

History of the Mentorship Survey:

The UCSB Gender Equity Project was conceived in the context of a graduate seminar on the Archaeology of Gender that VanDerwarker taught in early 2016. In the context of in-depth reading and discussion surrounding issues of equity in archaeology, it became apparent that most such studies are focused on academic archaeology, which leaves a huge gap in our knowledge in terms of CRM, a major job sector within the discipline. The Mentorship survey focused on the issue of mentorship as a way to gauge how students are being prepared for postgraduate careers, and whether career choices, publication strategies, and anxiety, among other factors, could be attributed to gender bias in mentorship. The survey was administered through the SCA, using their Survey Monkey account platform. The SCA Executive Board reviewed and approved the administration of the survey through their platform. The survey did not ask any potentially identifying information that would compromise anyone's identity, there was no risk of discovery, and the survey was completely anonymous. Finally, this research is compliant with the Human Subjects Committee (HSC) at the University of California, Santa Barbara (Protocol #2-18-0688).

Publications derived from the Survey:

Brown, Kaitlin M.

2018 Gender, Race, and Mentorship: A Perspective from California Archaeology. California Archaeology 10(2):187-209, DOI: 10.1080/1947461X.2018.1535814

Gonzalez, Toni

2018 Perception Versus Reality: A Comparative Analysis of Gender Equity Trends within Academia and CRM in California. California Archaeology 10(2):211-229, DOI: 10.1080/1947461X.2018.1535815

VanDerwarker, Amber M., Kaitlin M. Brown, Toni Gonzalez, and Hugh Radde

2018 The UCSB Gender Equity Project: Taking Stock of Mentorship, Equity, and Harassment in California Archaeology through Qualitative Survey Data. California Archaeology 10(2):131-158. DOI: 10.1080/1947461X.2018.1535791.

**Survey for Practicing Archaeologists (students and professionals)
on Mentorship, Job Choices, and Equity Issues**

Recently, there has been a flurry of studies examining professional outcomes (jobs, publications, etc.) for practicing archaeologists in the academy. Less is known about how archaeologists track into careers in Cultural Resource Management (where jobs are more readily available to archaeologists at varying levels of credential [BA/BS, MA/MS, PHD]) versus the academy. This survey thus seeks to collect some baseline information on how archaeologists make their career choices and what their experiences are like in those given careers. We ask questions concerning early mentorship in the academy and experiences in the field of Cultural Resource Management.

This survey should take approximately 15-20 minutes to complete.

The survey is completely anonymous and does not ask any questions that would compromise your identity. You may stop the survey at any time, and you may choose to answer only some (not all) of the questions.

If you have any questions or comments, please contact Dr. Amber VanDerwarker (vanderwarker@anth.ucsb.edu)

If you consent to taking the survey, click the consent button below, and you will be taken to the start of the survey:

I CONSENT [\[button formatted in Survey Monkey\]](#)

Section 1: Demographic Information

This section asks basic demographic information, including level of education and current employment sector.

1. What is your gender?

- Man
- Woman
- Other (Please specify) _____

2. What is your age?

- 18-25
- 26-30
- 31-40
- 41-50
- 51-60
- 61-70
- 71-80

3. Which of the following best describes your racial/ethnic heritage?

- White
- Black/African American
- American Indian/Native Alaskan
- Asian/Asian American
- Pacific Islander
- Hispanic/Latino/Chicano
- Other (Please specify) _____

4. Which of the following best describes your **current** work setting? (check all that apply)

- Academic (includes students)
- Cultural Resource Management (public/government sector)
- Cultural Resource Management (private firm)
- Cultural Resource Management (tribal monitor)
- I sub-contract from a larger firm(s) and work for myself
- Museum
- Retired
- Other (Please specify) _____

5. If you are an academic, which of the following best describes your **current** position?

- Undergraduate student
- Graduate student
- Postdoc
- Adjunct/lecturer/visiting scholar

- Assistant professor
- Associate professor
- Full professor
- Emeritus
- Other (Please specify) _____
- I am not an academic

