, has become increasingly time consuming and problematic. This is no longer a viable strategy for collecting these data.

Action Item: CAS requests that demographic data, such as gender identity, be collected directly from members as part of the membership renewal process. With these centralized data, CAS with staff support, could generate a report on the demographic profiles of applicant/nominee pools and award/scholarship recipients. For awards where non-SAA members are eligible (e.g. Stuart, Crabtree), these data would not be accessible without self-reporting at the time of nomination. Alternatively, all nomination/application forms need to include this self-reported information. However, it should be noted that often nominees are unaware of their nomination. This is especially true for the career awards, such as Lifetime Achievement and Fryxell awards.

**4. Draft motions, if appropriate. (Optional)**

*Drafting a suggested motion or motions for any requests noted above will help the Board more clearly understand your request and increase the "fit" between the request you make and corresponding Board action. Please keep in mind that suggested motions may be revised or not accepted by the Board, whose responsibility it is to consider the full range of member needs. If you choose to include suggested motion(s) with your report, it is essential that you work with your liaison before you submit your report. They will be able to provide examples of motions that you can use as models for the ones you create.*

CAS is currently working with our Board Liaison and the SAA Secretary to craft two motions for changes to individual awards/scholarships. These changes were suggested by the individual committees and are endorsed by CAS. Separate reports on these changes were previously sent by CAS to our liaison, the Executive Director, and SAA Secretary.

- 1) The Minority Scholarship Committee would like to change the name of the Historically Underrepresented Groups Scholarship (HUGS) to the Student Excellence in Archaeology Scholarship (SEAS). The reasoning for this change is outlined in the MSC Spring Report. CAS endorses this change, but suggests that the scholarship be referred to as the Minority Scholarship Committee's Student Excellence in Archaeology Scholarship or the Student Excellence in Archaeology Scholarship administered by the Minority Scholarship Committee in all promotional materials to avoid confusion about who is eligible to apply.
- 2) The Student Paper Award Committee would like to change the eligibility requirement for this award to include posters with non-student co-authors. The SPAC provides an excellent analysis about why this change is necessary and how such a strategy has been put into practice by other professional organizations. CAS strongly endorses this proposal, with the suggestion that a form outlining the contributions of each author be added to the application packet.



[illegible]

# Re: [EXTERNAL] CAS: Motion to change HUGS name

Sara Juengst <[sjuengst@uncc.edu](mailto:sjuengst@uncc.edu)>

Sat 2/5/2022 4:23 PM

To: Judith Habicht Mauche <[judith@ucsc.edu](mailto:judith@ucsc.edu)>;

Cc: PAOLA A. SCHIAPPACASSE RUBIO <[paola.schiappacasse@upr.edu](mailto:paola.schiappacasse@upr.edu)>; Oona Schmid <[oona\\_schmid@saa.org](mailto:oona_schmid@saa.org)>; Kelley Hays-Gilpin <[kelley.hays-gilpin@nau.edu](mailto:kelley.hays-gilpin@nau.edu)>; Laurie Webster <[ldwebster5@gmail.com](mailto:ldwebster5@gmail.com)>; Eric Jones <[ej19@mailbox.sc.edu](mailto:ej19@mailbox.sc.edu)>; Wrobel, Gabriel <[wrobelg@msu.edu](mailto:wrobelg@msu.edu)>;

Categories: Yellow category

Dear all,

The MSC actually had a similar conversation when the name change was first proposed and are fine with referencing the committee in the award title for clarity.

Thanks for your time and input!

Sara

On Sat, Feb 5, 2022, 4:11 PM Judith Habicht Mauche <[judith@ucsc.edu](mailto:judith@ucsc.edu)> wrote:

[**Caution:** Email from External Sender. Do not click or open links or attachments unless you know this sender.]

Dear Sara, Paola, Oona, and Kelley,

CAS has reviewed the Minority Scholarship Committee's proposal to change the name of the Historically Underrepresented Groups Scholarship (HUGS) to the Student Excellence in Archaeology Scholarship (SEAS). We support MSC's reasons for wishing to change the scholarship name. We agree that HUGS sounds a bit paternalistic. We also appreciate the committee's desire to emphasize excellent performance and potential over a specific demographic label. However, all of us were slightly concerned that the name change might lead to some confusion about who was eligible to apply. For that reason we would like to offer a friendly suggestion that in advertising and promoting the award it should be referred in some way that acknowledges that it is an award offered under the Minority Scholarship Committee's purview, for example "The SAA Minority Scholarship Committee's Student Excellence in Archaeology Award" or "The Student Excellence in Archaeology Award" administered by the SAA Minority Scholarship Committee, or words to that effect.

If the MSC is amenable to these suggestions and if this would not violate any provisions in the original gift or endowment that supports the scholarship (Oona?), we will need Paola and Kelley to help us craft this change as a motion that could be put before the Board for a vote.

Respectfully submitted by The Committee on Awards and Scholarships

Judith A. Habicht Mauche, Chair

Eric Jones

Laurie Webster

Gabriel Wrobel

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Professor Emeritus Judith A. Habicht Mauche

Department of Anthropology

University of California, Santa Cruz

# CAS Report on Proposed Change to Student Poster Award

Judith Habicht Mauche <judith@ucsc.edu>

Wed 2/9/2022 12:54 PM

To: PAOLA A. SCHIAPPACASSE RUBIO <paola.schiappacasse@upr.edu>; Oona Schmid <oona\_schmid@saa.org>; Kelley Hays-Gilpin <kelley.hays-gilpin@nau.edu>;

Cc: Wrobel, Gabriel <wrobelg@msu.edu>; Eric Jones <ej19@mailbox.sc.edu>; Laurie Webster <ldwebster5@gmail.com>; Colin Quinn <cpquinn@hamilton.edu>;

Categories: Yellow category

Dear Oona, Paola, and Kelley,

The Committee on Awards and Scholarships has reviewed and discussed the proposal by the Student Poster Award Committee to change the eligibility requirements of the award to include posters with co-authors that are not students. We were unanimous in our strong support for this long overdue change. Posters are the gateway to conference presentations for many students and supporting these efforts is critical to engaging the next generation of archaeologists in our Society. However, a lot of graduate and almost all undergraduate work is done in collaboration with faculty members and other professional archaeologists in one way or another. We also feel that it is important to encourage our younger colleagues to work in collaboration with descendant communities and to recognize that collaboration through co-authorship. As the Student Poster Committee also points out in its report, not allowing students to list their mentors as co-authors may pit the professional interests of junior faculty and students against one another in a way that is neither productive or supportive of either cohort. Only allowing student co-authors negatively impacts the number of submissions for the student poster award and does not reflect the kind of work that is actually happening behind these posters.

The Student Poster Award Committee points out that other comparable professional organizations already present poster awards for student-led posters co-authored with non-students. Simple mechanisms can be put in place to ensure that the research presented represents a significant contribution by the lead student author. Probably the simplest solution and the easiest to implement would be for the Student Paper Committee to develop a form on which the contributions of each author were specified. This form could be included as part of the application packet for the award.

In sum, CAS sees only advantages and no downsides associated with this proposed change and we strongly urge the Board to approve this motion.

Respectfully submitted by,  
Judith Habicht Mauche, Chair  
Eric Jones  
Laurie Webster  
Gabriel Wrobel

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Professor Emeritus Judith A. Habicht Mauche  
Department of Anthropology  
University of California, Santa Cruz