

# Position Classification Standard for Archeology Series, GS-0193

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## **SERIES DEFINITION**

This series includes positions that involve professional work in archeology, the scientific study of past human activities through the physical remains of life and past human activities. The work may include research, field investigations, laboratory analysis, library research, interpretation or consultative work, preparation of reports for publication, curation and exhibition of collections, or development and implementation of programs and projects which carry out such work. Such work requires a knowledge of professional archeological principles, theories, concepts, methods, and techniques.

This is a new series coverage standard.

## **SERIES COVERAGE**

Archeology has been defined as the science of uncovering, describing, and interpreting the development of human societies based upon the remains left behind by those societies. It is concerned with the scientific study of tangible products of past human activities in their natural and cultural settings and strives to make inferences about human behavior from those products. An archeological or historical site can be anywhere on the face of the earth -- on a mountain, in a desert, in a jungle, in a city, in a rural or agricultural area, or under water. Archeological theory and principles pertain to all cultural remains wherever they may be found. For example, the only differences between studying and underwater site and a site in any other environment are the techniques and methods required to investigate that site.

This series includes positions which are characterized by the required application of professional knowledge and skills to the solution of archeological problems of appropriate character. Such required applications may be based on one or more of the following illustrative conditions of work:

- Archeological problems are of such complexity and so unique that the intensity, advance nature, and breadth of knowledge required in their solution can be readily demonstrated as requiring qualifications beyond the capacity of specialized technicians.
- Assignments require the exercise of initiative, judgement, and resourcefulness to reconcile inadequate and conflicting data to a degree which requires the application of professional knowledge of and insight into physical phenomena and relationships in recognizing and defining problems and evaluating methods for their solution. The requirement for application of professional knowledge may also be based on the need for developing new solutions to archeological problems.
- Training assignments where the professional career development aspects of the position justify imposition of the professional requirement.

Archaeologists in the Federal Government develop, administer, supervise, or conduct scientific studies of the tangible products (artifacts, structures, sites, etc.) of the past seeking to develop valid knowledge of the how and why of human behavior of the past within the context of the natural and cultural settings in which it occurred. They are concerned with all time periods of human occupation of the United States or other geographical areas of the world, from earliest prehistoric time to the relatively recent past. Some archaeologists still function in the more traditional university- or museum-based research or interpretive positions. Others are employed to assist their respective departments or agencies in meeting their respective responsibilities for environmental and historic preservation. Archaeologists may actually conduct archeological field investigations and laboratory analysis, prepare interpretative materials, and use specialized techniques such as analysis of animal or plant remains. They may supervise the activities of others engaged in such work, or they may develop the scope of work portion of contracts and monitor, for professional quality, the work of archaeologists under contract. They frequently function to integrate results (either their own or those of others) into agency or departmental environmental assessments, impact statements, operational programs, historic preservation compliance reports, and varied types of planning documents. A few archaeologists perform staff advisory type services in the capacity of a professional consultant or advisor and/or program coordinator-reviewer. Still others are engaged in the stabilization and physical preservation of ruined and prehistoric buildings and structures.

Regardless of the specialization, positions in this series are characterized, at the full performance levels (GS-9 and above), by the ability to apply professional knowledge and skills to the solution of problems generally concerned with nonroutine phases of archeological work.

Also included in this series are positions generally at the lower levels (GS-5 and GS-7) involving performance of archeological duties in a trainee or developmental capacity when the following factors are present: An actual objective of the work is to prepare the employees for full-professional archeological work of a higher level; there is a line of promotion to full-professional positions in the organization; assigned duties are of such a nature and variety as to constitute important elements of preparation for full-professional archeology work; assigned duties include or require the study of new developments in the technical literature in archeology and related professional fields of work; the employees possess the qualifications which are consonant with professional scientific or technical training equivalent to that represented by graduation from an accredited college or university; and the supervision exercised over the positions is directed in part to the career development of the employees.

## **BACKGROUND INFORMATION**

Archeology is the scientific study of past human life through an examination of the physical remains of human activities. The history of people or human communities extends back hundreds of thousands of years. For much of this time span only a few material culture items are left to tell us about daily life relationships to the environment, and many other aspects that have bearing on our life today. Even for the more recent historic periods for which written documents are available, archeology offers a candid supplemental or alternative view of daily life.