6. If you work for a private CRM firm, which of the following best describes your **current** position?

- Field/lab technician
- Crew Chief
- Project Director
- Principal Investigator
- President/CEO
- Lab Supervisor
- Analytical Specialist
- Other (Please specify) _____
- I sub-contract for a private CRM firm as a tribal monitor OR a specialist
- I am not employed at a private CRM firm

8. If you work in the public CRM sector, at what level are you employed?

- I am a local government employee
- I am a state government employee
- I am a federal government employee
- I do not work in the public CRM sector

9. How long have you been in your current position?

- Less than a year
- 1-5 years
- 6-10 years
- 11-15 years
- 16-20 years
- 20+ years

10. Approximately what is your annual income?

- Less than \$20,000
- \$21,000-40,000
- \$41,000-60,000
- \$61,000-80,000
- \$81,000-100,000
- \$100,000+

11. What is your highest degree?

- High School Diploma/GED
- BA/BS
- MA/MS
- PhD
- Other (Please specify) _____

12. What year did you receive your highest degree?

13. Are you married/partnered?

- Yes
- No

14. If you are married/partnered, is your spouse/partner also an archaeologist?

- Yes
- No
- I am not married/partnered

15. Do you have dependents?

- Yes
- No

Section 2: Experiences with Mentorship

This section is aimed at understanding how you were mentored when you were a student (or if you are currently a student). We ask questions about your primary advisor/mentor and secondary advisor/mentor. A primary mentor/advisor could be your undergraduate or graduate thesis advisor, a person who mentored you in an *official* capacity. A secondary advisor/mentor may be someone who provided additional mentorship to you while you were in school in an official (e.g., thesis committee member) or unofficial manner (e.g., a graduate student who mentored you when you were an undergraduate, a faculty member who you consulted with regularly, or a mentor from a different institution/university, etc.).

The following questions are about your **primary advisor/mentor in the academy**:

16. What is the gender of your primary academic advisor/mentor?
 - man
 - woman
 - other

17. Approximately, what is the current age of your primary academic mentor/advisor?
 - 20-30
 - 31-40
 - 41-50
 - 51-60
 - 61-70
 - 71-80

18. What is the highest degree of your primary academic mentor/advisor?
 - High School Diploma/GED
 - BA/BS
 - MA/MS
 - PhD
 - Other (Please specify) _____
 - I don't know

Please use the following rating system to characterize your relationship with and to rate the effectiveness of your primary academic advisor/mentor: [\[set up as a matrix in Survey Monkey\]](#)

(5) Strongly Agree, (4) Agree, 3 (Neutral), (2) Disagree, (1) Strongly Disagree (0) N/A

19. My relationship with my primary academic advisor/mentor is/was:
 - cordial
 - positive
 - collaborative
 - strained

- negative
- autocratic
- distant
- hands-off
- heavy-handed

20. In terms of effectiveness, my primary academic advisor/mentor:

- was/is available for regular discussion about research
- was/is available for regular discussion about coursework
- regularly provides/ed feedback on research projects
- regularly provides/ed feedback on writing projects (paper drafts, proposals, etc.)
- was/is willing to meet on a regular basis
- provides/ed assistance in navigating academic requirements
- was/is willing to provide letters of reference
- provides/ed letters of reference in a timely manner (e.g., meeting letter deadlines)
- encourages/ed me to attend conferences
- encourages/ed me to present papers/posters at conferences
- encourages/ed me to prepare manuscripts for publication
- provides/ed opportunities to collaborate and co-publish
- encourages/ed me to apply for grants/fellowships
- includes/ed me in field projects
- includes/ed me in lab projects
- actively **encourages/ed** me to apply for academic jobs
- actively **discourages/ed** me to apply for academic jobs
- actively **encourages/ed** me to apply for CRM jobs
- actively **discourages/ed** me to apply for CRM jobs
- actively **encourages/ed** me to apply for museum jobs
- actively **discourages/ed** me to apply for museum jobs

The following questions are about your **secondary advisor/mentor; this person may or may not be associated with a college/university**:

21. Do/Did you have a secondary advisor/mentor

- yes
- no / [if answered no, moves to Section 3: Cultural Resource Management](#)

