

- ject was intended to describe traditional Navajo decision-making strategies for livestock rotation and other land use. Tasks included training of Navajo interview staff, ethnoscience interview, ethnographic analysis, and collaborative report-writing with Navajo staff. (Position 1/2 - time)
5. OCTOBER 1980 - JUNE 1982: Director, Research Project: "Ethnographic and Sociolinguistic Study of Exemplary Bilingual Education Program on the Navajo Reservation," Dine Bi'Olta Research Institute. Project was intended to describe the educational philosophies of Navajo parents and the anticipated and observed effects of a bilingual education program at Rock Point Community School. Tasks include direction of Navajo interview staff, conducting field interview, analysis of interviews of school personnel and community, and write-up of descriptive reports. Also included routine administrative tasks and proposal-writing intended for the design of other research and development projects. (Position 1/2 - time)
 6. OCTOBER 1979 - SEPTEMBER 1980: Director, Statistical Survey Research Project "A Study of Navajo Perceptions of Environmental Changes Resulting from Energy Resources Development," Navajo Community College - Shiprock Campus. Project was intended to validate and further explain ethnographic description of Navajo-perceived costs, benefits, and strategies for mitigation of adverse environmental effects resulting from energy development. Tasks included direction of Navajo research staff in questionnaire design, statistical analysis, and report-writing. Tasks also included proposal-writing and administrative tasks.
 7. OCTOBER 1978 - SEPTEMBER 1979: Director, Institutional Research and Development, Navajo Community College - Shiprock. Tasks included program evaluation and planning, assistance in curriculum development and planning for bilingual classes, proposal writing for college programs, and proposal negotiation.
 8. APRIL 1979 - AUGUST 1979: Director, Facilities Inventory Study, pursuant to Title II, Public Law 95-471 (The Indian Controlled Community Colleges Assistance Act), Navajo Community College - Shiprock Campus, Shiprock New Mexico. Tasks included negotiation of terms of facilities study with the U.S. Department of the Interior, direction of the college staff in obtaining data instrumental to institutional planning, organization and writing of final study report, and routine administrative tasks for project implementation.
 9. OCTOBER 1977 - SEPTEMBER 1978: Director, Ethnographic Research Project: "A Study of Navajo Perceptions of Environmental Changes Resulting from Energy Resources Development," Navajo Community College - Shiprock Campus. Project was intended to provide ethnographic description of Navajo-perceived costs, benefits, and strategies for mitigation of

adverse environmental effects resulting from energy development. Tasks included training of Navajo staff in ethnoscience interview and analysis, direction of Navajo research staff in interview, discourse analysis, and report-writing. Also, proposal-writing and administrative tasks.

10. AUGUST 1976 - SEPTEMBER 1977: Facilities and Educational Planner, Navajo Division of Education, Navajo Tribe. Tasks included educational policy analysis for 21 components of the Navajo Comprehensive Education Plan, with emphasis in the physical, economic, and demographic feasibility for the construction of new community schools on the Reservation, and on the feasibility of implementation of bilingual educational programs for each school. Also assisted in the writing of the overall Comprehensive Plan and in implementing the study on Navajo secondary vocational education.
11. JULY 1974 - JUNE 1975: Educational Researcher, Navajo Division of Education, Navajo Tribe. Project was intended to describe Navajo student perceptions of their school environments. Tasks included the training of Navajo researchers in interviewing techniques, ethnographic analysis, linguistic transcription, report writing, and generating of questions for subsequent survey questionnaire, administered the following year. Also included report writing, field interviewing, and routine administration.

OTHER RESEARCH AND CONSULTING EXPERIENCE

1. JANUARY 1983 - APRIL 1983: Consultant on Educational Research Project "Test, Design and Identification of Gifted Navajo Students," Dine Bi'Olta Research Institute. Tasks include structural analysis of Navajo-language discourse and assistance of Director in identifying, defining, and classifying crucial Navajo-language attributes and terms which could be used in denoting intelligence test constructs appropriate to bilingual Navajo skills and contexts.
2. FEBRUARY 1983 - JUNE 1983: Consultant and Researcher for DNA Peoples' Legal Services, in a Class Action Lawsuit by the Citizens of the Haystack Community, on the Navajo Reservation, against the Santa Fe Railroad. Tasks included direction of Navajo Researchers in collecting information on Navajo sacred places to be used in support of the Native American Religious Freedom Act. Tasks also included drafting of reports and discourse analysis.
3. MARCH 1982 - JUNE 1982: Researcher for Project "A Study of the Impact of the Proposed Split Between the Kirtland School District and Central Consolidated School District No. 22," with the Bureau of Educational Planning and Development, R.F. Tonigan, Director. Duties included interviewing, coordinating field researchers, and compiling the "Socio-Ecolo-

gical Study," which describes the attitudes held toward the split by crucial sectors of the Consolidated School District Community People.

4. FEBRUARY 1981: Expert Witness for DNA Peoples' Legal Services in Lawsuit between the Cattlemens' Association of Pueblo Pintado, on the Navajo Reservation, and the Santa Fe Railroad. Testimony concerned the adequacy of the Proposed Environmental Impact Study re anticipated social and economic impacts on Navajo residing in the area.
5. JUNE 1981: Advisor on Energy Boom Town impacts on the delivery of mental health care to Navajos in the Four Corners Area of New Mexico. Native American Health Careers Opportunity Program, Fort Lewis College.
6. SEPTEMBER 1980 - SEPTEMBER 1982: Membership on the OMB Circular A-95 Subreview Committee for the San Juan Council of County Governments. Duties included review and evaluation of proposals in the fields of appropriate technology, health care delivery, education, and wildlife management, as well as environmental impact statements.
7. SEPTEMBER 1980 - JUNE 1981: Membership on the Technical Advisory Group for the New Mexico Health Systems Agency. Duties included proposal review and policy analysis for developing programs in mental health care delivery, and with an emphasis on analysis in the context of services delivery in energy boom town settings.
8. 1977 - 1980: Researcher, planner, and consultant for the educational research project: "A Study of the Philosophy of Navajo Education," Institute for American Indian Community Education, University of New Mexico. Tasks included assistance in drafting the proposal, prioritizing important domains of study, itemizing and scheduling major data collection, reporting, and analysis tasks for completion of research project.

GRANTS AND CONTRACTS
OBTAINED THROUGH PROPOSAL AND NEGOTIATION

1. 1977-1978: U.S. EPA Contract #68-01-3868 for study of Navajo Perceptions of Economic Development: \$79,980
2. 1978-1979: Title III Indian Controlled Community Colleges Planning Grant for Shiprock Community College Program: \$39,400
3. Fall 1978: CETA Training Grants: \$8,000
4. Spring 1979: Facilities Inventory Study Contract with Bureau of Indian Affairs to plan construction for new Ship-

rock Community College Campus: \$28,000

5. 1979-1980: U.S. EPA Contract #68-01-5850 for statistical survey of Navajo Perceptions of Economic Development: \$79,800
6. 1979-1980: Title III Indian Controlled Community Colleges Planning Grant for Shiprock Community College Community Development Programs: \$79,000
7. 1980-1982: National Institute of Education Grant for Ethnographic and Sociolinguistic Study of Exemplary Bilingual Program: \$236,000
8. 1980-1981: National Science Foundation Appropriate Technology Grant to study Environmental and Economic Decision-Making among Navajo Livestock Pastoralists: \$56,560
9. Fall 1980: Bureau of Indian Affairs Title IV Grant for Purchase of library materials and equipment: \$10,000
10. 1981-1982: Title IV Elementary and Secondary Education Act research grant to study Navajo perceptions and definitions of Giftedness and thought development: \$54,500
11. 1981-1982: Minority Biomedical Research Support Program (MBRS) Grant for Study of Navajo Drinking Behavior: \$39,500
12. 1982-1983: MBRS Grant for Construction of Culturally-Appropriate Treatment Modality for Navajo Alcohol and Substance Abusers: \$39,000
13. 1983-1984: MBRS Grant for Purchase of Minicomputer for analysis of Public Health Service statistical data pertaining to morbidity and mortality related to energy resources development: \$38,000

SCHOLASTIC HONORS AND AWARDS

1. Research Assistantship, Negro Education Project, Social Sciences Institute, Washington University, St. Louis, Missouri. Jules Henry, Principal Investigator.
2. Tuition Awards and Teaching Assistantships, Washington University. September 1968 - February 1979; February 1971 - June 1971.
3. Teaching Assistantship, Northwestern University Department of Anthropology. September 1972 - June 1973.
4. Summer Research Fellowship, Center for Urban Affairs, Northwestern University. June 1972.