Archeology uses a variety of theories and scientific techniques to help us understand human activities by reconstructing patterns of past human behavior. It is unique among the social sciences in its ability to provide insight into change over a long span of time, thus helping us to understand processes as well as events.

Archeological evidence consists of artifacts manufactured by humans; features comprising the physical evidence of past activities; ecofacts denoting other activities resulting in changes of natural object; and the contextual relationships between artifacts, features, and ecofacts in the earth. Such kinds of evidence have been determined to be a significant aspect of this Nation's heritage as witnessed by the enactment of various laws.

When archeological and historic resources are destroyed, our knowledge of the past is diminished irreversibly. Numerous archeological sites have already been destroyed and are damaged every day by land-altering forces of natural processes and social and economic growth and change. Since archeological resources have been determined to be a significant aspect of our heritage, the Federal Government has become concerned with the locations, evaluation, preservation, protection, and/or recovery of these resources when they are in danger of damage or destruction. The goal of the various Federal programs involved with archeology is to avoid or minimize the degree of the destruction of archeological sites and data while simultaneously minimizing the disruption of other necessary Federal activities.

During the last decade, the number of archaeologists employed by the Federal Government has increased significantly. This reflects increasing recognition by Federal agencies of their mandated responsibilities to identify and protect archeological resources under their jurisdiction. This shift in focus away from traditional academic-and museum-based research or interpretive employment has had a profound effect upon the discipline as a whole, since Federal archaeologists influence a significant amount of archeological work in this country and oversee the expenditure of public funds.

Prior to the 1960's archaeologists working for the Federal Government were generally museum-based or worked in research and interpretive programs with the National Park Service. In 1966, the National Historic Preservation Act was passed, in 1969 the National Environmental Policy Act became law, and in 1974 the Archeological and Historic Preservation Act was passed. These three statutes required Federal agencies to inventory, evaluate and determine the significance of archeological resources on Federal land, to formally document the adverse effects of Federal projects, operations, leases or permits on these resources, and to conduct scientifically valid recovery activities when Federal action would adversely affect significant archeological resources. This new perspective reflected a growing awareness of the fragility and nonrenewable character of the archeological aspects of the environment and their significance as irreplaceable national heritage resources. This resulted in an increased hiring of archaeologists by Federal agencies and departments.

The growing concern for the environment and preservation of archeological resources during the 1960's coincided with an expanding recognition of archeology as a science using the basic approaches of observation, hypothesis building and testing, measurement and quantification, and

systems modeling. In addition, studies began to focus more directly on environmental factors that may have helped shape and could help explain historic and prehistoric cultural lifeways. Issues of theory (how do you know you know) began to appear in the literature and by the 1980's had become a significant area of concern for archaeologists. During the mid-1960's professional interest in the field of historical archeology increased to such an extent that a national professional organization was formed, i.e., Society for Historical Archeology. In the decade of the 1970's the field of underwater archeology similarly achieved professional status. During the past ten to fifteen years the discipline has undergone dynamic change and the work of the Federal archeologist has grown and diversified with it.

All Federal agencies are obligated by law to include archeology in their planning when undertaking any action that might have an impact on cultural resources of any type. Several agencies have fulfilled this obligation by developing their own archeological programs, including full-time staff archaeologists and managers with cultural resource expertise. In the Federal Government, archaeologists are employed in organizations with the following missions or needs:

- Agencies involved in land-modifying and construction activities that require ground disturbance.
- Agencies responsible for issuing permits, licenses, and grants that affect archeological properties.
- Agencies responsible for programs and operations that affect archeological properties.
- Agencies responsible for managing and conserving historical and archeological properties under their ownership or control.
- Agencies engaged in academic- or museum-based research or interpretive activities.

## EXCLUSIONS

The work of archaeologists is sometimes related to, and may be confused with, work of positions in other occupations. The following identifies and discusses some of the kinds of positions in such other occupations.

