

2016 UPAC Member Satisfaction Survey Results
March 8, 2016

1. How satisfied are you with the current organization?			
	Answer Choices	# Responses	%
	Very – UPAC meets all of my expectations	18	26.87
	Somewhat – UPAC’s ok, but could be doing more	45	67.16
	Not At All – UPAC needs some serious retooling	4	5.97
	Total Responses	67	
Comments			
N/A			

2. Where should UPAC be directing their efforts?			
	Answer Choices	# Responses	%
	Consultation on state/federal undertakings	4	6.35
	As activists, using the organization to support preservation with more of a media presence	8	12.70
	Research, encouraging members to generate and publish data	5	7.94
	All of the above	46	73.02
	Total Responses	63	
Comments (9)			
<ul style="list-style-type: none"> • Promoting professional qualifications and issues • Two efforts: (1) Advocating for and helping to develop a state system of licensing for practicing archaeologists, and (2) supporting more engagement with and support of USAS and URARA. • Fun with archaeologists. • Not sure how to word this but maybe more cohesiveness among members. Working together • Would like to see UPAC do a better job of sharing info on our involvement in undertakings. I usually only find we've functioned as a consulting party, sent a letter, etc after its happened. • Provide and facilitate positive interaction with professionals working within Utah. • We need to lobby the state to re-instate a state archaeologist. We have no advocate for archaeology in state government. • Continue working closely with USAS and other interested parties to promote awareness of cultural resource preservation and an understanding of the value of public archaeology • Creating a community of archaeologists with common standards. 			

3. What is your primary purpose for being a member of UPAC?

	Answer Choices	# Responses	%
	Networking, business contacts, etc.	9	13.43
	Keeping in touch with Utah archaeology issues	45	67.16
	Desire to participate in a local archaeology advocacy group	8	11.94
	Looks good on my resume	1	1.49
	Had to join to present at the conference	2	2.99
	My professor made me sign up	2	2.99
	Total Responses	67	

Comments (5)

- Not my professor but a boss made me, I'm not complaining.
- Helping to maintain a somewhat structured, integrated professional community in Utah.
- Not a member yet
- my professor is an Asshole!
- The journal

4. What are your expectations for the annual winter meeting?

	Answer Choices	# Responses	%
	It's fine the way it is	15	25.86
	More discussion of Utah archaeology issues	23	39.66
	More papers and presentations	11	18.97
	More opportunities for networking and socializing	9	15.52
	Total Responses	58	

Comments (14)

- More discussion of archaeology in a regulatory context...challenges, better procedures
- The last 3 choices.
- More professional less student papers.
- It would be nice if we could somehow invite and encourage more avocational participation and presence at the winter mtg.
- Free Beer
- Have the meetings in different parts of state to encourage people from areas other than SL to attend. Also the camping spring meeting was lots of fun and we had good speakers. More like the Pecos conference- outdoors, close to motels for those with tht preference. A good field trip or two, socializing.
- I htink The meeting is generally well done, but wouldn't mind seeing more papers.
- Haven't been to one yet for comparison
- More time to discuss ethical issues that I often hear colleagues talking about.
- I'm out of state, so won't be attending.
- I was very happy to see that it is being held in SLC at the Rio Grande. Historically, this has always

been the meeting place rather than some remote location in Utah. Spring/summer meetings were usually held throughout Utah. I believe you get more participation and attendance.

- none. I won't be attending as I am now out of state
- Develop this further as a true professional meeting, including abstract book and agenda
- Since I am living out of state I have not been able to attend in quite some time, but the agenda seems great.

5. Would you be willing to pay an additional fee for amenities at the meeting, such as catered lunch, evening social events, etc.?

	Answer Choices	# Responses	%
	Yes	50	78.13
	No	14	21.88
	Total Responses	64	
Comments			
N/A			

**6. Suggestions on improving UPAC
Comments (26)**

- Collaborating with other statewide and national organizations (such as the American Cultural Resource Association) dealing with advocacy, legislative, and cultural resources industry issues. Working on ways to address issues of CRM firms devaluing our industry by low-balling contracts and ensuring fair wages to be paid to employees of those firms.
- Need to keep Utah Archaeology (the journal) healthy
- I suppose my issue would be that I never hear about UPAC until I'm trying to find out when the winter meeting is. Attempt to integrate more with local Universities, Colleges, and Community Colleges.
- More year-round input and events for members. A little more structure.
- none
- hold at a hotel; field trip opportunities; more social gatherings
- I think improving the social media will be nice (way to go for getting on instagram!)
- Support professional training opportunities, ie. Section 106, human remains ID, historical research.
- I am a charter member and have held a couple of different offices. I have been a consistent and active member of UPAC over its 30+ year life. I have noticed that a salient -- and growing -- problem is that UPAC lacks a permanent home for its records. I think a lot of pertinent, even valuable material is in danger of being lost because of this lack of a permanent home. I have also noticed that there is a great variability in enthusiasm among constantly changing executive committees. This latter problem could be minimized if UPAC had its own paid, part-time administrator whose job was to keep the growing body of records and to support each executive committee by providing timely reminders to officers of the need to conduct tasks specific to their office (as stated in the bylaws), etc. SAA has a staff that keeps things running smoothly; I would think that one dedicated, part-time employee would regularize UPAC's year-to-year function greatly.
- Keep my professor out of my panties.