5. Dissertation Write-Up Fellowship. National Institute of Mental Health - CUAN. August 1974.

SPECIAL REPORTS

- Schoepfle, G.M., R. Oquita, J. King, with I. Zohnnie, J.A. Remington, J.K. McNeley.
1983 Ethnographic Report: Navajo Perceptions of Drinking and Drinking Behavior in the Shiprock Area, Shiprock, New Mexico: Alcohol and Substance Abuse Project, Minority Biomedical Research Support Program, Navajo Community College.
- Schoepfle, G.M., K. Nabahe, A. Johnson, L. Upshaw,
1983 Navajo Perceptions of Land Use and Conservation in Modern Ecological and Economic Contexts, Washington, D.C.: National Science Foundation. NSF/ISP-82015.
- Schoepfle, G.M., K.Y. Begishe, A.B. Pfeiffer, D. Platero,
1982 Final Report: Ethnographic and Sociolinguistic Study of an Exemplary Bilingual Program on the Navajo Reservation. Washington, D.C.: National Institute of Education.
- Schoepfle, G.M., W. Collins, R.T. Morgan, F. Morgan
1982 Socioecological Report, in Tonigan, R.F. Report on the Impact of the Proposed Separation of the Kirtland School District from the Central Consolidated School district #22, "Farmington, New Mexico: Central Consolidated School District #22.
- Schoepfle, G.M., K.Y. Begishe, R.T. Morgan, F. Morgan, A. Johnson, W. Collins, L. Upshaw,
1981 A Study of Navajo Perceptions of Environmental Changes Resulting from Energy Resources Development, Washington, D.C.: U.S. Environmental Protection Agency Contract No. 68-01-5850.
- Schoepfle, G.M., K.Y. Begishe, R.T. Morgan, , J. John, H. Thomas,
1979 A Study of Navajo Perceptions of Environmental Changes Resulting from Energy Resources Development, Washington, D.C.: U.S. Environmental Protection Agency Contract No. 68-01-3868.
- Schoepfle, G.M., L.J. Roan, K.I. Yazzie, O. Werner,
1975 Six Ethnographies of Navajo Schools, m.s. Window Rock, Arizona: Navajo Division of Education, Navajo Tribe.

PUBLICATIONS

- Werner, O., & G.M. Schoepfle
1984 A Handbook of Ethnoscience Ethnography and Encyclopedias. New York: Forthcoming from Sage Publications.
- Schoepfle, G.M., M.L. Burton, F. Morgan
1984 Navajos and Energy Development: Economic decision Making Under Political Uncertainty. Forthcoming in Human Organization.
- Schoepfle, G.M., M.L. Burton, K.Y. Begishe,
1984 Navajo Attitudes Toward Development and Change: Unified Ethnographic and Survey Approach to an Understanding of Their Future. Forthcoming in the American Anthropologist.
- Schoepfle, G.M., K.Y. Begishe, R.T. Morgan, P. Reno*,
1984 A Cognitive Ethnographic Approach to Social Impact Assessment in a Navajo Community," in Social Scientists and Environmental Planning. W. Millsap (ed). Boulder, Colorado: Westview Press.
- Schoepfle, G.M., M.D. Topper, L.E. Fisher,
1974 Operational Analysis of Culture and the Operation of Ethnography: A Reconciliation." in Communication and Cognition. 7:3/4:378-406.

PAPERS

- Schoepfle, G.M., M.L. Burton
1983 Ethnography and Survey in the Study of Navajo Economic Development. Presented at the Annual Meetings of the Society for Applied Anthropology, San Diego, California
- Schoepfle, G.M., S. Tonigan
1982 Cognitive Ethnography and Political Decision Making in Education: A Case Example. Paper Presented at the Annual Meetings of the Rocky Mountain Educational Research Association. Albuquerque, New Mexico.
- Schoepfle, G.M., M.L. Burton
1981 The Relationship of Ethnography to Survey in Determining Social Impact Assessment. Presented at the Western Social Sciences Association Meetings. San Diego, California.

- Schoepfle, G.M.,
 1979 Cognitive Social Environmental Impact Assessment: The Navajo Case. Presented at the Joint Meetings of the Western Social Sciences Association and the Society for Arid Lands Study. Lake Tahoe, Nevada.
- Schoepfle, G.M.,
 1977 Attitudes of Navajo Students Toward Teachers and Classes. Presented at the Joint Meetings of the Society for Applied Anthropology and the Southwest Anthropological Association. San Diego, California.
- Schoepfle, G.M., K.I. Yazzie, L.J. Roan
 1975 Application of Microethnographic Methodologies to Research and Training Settings. Presented at the Annual Meetings of the American Anthropological Association. San Francisco, California.
- Schoepfle, G.M.,
 1973 "Behavioral Anthropology" and Ethnoscience in the Analysis of the Classroom. Presented at the Annual Meetings of the Central States Anthropological Society. St. Louis, Missouri.
- Burton, M.L., G.M. Schoepfle
 1981 The Interrelationship of Ethnography and Survey in Applied Social Research on the Navajo Reservation. Presented at the Western Social Science Association Annual Meetings. San Diego, California.
- Garrison, E.R. & G.M. Schoepfle
 1977 Language Use Among Navajo High School Students. Paper Presented at the Joint Meetings of the Society for Applied Anthropology and Southwest Anthropological Association. San Diego, California.

PROFESSIONAL SOCIETY MEMBERSHIP

1. American Association for the Advancement of Science
2. American Anthropological Association
3. Society for Applied Anthropology

TEACHING EXPERIENCE

1. Introduction to Anthropology. This course is intended to familiarize the student with basic concepts and terminology in physical anthropology, ethology, archaeology, linguistics, social anthropology, and linguistic anthropology. Examples are used to illustrate the potential unity and interrelationship of these different disciplines. Course has been taught at San Juan and Navajo Community Colleges.

This article is the first in a series on the business aspects of anthropological practice. Future articles by ~~the~~ active practitioners will deal with operating a practice. Here we will discuss the decision to start a practice or other business.

Being one's own boss is a powerful and seductive notion. The entrepreneur or independent professional has no superior to report to. The self-employed are masters of their own fate, subject of course to federal, state, and local laws, regulations, and taxes; competition and other market factors; and the demands of their clients, customers, and creditors.

Starting a business is not much different from doing fieldwork in an unfamiliar culture. Regardless of how well you've done your homework, when you actually get to the field you will almost certainly be stunned by the extent of your own ignorance. So, if you're thinking of setting up your own shop, here are some other things to think about.