1. Positions concerned with professional and scientific work in one or several of the branches of anthropology which includes socio-cultural anthropology (ethnohistory, ethnology, ethnography), physical anthropology, and scientific linguistics. See the [General Anthropology Series, GS-0190](#).
2. Positions primarily concerned with the study and investigation of soil or interactions of soils and structures. See the [Soil Science Series, GS-0470](#), and [Civil Engineering Series, GS-0810](#).

3. Positions involving technical work which requires the application of practical knowledge of archeology and is subordinate, incident, or related to professional archeology work. The functions performed may be similar to those performed by a professional archeologist, but cover a narrow and limited range of activity, or require the application of a limited knowledge of the fundamental techniques, and, while important, are of a routine nature which can be performed by having a knowledge of the technique of doing, without a comprehensive knowledge of the theory or science upon which the techniques based. See the appropriate technical series such as the [Social Science Aid and Technician Series, GS-0102](#).
4. Positions primarily involved in laboratory analysis work for which required qualifications are academic training and professional experience within a recognized discipline of the biological or physical sciences. See the appropriate series in the [Biological Sciences Group, GS-0400](#), and the [Physical Sciences Group, GS-1300](#). However, positions which are concerned with such work as an adjunct to or in conjunction with professional archeological knowledge and skills to resolve archeological problems maybe classified in the Archeology Series, GS- 0193.
5. Positions which involve professional architectural work which typically requires (a) knowledge of architectural principles, theories, concepts, methods, and techniques; (b) a creative and artistic sense; and (c) an understanding and skill to use pertinent aspects of the construction industry and engineering and the physical sciences related to the design and construction of new or the conservation of existing buildings. See the [Architecture Series, GS-0808](#). Also included in the referenced series are positions that plan for and conduct recording projects of structures that have been identified as being historically significant. However, positions that use architecture knowledge as an adjunct to professional archeological knowledge and skills in resolution of archeology problems may be classified in the Archeology Series, GS- 0193.
6. Positions concerned primarily with work in processing and transmitting archeological or other scientific, technological, or specialized information when such work requires a broad knowledge of archeology or other professional, scientific or technical disciplines or fields of interest sufficient to understand the significance and relationships of the concepts and ideas contained in the information; and a professional knowledge of documentation or library techniques. See the appropriate series in the [GS-1400 Group](#). However, positions engaged in similar work which primarily requires in depth professional subject matter knowledge related to a specific discipline or field of interest, or a full knowledge of the state-of-the-art will be classified to the appropriate subject matter series.
7. Positions involving work primarily concerned with obtaining contractual agreements through negotiation with private concerns, educational institutions, and nonprofit organizations to furnish services, supplies, equipment or other materials to the Government; assuring compliance with the terms of contracts and resolving problems concerning the obligations of either the Government or private concerns; analyzing negotiations and setting contractor claims and proposals in contract termination actions;

- examining and evaluating contract price proposals; purchasing supplies, services, equipment, or other materials by formally advertised bid and negotiated procurement procedures; planning, establishing, or reviewing procurement programs, policies, or procedures; formulating policies, establishing procedures, and performing services for small business in contracting and procurement; or performing staff advisory work in establishing, analyzing, planning, or reviewing procurement programs. Such positions are classified to the [Contract and Procurement Series, GS-1102](#). However, positions performing professional archeological work in connection with structuring, directing, or guiding the technical efforts of the contractor(s) may be classified to the Archeology Series, GS-0193. Duties which may require professional archeology knowledge include: development of technical scope of work portions of contracts; evaluating competence of contractors; and studying archeological portions of contractors' claims and adjustments to or interpretations of existing contracts.
8. Positions that advise on, administer, supervise, or perform research or other work in the field of history when such work requires a professional knowledge of established methods and techniques of historical research in the collection, evaluation, analysis, or presentation of historical fact. See the [History Series, GS-0170](#). Included in the references series are positions that plan and conduct historical studies in connection with the establishment, conservation, and interpretation to the public of sites or structures of major significance in the military, political, economic, and cultural history of the United States. Positions involving professional work in the esthetics and functional design to restore and preserve historic structures may be classified to the [Architecture Series, GS-0808](#). However, positions concerned with historical work as an adjunct to or in conjunction with grade or recruitment controlling archeological knowledge are included in the Archeology Series, GS-0193.
  9. Positions which involve primarily professional research and development work to evolve new methods and techniques to store, manipulate, transform, or present information by means of digital computer systems when the work requires primarily (a) professional competence in applying the theoretical foundations of computer science, including digital computer system architecture and software organization, the representation and transformation of information structures, and the theoretical models for such representations and transformations; (b) knowledge of relevant mathematical and statistical sciences; and (c) specialized knowledge of (1) the design characteristics, limitations, and potential applications of electronic and electromechanical digital systems having the ability to transform information, and (2) broad areas of applications of computing which have common structures, processes, and techniques. See the [Computer Science Series, GS-1550](#). Positions involving responsibility for the development of appropriate software programs when professional knowledge of archeology is the paramount requirement rather than knowledge of computer requirements and techniques are classified to the positions that use any computer as an adjunct to professional archeology knowledge and skills in the resolution of archeology problems.

