

**BREAKING FIELDWORK NEWS: MONKEY PUNCHES DEER:** “I did a foraging experiment with a group of Japanese macaques on Awaji Island, Japan last summer. My supervisor is Dr. Sarah E. Turner, at Concordia University, and we're interested in studying spatial movement patterns of the group. They both showcase Propeller, an adult male macaque. I like the perspective. The first one is showing Propeller participating in the experiment with a sika deer approaching, and the second shows propeller defending the food platform against the deer. I'd never seen a monkey punch a deer before. (photos & story by Megan Joyce)

## VOLUME 2020, ISSUE #1

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# P R E S I D E N T ' S   M E S S A G E

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IAN CALQUHOUN



Dear CAPA-ACAP Members,

First and foremost, I trust this communicate finds you all well during this time of the SARS-CoV-2 pandemic and

COVID-19. As the saying that has gained much usage these days goes, “We’re all in this together.” For many, if not most, of you, the current situation will mean that efforts to plan and prepare for a Fall ’20 academic term have begun much earlier than might have been normal practice in past years. Each cautious step forward seems tempered by the recognition that “things could change”. Here in Ontario, for example, June 1st saw Premier Doug Ford announcing that the province will again extend its State of Emergency, which will now continue in effect through to the end of June (at which point the State of Emergency will be reassessed, as it has been twice already -- which led to previous extensions of the State of Emergency). Meanwhile at Western, things are still in a state of flux -- last week, word was that faculty would be able to make arrangements to have their office computers delivered to their homes so we could continue to work remotely (and perhaps more effectively); today, our Tech Services folks chimed in to point out that university licensing of software packages

would likely mean our office computers would not work for us at home (or that we’d have to connect through university servers), leading them to recommend that we just leave our office computers in our offices. So it goes -- one plan one day, something new the next (or the day after). I’m sure you’re all dealing with similar scenarios. Strange days these, indeed.

In regards to Association business, by now I figure word should have filtered around that there has been a decision to postpone (not cancel) the 2020 Annual Meeting. An email blast about this went out to the Membership listserv; if you didn’t receive the email update on this, you can also link to current info concerning the 2020 Annual Meeting from the CAPA-ACAP website homepage ( <https://capa-acap.net/>). The host city for this fall’s Annual Meeting was to be Hamilton, Ontario, with McMaster University as the local host. The Local Organizing Committee (Tina Moffat, Megan Brickley, and Tracy Prowse) hammered out a deal with the Sheraton Hamilton (planned venue for the 2020 Annual Meeting) to push back our meeting arrangements to October 2021 -- hopefully, this alternative arrangement for our next in-person Annual Meeting is far enough down the road that by then we’ll have returned to some degree of normalcy and we’ll again be able to gather for another stimulating and fun Annual Meeting. Stay tuned for info on that front!



In the meantime, I hope folks have caught wind of the unfolding plans to at least gather virtually this fall and hold a special online “Meeting” this fall in lieu of our traditional in-person gathering. You can also find information on the developing plans for this 2020 Virtual Conference on the CAPA-ACAP website homepage -- just look under “News and Events”. Volunteers to help in the organization of this Virtual Conference are still being sought (contact info for those who would be interested in getting involved is included in the aforementioned “News and Events” piece). So, don’t be shy and jump in!

Looking ahead still, I wanted to put this on the radar for people... as we move closer to 2021, it is now time to begin putting together an ad hoc Presidential Nominating Committee; 2020-’21 will be the last year of my term as CAPA-ACAP President. That will make 16 years that I’ve served on the Association’s Executive (10 years as Secretary-Treasurer, 2006-2015, and next year will mark six years as President); I think that is plenty long enough. Time for some new blood! Normally, this would be a topic to be broached during the Business Meeting at the Annual Meeting in the year preceding a

President’s final year of their term. Under the unusual circumstances in which we find ourselves, however, I thought it prudent to get the process rolling now. Therefore, I would invite any interested members to contact me should they wish to serve on the ad hoc Presidential Nominating Committee. The Association’s Constitution stipulates that the ad hoc Nominating Committees for both President and Secretary-Treasurer shall be composed of two Regular (Full) Members and one Student Member. You can email me at: [colquhou@uwo.ca](mailto:colquhou@uwo.ca).

Now that it’s June, it looks like the warmer weather has finally decided to show up; after a quite damp and chilly spring in these here parts, it was like a switch got flipped last week and suddenly humidex values were up into the 30s! Here’s hoping that there will be opportunities for a bit of camping over the remainder of the summer (if that’s your thing), and that despite the complications of living through a pandemic that research projects -- for both faculty Members and, especially, Student Members -- will more or less stay on track. Fingers crossed that we’ll be able to gather in 2021 to again hold an in-person Annual Meeting.