- Engage in the effort to get PLPCO and SHPO working together to the benefit of the resources. This would mean a much more active government affairs position with UPAC sanction to mediate the disparate views
- Want to hear more about research and projects throughout the state. Want location to move around state. Bring in a speaker or two even from out of state to present fantastic new research etc.
- I have been wanting to get involved in a local archaeology society for a while, but had not yet done the research to figure out what was available in the area. I'm glad Suzy Eskenazi brought this organization to my attention!
- Get the younger generation of archaeologists interested and involved. Promote UPAC as a group that can make a difference in Utah if we work together.
- Lots of data are collected annually, but we need to be better at sharing it on a regular basis. History and prehistory both.
- see above. We need establish a means to insure the continuation of the Utah Archaeology journal.
- Not sure this is something that UPAC leadership could do itself, but there needs to be far more engagement between professionals and USAS and also Professionals/USAS with advocacy efforts that can not be commonly completed by agency archaeologists. Need more synergy and engagement!
- Finish the creation of a logical site form (that isn't dumbed down like the AZ site card) and then get on board with using technology for creating a uniform database method for submission. Honestly, compared to other states forms, the IMACS is not bad. It has some pointless questions on it, but what we need is an understanding of the site and what it is/whats there without the minutia. Stop putting deadlines on implementation if you can't follow through on them.
- I would like to see a more engaged online community. It seems like many of the issues are raised at the winter meeting, then set aside till the next one. New communication and outreach technologies have not really been adapted to the groups needs.
- Stop dumping the planning of the meeting onto one person. Address real issues in Utah archaeology rather than glazing over or being dismissive of concerns raised Perhaps a student member should be added to the Executive Committee so that they can adequately represent student issues (most students will be in CRM at some point in their lives). There needs to be more interaction between the Executive Committee and the rest of the organization.
- UPAC members need to coordinate and participate more with local USAS chapters. At a minimum, we should be encouraging UPAC members to regularly attend USAS meetings and events. 2. Discuss ways to encourage more professional archaeologists to join UPAC and participate. We have a very diverse group of archaeologists that work in Utah but only a small portion are involved in UPAC. How do we change that? 3. I really appreciate the time and effort that the UPAC leadership and volunteers put into this organization. You all do a great job. Because it is an all volunteer organization, we shouldn't expect this organization to have unlimited resources or unlimited reach. Thank you for all you do.
- UPAC is an odd organization based upon my own experiences with other professional - state focused organizations. There appears to be a lot of apathy in the organization. There is not widespread attendance and the reason for that is clear. Frankly, I find it odd and dare I say professionally unethical not to be engaged in UPAC. Federal archaeologist in Utah seem to be absent from UPAC. I found it appalling that the two SHPO archaeologist did not attend the paper presentations last year in Provo. That is simply amazing. UPAC tends to be a Wasatch Front organization. The last two winter meetings held along the Wasatch Front is not a way to engage

statewide professionals. In addition, UPAC MUST become more engaged with USAS. The two organizations seem to be drifting further and further apart. I also believe that UPAC should be increasingly careful about being a consulting party on projects. There are some conflicts with this and I am not sure it is especially valuable. UPAC must make sure the Journal does not fall behind. This should be a priority. There needs to be better communication between editors and people who have submitted papers. The meeting (winter) should be more like a conference with more opportunities for students and the public. Keynote speakers that might bring in avocationalists and the general public might be a good way to spend some of UPAC's money. Can the Newsletter. Yep, get rid of it. It never comes out anyway or at least I never get it. I'm not sure I've received one newsletter in the past two years. Well, maybe one year. WAPA has eliminated the Newsletter and I think it is a good idea. We can use the webpage for communication. UPAC seems to be afraid to take any bold steps. UPAC could be better at being an advocate for cultural resources. The last time UPAC seemed to take an advocate roll was the Linear Features issues back whenever. The guidelines were passed and we've all been using them. Updates were supposed to happen and never have. Those need to be revisited. Has a National Park Service archaeologist working in Utah ever attended a UPAC meeting? Get the winter meeting off of the Wasatch Front.

- website needs updating, and it's hard to keep track of status of the irregularly published Utah Archaeology journal
- The only thing that seems to still be a problem is the timely production of Utah Archaeology. However, the journal is well done, and a valuable contribution to the regional literature, just needs to get back on schedule and stay on schedule.
- Find a way to include younger, non-research archaeologists in the meetings and advocacy activities of the group. They may not have something to present at the meeting, but they are the ones with expertise in legal issues, preservation, and situational ethics in CRM.
- Encouraging participation towards a more active List-Serve would be useful.

7. Organization			
	Answer Choices	# Responses	%
	University	11	17.19
	State Agency	11	17.19
	Federal Agency	11	17.19
	Private Contractor	31	48.44
	Total Responses	64	
Comments (5)			
	<ul style="list-style-type: none"> • University and SLCC as well • I'm a part-time private contractor and an adjunct at SLCC • avocationalist working with NPS and BLM Moab, Monticello • retired • Staff archaeologist for private utility company 		

8. Age

	Answer Choices	# Responses	%
	< 25	2	3.03
	25-35	12	18.18
	36-50	24	36.36
	50-60	11	16.67
	>60	17	25.76
	Total Responses	66	
Comments			
N/A			