



Association Research, Inc.

# **2005 SALARY SURVEY**

conducted for the

**SOCIETY FOR AMERICAN ARCHAEOLOGY**

IN COOPERATION WITH

**SOCIETY FOR HISTORICAL ARCHAEOLOGY**

July 2005

4 RESEARCH PLACE, SUITE 220  
ROCKVILLE, MARYLAND 20850  
TEL: (240) 268-1262  
ARI@ASSOCIATIONRESEARCH.COM

# TABLE OF CONTENTS

<b>METHODOLOGY</b> .....	1
SURVEY FORMAT AND JOB POSITIONS .....	1
REPORT FORMAT.....	1
HOW TO READ THE TABLES .....	1
USING THIS REPORT FOR SALARY COMPARISONS.....	2
<b>GENERAL OBSERVATIONS</b> .....	2
<b>RESPONDENT BACKGROUND</b> .....	3
<b>JOB POSITIONS</b> .....	8
<b>SALARIES FROM PRIMARY EMPLOYMENT</b> .....	8
<b>SALARIES FROM SECONDARY EMPLOYMENT</b> .....	10
<b>RESPONDENT BACKGROUND &amp; SALARY SUMMARIES</b> .....	APPENDIX A
<b>SALARY DETAIL BY JOB TITLES</b> .....	APPENDIX B
ACADEMIC ADMINISTRATOR (ABOVE CHAIR)	
ARCHAEOLOGIST	
COMPLIANCE ARCHAEOLOGIST	
DISTRICT/REGIONAL/STATE ARCHAEOLOGIST	
PARK/FORREST/FIELD OFFICE	
CULTURAL RESOURCES COORDINATOR/SPECIALIST	
CULTURAL RESOURCES PROGRAM MANAGER	
CURATOR	
DEPARTMENT CHAIR/HEAD	
FIELD DIRECTOR	
INSTRUCTOR/LECTURER/ADJUNCT	
LAB DIRECTOR	
MUSEUM DIRECTOR	
OWNER	
PRINCIPAL INVESTIGATOR	
ASSISTANT/VISITING ASSISTANT PROFESSOR	
ASSOCIATE/VISITING ASSOCIATE PROFESSOR	
FULL/VISITING FULL PROFESSOR	
PROJECT DIRECTOR	
PROJECT MANAGER	
SPECIALIST (ANALYSIS, GEOARCHAEOLOGIST)	
OTHER	
<b>GENDER ANALYSIS</b> .....	APPENDIX C
<b>SURVEY INSTRUMENT</b> .....	APPENDIX D
<b>MAP OF U.S. CENSUS DISTRICTS</b> .....	APPENDIX E

## METHODOLOGY

In the fourth quarter 2004, the **Society for American Archaeology (SAA)**, with the cooperation of the **Society for Historical Archaeology (SHA)**, initiated a survey of the profession to determine prevailing annual salary levels. The survey was conducted by means of an online, Web-based survey, supplemented with a printed version distributed to members without e-mail addresses. E-mail invitations, with a link to the survey, were distributed to 3,996 members of SAA and SHA. In addition, 494 survey questionnaires were sent by U.S. mail to members without e-mail addresses. In total, 2,143 archaeologists submitted data to the survey. Accounting for e-mail invitations that bounced and were not received, the response rate of 52.8% is an excellent basis for the data analysis.

## SURVEY FORMAT AND JOB POSITIONS

The SAA Survey Project Oversight Committee and the Membership Committee Chair of SHA identified the background and professional characteristics of archaeologists to be measured in the survey. A survey questionnaire was designed and tested on a random sample of 50 SAA and SHA members. A list of 36 job titles was developed to cover the broad spectrum of responsibilities, experience, and skill sets that are found in the profession. (The complete list of Job Titles is found in the survey questionnaire in the Appendix.) Two additional titles—writer/editor and consultant/contractor—were added to the initial list based on written in responses.

Of the 36 Job Titles, there were insufficient responses to publish any data for the following:

- assistant collections manager
- conservator
- assistant crew chief
- database/information manager/Webmaster
- photographer

Furthermore, there were insufficient secondary employment data for 13 of the Job Titles.

Annual salary as of January 1, 2004, from the primary employer, and additional compensation from secondary employment, were requested. Respondents were asked to provide information about their age, gender, experience, education, number of people supervised, geographic location, and employer.