**Above all, stay well!**  
**Cheers,**  
**Ian**



# MESSAGE FROM THE STUDENT REPRESENTATIVE

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LAURE SPAKE, SIMON FRASER UNIVERSITY

DEAR CAPA-ACAP STUDENT MEMBERS,

Congratulations to all of you for completing the spring semester amidst an unprecedented world crisis. Extra special congratulations go out to the many who have conquered program milestones, passed comprehensive exams, or defended theses in the last few months. You likely did not get the celebrations you deserve but your achievements do not go unnoticed.

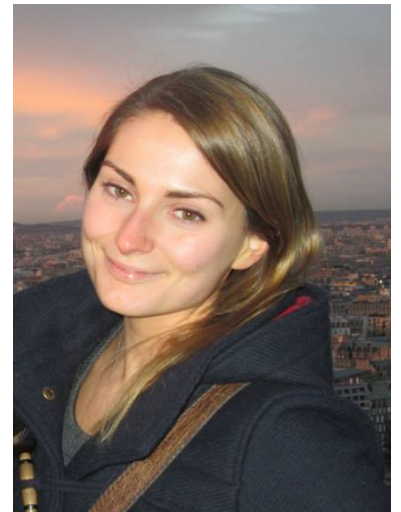
As most of you will know, the development of our professional development platform in partnership with Prime Earth is well underway. There was an excellent response to the survey sent out by Prime Earth in April, and I hope to have more details regarding progress on the platform for you soon.

In the last weeks, CAPA made the decision to postpone this year's annual meeting which was to be hosted by McMaster in Hamilton. Although this was a difficult decision for the organizing committee to make, I think we will all agree that this was the right choice. The cancelling of the meeting is disappointing for students: because of our degree timelines, many of us would have relied on this year's meeting to present the results of our research and meet like-minded folk.

In order to keep some of the connections between us strong, we are exploring options to hold a student event this fall. Stay tuned for details over the summertime.

The early days of May and June are typically full of energy as we prepare to take off on long-awaited field seasons and personal adventures. This year will be different. If you would like to share photos and memories of past field seasons with us, join us on the CAPA-ACAP Student Member Facebook group!