10. Photogrammetry has been defined as the science or art of obtaining reliable measurements from photographic images. As such, photogrammetry is applicable to many and diverse fields of endeavor, including cartography, surveying, engineering, intelligence, and archeology. Positions involved in the operation and application of photogrammetric equipment and techniques in the organizations in which the end product is the construction of maps, charts, and related products are classified to the [Cartographic Technician Series, GS-1371](#). However, positions that use such knowledge and skills in the resolution of archeology problems may be classified to the Archeology Series, GS-0193.
11. Surveying is an activity common to many fields of endeavor such as forestry, geodesy, engineering, cartography, geology, and archeology. Surveyor positions which involve primarily the conduct or execution of topographic, hydrographic, geodetic, land, control, and construction surveys using surveying instruments to identify positions, measure distances, elevations, areas, angle and related characteristics and phenomena of the earth's surface are classifiable to the [Survey Technician Series, GS-0817](#). Positions which involve application of surveying principles and techniques in combination with knowledge and skills that characterize other fields should be classified in the subject matter field reflecting the combination. For example:
  - A position involving a combination of surveying and cartographic work that involves primarily evaluating, selecting, and classifying topographic data for use in maps should be classified to the [Cartographic Technician Series, GS-1371](#), unless the cartographic work performed is minimal in nature.
  - A position that applies surveying principles and techniques in combination with or as an adjunct to professional archeology knowledge and skills may be classified to the Archeology Series, GS-0193.
12. Photography serves a significant and ever increasing role in the construction or development of new or revised maps and charts which are used by many fields of endeavor, including archeology. Most of the data on maps and charts of recent vintage have been derived from photographs. By current technology, orthophotographs (i.e., photographic copies, prepared from perspective photographs, in which the displacements of images due to tilt and relief have been removed) are used to develop orthophotomaps that may incorporate special cartographic treatment and/or photographic edge enhancement.
  - Positions that involve the performance of any combination of camera or photographic laboratory processing work are classifiable to the [Photography Series, GS-1060](#), when such work requires, in addition to a knowledge of the equipment, techniques, and processes of photography, a knowledge of the subject matter or work to be photographed, e.g., scientific or engineering fields of endeavor.



- Positions involved in the rectification (distortion removal) and scaling (precision enlargement or reduction) of aerial photographs for use in the preparation of controlled photomaps where the primary knowledge required is cartographic rather than photographic are classifiable to the [Cartographic Technician Series, GS-1371](#).
- Positions that use photographs as an adjunct to professional archeology knowledge and skills in the resolution of archeology problems may be classified to the Archeology Series, GS-0193.
- 13. Positions concerned primarily with the administration, supervision, or performance of professional work related to research, collection, and exhibits in Federal museums where such work is not classifiable in other professional series are classified to the [Museum Curator Series, GS-1015](#). Positions requiring training and experience within a recognized discipline, although performing museum curator duties, are classified to the appropriate professional series.
- 14. Positions concerned primarily with the performance or supervision of writing and/or editing work which requires the application of (1) substantial subject matter knowledges and (2) writing and editing skills, including the ability to determine the type of presentation best suited to the audience being addressed. Such positions are classified to the [Technical Writing and Editing Series, GS-1083](#). Positions assigned to technical writing and editing which require full professional background are classified to the appropriate professional series.