22. Why do/did you have a secondary mentor/advisor ([check all that apply](#)):

- he/she has an expertise that complements that of my primary advisor
- he/she has a separate network from my primary advisor that can benefit me
- his/her influence/mentorship pre-dates that of my primary academic advisor (e.g., undergraduate advisor or former employer)
 - his/her influence/mentorship post-dates that of my primary academic advisor (e.g., current employer or senior colleague)

- I actively sought out a secondary mentor because my primary mentor was not providing adequate mentorship

- my primary mentor suggested I seek out my secondary mentor.
- Other (Please specify) _____

23. In what sector does/did your secondary mentor work?

- Academic (includes students)
- Cultural Resource Management (public/government sector)
- Cultural Resource Management (private firm)
- Cultural Resource Management (tribal monitor)
- Museum
- Retired
- Other (Please specify) _____
- My secondary mentor does not work

24. What is the gender of your secondary advisor/mentor?

- man
- woman
- Other (Please specify) _____

25. Approximately, what is the current age of your secondary mentor/advisor?

- 20-30
- 31-40
- 41-50
- 51-60
- 61-70
- 71-80

26. What is the highest degree of your primary academic mentor/advisor?

- High School Diploma/GED
- BA
- MA
- PhD
- Other (Please specify) _____
- I don't know

Please use the following rating system to characterize your relationship with and to rate the effectiveness of your secondary mentor: [\[set up as a matrix in Survey Monkey\]](#)

(5) Strongly Agree, (4) Agree, 3 (Neutral), (2) Disagree, (1) Strongly Disagree (0) N/A

27. My relationship with my secondary mentor is/was:

- cordial
- positive

- collaborative
- strained
- negative
- autocratic
- distant
- hands-off
- heavy-handed

28. In terms of effectiveness, my secondary mentor:

- was/is available for regular discussion about research
- was/is available for regular discussion about coursework and/or employment projects
- regularly provides/ed feedback on research projects
- regularly provides/ed feedback on writing (paper drafts, proposals, reports, etc.)
- was/is willing to meet on a regular basis
- provides/ed assistance in navigating academic and/or job requirements
- was/is willing to provide letters of reference
- provides/ed letters of reference in a timely manner (e.g., meeting letter deadlines)
- encourages/ed me to attend conferences
- encourages/ed me to present papers/posters at conferences
- encourages/ed me to prepare manuscripts for publication
- provides/ed opportunities to collaborate and co-publish
- encourages/ed me to apply for grants/fellowships
- includes/ed me in field projects
- includes/ed me in lab projects
- actively **encourages/ed** me to apply for academic jobs
- actively **discourages/ed** me to apply for academic jobs
- actively **encourages/ed** me to apply for CRM jobs
- actively **discourages/ed** me to apply for CRM jobs
- actively **encourages/ed** me to apply for museum jobs
- actively **discourages/ed** me to apply for museum jobs

Section 3: Jobs in Cultural Resource Management

29. Do you work in the field of Cultural Resource Management?

- Yes [if this option is chosen, then survey continues to next page, with text below]
- No [if this option is chosen, then survey ends for the participant]

This section seeks to understand the job landscape in Cultural Resource Management, including issues related to job choice, nature and length of employment, preferences for job tasks, etc.

30. How many years have you been working in the CRM sector?

- Less than a year
- 1-5 years
- 6-10 years
- 11-15 years
- 16-20 years
- 21-25 years
- 26-30 years
- 31-35 years
- 35-40 years
- 41 years +

31. What is the nature of your employment?

- full-time
- part-time
- currently part-time, but aspiring full-time
- temporary
- seasonal
- I am not currently employed

32. Using 10% increments that add up to 100%, please indicate on average the amount of time you spend on different tasks on a monthly basis

- _____ fieldwork (survey, monitoring, excavation)
- _____ lab work
- _____ researching/writing proposals
- _____ writing reports
- _____ managing employees

33. Using a ranking system from 1-5 (with 1 being most preferred and 5 being least preferred) please indicate your order of preference for the tasks listed below.