*Association Research, Inc., an independent survey research firm specializing in research exclusively for trade associations and professional societies, carried out the survey and performed the analysis reported herein. Confidentiality was maintained throughout.*

## REPORT FORMAT

In addition to descriptions of how to use the information provided, this report provides a general summary of findings. The demographics of survey respondents are presented and graphically illustrated. Annual salary distributions are provided, along with detailed breakouts for personal and job characteristics.

## HOW TO READ THE TABLES

Many of the tables report median value, along with the mean (average) value. The median salary is the value that is in the middle of all of the salaries, sorted from lowest to highest, and is higher than half of all salaries in the category and lower than half of the salaries. The mean, or

simple average, is the total of all salaries divided by the number of individuals reporting. The mean value can be distorted by unusually high or unusually low numbers. The median, however, is not influenced by extreme values.

Another statistic used in the salary tables is the quartile. This statistic is similar to a median in that it is the salary that divides all salaries into two groups, one group containing 25 percent of the salaries and the other group containing the remaining 75 percent. The first quartile, therefore, is that salary that is higher than 25 percent of the salaries but lower than the remaining 75 percent. Similarly, the third quartile is that salary figure that is higher than 75 percent of the other salaries presented. It should be noted that to protect confidentiality, means, medians and quartiles are only displayed when five or more individuals are included in a particular category.

## **USING THIS REPORT FOR SALARY COMPARISON**

It is best to make specific salary comparisons with help from a qualified human resources professional or compensation consultant, but absent such an expert, a comparison can be made using appropriate data from this Salary Survey.

An individual salary depends on many things, including education, experience, and location. For example, as of September 1, 2004, \$50,558 was the mean salary among 213 professionals whose primary position was Archaeologist and who responded to the survey. This happened to correspond closely to the median (midpoint) salary—\$50,000. Twenty-five percent of the respondents (first quartile) earned \$35,250 or less, and 75% earned \$63,280 or less (third quartile). Although the average salary for females was substantially less than that of males (\$46,786 versus \$53,210), *gender* alone may not be the reason. The average salary based on *education* ranged from \$40,098 for a BS or BA compared with \$61,365 for respondents with a PhD. Also, the average salary for this position varied considerably based on *primary employer*. In short, careful scrutiny and interpolation are required to ascertain the appropriate comparative salary of any individual.

A special analysis of the relationship between gender and compensation is provided in Appendix C.

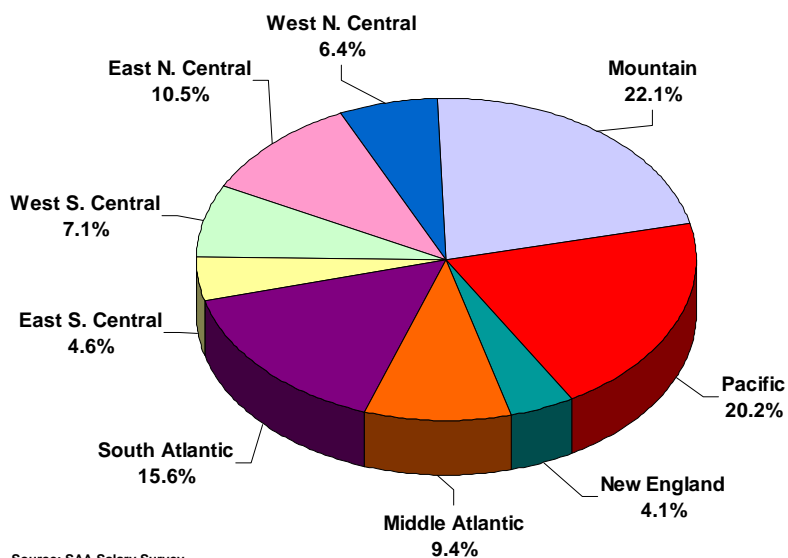
## **GENERAL OBSERVATIONS**

- One-eighth (11.9%) of the respondents to the survey described their position as “Archaeologist”. Just under 10% were Full/Visiting Full Professors.
- Only 20% of all respondents earned secondary compensation.
- The highest average salary was reported for Academic Administrators, \$90,645. The next highest average salary was for Full/Visiting Full Professors, \$84,483.
- Other higher paying positions included Owner (\$83,280), Department Chair/Head (\$77,136), and Operations Director (\$72,100).
- Based on mean salary, the five Job Titles with the lowest compensation are: Lab Director (\$43,477), Field Director (\$38,548), Collections Manager (\$41,310), Instructor/Lecturer/Adjunct (\$38,267), and Crew Chief (\$29,893).
- The highest salary for secondary employment was \$15,971 for Principal Investigator.