I. Can you do it?

Do you have something useful to offer?

Who else is offering similar goods and services?

Can you compete with them on quality and price?

Can you sell? If you can't, find a partner who can, or forget about working for yourself?

Are you willing to forego vacations and weekends for the foreseeable future?

Can you handle a lot of travel on short notice?

How much stress can you stand in your marriage or other personal relationships?

If your venture is to have any chance of success, it will require a total commitment of time and energy. If that's how you work already, so much the better; if it's not, you will have to make sacrifices.

II. Can you make a living at it?

How much do you need to live on?

How much of that will have to come from your business?

Do you have a detailed and itemized estimate of where your business income will come from and how much you can expect? Be certain that until you have established yourself this estimate is wrong, and more than likely wrong on the high side.

Do you have a detailed and itemized estimate of the cost of doing business? Be sure that this estimate is ~~low~~ wrong, and more than likely wrong on the low side.

What effect will foreseeable changes in government policy or economic conditions have on your business?

Do you have enough financial resources to survive until the business ~~either works or fails?~~

~~either works or fails?~~

Bill McKinney
3079 Chisla
Memphis, TN 38116

Barry R. Bainton
5127 W. Aster
Glendale, Arizona
85304



Dr. Marietta Baba
Assistant Provost
Wayne State University
Detroit, MI 48202

19 June 1984

Dear Dr. Baba:

I am writing in response to Dr. Ralph J. Bishop's letter of June 7th in which he invited me to submit my name for nomination to the Governing Council of NAPA. I am pleased to accept a nomination for a position as member-at-large. Enclosed are my resume, a biographical sketch in narrative form and a position statement. As requested. If you require any further information or if I can help in anyway, please let me know.

Yours truly,

Barry R. Bainton
Barry R. Bainton, Ph.D.

cc. Dr. Ralph J. Bishop
enclosures: 4

P.S. After August 12th my address will be 6811 N. Cassim Pl., Tucson, Arizona, 85704 unless something else comes up.

EM

F

BIOGRAPHICAL SKETCH

Barry R. Bainton

Dr. Barry R. Bainton began his anthropological studies as an undergraduate at Brown University as one of the first majors in the new Department of Anthropology in 1962. He graduated in 1964 and joined the Peace Corps serving in Peru. In Peru, he learned that he could apply the theory and practices he had learned in anthropology in his duties working with local communities^{to} carry out local development projects. When he returned to begin his graduate studies at the University of Arizona in 1966, he took the lessons learned in Peru as a focus for his graduate program. As a graduate student he participated in applied research among the Pascua Yaqui Indians (1967), the Pima-Maricopa Indian Community (1970-71), and the Papago Indian Reservation. In 1969, he served as Information and Education Officer for the Papago Legal Services program. In this capacity he served as a liaison between the Legal Services Program and the Tribal Government and the villages. Dr. Bainton was awarded his MA in anthropology in 1970.

After working as a graduate research associate in the Division of Business and Economic Research at the University of Arizona, he became Director of Research and Evaluation for the Pima Alcoholism Consortium. He built his department from a one person to eight member staff which conducted evaluations and planning operations for the Consortium and Pima County, Arizona. In 1973, he organized the Across Generations Symposium with Dr. Edward H. Spicer for the Tucson meeting of the SfAA. The following year, he was a co-founder and incorporator of the Society of Professional Anthropologists (SOPA). SOPA, a grass-roots organization of practicing anthropologists, has served as a model for the development of other such grass-roots groups as WAPA, COPA, etc. Dr. Bainton organized workshops at the 1975 and 1976 AAA and SfAA annual meetings where the SOPA concept was presented.

In 1976, he left the Pima Alcoholism Consortium to serve as project coordinator on a study of the drinking patterns of the rural elderly of Arizona. He was appointed to the faculty of the School of Home Economics at the University of Arizona where in addition to his duties on the research project, he served as research coordinator for the school. Upon completing the research project in 1980, he was appointed research coordinator in the Office of the Vice President for Research for the University. Here he conducted an ethnographic survey of the University's research community, the results of which served as the basis for the University's Handbook for Principal Investigators. Dr. Bainton completed his Ph.D. in January 1979 with a dissertation entitled, Anthropology and the Social Engineer. The dissertation is a case study of the professionalization and elaboration of the role of the social scientist.

In July, 1980, Dr. Bainton was assigned by the Vice President of Research to serve as Deputy Executive Director of the Consortium for International Development (CID). As Deputy Executive Director, he managed CID's AID-sponsored contracts in the Yemen Arab Republic, Bolivia, Cape Verde and an Indefinite Quality Contract with a total value in excess of \$50 million. In addition, he was responsible for CID's proposal development and marketing effort. In July, 1983, Dr. Bainton left CID to pursue a Master of International Management degree from the American Graduate School of International Management. He earned his MIM in August, 1984.

Dr. Bainton has written over 100 professional papers, reports, and studies. He has served on the AD HOC Committee to Revise the Statement of Professional Responsibility of the AAA as the representative of the practitioner point of view. He has been a member of the SfAA's Committee for an Anthropology of the Future and as a jobs counselor at the AAA annual meetings. He has organized and participated in numerous scholarly and practitioner-oriented sessions both within the major anthropological organizations and outside of the profession. He has served as a consultant to a number of public and private organizations.

Position Statement of
Dr. Barry R. Bainton

I would like to thank the Nominating Committee of NAPA for placing my name of the list of candidates for the Governing Council of the National Association for the Practice of Anthropology. I am deeply honored.

For more than a decade I have fought, in my own way within the profession, for the full recognition of the legitimacy and value of the practitioner to the profession. I have personally experienced and witnessed the frustration of anthropologists caught between the two worlds of practice and profession. Faced with the problem of down playing their professional title in the practical world and attacked by their "colleagues" for their unprofessionalism in the anthropological world, many of my friends have been forced to surrender their personal goals and ambitions to one or the other to insure financial survival and to regain their self-esteem. I too have been so tempted. Yet in my heart I know that to do so would be to cheat both myself and my chosen profession. Therefore, I welcome this opportunity to serve NAPA.

When Dr. Edward H. Spicer and I initially planned the Across Generations Symposium for the SfAA meetings in 1973, we were concerned ~~with~~^{about} the decline in the interest and role of applied anthropology in the mainstream of the profession. We felt then, and I still believe today that the work of the early applied anthropologists between 1935 and about 1959 did more than anything else to move anthropology out of its natural history stage into a true social science. Since then I have maintain this view. It has disturbed me to see the break between the SfAA and AAA. Yet, I predicted such a fission in my dissertation. I strongly believe that such a separation between practitioner and academic branches is harmful to the profession and the science of anthropology. Therefore, as your representative on the Governing Council I will work very hard to promote and foster linkages between these two complementary branches of our profession.

A second concern which arises from my experience in the practicing world, is the lack of a clear definition of anthropological input into practical and policy issues. Today there is a blurring of disciplinary lines between the social sciences. In the long run this is both good and necessary. Yet, if we truly believe that there is an "anthropological perspective", a "science of anthropology" then we need to define this rather than to let economist, sociologist and other ape us and we them. I feel that practitioners hold the key to this definition and I will work to held develop this perspective within the profession.

Finally, anthropology is the only discipline I am aware of where "professional applied training programs" are being designed and promoted by non-practitioners. There is a real difference between those who do "applied" research and those who apply the lessons of research to implement programs and projects. I will work to involve the

B.R. Bainton

Position Statement page 2

practioners and academic anthropologists in a dialogue to develop ideas for curriculum development to better prepare students to enter the world of practice and to encourage departments of anthropology to recruit practioners to teach such courses.