**WISHING YOU ALL  
THE BEST FOR THE  
COMING MONTHS,  
BONNE  
CONTINUATION,  
LAURE SPAKE**



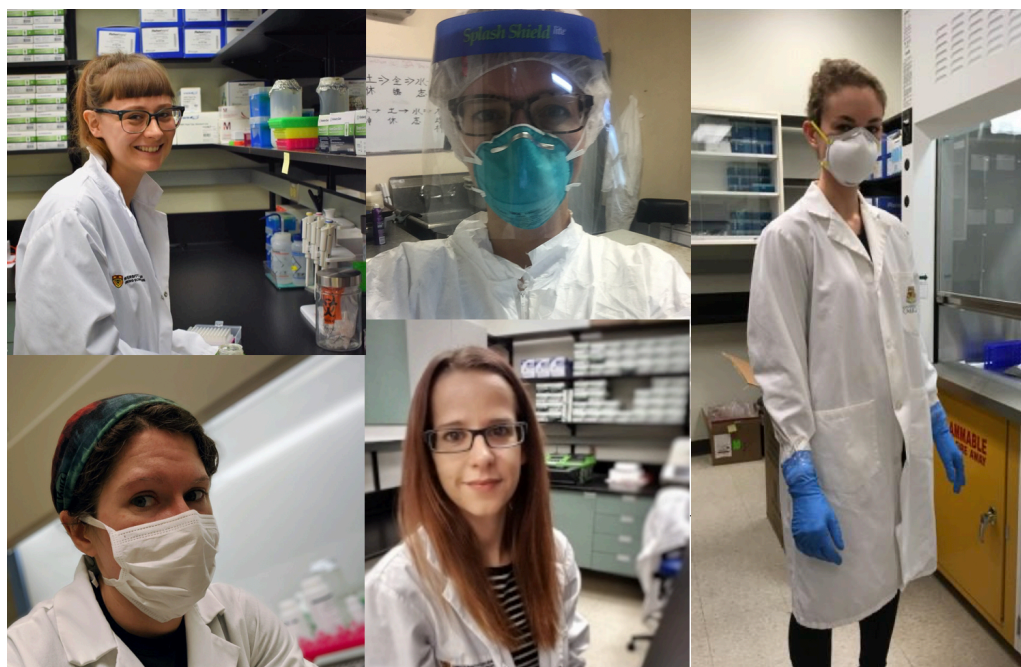


## DEPARTMENT NEWS

### UNIVERSITY OF CALGARY

*Amanda Melin:*

Biological Anthropologist Dr. Amanda Melin is leading a team of five women PhDs from her Primates, Genomics and Ecology Lab as a part of the COVID-19 Genomics Group. In partnership with Alberta Provincial Laboratories, Alberta Children's Hospital Research Institute and researchers across the University of Calgary and the University of Alberta, her team is handling all of the positive COVID-19 samples from across Alberta and reverse transcribing viral RNA to a product that they are amplifying and purifying prior to sequencing at the Centre for Health Genomics and Informatics. This work will allow researchers to track the spread and evolution of the virus, inform vaccine development, and sets groundwork for future work on virulence and who is susceptible.



*Warren Wilson:*

MA students Maddie Knaub and Kristan Kulshyk were to be in Nicaragua right now conducting research on maternal and child health. This trip has been delayed. In lieu of fieldwork, both are using data from rural Nicaragua that we've collected over the past five years to explore several research questions. Maddie is studying the association between food insecurity and indices maternal and child health. Kristan is researching the association between maternal subjective social status and maternal physical and mental health and the physical health of their children. Hopefully, both Maddie and Kristan will be able to spend a few months in Nicaragua in the fall to explore the context for their findings. MA student Olivia Giacobbo is working with UofC pathologist, Dr. Chris Naugler, and me to see if there is an association between infection and host-serum iron levels. In this, Olivia will be using data collected several years ago on these variables for ~100,000 Calgarians over a period of one year. All of these students seek to address important gaps in the literature. I look forward to seeing what they discover!

*Annie Katzenberg:*

Emily Peschel successfully defended her Ph.D. thesis, [Migration at the Center of the Viking World](#), in April 2020. Emily analyzed skeletal and dental non-metric traits as well as strontium isotopes to address questions of mobility and population interacting during the Viking Age in Gotland and surrounding lands. Anne Katzenberg is currently



President of the Paleopathology Association. Sadly, our annual meeting in April had to be cancelled and more recently our European meeting will be postponed to 2021. She is also co-editor-in-chief of the Journal of Anthropological Archaeology, with co-editor George Milner. She is retired but not quite carefree.

*Steig Johnson:*

Devin Chen defended her MA Thesis on May 1, entitled "Lemur paparazzi: investigating the use of arboreal camera traps to monitor lemurs in the Kianjavato region of southeastern Madagascar."

## **Examinations**

PhD student Mariam Bundala successfully completed her candidacy examinations in April 2020. Congratulations Mariam!

## **Fieldwork**

PhD student Allyson King completed her first field season at the Boabeng-Fiema Monkey Sanctuary in Ghana. Ally is studying the impact of maternal glucocorticoids on infant development. She hopes to return to the field depending on the COVID situation in Ghana.

PhD student Mariam Bundala completed her pilot fieldwork at the Middle Pleistocene site of Manyara in northern Tanzania. Mariam is using phytoliths to examine temporal and spatial variation in hominin microhabitats and gave a talk on her preliminary findings at CAPA 2019 in Banff. Mariam was just awarded a research grant from the Leakey Foundation for her PhD research. She hopes to return to Manyara as soon as travel restrictions are lifted.

## **Fellowships/Scholarships**

PhD student Mariam Bundala was awarded a prestigious Franklin Mosher Baldwin Fellowship from the Leakey Foundation in 2019, which was just renewed for a second year.

Former MA student Madison Bradley is continuing her studies on primate biomechanics and functional morphology as a PhD student at Duke University. This spring, Madi was awarded an NSERC Canada Graduate Scholarship (converted to PGS for study at an American university). Congratulations Madi!

## **Research Grants**

The West Turkana Miocene Project (co-PI Susanne Cote) was awarded a research grant from the Leakey Foundation for the now-delayed 2020 field season. The whole team is excited to get out into the field in 2021.

## **New Dean**

Pascale Sicotte will be the new Dean of Concordia's Faculty of Arts and Sciences starting August 1. Congratulations!