## QUALIFICATIONS REQUIRED

The college or university is the usual source of basic training for the archeologist of today. A 4-year curriculum should cover archeological field work, methods and theories, development of culture in geographic and regional areas, development of archeology as a scientific discipline, and methods and techniques to study prehistoric and historic sites, artifacts and specimens. It should also embrace courses in other disciplines, e.g., geology, botany, history. Although archeologists are not expected to be experts in all such disciplines they must be adequately familiar with various fields to understand results and make relevant interpretations.

Positions at the full performance and high levels typically involve the solution of theoretical or applied problems of such complexity, novelty, or diversity as to require the following for satisfactory performance:

- Thorough and comprehensive knowledge of the fundamental principles which constitute the common core of knowledge required of positions in this series.
- Familiarity with and skill to comprehend and apply complex theoretical considerations and new developments in the technical literature of archeology and related scientific disciplines.

- Thorough training in the solution of technical and scientific problems through the application of scientific methodology.
- Varied and responsible experience in the application of standard practices, techniques, and methods of archeology.
- General understanding of related fields of work such as socio-cultural anthropology (ethnohistory, ethnology, ethnography), history, geology, paleontology, soil science, biology, botany, computer science, and architecture.
- Thorough knowledge of pertinent objectives, policies, and programs of the agency or department.
- Knowledge and skill to communicate orally and in writing.

## AUTHORIZED TITLES

*Archeologist* is the basic title authorized for all nonsupervisory positions in this series.

Positions which meet or exceed the criteria in the [General Schedule Supervisory Guide](#) for evaluation as a supervisor are titled *Supervisory Archeologist*.

Archeologist may specialize in a variety of ways such as by function or purpose of work. Specializations, however, are not authorized for use in titles. Placement for positions with specific demanding qualification requirements, in addition to the basic or common core of knowledge comprising this series, can best be made through selective factors based on specific job requirements, rather than reliance on a position title. For example, a position specializing in underwater archeology may, in addition to the basic or common core of knowledge, require knowledge of coastal geology, geomorphology, familiarity with remote sensing devices (e.g., marine survey magnetometers, side scan sonar, and sub-bottom profilers) sufficient to use and interpret output, and possible skill in navigation. Other such positions also require diving knowledge and skill.

When considered appropriate, agencies may use organizational or other unofficial titles for their convenience in identifying positions with distinctive qualification requirements.

## GRADING OF POSITIONS

This is a series coverage standard and as such does not contain grade evaluation criteria. Archeologist positions may be classified to their appropriate grade as follows:

*Research Grants* -- Positions primarily concerned with evaluating and recommending approval of archeological research grants and contract should be evaluated by reference to the [Research Grants Grade-Evaluation Guide](#).

*Education-Training* -- The [Grade Level Guide for Instructional Work](#) provides classification criteria for positions of archeologists engaged in education.

*Supervision* -- Supervisory positions should be evaluated by reference to the [General Schedule Supervisory Guide](#).

*Interpretive Work* -- Archeologists assigned to interpretive functions may plan interpretive programs, prepare lectures, brochures, and other interpretive material; and carry out day-to-day interpretive activities. Such duties should be evaluated by reference to the [Guide for the Evaluation of Professional Positions Engaged in Interpretive Work](#).

*Editing Work* -- Archeologists may be assigned to technical writing and editing which requires a full professional background in archeology. Field archeologists typically write their own reports, but these may be written or edited for publication by other qualified archeologists. See the standard for the [Technical Writing and Editing Series, GS-1083](#), for a discussion of these functions.

*Curating* -- Archeologists may work in museums where they perform work characteristic of the [Museum Curator Series, GS-1015](#). The standard for that series provides that research scientist positions requiring training and experience within a recognized discipline, although also performing museum curator duties, will be classified to the appropriate series, in this case the Archeology Series. Refer to the GS-1015 standard for a complete discussion of curatorial functions and criteria for their evaluation.

*Other Categories* -- All other nonsupervisory archeologist positions may be evaluated by reference to and cross series comparison with other appropriate standards, e.g., [Economist Series, GS-0110](#); [Geography Series, GS-0150](#); [History Series, GS-0170](#).