## RESPONDENT BACKGROUND

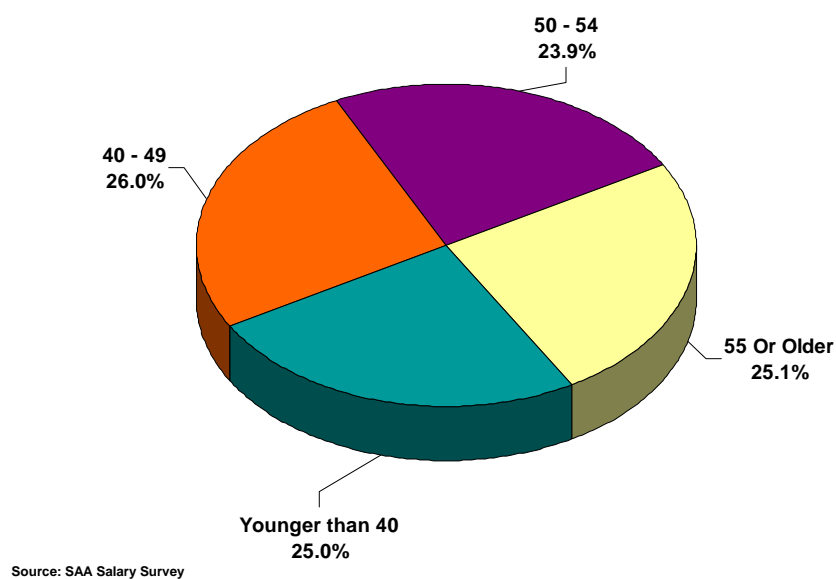
The largest concentration of respondents was in the Western U.S., specifically in the Mountain and the Pacific U.S. Census Districts. Over 40% of all respondents were located in these districts. The next largest area was the South Atlantic, home to 15.6% of the respondents.

### LOCATION – U.S. CENSUS DISTRICT



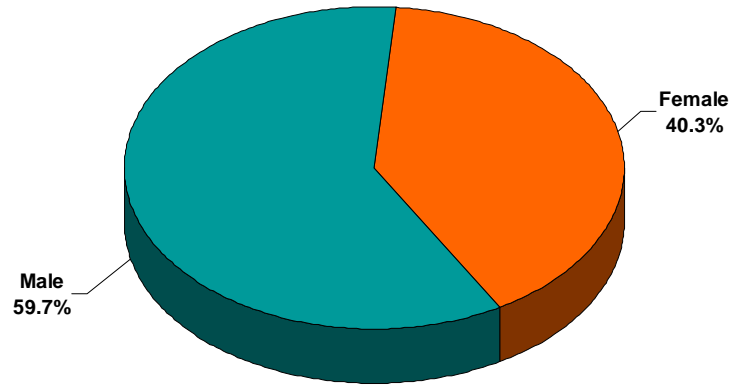
Just over half (51%) of the responding archaeologists were younger than 50, and one-quarter were 55 or older.

### AGE



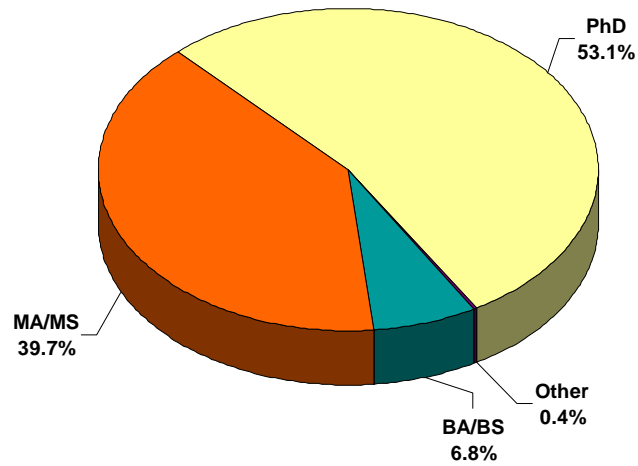
Six of 10 respondents were male, and just over half (53.1%) had earned a Ph.D. in archaeology.