<https://www.concordia.ca/news/stories/2020/04/16/concordia-appoints-pascale-sicotte-as-new-dean-of-the-faculty-of-arts-and-science.html?c=/news/archive>

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# S I M O N F R A S E R U N I V E R S I T Y

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Laure Spake completed her PhD dissertation: "Using anthropometrics and dental formation stages of contemporary children to investigate the impact of biological mortality bias on interpretations of past population health." The dissertation was defended over Zoom, which handled video and screen sharing surprisingly well! Laure will be moving on to a Research Fellowship at the University of Otago where she will work on the Evolutionary Demography of Religion project. Learn more about the project and the team here: <https://www.evolutionarydemographyofreligion.org/>



Maria Liston invites members to check out the University of Waterloo's graduate programs website, particularly the Public Issues Anthropology MA program: <https://uwaterloo.ca/anthropology/graduate>

M E M B E R N E W S

Janna Andronowski (University of Akron) shared news of two research awards she was awarded this spring:

1. The American Academy of Forensic Sciences (AAFS) Anthropology Section's 2019-2020 Ellis R. Kerley Award for preliminary research regarding bone fragility resulting from long-term opioid use. This award is granted to the presentation that best demonstrates excellence in the pursuit of developments in the field of forensic anthropology.
2. The University of Akron 2019-2020 Outstanding Researcher - Early Achievement in Research. The award recognizes a faculty member who has demonstrated outstanding accomplishments in research early in their professional career.

R E C E N T M E M B E R P U B L I C A T I O N S

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## SHELLEY R. SAUNDERS THESIS GRANTS

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The Canadian Association for Physical Anthropology is pleased to announce the recipients of the 2020 Shelley R. Saunders Thesis Research Grants:

L. Creighton Avery, McMaster University, "Coming of Age in the Roman Empire."

Joanna Motley, University of Western Ontario, "Mummies as Microcosms."

Akacia Propst, McMaster University, "Intra-Population Patterns of Diet, Disease, and Mortality on the Roman Danubian Frontier."

Congratulations to the recipients!

## CALL FOR A NEW EDITOR

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Do you love the CAPA-ACAP newsletter and want to keep it going? Or do you hate it and desire to overhaul it entirely? If you answered yes to either of these questions, perhaps it is time for you to take up the mantle of CAPA-ACAP Newsletter Editor! The position is a three-year term (starting in Fall 2020), with the expectation of gathering materials and putting together two issues per year. Please feel free to get in touch with the current editor, Maddy Mant ([maddy.mant@utoronto.ca](mailto:maddy.mant@utoronto.ca)), if you have any questions or want to nominate yourself for this sacred (and fun!) duty.

## EQUITY & DIVERSITY SURVEY

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The CAPA-ACAP Equity & Diversity Subcommittee welcome member participation in the following survey:

<https://tinyurl.com/yaypg2es>

Participation is anonymous and will help guide the Subcommittee's work. Preliminary results were presented at the CAPA 2019 Business Meeting and further results will be reported next Business Meeting.

If you have any questions or concerns please get in touch with the Subcommittee Co-Chairs: Angela Lieverse ([angela.lieverse@usask.ca](mailto:angela.lieverse@usask.ca)) and Maddy Mant ([maddy.mant@utoronto.ca](mailto:maddy.mant@utoronto.ca)).





## CORRIE HYLAND, MA STUDENT, TRENT UNIVERSITY

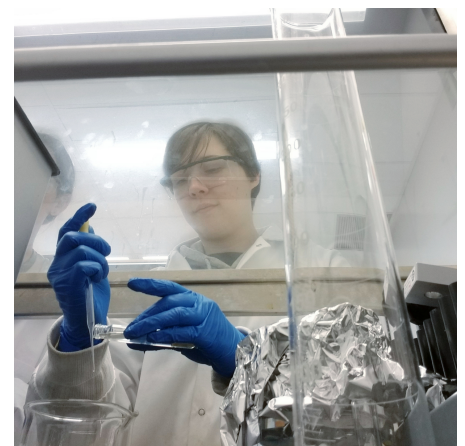
I am a second-year Anthropology master's student at Trent University under the supervision of Dr. Paul Szpak using stable isotope analysis to learn more about the lives of people in the past. My interest in archaeology developed from my enjoyment of both history and science classes in elementary and high school. Archaeological science was the ideal combination of these interests and it allowed me to expand my curiosity in biochemistry to study the lives of past people and their societies. During my BSc. Archaeology degree at Trent University I was introduced to the exciting world of physical anthropology and bioarchaeology by Dr. Anne Keenleyside. Classes such as biological anthropology, human osteology, and palaeopathology deepened my curiosity in understanding what human remains could reveal about past people's lives. Attending the Drawsko Mortuary Archaeology Field School for the Summer 2015 field season cemented my passion for archaeology and my interest in the study of human remains.