I welcome the opportunity to serve NAPA and in the process to foster a strong link between the practical and scientific dimension of our profession.

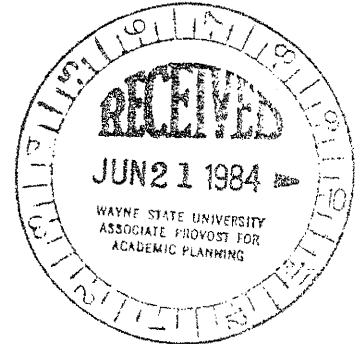


INTER TRIBAL COUNCIL

of

ARIZONA, INC.

June 20, 1984



MEMBER TRIBES
 AK-CHIN INDIAN COMMUNITY
 CAMP VERDE YAVAPAI APACHE INDIAN COMMUNITY
 COCOPAH TRIBE
 COLORADO RIVER INDIAN TRIBES
 FORT McDOWELL YAVAPAI TRIBE
 FORT MOHAVE TRIBE
 GILA RIVER INDIAN COMMUNITY
 HAVASUPAI TRIBE
 HOPI TRIBE
 HIIAI APAI TRIBE
 KAIBAB-PAIUTE TRIBE
 PAPAGO TRIBE
 PASCUA YAGUI TRIBE
 QUECHAN TRIBE
 SALT RIVER PIMA-MARICOPA INDIAN COMMUNITY
 SAN CARLOS APACHE TRIBE
 TONTO APACHE TRIBE
 WHITE MOUNTAIN APACHE TRIBE
 YAVAPAI PRESCOTT INDIAN TRIBE

Marietta Baba
 Assistant Provost
 Wayne State University
 Detroit, MI 48202

Dr. Baba:

Enclosed is a set of materials to support my request to be nominated as a member-at-large for NAPA. These materials include:

- brief biography
- professional resume
- statement of proposed direction for NAPA

Please contact me at my office (602/248-0071) or at my home (602/954-6416) if you need any additional information.

I have also forwarded the nomination information to Edward Liebow, a professional anthropologist working in the Phoenix area (1334 W. Lynwood, Phoenix, AZ 85007).

Sincerely,

Patricia Mariella, PhD
 Research Analyst

BIOGRAPHY

Patricia Mariella has worked as a professional anthropologist for 8 years. She currently works for the Inter Tribal Council of Arizona, where she has been research analyst since 1981. Dr. Mariella has also worked as a professional consultant to tribal governments, impact assessment firms and adult education programs.

She is a mayoral appointee to the City of Phoenix freeway relocation Hardship Review Commission. She also provided technical assistance since 1975 to the Fort McDowell Yavapai Indian Community in their successful effort to avoid relocation and loss of their reservation lands to the Orme Dam, a proposed Bureau of Reclamation facility in central Arizona.

She holds a PhD in social anthropology from Arizona State University.

STATEMENT OF PROPOSED DIRECTION FOR NAPA

NAPA needs to move rapidly to address specific needs of professional anthropologists including:

- establishment of a specific federal personnel category for anthropologist
- development of professional standards for anthropologists working in various fields

The broader concern of professional anthropologists in making our expertise and general skills widely understood and professionally recognized can be dealt with, in part, by close coordination with other professional organizations outside of anthropology. In addition, NAPA could monitor, analyze and provide recommendations to its membership concerning legislation and other public policy that would affect anthropologists in their professional work.

As a new organization, NAPA needs to actively encourage and facilitate participation from all professional anthropologists and solicit continued direction from its developing membership.

prepared by Patricia Mariella
June 1984

PATRICIA S. MARIELLA

EDUCATION

Ph.D., Social Anthropology, Arizona State University, 1983
M.A., Social Anthropology, Arizona State University, 1976
B.A., Anthropology, University of Wisconsin, 1973

ON STAFF

1981-Current Research Analyst, Inter Tribal Council of Arizona, Inc. -- research and program development focusing on environmental health, cultural resources, and governmental policy

COMMISSION MEMBERSHIPS

1984 - Mayoral appointee to Freeway Relocation Hardship Review Commission, City of Phoenix

SELECTED CONSULTING

1982 - Development of Tribal Archives of the Fort McDowell Indian Community

1981 - Development of Yavapai History Exhibit, Heard Museum, Phoenix, Arizona

- Preparation of a Multiple Resource Nomination to the National Register of Historic Places of the prehistoric and historic sites of the Fort McDowell Indian Community

1980 - Technical Agency Group member of the Central Arizona Water Control Study under contract to the Fort McDowell Indian Community; monitoring social and economic components of the Bureau of Reclamation/Army Corps of Engineers study of Orme Dam alternatives

- Network Member of the organizing committee: International Association for Impact Assessment (IAIA)

Patricia S. Mariella (continued)

- Principal Investigator: Water Rights and Water Use Study under contract to the Fort McDowell Indian Community; extensive documentary work in archives in Washington, D.C., California, and Arizona, as well as interviews with Fort McDowell community members, government and professional experts; training of two research assistants from the Fort McDowell Indian Community.
- Grant Writer: Fort McDowell Indian Community Title IV part C (Indian Education); 1 of 11 new programs funded FY 82
- Preparation of a general relocation policy draft for the Navajo Nation under contract to Navajo Tribal Natural Resources Office/Janus Associates, Tempe, Arizona
- 1979 - Technical Assistance: Yavapai Basket Project: National Endowment for the Humanities/Heard Museum. Principal Investigator - D.L. Davis, member of the Fort McDowell Yavapai Indian Community
- Technical Assistance: transmission line siting, Arizona Public Service/ ACS Ltd.
- Course Development: Maricopa Technical College, Southwest Studies Program
- 1978 - Research and Interviews: Native American Socio-Economic Impact Assessment, 500 Kv Transmission Line, (Southern California Edison), under contract to Cultural Systems Research Inc.

TEACHING

Program Developer and Teacher: G.E.D./A.B.E. Program, Fort McDowell Indian Community - Scottsdale Community College
1977-1981

Arizona State University: Indian Reservations Today (ASB 418) Spring 1979
Social Anthropology (AN 102) Fall 1981
Social Impact Assessment (Lectures) Fall 1981

Patricia S. Mariella (continued)

Phoenix College: Cultural Anthropology (AN 102)
Spring and Fall 1980, Spring 1981
Indians of the Southwest (AN 245)
Fall 1980, Spring 1981

Mesa Community College: Indians of the Southwest (An 245)
Spring 1980

Heard Museum: Las Guias Program (lectures) 1980
- current

PUBLICATIONS

Khera, Sigrid, and P.S. Mariella
1983 The Yavapai. In Southwest (Volume 10) Alfonso Ortiz
(ed.) Handbook of North American Indians. Smithsonian
Institution, Washington, D.C.

Mariella, P.S., and D. K. Larson
1982 What is a Significant Impact? Impact Assessment
Bulletin

Khera, S., and P.S. Mariella
1982 Long-Term Resistance to Relocation in an American
Indian Community. In Involuntary Resettlement and
Migration, Art Hansen and Anthony Oliver-Smith (eds.)
Denver: Westview Press.

Mariella, Patricia S.
1978 Yavapai Farming. In The Yavapai of Fort McDowell.
Sigrid Khera (ed.) HUD Grant #CPA-AZ-09-00-1003.

PAPERS READ AT MEETINGS

Successful Resistance to a Dam Project by an Indian Tribe.
American Anthropological Association Annual Meetings,
Washington, D.C. 1978.

The Planning Impacts of Orme Dam. International Conference:
New Perspectives on Planning in the West. Arizona State
University, Spring 1982.