- _____ fieldwork (survey, monitoring, excavation)
- _____ lab work

- _____ researching/writing proposals
- _____ writing reports
- _____ managing employees

34. What is your analytical specialization? (check all that apply)

- faunal analysis (vertebrates)
- faunal analysis (invertebrates, e.g., shellfish)
- botanical analysis
- lithic analysis
- GIS analysis
- Ceramic analysis
- bioarchaeology (human osteology)
- shell bead analysis
- remote sensing techniques
- isotopic analysis and dating techniques
- compositional elemental analysis
- underwater archaeology
- Other _____
- I have no analytical specialization

35. Do you use your analytical specialization(s) in your current job?

- Yes
- No

36. If you work for a *private* CRM company, what is the size of the company?

- Just one office branch
- multiple branches within the state of CA
- multiple branches within CA and adjacent states
- multiple branches throughout the United States
- I do not work for a private CRM company

37. If you work in the CRM sector (public OR private), how many full-time archaeologists work in your office/branch? (include yourself)

- 0-5 employees
- 5-10 employees
- 10-15 employees
- 15-20 employees
- more than 20 employees

38. If you work for a *private* CRM company, are you the owner?

- yes
- no
- I do not work for a private CRM company

39. If you work for a *private* CRM company, is it female-owned (please include yourself if you are the owner)?

- Yes
- No
- I don't know
- I do not work for a private CRM company

40. If you work for a *private* CRM company, is it owned by a member of an historically underrepresented group (please include yourself if you are the owner)?

- yes
- no
- I don't know
- I do not work for a private CRM company

41. Prior to your current employment have you ever held an academic position of **employment** at a college or university subsequent to receiving an MA or PhD? (*note: this does not include paid work as a graduate student*)

- Yes
- No
- I do not have an MA or PhD

42. If you have held an academic position of employment subsequent to receiving an MA or PhD, which best describes your former position? (check all that apply; *note: this does not include paid work as a graduate student*)

- Postdoc
- Adjunct/lecturer/visiting scholar
- Assistant professor
- Associate professor
- Full professor
- Emeritus
- Other (please specify) _____
- N/A

43. What factors influenced you in choosing your career in CRM? Check all that apply:

- Flexibility
- Pay
- Location
- Ability to advance within the company
- I did not want to teach
- I did not want to continue schooling
- I did not want to work in Academia
- I could not get a job in Academia

- Other (please specify): _____

44. Please rank in order of importance which factors were most influential in making your career choice in CRM? (only rank those factors that apply to you)

- _____ Flexibility
- _____ Pay
- _____ Location
- _____ Ability to advance within company
- _____ I did not want to teach
- _____ I did not want to continue schooling
- _____ I did not want to work in Academia
- _____ I could not get a job in Academia
- _____ Other (please specify): _____

45. Does your current employer offer a benefits package (e.g., health insurance)?

- Yes
- No

46. If yes, what types of benefits are included? Check all that apply:

- Health Insurance
- Dental Insurance
- Vision Care
- Retirement/Pension
- Mental Health
- Vacation
- Sick Days
- I do not received any benefits from my employer

47. Do you receive an annual bonus?

- Yes
- No

48. Does your current employer provide **paid** maternity leave?

- Yes
- No
- I don't know

49. Does your current employer provide paternity leave?

- Yes, but not paid paternity leave
- Yes, paid paternity leave
- No
- I don't know

50. Did you take or do you ever plan to take maternity/paternity leave?

- Yes
- No
- I don't know

51. Your employer:

Please rate how much you agree with the following statements: [\[set up as a matrix in Survey Monkey\]](#)

(5) Strongly Agree (4) Agree (3) Neutral (2) Disagree (1) Strongly Disagree (0) N/A

- encourages attendance at conferences
- discourages attendance at conferences
- encourages presenting at conferences
- discourages presenting at conferences
- encourages publishing in books and/or journals
- discourages publishing in books and/or journals

52. Does your employer reimburse the costs of conference attendance? (check all that apply)

- Yes, my employer reimburses travel expenses for simply attending conferences
- Yes, my employer reimburses travel expenses but **only** if I give a presentation
- Yes, my employer reimburses travel expenses but **only** if I represent the firm at our exhibits table
- Yes, but I am limited to 1-2 conferences annually
- No, my employer does not reimburse me.

53. Do you envision CRM as your primary career path going forward?

- Yes
- No