The following fall I took my first archaeological science course from Dr. Paul Szpak and discovered the exciting potential of stable isotope analyses for archaeological research. The following summer I began working with Paul as the first research assistant of the Trent Environmental Archaeology Laboratory (TEAL), which has grown over the past three years to include nine active research members and students. Through this research assistantship and my honours thesis, I began to learn the intricacies of stable carbon and nitrogen isotope analysis. My honours research examined arctic fox-human interactions in the past by determining the impact that the whaling of the pre-contact Inuit (Thule) had on arctic fox scavenging behaviours. Using stable carbon and nitrogen isotope analysis on arctic fox bone collagen from sites in the Canadian arctic, we found that some arctic foxes were scavenging whale carcasses produced by pre-contact Inuit hunters more frequently than in earlier periods.

Following a summer spent working in Cultural Resource Management assisting with the identification of human remains in Ontario, I returned to Trent University to further develop my skills in stable isotope analysis. My master's research has focused on using a wide range of isotopic analyses (carbon, nitrogen, sulfur, and strontium) to better understand the lives and societies of the ancient population of the Virú Valley in northern Peru, an important region of early state development in the Andes. Analyzing soft tissues, hair, and bone collagen from mummified individuals has provided a longitudinal isotopic data set to examine changes in diet over time. My research has revealed that, despite living close to one of the world's most productive marine ecosystems, coastal communities of the Virú Valley predominantly relied on agricultural and pastoral resources.

In addition to my master's research and my continued work as a research assistant in TEAL, I have also had the opportunity to work alongside fellow master's students, Michael Scott and Jennifer Routledge, and Dr. Paul Szpak to improve our understanding of intraskeletal isotopic variation (among different bones within the same individual). This 'Variations in Isotopes Project' (VIP) has included the analysis of over 400 bone collagen samples for stable carbon and nitrogen isotope analysis. This past October our preliminary finding, that isotopic variability could be a useful tool to distinguish bones of distinct individuals, was presented as a poster at the 2019 annual CAPA conference in Banff, Alberta.

I will continue to build upon the skills, knowledge, and training from my master's research in my future Ph.D. research at the University of Oxford by exploring the exciting developments of compound-specific stable isotope analysis for archaeological research. Working under the joint supervision of Dr. Amy Styring and Dr. Rick Schulting this research will use a combination of bulk and compound-specific stable isotope analysis on human remains to quantify the consumption of freshwater resources by the hunter-gatherer populations of Lake Baikal, the world's largest freshwater lake by volume and a location with a rich archaeological history.





## MARLA MACKINNON, PHD CANDIDATE, UNIVERSITY OF VICTORIA



I am a PhD candidate at the University of Victoria studying under the supervision of Dr. Helen Kurki. Broadly, my research interests include bioarchaeology, human growth and development, and digital imaging for archaeology and anthropology. I've always had an interest in history, and, as a dancer, in bodies and movement. I completed my undergraduate degree at Queen's University in Kingston studying Classics and English. Through the classics department I developed an interest in archaeology and was able to participate in archaeological fieldwork at a Roman site in Jordan for two seasons. Throughout my undergrad, 3D and digital imaging for archaeology became a specific area of interest for me; photogrammetry, in particular, became my technical focus. I learned how to use photogrammetry software and take photogrammetric images and was able to apply these skills to projects in Canada, the United States, Sweden, Norway, and Jordan. During the fourth year of my undergrad I also took an elective in anatomy and became quite interested in studying the human skeleton. I was still very keen on classics and

archaeology, but somewhat less enthused with studying ancient languages and text, so I saw bioarchaeology as an exciting way to combine these interests.

For my master's degree I moved to London, UK to study forensic archaeological science at the Institute of Archaeology at University College London (UCL). I really enjoyed learning about human skeletal variation, palaeopathology, and bioarchaeological methods - the forensic side of things, however, didn't ultimately grab my interest as intently. I looked at the ancestral diversity of two post-Medieval British populations (one urban, one rural/coastal) for my thesis project, to think critically about the application of the CRANID program, and to consider the population and immigration history of Britain. I also participated in the Astypalaia Bioarchaeology field school in Greece run by Dr. Simon Hillson of UCL, where I was able to learn about the juvenile skeleton and the interesting field of ontogenetic studies. Upon completion of my master's degree, I moved back to my hometown of Ottawa, ON, where I worked at the Canadian Museum of History (CMH) within the research and repatriation divisions. I reviewed a number of recently acquired archaeological collections to identify any human remains and worked to document and analyze skeletons being prepared for repatriation. During this time, I also did a number of CRM archaeology contracts with the Paterson Group engineering firm, including working as a bioarchaeologist for excavations associated with the new light rail construction in downtown Ottawa. Working at the museum piqued my interest in the possibility of a career in a similar institution, and so I started to consider going back to grad school to work towards a PhD. I have also since had the opportunity to work at the Field Museum of Natural History in Chicago within their repatriation division helping to document and rehouse collections of human skeletal remains. Working in these institutions has allowed me to grow an appreciation for the importance of repatriation and I have been glad to be able to contribute to these efforts in my own small way.