## ***GENDER***



Source: SAA Salary Survey

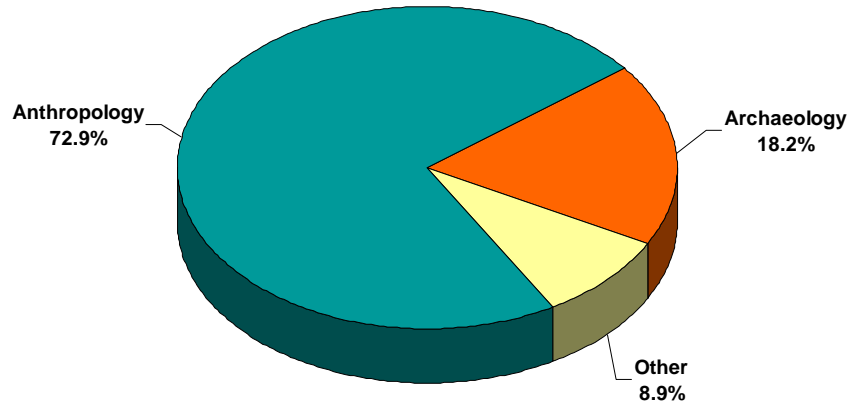
## ***HIGHEST DEGREE IN ARCHAEOLOGY***



Source: SAA Salary Survey

The field of study that qualified respondents to work in archaeology, three-quarters of the time, was anthropology.

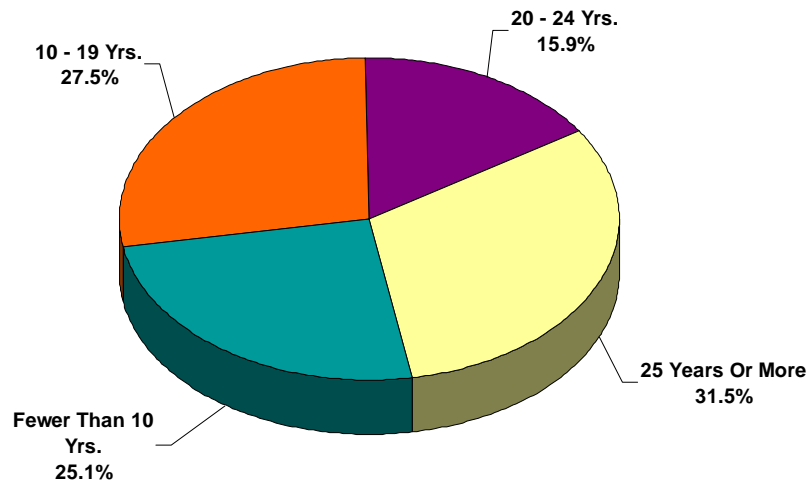
### **FIELD OF HIGHEST DEGREE**



Source: SAA Salary Survey

It is interesting to note that 31.5% of all respondents had 25 years or more of work experience beyond the position of crew member or field/lab technician.