The 'No Action Alternative' in the E.I.S. Process. Western
Social Science Conference, 1980. Symposium: Orme Dam - The
Case of a Desert Dam, organized by S. Khera and P.S.
Mariella. Discussant: Vine Deloria, Jr.

The Consequences of Dam Projects in Native American
Communities. American Anthropological Association Annual
Meetings. Cincinnati, 1979.

Patricia S. Mariella (continued)

Current Issues in Indian and non-Indian Water Rights in the Salt River Valley. Symposium: Native American Water Rights/Southwestern Anthropological Association Annual Meetings, Santa Barbara, 1979.

The Effects of Federal Resettlement Policies on Farming and Water Use in a Native American Community. American Anthropological Association Annual Meetings, Los Angeles, 1977.

Responses to Relocation in an American Indian Community. Society for Applied Anthropology Annual Meetings, San Diego, 1977.

An Investigation of Populations with Significantly High Sex Ratios and No Evidence of Female Infanticide. American Association for the Advancement of Science Annual Meetings, Southwestern Region. Tucson, 1976 Received award for Best Student Paper.

RESEARCH GRANTS

Paracheck Graduate Research Grant. Arizona State University 1977

Sigma Xi Scientific Research Society of North America 1978.

AWARDS

Best Student Paper: American Association for the Advancement of Science, Southwest Annual Meetings (see Papers Read)

Dubois Scholarship: Arizona State University 1976-1978

Graduate Fellowship: Arizona State University

Phi Kappa Phi: National Honorary Society, University of Wisconsin 1973 - current

REFERENCES: On Request

June 1984

JAMES F. DOWNS

July 18, 1984

Hi Guys:

Its voting time again. I have recieved letters expressing all sorts of sentiment re the size of the govern^{ing} council. Opinions are varied enough and in some cases equiv^{al} enough to justify a flat out vote. My own feelings are the same. The council is too big..we only have 400 members and yet a governing body as large as the entire association! But you've heard all that before.What's your pleasure?

Everyone who commented seemed in favor of the cultural expert registry. (CEI) But it would help to a have a formal statement. If we try to design the forms etc. by mail we'll never get off the ground so I ask you to trust me not to muck it up and simply direct me to get the thing going.I'd like to see it operating before the meetings.

SOME GENERAL THOUGHTS

I am a bit troubled by the direction things seem to be headed in(I know it dangles but what the heck).

NAPA is not an independant organization....it is part of the American Anthropological Association...I sometimes feel that we miss that fact a bit. I am in no way critical of the NAPA bulletin ...my admiration for the smooth way it gets out is boundless. Nonetheless we do have a vehicle of communication in the AN. I would like us to use our resources(which are dwindling to virtually zero) devoted to other efforts.The AN is free and has a greater circulation than the bulletin. We can, for a while at least, obtain free space for newsworthy items in PA and the WAPA bulletin.

We, are like it our not, a membership organization. We must figure out how to get more ^e people on the roles or we will have no representation in the councils of AAA.

I suggest that we plan a desk or table at the meetings ..with extra bulletins... copies of the orginal organizing letters and anything else can think of. A table requires people to set it up and man it. Do we have any members in Denver?

We need to do something...the most important ~~thing~~ we can begin to the get anthropology ^{RECOGNIZED} in public hiring as a ~~recognized discipline~~ discipline which qualifies people for a wide range of jobs. We need this on the federal level and in every state. I volunteer to undertake the campaign here in Washington. Who can we get to tackle the various state employment commissions?

maybe we could get people to register in the CEI.

JAMES F. DOWNS

WE need some local, grassroots, if you will, efforts to get the WAPAs and PAPAs and-SOPAs and COPAs and MOPAs affiliated with NAPA. We need that because we need the energy and resources of local people working in local areas to energize a national effort.

And...as unpopular as this view may be we must stop worrying about SFAA. I personally think that the last couple of administrations of SFAA have been unfortunate aberrations and that calmer, less confrontive, heads will prevail in time. Right now SFAA is having a tough time getting its independent act together. Until they do we cannot be helped by waiting for them to move or seeking some kind of over the fence concurrence from them. We, ourselves, are too new.. and unstructured to attempt to become a bridge over troubled waters. There has always been a great deal of overlap in AAA and SFAA membership... I think it will continue...its up to us to go after those ~~potential~~ potential dual members and get them into NAPA.

Any way please mark your ballots and return them. Good summer to everyone

Best,

Jim

*Hi Ralph:
The NAPA Bulletin
looked good - am
working on the
remainder of
your reimbursement*

THE BULLETIN BOARD

NESSTO

The Network for the Ethnographic Study of Science, Technology and Organizations is compiling a directory of people from industry, government and academe doing ethnographic work in advanced industrial societies. If you wish to be listed in the directory, please send name, address, phone number, computer net address, affiliation(s), education, and a description of your current activities and research interests (approximately 50-100 words) underlining five key words. Please respond by July 1 and send to NESSTO, P.O. Box 11442, Stanford, CA 93405. Listing is free. Enclose a \$3.00 contribution for a copy of the directory (checks payable to NESSTO).

EXPOSURE

Media exposure is important for consultants and practitioners, after all, look what the publication of IN SEARCH OF EXCELLENCE did for McKinsey. We invite members to submit examples of reports of their work which have appeared in local or national media, and will mention these appearances from time to time, to indicate the possible avenues for publicity. For example, Helen Fisher has been appearing ~~in the~~ as an anthropological expert on the TODAY SHOW in recent months. Also, an article on Barabara Pillsbury's work with ~~the~~ Chinese ~~with~~ family planning officials appeared in the New York Times of May 18. We hope to publish some tips on getting media exposure in future issues.

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Ralph J. Bishop, Ph.D.
1430 Crain Street
Evanston, IL 60202
(312) 328-5557

July 30, 1984

Barbara Pillsbury
18057 Coastline Drive
Malibu, CA 90265

Dear Barbara,

Thanks for the kind words about the June Bulletin. I hope to have an initial breakdown of the survey responses ready for publication in the September issue.

I like your "Writing for Bureaucrats" idea. It fits nicely with the nuts-and-bolts practical direction I would like the Bulletin to pursue. If you can cover the topic in 1000 words or less, so much the better. Deadline for the September issue will be August 31, with a mailing date of September 14.

My own interest aside, I think Jim Downs is way off base when he suggests that we can use the Anthropology Newsletter for all communication on unit affairs. If we can develop the Bulletin into a publication that has a sufficiently distinctive orientation so that people will take out membership in NAPA simply to receive it, then it will pay for itself both financially and politically.

We need to start thinking about an agenda for the November business meeting. May I suggest giving the correction of certain glaring inadequacies in the bylaws (viz. the procedure for nominating and electing officers and members of the governing council) priority? Then maybe we can get down to some real business.

Sincerely,


P.S. Do you have any connections in the public schools out there that might be interested in the enclosed material?

I don't particularly care who does what as far as oversight is concerned. Whoever edits, the other should have oversight where we are ourselves involved as volume editors. This would be the case with the ethics volume. Beyond that, whoever has the time.

The 1986 budget is going to have to include substantially more than \$100.00 for the publications committee. I am told that the rather substantial amount allocated to the BULLETIN in the preliminary budget was not transferred to a general publication budget in the final draft. Perhaps eventually I shall get a copy of the budget. You were there. How come the board didn't fund publications? Or am I needlessly panicking?

Publication policy. (comments? first draft and very rough)

I. Content. We seek material of interest to anthropologists and other social scientists employed in business, industry, government, whether or not they also have academic connections. We also seek material that will be useful to students and teachers in applied anthropology programs.