My doctoral work combines my knowledge of digital imaging techniques with my interest in human skeletal growth and development as I explore ontogeny of the human bony pelvis and how it is impacted by differing ecological factors. Using a geometric morphometrics approach, I am comparing the growth and development of pelvic bones from four foraging populations (two marine-based and two terrestrial-based). I am also currently collaborating on a project with Dr. Alison Murray (UVic) and a professor of mechanical engineering investigating the significance of curvature in lower leg bones through musculoskeletal modelling using customized digital models. Throughout my university career, a common theme of applying innovative digital technologies to studying the past has emerged. From photogrammetrically capturing Viking picture stones in Sweden to 3D scanning human skeletal remains in England, digital recording techniques have allowed me to explore the lives of past peoples in a myriad of exciting ways.

I am currently in the throes of my thesis data collection, which includes placing digital landmarks on hundreds of 3D scanned juvenile and adult pelves and look forward to having a data set to analyze soon. Comparing the results of my geometric morphometric analyses with biomechanical data from these individuals will allow me to examine how activity (namely marine- vs. land-based foraging strategy) influences pelvic growth. Although the CAPA 2020 annual meeting has now been postponed, I look forward to staying digitally connected with the members of this great community over the coming year, and to sharing the results of my research in 2021!





This note is not a formal obituary for Loring Brace, rather it is a brief In Memoriam, designed to give remembrance to a major figure in American Physical Anthropology since the 1960s and, even more so, to place on record the role he played in the founding of CAPA/ACAP, and his continuing support over many years for what our association was doing. For full obituaries see Hunt (2020) and Smith and Hunt (2020). He died last September 7<sup>th</sup>.

My last direct contact with Loring was at the Windsor meeting of the Association in 1994. Eleven years older than myself, his tenure as one of the leading Physical Anthropologists at the University of Michigan was from 1968 to retirement in 2008, almost identical to mine at University of Winnipeg, 1970 to 2007. He began teaching at University of California, Santa Barbara, in 1961, I began at University of Pennsylvania in 1967.

Loring Brace was part of the group of people who undertook the transition of the discipline of Physical Anthropology from the small, delinquent, and not understood orphan of the social science discipline of Anthropology to the link between Anthropology and Biology. Loring Brace began his PhD studies as a student of Earnest Albert Hooton, one of the key figures in Physical Anthropology from the 1930s until his death in 1964. I remember being told, in the year that I taught at the University of Pennsylvania, that effectively everyone teaching at the time, the late 1960s, was either a student of Hooton or a student of a student of Hooton. Brace took this base and transformed it. He is probably best known today as the person who imploded the classic idea that race was a major component of human biology and that the boundaries were hard and generally immutable. His article "On the race concept" appeared in *Current Anthropology* in 1964, only two years after the publication of Carleton Coon's "The Races of Man". In terms of the growth of the discipline, when I attended my first meeting of AAPA, in State College, Pennsylvania, in 1965, it was the first meeting with an attendance of over 100 people; AAPA was not much larger than CAPA/ACAP is today!

I first met Loring in what I would call a baptism by fire. I had been asked to give a talk at an opening symposium at the 41<sup>st</sup> AAPA meeting in Lawrence, Kansas, in April 1972. The topic was "Resolved that Physical Anthropology is Dead"! I was still completing my Ph.D. at the time; I learnt when I got to Lawrence that my offering, in defense of Physical Anthropology, would be rebutted by Loring Brace. I lived to tell the tale; my paper was published three years later (Meiklejohn 1975). However, one consequence was that Loring and I ended up discussing the issue of Physical Anthropology at Canadian Universities, at the time in its very early stages. Later during the meeting (I cannot remember if it was the same night), a group of five Canadians, including myself, ended up in my hotel room to discuss the general issue of why did we have to come to Lawrence, Kansas, to meet other people teaching in the area in Canada. As I, and others, have explained elsewhere, the end result was the first meeting of CAPA, in Calgary in February 1973. However, a key part of the process was mediated by the sixth person in the room, Loring Brace, providing a cheering line and sounding board for ideas. I cannot say that without Loring in the room there would not have been a meeting the following spring, but I can say that he was both a strong motivator and a strong supporter. I'm not sure if he was ever a subsequent member of the association (he is not on the recipient list for the initial Newsletter issue in 1976), but my remembrance is that he was at more than one of the subsequent meetings that were held in Southern Ontario, and he was very much a central figure in debates at the Windsor meeting in 1994. We cannot truly call him one of the founding members, but he certainly was an initial supporter and flag waver. All of Physical Anthropology has lost a major figure in Loring Brace; CAPA/ACAP has lost a vocal supporter from the early days of the association, now rapidly approaching 50 years.