## ARCHEOLOGY SERIES EXPLANATORY MEMORANDUM

This memorandum is published to provide interpretive/explanatory information regarding the contents of the series coverage and qualification standards to which it pertains. Explanatory memorandums provide background information intended to help users of standards to better understand and apply the contents of standards and to explain the standards to employees and supervisors.

### INTRODUCTION

Draft series coverage and qualification standards for the Archeology Series, GS-0193, were distributed for comment on June 16, 1982. Comments were due August 16, 1982. This memorandum summarizes the comments received, identifies the changes that were made, and explains (where appropriate) why changes were or were not made.

### SOURCES OF COMMENTS

Seventeen departments and agencies responded to the request for comments. Those responding included the major employers of archaeologists in the Federal Government; they accounted for 96% of the positions concerned. Comments were also received from six professional associations, eight internal activities of the Office of Personnel Management, and two individual reviewers. A reading session on the proposed final standards was scheduled during March 1983 for representatives of three departments and agencies. The session yielded a number of editorial improvements to the standards.

### ISSUES RAISED

Comments on the draft standards are discussed in the order of appearance of the material in the respective standards.

#### A. Series Coverage Standard

##### 1. *Series Definition*

ISSUE: Although a number of favorable comments were received on the proposed series definition, several respondents suggested revisions to (a) reflect the professional work in archeology as the scientific study of past human activities through the physical remains of life and past human activities and (b) include "development and implementation of programs and projects which carry out such work" in lieu of the phrase "cultural resources management."

*Response:* Suggestions were adopted.

## 2. Series Coverage

**ISSUE:** Respondents suggested varied revisions which were editorial in nature, i.e., concerning format or the insertion or deletion of words and phrases.

*Response:* Suggestions were adopted where appropriate. Included were the following:

- insertion of the phrase "uncovering, describing, and" in first sentence of first paragraph.
- insertion of the phrase "in a city, in a rural or agricultural area" in the third sentence of first paragraph.
- deletion of "including material now covered by water" from fourth sentence, first paragraph.
- insertion of "principles pertain to" in lieu of "philosophy encompasses" in fourth sentence, first paragraph.
- inclusion of material originally contained in first paragraph of RELATED OCCUPATIONS.
- insertion of "develop" in first sentence of third paragraph.
- deletion of "(15,000 or more years ago)" from second sentence, paragraph three.
- insertion Of "Others" in lieu of "Many more probably the majority" in fourth sentence, paragraph three.
- deletion of fifth sentence and revision of sixth sentence of paragraph three.
- deletion of "private sector" from seventh sentence, paragraph three.
- deletion of "function or", insertion of "(GS-9 and above)", and insertion of "ability to" in lieu of "required application of" in first sentence, paragraph four.
- deletion of second sentence, paragraph four. Deleted material is now included as paragraph two of Qualifications Required.
- insertion of "(GS-5 and GS-7)" in first sentence, paragraph five.

### 3. *Background Information*

**ISSUE:** Respondents suggested varied revisions which were editorial in nature, i.e., the insertion or deletion of words or phrases.

**Response:** Suggestions were adopted where appropriate. Included were the following:

- elimination of the unisexual use of the terms "man" and "mankind" from first two sentences, paragraph one.
- insertion of "only a few material culture items are" in lieu of "buried physical remains are the only evidence" of second sentence, paragraph one.
- insertion of "humans" in lieu of "man" in first sentence, paragraph three.
- insertion of "natural processes and" in second sentence, paragraph four.
- deletion of "resulting in the creation of the Council on Underwater Archeology" from fifth sentence, paragraph seven.
- revision of three missions and inclusion of a new mission of Federal Government organizations employing archaeologists.

### 4. *Related Occupations*

**ISSUE:** Several respondents suggested changing the title of this section from "RELATED OCCUPATIONS" to "EXCLUSIONS" and the inclusion of a more appropriate lead-in paragraph.

**Response:** Suggestions were adopted. Material contained in paragraph one is now paragraph two under Series Coverage.

**ISSUE:** A respondent questioned the adequacy of Exclusion four as defined and suggested that laboratory analysis work would more appropriately warrant inclusion in the Physical Sciences Group, GS-1300.