A. Theoretical & Practical. We are not looking for "theoretical" articles. However submissions demonstrating the manner in which practice can be effectively informed by theory and vice versa, if judged sufficiently important will be enthusiastically welcomed. (if only because they are so damned rare).

II. Style. While each writer has his or her own individual style, contributors and editors are advised that work containing an excess of jargon will be broadaxed and returned for rewriting in the mother tongue. If it's worth saying, it's worth saying clearly.

III. Schedule. Deadlines are deadlines. We will set them by mutual agreement, and cling to them like barnacles. (According to one story, the term deadline first arose in confederate prison camps during the Civil War. Inside the perimeter of the camp a line was drawn. Any prisoner crossing the line was shot to death. Hence deadline = a limit beyond which one does not go.)

IV. Marketing. We expect to publish material that will have a market beyond the membership of the AAA and large academic libraries, and will seek to fund marketing and promotion expenses in appropriate cases.

I am not copying this to anybody. Can we put together a joint report for the business meeting once we have thrashed all these ideas out?

Congratulations once again on the Distinguished Service Award. Good show!

love,
Ralph

Ralph J. Bishop

Educational Resources

1430 Crain Street Evanston, Illinois 60202 (312) 328-5557

November 19, 1984

Dear Sis,

I'm sending your letter off to Barbara c/o SfAA this morning. You said you didn't want a copy, so I won't send you one. Essentially I started out by suggesting that you deserved the award, not for a particular achievement, but for the body of your work, and went on to explain from there. In other words, I laid it on with a trowel, but all true and a pleasure to boot.

Please send me whatever you can for the Bulletin as soon as you can get it put together. I also have to get Rob's program report for the next issue, and it would be nice to see something about it in AN, although David will certainly be reporting some of the sessions. I think it makes sense to see what he comes up with and then perhaps fill in any gaps in the Unit News.

I believe George Armelagos was finally interviewed by Denver channel 7 about Baby Fae; I know he was interviewed, but didn't see it. Can't imagine why else they would want to talk to him on that particular day. I had a brief talk with the AAA's press officer (a pleasant young man whose name has evaporated into the general fog that started washing over my mind along about Saturday noon). Not much seemed to be going on with the local media; several magazine people were wandering around; but on the whole he seemed to feel that things were rather slow. I suspect that they could have pursued the issue a little more vigorously than they seemed to be doing, but perhaps I'm being unfair. One thing, there was a reporter from SUCCESS magazine nosing about the session on the Conservative movement, who supposedly returned with said nose considerably out of joint. This is scarcely surprising, because the magazine is owned by W. Clement Stone, who is one of the fattest cats of the Republican right, and edited by Dwight Chapin, a Watergate ex-con. One of the papers was titled Fighting the Adversary Culture: the Conservative Assault on Higher Education. I'd love to have the chance to try and turn the AAA meetings into a media circus. I'd be sacked on the spot but it would be worth it. I mean somebody should have sent a reporter to that Guatemala session. All the people I talked to who were there were just devastated by the reports of what's going on. From all I've heard it makes Nicaragua sound like a Sunday-school picnic. Isn't that news?

Getting back to the Bulletin, I'd like to be in the mail by January 10 at the latest, which means that I really need to have most of the material together by Christmas.

Keep well,



ma n a b u l l e t i n

National Association for the Practice of Anthropology

A Unit of the American Anthropological Association

Number 3

September, 1984

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MEMBERSHIP SURVEY SHOWS DIVERSITY, ENTREPRENEURIAL SPIRIT AMONG ANTHRO PRACTITIONERS

Ralph J. Bishop

117 NAPA members had returned their completed membership survey forms by September 10, for a response rate of just over 29%. This is very good for a mail survey, and should permit us to place some confidence in the validity of the results.

In the following analysis, the demographic characteristics of the sample population will be treated first, then the educational background and professional careers of the respondents, and finally the responses to a roster of issues of concern to practicing anthropologists.

DEMOGRAPHIC CHARACTERISTICS. Eight percent¹ of those answering the question on ethnic identification described themselves as members of an ethnic minority; all but two of them Hispanic. Of those indicating nonminority status (92%), two-thirds used a racial term such as "White", "Caucasian", or abbreviations thereof to describe themselves. The rest used an ethnic identifier.

Women **ARE 55%** of the sample and men 44%. This does not differ significantly from the composition of the NAPA membership list, which at the time the survey was sent out was composed of 52% women and 48% men. Median age of the sample population is 41, with a range from 26 to 70. Median number of years since receiving the most recent degree is eight, ranging from degrees just received to a degree received in 1938.

(Continued on page 3)

*** **

NAPA PRESENTS FIVE SESSIONS FOR PRACTITIONERS AT DENVER Robert Werge, NAPA Program Chair

NAPA is sponsoring five invited sessions, designed to be of interest to practitioners, for the AAA meetings in Denver. The sessions have been organized to deal with issues that are relevant to anthropologists in the public and private sectors. They were developed based on a telephone survey of a sample of the NAPA membership.

At NAPA's suggestion, a major theme of the AAA Meeting is "Economic and Social Roles for Anthropologists in the 1980's." Several of our sessions speak directly to this topic, but all NAPA sessions will speak to the changing conditions in which practitioners are dev-

elopng their skills and their jobs. Different formats will be employed in an attempt to increase practitioner participation in the scientific program. NAPA will carry out an evaluation of these sessions to help design formats and topics for future AAA programs.

1) THE ANTHROPOLOGIST IN AMERICAN SOCIETY: PAST PRESENT AND FUTURE. This session will review the socioeconomic roles of anthropologists in the 20th century, their public image, and emerging roles in the coming decades. Thursday Morning, November 15, 8:30-12:00. Chairs: Helen Fisher and Walter Dickie. Papers

(Continued on page 2)

DENVER PROGRAM (CONTINUED)

to be presented by Steve Barnett, J. M. Weatherford, Erve Chambers, A. J. Kelso, Ralph J. Bishop, Marvin Harris, M. Margaret Clark, Walter Goldschmidt, Richard E. Ward, & Thomas Weaver. Discussants: Helen Fisher and Walter Dickie.

2) BUSINESS ANTHROPOLOGY: INTERNATIONAL AND DOMESTIC. This session will explore the roles being developed by anthropologists in the private, commercial sector both nationally and internationally. Thursday afternoon, November 15, 1:30-4:30. Chairs: John Sherry and Jo Rainie Rogers. Papers to be presented by Kenneth N. Ehrensall, John Sherry, Margo L. Smith, Hendrick Serrie, Kenneth A. David, Jo Rainie Rogers, Brian J. Spooner, Douglas D. Caulkins, R. Griffin Coleman. Discussants: Lucy Garretson and Luther Gerlach.

3) PRACTICING ANTHROPOLOGY IN PUBLIC AND PRIVATE ORGANIZATIONS. This session will focus on anthropologists' roles as researchers, managers, policy analysts, and administrators in new (for our field) organizational settings. Friday Morning, November 16, 8:00-12:00. Chairs: Max Drake, Ann Drake, Hal Nelson. Presentations by Ann Drake, Lowell E. Sever, Hal Nelson, G. Alfred Hess Jr. Michael K. Orbach, Bruce Bradtmiller, Gerald M. Britan, Liesa Stamm, Duncan C. Wilkie, Linda L. Darga, Susan Meswick, Max Drake, Marshall G. Hurlich, Joan S. Atherton, William McKinney, Margaret Schneider, Linda Nichols, Erin Harris, Craig Lahren, Hugh Berryman.