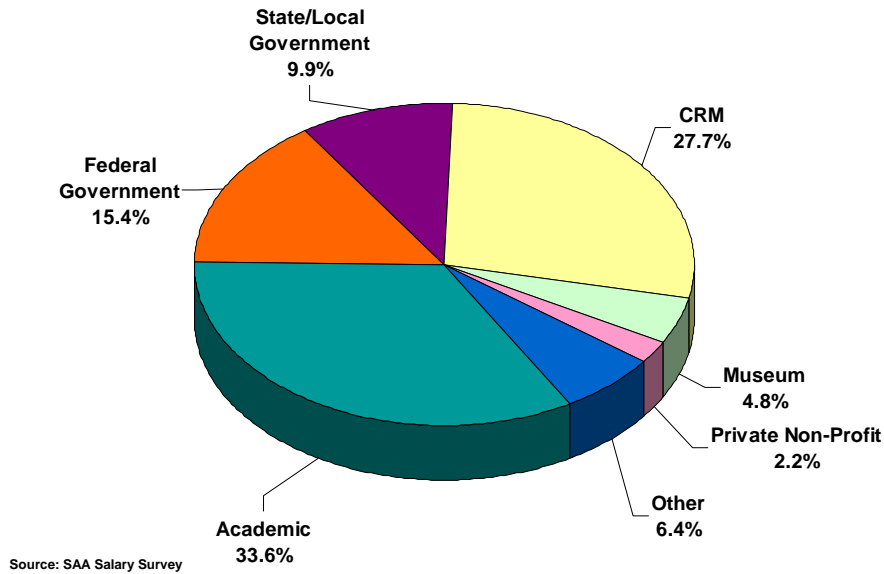
### **WORK EXPERIENCE**



Source: SAA Salary Survey

An academic setting was reported as primary employment by one-third of the archaeologists who responded to the survey. Another 27.7% of the respondents said their primary employment was a Cultural Resource Management (CRM) firm. One-quarter worked for the federal or state/local government.

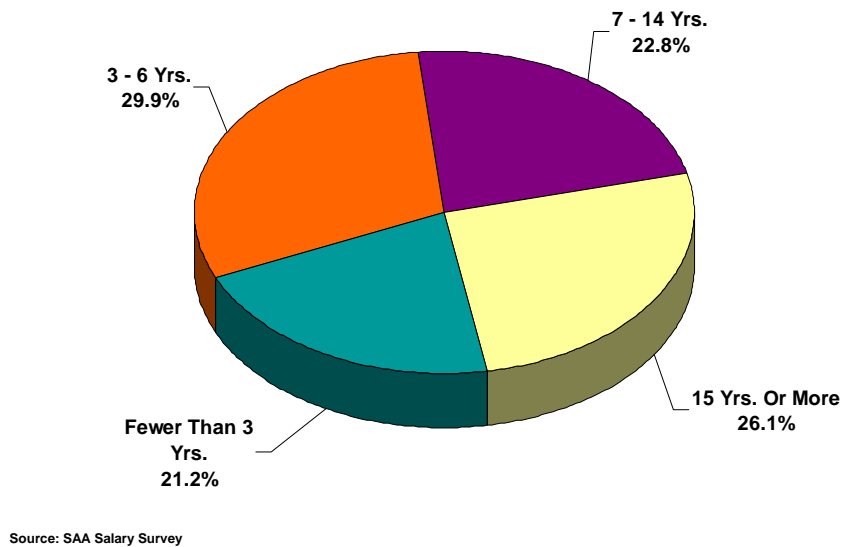
### PRIMARY EMPLOYER



The vast majority of respondents considered their primary employment to be full-time, defined as 30 hours or more per week.

As a group, the respondents were very stable in their professional positions with half in their current position for seven or more years.

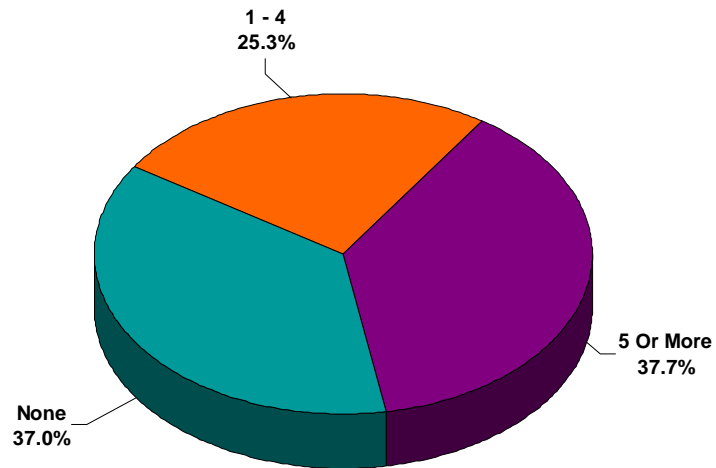
### YEARS IN CURRENT POSITION





Just over a third of the archaeologists who participated supervised no one, and about the same number (37.7%) supervised five or more people.