**Response:** The referenced exclusion has been revised.

**ISSUE:** Several respondents suggested inclusion of two additional exclusions, i.e., (a) positions concerned with the administration, supervision, or performance of professional work related to research, collections, and exhibits in Federal museums when such work is not classifiable in other professional series and (b) positions concerned primarily with the performance or supervision of writing and/or editing work which requires the application of substantial subject matter knowledge and writing and editing skills, including the ability to determine the type of presentation best suited to the audience being addressed.

*Response:* Suggestions were adopted.

5. *Qualifications Required*

ISSUE: Respondents suggested varied revisions which were editorial in nature, i.e., concerning format or the insertion or deletion of words and phrases.

*Response:* Suggestions were adopted where appropriate. Included was the following:

-- The second sentence was revised to read "A four-year curriculum should cover archeological field work, methods and theories, development of culture in geographic and regional areas, development of archeology as a scientific discipline, and methods and techniques to study prehistoric and historic sites, artifacts, and specimen. It should also embrace courses in other disciplines, e.g., geology, botany, history."

6. *Authorized Titles*

ISSUE: A respondent suggested inclusion of a statement in paragraph two that certain archeologist positions may also require diving knowledge and skill.

*Response:* Suggestion was adopted.

7. *Grading of Positions*

ISSUE: Several respondents suggested that the Editing Work paragraph needed revision to eliminate any false dichotomy between field archaeologists and qualified archaeologists.

*Response:* The second sentence of the referenced paragraph has been revised to reflect that "Field archaeologists typically write their own reports, but these may be written or edited for publication by other qualified archaeologists."

ISSUE: A number of respondents suggested that specific standards other than the History Series, GS-170, be cited for cross-series comparison under Other Categories.

*Response:* The Economist Series, GS-110, and the Geography Series, GS-150, have been included as a possible reference for cross-series comparison.

8. *Occupational Statistics*

Office of Personnel Management data indicated that there were 467 General Schedule positions in the Archeology Series, GS-0193. Of this number, 433 were nonsupervisory.

The series coverage standard is applicable to positions as follows:

	<b>SUPERVISORS AND MANAGERS</b>	<b>NONSUPERVISORY</b>
<b>GRADE</b>	(as of 3-31-82)	(as of 3-31-82)
GS-3		
GS-4		
GS-5		9
GS-7		49
GS-9	2	109
GS-11	12	180
GS-12	5	57
GS-13	8	21
GS-14	5	4
GS-15	2	4
	34	433

#### 9. *Impact*

Neither factfinding nor comments of the departments or agencies indicated any changes to the current grade structure as a result of the new series coverage standard. Grade changes, if any, would have resulted almost entirely from agencies misgrading positions by reference to and application of the rescinded standard.

#### B. **Qualification Standard**

The purpose of the draft and final qualification standard is to define in terms of experience or education (or equivalent combinations there of) the minimum qualifications essential for work in this occupation at each grade level. Beyond the minimum qualifications, however, agencies, in filling positions with particular specialized requirements, are able to establish selective factors for use in evaluating applicants who meet at least the minimum qualifications. Furthermore, in the examining process, quality-ranking factors are applied to rank the applicants in the pool of qualified persons on a scale that gives extra weight to relevant qualifications above the minimum defined in the standard. By these means, agencies are able to choose candidates from among



those who meet or exceed the minimum requirements to best fit the particular requirements of the position being filled.

1. *Description of Work*

*ISSUE:* A respondent suggested revision to conform with the revised series definition.

*Response:* Suggestion was adopted.

2. *Basic Requirement*

*ISSUE:* Considerable comment was expected concerning this portion of the original draft. Comments were many and varied but invariably centered on (a) use of a degree in anthropology rather than archeology since most colleges and universities grant undergraduate degrees in anthropology and not in archeology, (b) excessiveness of the 24 semester hours in undergraduate archeology courses since undergraduate programs neither require nor include that many, (c) deletion of the requirement for a course in statistics, (d) retention of the requirement of three months experience in performing excavation work, and (e) establishment of a minimum education requirement of a master's or equivalent degree for entry at the GS-9 level.