4) ORGANIZING PROFESSIONAL ANTHROPOLOGISTS: THE DEVELOPMENT OF LOCAL PRACTITIONER GROUPS. This panel and workshop are designed to share experiences from across the country in organizing local practitioner groups, and to synthesize that experience into some general guidelines for new local groups being formed. Friday Afternoon, November 16, 1:30-5:00. This session is jointly sponsored by the Council for Anthropology as a Profession. Chairs: Robert Werge and Bob Wulff. Presentations by Robert Werge, Christine Fry, Jim Jones, Gretchen Schafft, Richard Robinson, Pamela R. Amoss, Bob Wulff.

5) INDUSTRIAL ETHNOGRAPHY: ANTHROPOLOGICAL INVESTIGATION OF MODERN WORK ORGANIZATIONS. This session will focus on the new data and approaches to integrate cultural factors into business operations and management. Saturday morning, November 17, 8:00-10:30. Chairs: Marietta Baba and Henry Tosi. Papers presented by Henry Tosi & Jan Zahrly, Frank A. Dubinskas, Marietta Baba & Ann W. Sheldon, Eleanor Harasimchuk Wynn, Jeanette L. Blomberg, Richard L. Daft, Philip K. Young. Discussants: Marvin Harris and Russ Bernard.

SPECIAL EVENTS PROGRAM FOR DENVER MEETING

Ralph J. Bishop
NAPA Special Event Coordinator

In addition to the five sessions NAPA has sponsored for the AAA scientific program, there will be two special functions, both on Thursday, November 15, where interested anthropologists can gather to discuss in informal settings many of the issues that are being raised more formally in the organized sessions.

From noon until 2:00 p.m. on Thursday there will be a roundtable luncheon in the Colorado Room of the Denver Hilton. The theme of this luncheon is "The Scholar Practitioner: Linking the Academy, the Public Sector, and the Business World." Discussions at the six tables will commence after a brief keynote address on the theme topic by Edward T. Hall.

The six topics open for discussion are:

1) Corporate Cultures. Coordinator Steve Barnett.

2) Uses of Anthropology in Training Health Care Professionals. Coordinator Jan Bruckner.

3) Models of Interfacing Between Complex Cultures. Coordinator Edward T. Hall.

4) Introducing Business Students to Anthropology and Anthropology Students to Business. Coordinator Margo Smith

5) Cultural Conservation and State Historic Preservation Programs. Coordinator Ruthann Knudson

6) The Future of Contract Anthropology. Coordinator Richard Stoffel.

The cost of the lunch is \$12.00 and seating is limited. To secure a seat, you should preregister for this event, using the form inserted in the September issue of the ANTHROPOLOGY NEWSLETTER.

Later in the evening, beginning at 7:00 also in the Colorado Room, NAPA will host a cash bar in a setting designed to foster relaxed and informal discussion on three topics of considerable interest to practitioners.

An area of the room will be devoted to each topic, and space will be made available for the distribution and exchange of pertinent materials. The topics open for discussion here are:

1) Looking Beyond Margaret Mead: Communicating Anthropology to America. Coordinators William Millsap and Kirk Gray.

2) Teaching the Practice of Anthropology in the Undergraduate Curriculum. Coordinator William Leap.

3) Regional and Special Interest Practitioner Groups. Coordinator Reed Riner.

If you have course outlines, reading lists, syllabi, article reprints, newsletters, mailing lists, or any other

(Continued on Page 4)

NAPA BULLETIN

Published by the National Association for the Practice of Anthropology
A Unit of the American Anthropological Association, 1703 New Hampshire Ave. NW, Washington DC 20009

Ralph J. Bishop, Editor

Editorial correspondence to Ralph J. Bishop, NAPA BULLETIN, Box AA1497, Evanston, IL 60204

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MEMBERSHIP SURVEY (CONTINUED)

Income figures are particularly interesting. For those reporting, the median income was \$28,000 annually. This rises to \$32,000 if one considers only those who are not presently degree candidates; the median annual income for degree candidates is \$13,200. So, on the whole, practicing anthropologists do not seem to be doing too badly financially.

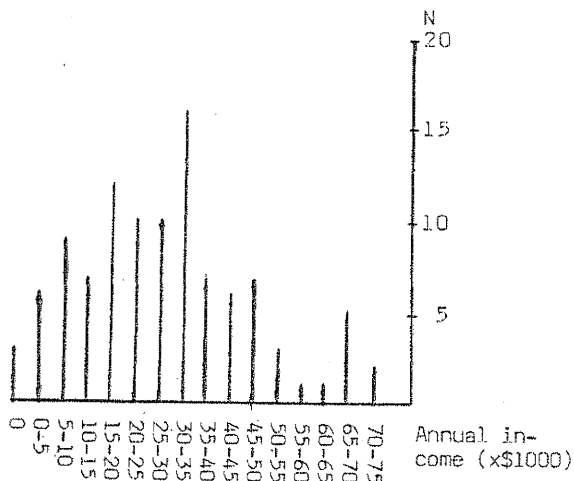


FIGURE 1. Income distribution.

Men, however, appear to be doing a great deal better than women. When we look at the mean income figures derived from respondents' reports we find that (to the nearest \$100.00, degree candidates excluded) the mean annual income for women practitioners is \$27,500, and for men, \$38,100. This is a highly significant difference ($p < .005$).² Of those in the top 25% of the income range, reporting annual earnings of \$43,500 or more, 76% were men and 24% were women.

EDUCATION AND CAREERS. 68% of respondents hold doctorates and 28% hold master's degrees. 19% are presently candidates for degrees, and 7% have earned four or more undergraduate and advanced degrees. Fully 27% hold advanced degrees or have professional certification in a field other than anthropology, representing 20 different disciplines in all. These include engineering, law, education, public administration, business administration, and theology.

The range of professional employment is similarly broad. Although, as might be expected, the most commonly named activities were (in order) teaching, consulting, research, and writing, the occupations listed include radio station manager, cab driver, judge, fundraiser, and social activist.

Half the respondents listed multiple sources of income, from holding more than one job, from investments or royalties, or both. Academic employment was listed as the most important primary source of income, followed by self-employment, and then by public-sector employment. Private sector (for profit) employment was the leading secondary source of income, followed by self-employment and then by academic employment.

	Principal source of income (%)	Secondary source of income (%)
Academic employment	26	12
Self-employment	24	14
Public sector employment	22	9
Private sector (nonprofit)	12	9
Private sector (for profit)	9	17
Other	3	2
No income	3	--

Figure 2. Sources of income.

Only three respondents stated that they were presently unemployed. However 37% stated that they had been unemployed at least once during their recent careers for a period of 90 days or longer.³ 56% reported having held more than one full-time job during this period, and 40% said that they had been dependent on part-time employment for income for periods ranging from six months up to ten years.

Moreover, as implied above, NAPA members are not necessarily making their livings from anthropology, at least not anthropology as it is understood in academe. 21% of those reporting income reported no income from the teaching or practice of anthropology.⁴ For another 14%, income from anthropology was secondary. 26% reported having been dependent for the bulk of their income on work outside their chosen fields for one or more years.

NAPA OBJECTIVES. Eleven concerns had been brought up before the NAPA Governing Council, and were presented to the membership in an attempt to gain some measure of the level of support for them.

Issue	% supporting
Publication of the Bulletin	84
Establishment & maintenance of referral network	64
Public relations support for practice	62
NAPA Directory	61
Job information center	59
Directory of all practicing anthros	51
Support for regional groups	47
Legislative lobbying	37
Publication of a journal	33
Resource center for training	31
Development of certification standards	26

Figure 3. Support for specific concerns.