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By Christopher Meiklejohn, Professor Emeritus, University of Winnipeg





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**La Suerte: Celebrating 26 years of  
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## **Primate Behavior & Ecology 2020-21**

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La Suerte Biological Field Station, Costa Rica  
Summer #2 June 24 (fly in) to July 17 (fly out), 2020  
Summer #3 July 19 (fly in) to Aug 14 (fly out) 2020  
Winter: Dec 27, 2020 (fly in) to January 9, 2021 (fly out)

**Description:** This intensive field course provides experience in studying wild monkeys in a tropical forest environment and is excellent preparation for graduate studies in primatology, animal behavior, and ecology. Undergraduate and graduate students at all levels of training are encouraged to apply. The course includes training in field methods and culminates with a independent research project. Projects are designed individually by each student and guided by the course instructor.

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**La Suerte Biological Field station is a protected Sanctuary operated by the Maderas Rainforest Conservancy 501 (c) (3). Primate studies have been ongoing at the site for 26 years.**

**Instructor: Dr. Laura Bolt**

**Winter & Summer #A, #B.**

**Course:** Summer A, and B, \$2400 includes registration fee \$150, tuition and room & board, local chartered transportation, and overnight Tortuguero. Winter: short class \$2095, registration fee \$150, tuition and room & board, local chartered transportation. Classes do not include flight and credits at your home institution. Contact your academic advisor for credit.

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## Mentorship Program

The Diversity & Inclusion (D&I) Committee strongly believes that a formal mentorship program in the Anthropology Section is integral to fostering an inclusive environment in the field of forensic anthropology. Mentorship programs have the ability to significantly **impact the development of junior individuals** (i.e., mentees) and **increase the retention of historically underrepresented groups**. In particular, mentors can contribute to the development of mentees and ensure that they thrive in forensic anthropology by: 1) exposing mentees to the diverse spectrum of professional work and research in forensic anthropology, biological anthropology, and related fields; 2) providing mentees a window through which to view professional roles, obligations, and expectations; 3) serving as a role model and advocate for the mentee; 4) offering advice and guidance; and 5) engaging in dynamic conversations regarding professionalism, challenges, and milestones of the field. The insight shared by more senior members of the Section is invaluable to the professional development of mentees. In turn, active mentoring also exposes mentors to new perspectives, experiences, and ideas from those who are relatively new to the field.

### Overview of the Program

The D&I Committee offers a formal, year-long volunteer mentorship program in the Anthropology Section of the AAFS. Relevant participants include:

#### 1. Mentors

Mentors are considered professionals with M.A./M.S. or Ph.D. degrees who are employed in one of the various sectors of the profession (e.g., academia, government agencies, medicolegal/law enforcement agencies, NGOs, humanitarian/human rights organizations, etc.). Mentors should be Trainee Affiliates, Associate Members, Members, or Fellows of the Anthropology Section.

#### 2. Mentees

Mentees represent students enrolled in undergraduate or graduate programs in forensic or biological anthropology and who are Student Affiliates of the Anthropology Section (or planning to apply in the next two years). Additionally, individuals who received their degree within two years of beginning the mentorship program are also eligible. The mentorship program will include mentees from diverse backgrounds, such as age, gender, sexual orientation, ethnicity/race/ancestry, socioeconomic status, ability, and religion.

#### 3. Mentorship Program Coordinators (MCPs)

The program will be managed by Mentorship Program Coordinators (MPCs) who are members of the Anthropology Section D&I Committee. The MPCs will oversee the mentorship program and represents the point of contact for both the mentor and mentee for any issues. MPCs are Jesse Goliath ([jgoliath@gmail.com](mailto:jgoliath@gmail.com)) and Sean Tallman ([tallman@bu.edu](mailto:tallman@bu.edu)).