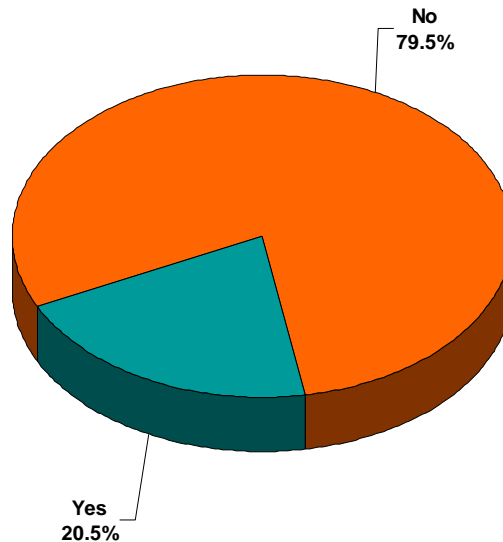
### **PEOPLE SUPERVISED**



Source: SAA Salary Survey

Secondary employment was utilized by only one-fifth of the survey respondents.

### **HAS SECONDARY EMPLOYMENT**



Source: SAA Salary Survey

## JOB POSITIONS

Survey participants selected from a list of 36 position titles that best described their primary employment. For responses of 'other,' where the position was described, every effort was made to reclassify into one of the 36 groups. If a match could not be made, the position was left as 'other.'

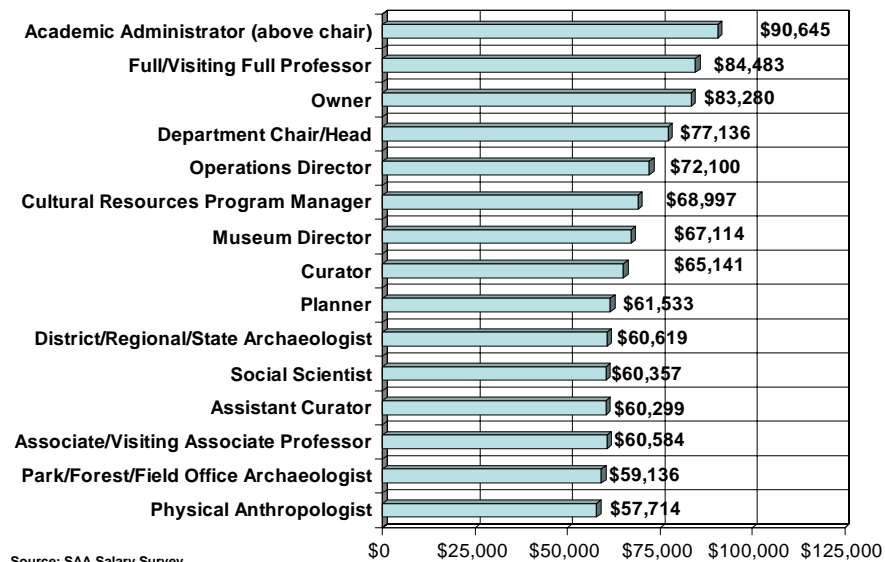
The most frequently used Job Title was Archaeologist, selected by 238 people, just over 10% of all respondents. The next highest positions were (2) Full/Visiting Full Professor, 192 respondents; (3) Principal Investigator, 169 respondents; (4) Cultural Resources Manager, 153 respondents; and (5) Assistant/Visiting Assistant Professor, 137 respondents.

## SALARIES FROM PRIMARY EMPLOYMENT

Respondents were asked to indicate their annual salary as of September 1, 2004, from their primary employer. Those who were paid hourly were asked for the total base compensation they received during 2003, which would exclude benefits, bonuses, or profit sharing. Hourly rates were converted to annual equivalents.

The summary salary tables show the number of respondents for each Job Title, the mean or average salary, the median (half the salaries are higher than this number and half lower), and the first and third quartiles.