(Continued on Page 4)

The only issue drawing more than three negative comments was that of certification, which also had the lowest level of positive support.

Examination of these issues suggests that most of them can be grouped into one of three clusters. Publication of a NAPA directory and of a directory of all practicing anthropologists can be merged, and we can look at the issue of support for a directory as such. Likewise, support for practitioner groups, publication of a journal, and publication of the BULLETIN would come under the heading of fostering communications within the profession. The issues of public relations, referrals, job information, and training come together into a cluster relating to the employability and employment of practitioners. If we now look at the number of people who supported at least one of the concerns in each cluster, we find the following pattern.⁵

Issue	% supporting
Internal communications	90
Employment/employability	86
Directory	77

Figure 4. Support for clustered issues.

There were a number of comments in this section, most of them elaborating on responses given, but two in particular raising issues which had not been directly addressed by the questionnaire. These comments bear repeating here.

"I think we need to think on providing the lessons we learn outside the academic world back to that world so that theory and reality [do] not become estranged."

"I think [one of] the most important things for NAPA to do [is] to ... keep the pressure on AAA to recognize fully those who are employed in new career roles."

SUMMARY AND IMPLICATIONS. The major findings of the survey are:

1) Members of ethnic minorities⁶ are scarcely represented among practicing anthropologists in North America. However, practitioners are otherwise quite diverse in terms of their educational backgrounds and professional activities.

2) The depressed earning capacity of women is as prominent in our profession as it is elsewhere in the economy.

3) The major employment problem faced by practitioners (apart from #2, above) appears to be underemployment rather than unemployment.

4) The number of respondents listing self-employment as a source of income suggests that there is a strong entrepreneurial streak running through the membership. At the same time there is a relatively low level of participation in the private, for-profit sector of the econ-

omy.

5) A large minority of NAPA members derive some income from academic employment.

Some of these findings may simply reflect prevailing social, cultural, and economic conditions. I admit to having been somewhat nonplussed to discover that nearly two-thirds of a sample of anthropologists would identify themselves with a racial label when asked to give an ethnic one; if nothing else it illustrates the power of race as a cultural construct and a component of personal identity.

Clearly the establishment of a professional identity is viewed as a major issue by most of those responding to the survey. The issues of communication, employment, and the need for a directory of practitioners are all related to this overriding concern.

All the components for establishing such an identity exist within the membership of NAPA: successful practitioners, established academics, interested non-anthropologists, and students. Other branches of the social sciences have successfully established professional identities outside the academy. This survey suggests that there is a basis for anthropology to do the same.

NOTES

1. Percentages are rounded to the nearest whole percent.
2. Using the t test for differences between two means.
3. The time period referred to was "In the last ten years/since entering the job market", whichever was longer. Thus experiences related by different respondents are not, strictly speaking, directly comparable, but the answers in aggregate do give a rough picture of the different kinds of careers people have had. The fact that most respondents received their degrees within the last ten years suggests that instability of employment is fairly high, although not necessarily unusually so.
4. The definition of teaching or practice of anthropology was left to respondents by design.
5. There is another way of doing this: add the responses for each item together and take the mean. Doing so gives top priority to the directory project; otherwise rankings remain the same. All three clusters have the support of a majority of the membership under this method/
6. That is, non Anglo, non European.

*** *** *** *** *** ***

SPECIAL EVENTS PROGRAM (CONTINUED)

materials you would like to share, please bring them to this reception, and use these discussions to establish contact with anthropologists sharing your concern in these important issues.

ELECTION OF GOVERNING COUNCIL AND OFFICERS

The Nominating Committee is pleased to report that the slate of candidates for election to the Governing Council and to NAPA office has been finalized.

NAPA members will receive their copies of the official ballot with this copy of the bulletin, together with a return envelope. If you did not receive your balloting material it is because your name does not appear on the current list of NAPA members. If your records indicate that you have in fact paid your membership dues, send proof of payment immediately to the editor of the NAPA BULLETIN and a ballot will be sent to you.

Ballots must be received at AAA headquarters on or before November 3, 1984 in order to be counted.

Introducing the candidates.

For President

James F. Downs. Jim Downs is presently Administrative Director of the University Research Technical Education Center in Washington, D.C. He has done intercultural training for the U.S. Navy and U.S. Peace Corps, and has held four academic appointments. He received his Ph.D. in anthropology from the University of California at Berkeley. He currently serves as interim President of NAPA.

"As one of those who initiated the formation of a practitioners' unit of the AAA and as an AAA Board member representing practitioners I am committed to the work still to be done. 1. NAPA Membership must be expanded and local NAPA organizations established. 2. Local, state, federal and private employers must be better acquainted with anthropology and its practical applications. 3. Laws, regulations, and policies which impede the employment of anthropologists must be changed. 4. Our experience in applying the concepts and methods must be further incorporated into anthropological education. 5. Qualified and competent anthropological practitioners must work to exclude the 'Pseudo-pologists' who have 'discovered' culture and the ethnographic method."

Barbara Pillsbury. Barbara Pillsbury left a tenured teaching position in 1980 to devote herself to applied work, although she retains active connections with academia and remains involved in research and publishing. From 1977 to 1981 she worked with the U.S. Agency for International Development as a medical anthropologist, behavioral science advisor, and finally as Chief for Research and Evaluation for Asia. Since 1982 she has been employed as an independent consultant. Barbara holds a Ph.D. from Columbia University, and was co-coordinator of the Practicing Anthropology Unit Steering Committee that established NAPA. She is now interim President-elect of NAPA.

"NAPA must expand its efforts to identi-

fy and more directly serve the broader needs of practicing anthropologists. With regard to the AAA, NAPA should take up earlier "practicing initiatives and to the extent possible find ways to use the resources of the AAA to meet the needs of practicing anthropologists. Ideally, NAPA will also develop a collaborative relationship with WAPA to broaden the impact of the excellent pioneering work WAPA has begun in the Washington, D.C. area and in training. During the coming year, NAPA should launch further initiatives to help anthropologists develop and market skills. This should include steps to legitimize anthropology as a practice (e.g. to establish a federal personnel category for anthropologist), to create and support local practitioner groups and networks, and to help practitioners hone their skills in communicating to non-anthropologists their skills in policy analysis, decision-making, social analysis, impact assessment, and in project and program design, implementation, and evaluation."

For President-Elect

Marietta L. Baba. Marietta L. Baba is Associate Professor of Anthropology and Assistant Provost responsible for university-industry relations and technology transfer at Wayne State University. She helped to found the Detroit Metropolitan Center for High Technology, the largest business "Incubator" facility in the United States. She is co-founder of a new company developing computer aids for the handicapped and has served as a consultant to major automobile manufacturers, labor organizations and state government in Michigan. Ms. Baba received her Ph.D. from Wayne State, and is presently a member of the NAPA Governing Council.

"NAPA faces an immediate and urgent challenge. The future of anthropology, both as a system of knowledge and as a way of knowing the world, depends on our ability to unify and transform the discipline. To meet this challenge, NAPA must first establish a working forum of practicing anthropologists in industry, in the public sector, and in academia. This forum should enable practicing anthropologists to communicate with each other, with other social scientists, and with the general public. It should also stimulate and foster the delivery of special services needed by practicing anthropologists in order to advance their science, including: research networks, curriculum development support services, professional development, employment and consulting referral services, and the establishment of standards of professional competence."

H. Max Drake. Max Drake is Professor and Chairman in the Department of Anthropology, Sociology, and Social Work at Southeast Missouri State University. He

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