*Response:* Basic education in this or other professional occupations consists of undergraduate preparation which has included substantive instructions in an appropriate discipline to afford an individual an academic base for further career growth. For that reason and in keeping with 5 U.S.C. Section 5104, successful completion of all requirements for a baccalaureate degree satisfies in full the basic requirements for entry into the lowest level of this or other professional occupations. In this instance however the basic requirement for this occupation has been amended to require successful completion of a full four-year or longer curriculum of professional study in an accredited college or university leading to a bachelor's degree, provided the course of study included (a) three semester hours in each of five specific archeological courses, (b) six semester hours of course work in related disciplines and technologies, and (c) archeological field school. To use a degree in anthropology as a basis for or integral part of the basic requirement would negate the existence of this series and place the entire archeology profession under the Anthropology Series, GS-190. This suggestion was not adopted.

*ISSUE:* The draft standard specified a basic requirement which is applicable to all grades, i.e., completion of a full four-year or longer course of study in an accredited college or university leading to a bachelor's degree.

*Comment:* A few respondents expressed concern about the applicability of the basic requirement to all grades since they believe that certain employees in the occupation do not possess such academic achievements.

*Response:* The basic requirement is applicable to all positions in this occupation, including those with any time equivalent combination of college level education and/or

experience that satisfies the basic requirement as defined. Similarly, a master's or equivalent degree is acceptable as fully satisfying the basic requirement. As cited in the draft and final standard, such a degree would warrant consideration for entry into the occupation above the GS-5 level.

2. *Alternate Requirement -- Related Curriculum*

**ISSUE:** Comments varied but one respondent suggested inclusion of alternative academic preparation in history or American studies leading to a bachelor's degree, including specialized training, experience, and demonstrated competence in methods, theories, and techniques of archeology.

**Response:** Suggestion was adopted.

3. *Additional Requirement for Positions at GS-7 and above*

**ISSUE:** The rescinded and draft qualification standards for this series authorized master's degree candidates to enter this occupation at the GS-9 level. The final qualification standard for this occupation authorizes candidates to enter at GS-7 provided they have completed all requirements for a master's degree for which at least one full academic year is required. Candidates may enter at GS-9 provided they have completed all requirements for a master's degree for which at least two full academic years of graduate study are required.

**Response:** The rationale for this change is as follows: The minimum time requirement between General Schedule grades is one year's experience. Thus, it takes at least two years for an archeologist (or engineer, or accountant, etc.) to progress from entry at GS-5 to GS-7 to GS-9. In substituting education for experience the same time requirement is maintained. That is, where a baccalaureate degree qualifies at GS-5, a year of graduate education qualifies for GS-7, and two years' graduate education qualifies for GS-9. To simplify civil service examinations, a master's degree was established-many years ago-as equivalent to two years' experience. Currently, however, many master's degrees can be earned in one year or less. This now produces a situation whereby two equally qualified college graduates with baccalaureate degrees would inappropriately be at different grade levels if one had spent one year working for the Federal Government (i.e., GS-7) and the other had spent one year in obtaining a master's degree (GS-9). It is this inequality that the final standard eliminates.

**ISSUE:** The rescinded and draft standards authorized use of the superior academic achievement provision which provided entry at GS-7, rather than GS-5, to eligible whose achievements in college meet a certain high grade point average or who have high standing in their college class. The final qualification standard prohibits use of the superior academic achievement provision.

**Response:** The superior academic superior achievement provision was developed during the 1960's with the objective of assuring that the Federal Government obtained its fair

share of top college graduates, particularly graduates from minority schools. However, ensuing research has shown that there is a lack of correlation between grade point average/class standing and job performance. Accordingly, the superior academic achievement provision is not authorized for use to fill positions in this occupation. It may, however, be used in quality ranking of applicants who meet minimum qualification requirements.

4. *Professional Experience Requirements*

**ISSUES:** Inasmuch as the series coverage standard does not include grade level criteria, a number of respondents suggested the inclusion of information that would reflect or illustrate the type of experience at different grade levels.

**Response:** Suggestion was adopted. A new section has been included to portray the work experience at GS-5 through GS-15 grade levels.

5. *Other Changes*

The standard was reformatted to facilitate its application and number of changes were made for editorial purposes.