*Mentors* interested in participating in the program should contact the MPCs and complete an **Informational Mentor Form** highlighting: 1) degree(s) obtained; 2) professional sector of employment (i.e., academia, medicolegal agency, etc.); 3) research and/or professional interest in the field; 4) characteristics that you would prefer in a mentee based on your goals, identity, experience, and/or research interests (i.e., persons of color; LGBTQ+ individuals; those interested in academic, medicolegal, or humanitarian contexts; early or late education; disability; area of research; etc.); 5) any previous experience with mentoring; and 6) reason for wanting to serve as a mentor.

*Mentees* interested in participating in the program should contact the MPCs and complete an **Informational Mentee Form** detailing: 1) university/program of study, degree being pursued, and expected graduation date; 2) confirmation of Student Affiliate status in the AAFS Anthropology Section (or intention to apply); 3) any experience in forensic and/or biological anthropology; 4) research and/or professional interests; 5) preferred characteristics in a mentor based on individual goals, identity, experience, and/or research interests; and 6) how participation in a mentorship program will contribute to individual goals. The MPCs will match mentors and mentees based on the informational forms, and the informational forms will be shared with both the mentee and mentor.

Additionally, the mentee will prepare a **Professional Development Plan (PDP)**. The PDP represents a self-assessment tool and should: 1) outline the mentee's skills, strengths, weaknesses/personal challenges, and areas where development is needed or wanted; and 2) outline professional goals and identify achievable milestones. When the PDP is complete, both the mentor and the mentee will review the plan together and sign it. Signed PDPs should be submitted to the MPCs and retained by both the mentee and mentor. Mentors and mentees should periodically review the PDP and revise as needed to note progress as well as to identify goals that need continued attention.

Following finalization of the PDP, the mentor and mentee will both sign a **Mentorship Agreement Form** that specifies the frequency and method of communication (i.e., via email, phone, video, in person, etc.) and commitment to actively participating during the year-long program. While the communication method and frequency may vary during the program if agreed upon by both participants, both the mentor and mentee should be committed to communicating **at least once a month for an entire year**.

The first three months of the mentorship are considered probationary, wherein the mentee and mentor confirm via email with the MPCs by the end of the third month that they would like to continue or terminate the mentorship. However, if problems arise during the mentorship, the mentee and/or mentor should contact the MPCs and communicate the issue(s) as soon as they become apparent. The mentorship can be terminated at any point, such as if the mentee or mentor does not feel comfortable, if boundaries are crossed, if irreconcilable differences emerge, or other reasons (e.g., problem with the time commitment). However, it is the responsibility of the mentorship participants to contact the MPCs and communicate the issues in a timely fashion.



As participation in the mentorship program is voluntary, there are specific and shared expectations for the mentor and mentee. Both participants are expected to sign **Commitment Statements** acknowledging expectations of their role in the program.

### 1. Expectations of the Mentor

- Be professional, respectful, courteous, encouraging, and welcoming
- Promote activities and knowledge that will enhance the mentee's academic, professional, and personal development
- Assist the mentee in navigating academic and professional environments through constructive dialogue
- Avoid playing the role of an academic advisor
- Help the mentee access professional, educational, and research resources
- Be a positive role model by demonstrating effective communication and social skills
- Discuss professionalism and opportunities for professional development and networking
- Record dates and times of communications and submit them to MPCs at the end of the program

### 2. Expectations of the Mentee

- Identify realistic professional and personal goals
- Discuss needs and expectations with the mentor
- Be committed to carrying out agreed-upon goals
- Be receptive to suggestions and feedback
- Keep the mentor informed of progress
- Prepare the Professional Development Plan (PDP)
- Treat your mentor as a role model rather than an academic advisor

### 3. Expectations of Both Mentor and Mentee

- Maintain a professional demeanor and respect one another
- Be reliable and adhere to a consistent schedule of communication
- Contact one another in a timely manner if unable to attend scheduled meetings
- Inform each other of expectations for the mentor/mentee relationship, including guidelines for communication and interactions
- Celebrate completed activities and accomplishments
- Actively listen to one another and be engaged during meetings
- Foster a collaborative relationship
- Report any problems or issues to the MPCs as soon as they become apparent
- Contact the MPCs with any questions, concerns, or suggestions for changes to the program
- Complete an evaluation at the end of the program and submit to the MPCs



## C A P A 2 0 2 1 : H A M I L T O N

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### *Save The Date*

Dates for the 2021 Annual CAPA meeting are Wednesday October 27<sup>th</sup> – Saturday October 30<sup>th</sup> 2021.

The venue for the meeting is the Sheraton Hamilton and it is planned that the conference dinner will be held at the Art Gallery of Hamilton on Friday October 29<sup>th</sup>.

The planning team at McMaster look forward to welcoming participants!