### FIFTEEN HIGHEST PAYING POSITIONS (MEAN SALARY)



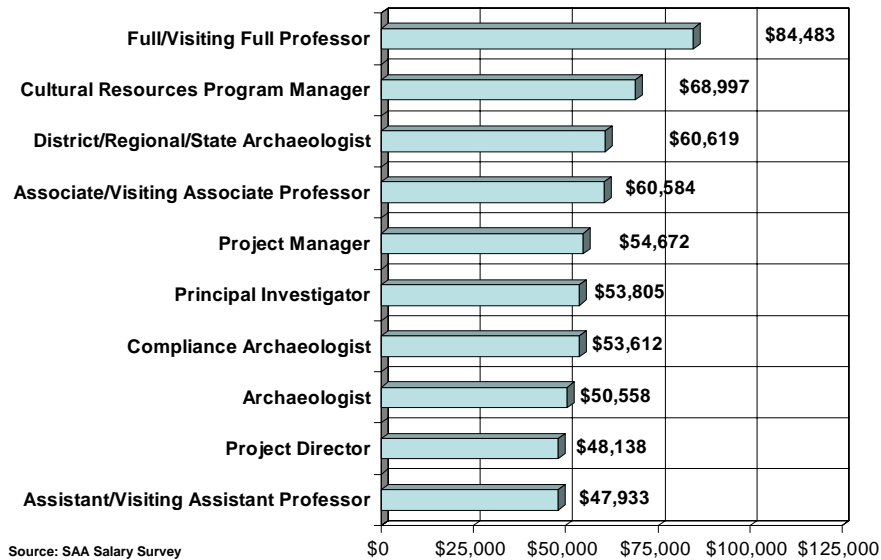
The highest paid position among 2,143 respondents was Academic Administrator (above chair), with a mean annual salary of \$90,645. The median salary for the 20 respondents was \$83,934, which means that 10 salaries were higher and 10 were lower. The value for the third quartile—\$122,425—is higher than three-quarters of all salaries reported for this position. The average salary increase from September 2003 to September 2004 was 3.7%.

The second highest salary was reported by 187 Full or Visiting Full Professors. The mean or average salary was \$84,483, and respondents saw an average 3.4% increase.

The mean or average salary exceeded \$70,000 for respondents who were Owners, Department Chairs/Heads, and Operations Directors.

Based on mean salary, the five Job Titles with the lowest compensation are: Lab Director (\$43,477), Field Director (\$38,548), Collections Manager (\$41,310), Instructor/Lecturer/Adjunct (\$38,267), and Crew Chief (\$29,893).

### **TEN MOST FREQUENT JOB TITLES (MEAN SALARY)**



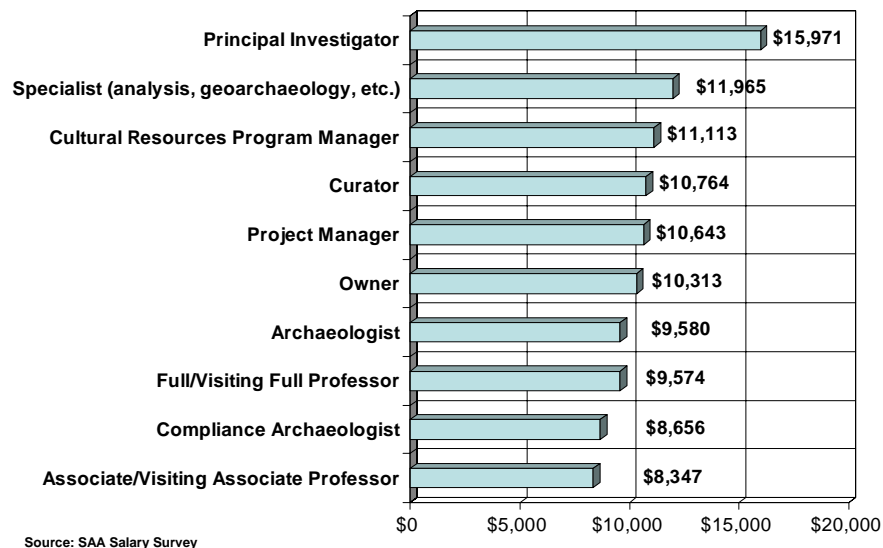
The highest mean salary for the 10 most frequent Job Titles was Full/Visiting Full Professor (\$84,483), followed by Cultural Resources Program Manager (\$68,997).

## SALARIES FROM SECONDARY EMPLOYMENT

Only two of 10 respondents reported that they earned compensation from secondary employment.

The most popular setting of secondary employment was the campus. Fifty respondents earned extra compensation as a Full Professor and 41 as an Associate Professor.

### **TEN HIGHEST PAYING SECONDARY POSITIONS (MEAN SALARY)**



The highest mean secondary salaries were earned as a Principal Investigator (\$15,971), a Specialist (analysis, geoarchaeologists, etc.) (\$11,965), and a Cultural Resources Program Manager (\$11,113).