

## **Kristen N. Baker, MA, RPA**

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### ▪ **CORE SKILLS AND STRENGTHS:**

- Highly experienced lead forensic archaeologist and material evidence analyst capable of effectively working on or managing multiple projects
- Team player committed to fostering a positive, cohesive, and productive workplace environment
- Excellent interpersonal relations/oral and written communication skills
- Experienced in leading and conducting a variety of archaeological survey and excavation followed by the creation of the corresponding detailed technical reports
- Highly skilled at operating in physically challenging, remote, and high-altitude environments
- Adaptable and willing to tackle new responsibilities and multiple tasks; self-starter with a positive “can do” attitude
- Personally committed to the maintaining the highest ethical standards (RPA and AAFS member)
- Proven history of achieving the highest levels of performance and productivity
- Expert ability in developing and maintaining relationships with stakeholders in various levels of government, private industry, and federal, state, and local agencies/organizations
- Demonstrated ability to prioritize workloads and meet goals and deadlines
- Proven ability to submit all required reports in a timely manner in an environment of frequent change and unexpected events
- Proven ability to work within a team or provide technical direction and guidance to assigned team members as necessary

## **EDUCATION**

**PhD Level Education** (2012-2013): University of Hawai’i at Manoa, Physical Anthropology/Archaeology

**M.A.** (Jan 2005-May 2006): Tulane University, New Orleans, LA. Anthropology (30 credit/quarter hours)\*

\*One semester at University of Georgia during the fall of 2005 while displaced during hurricane Katrina

\*Master’s Research: “Interpretation and Analysis of an Early Intermediate Period Mass Grave involving decapitation from the Acari Valley, Peru” (Unpublished)

**B.S.** (Sept 2001-Dec 2004) Tulane University, Newcomb College, New Orleans, LA (Pre-med Track) in Anthropology (137 credit/quarter hours)

## **HONORS, AWARDS AND SPECIAL ACHIEVEMENTS**

- 2004 Kenneth J. Opat Grant (For Anthropological advancement and Master’s research)
- 2001-2004 Distinguished Scholars Award Academic Scholarship

## DETAILED PROFESSIONAL WORK EXPERIENCE

**10/2013-Present**            **Lead Forensic archaeologist/anthropologist**  
**History Flight, Inc,**  
**5409 Overseas Hwy, Marathon, FL 33050**

As the lead forensic archaeologist and forensic archaeologist/anthropologist for History Flight on Tarawa, I manage the investigation and excavation of multiple archaeological sites to assist in the recovery and repatriation of the lost and fallen soldiers from foreign conflicts. My focus area for History Flight has been the Island of Betio in the Tarawa Atoll, Republic of Kiribati, where the U.S. lost over 1200 soldiers in approximately 72 hours of combat during the WWII Operation Galvanic. Over 500 soldiers were missing on the Island of Betio, and with my work for History Flight, this number has been substantially decreased by at least approximately 75 previously missing individuals to date. Additionally I have led the excavation and recovery of Cemetery 27 on Tarawa which is now the largest discovery of missing U.S. Marines and servicemen to date.

While working with History Flight, I have helped to increase the number of recoveries and stream-line the process of human remains and material evidence turn-over to the appropriate government authorities (in this case the Defense POW/MIA Accounting Agency) and insure that highest standards of forensic recoveries are maintained. While in country I independently conduct investigation, excavation, and supervise anywhere from one to four archaeological excavation teams (each team consisting of one to two American scientists and three to six local national workers). My role in this aspect requires that I communicate the necessary project goals and requirements to scientists and team members, assign tasks based on their levels of skills and abilities, and review work product for compliance to contract standards prior to delivery to appropriate authorities.

**1/2013 -10/2013**            **Graduate Teaching Assistant**  
**University of Hawai'i at Manoa**  
**2424 Maile Way, Honolulu, Hawaii 96822**

As a graduate teaching assistant, I was responsible for preparing and delivering a physical anthropology curriculum for two physical anthropology labs each consisting of 15-20 students. In addition to teaching the laboratory component, I was also responsible grading, tutoring students, and assisting the other physical anthropology graduate students with their duties. During the academic year, I was also required to complete course work and conduct research that will contribute to my Ph.D. dissertation on vertebrate taphonomy in marine micro and macro environments.

**9/2008-10/2012**            **Forensic Archaeologist**  
**Department of the Navy**  
**Joint POW/MIA Accounting Command (JPAC) (Now Defense POW/MIA Accounting Agency)**  
**Central Identification Laboratory (CIL)**  
**Joint Base Pearl Harbor Hickam, Honolulu, Hawaii 96818**

While at JPAC I provided scientific leadership on over 13 complex, global excavation, and recovery missions in support of the POW/MIA recovery effort for those U.S. military personnel and civilians who remain unaccounted for as a result of past conflicts. During my term position, I led recovery teams (consisting of ~10-14 U.S. service members) on multiple missions to Vietnam, South Korea, and Papua New Guinea. Historical research and detailed investigations into geographic regions and specific loss incidents were performed during the planning and preparation phases prior to mission deployment. When deployed, I served as a subject matter expert on investigative elements tasked with systematically investigating, excavating, and recovering human remains and associated material evidence as an aid to case resolution. I researched, planned, and conducted excavation in harsh and hazardous environments with a 100% success rate. Detailed reports of excavation and/or investigation were prepared for submission to a higher authority that included, but were not limited to, detailed results of archaeological recovery operations (to include site maps/diagrams/photos), witness interview results and evaluation, and recommendations for possible further investigation and or recovery strategies.

In the laboratory, I performed forensic analyses of material evidence and recovered skeletal remains and of associated material evidence obtained from recovery scenes. Cases were evaluated for DNA sampling viability. Scientifically sound analysis reports

were written in support of individual identification and ultimate case resolution. The majority of work was conducted independently with little supervision. Findings were communicated both orally and in detailed analysis reports. Overall I produced approximately 25-30 peer reviewed technical reports (Search and Recovery and Material Evidence Reports) per year.

**11/2007-8/2008**                    **Archaeologist/Anthropologist**  
**Edwards-Pitman Environmental Inc.**  
**Cultural Resource Management,**  
**1250 Winchester Pkwy**  
**Smyrna, GA 30080**

As an archaeological crew chief and field technician, I assisted in implementing and conducting Phase I, II, and III excavations for several different types of archaeological sites and surveys under the direction of a project or primarily investigator. While in a laboratory setting I analyzed osteological remains to determine if they were human, non-human, or forensically significant to insure compliance with NAGPRA and local laws. Also while conducting laboratory analysis I assisted in report writing, editing, and artifact inventory and analysis.

**5/2007 – 11/2007**                    **Autopsy Technician and Forensic Anthropology Assistant**  
**Georgia Bureau of Investigation,**  
**Medical Examiner's Office**  
**3121 Panthersville Rd.**  
**Decatur, GA 30034**

As a forensic pathology and forensic anthropology technician, I performed approximately 20-24 forensic autopsies per week, maintained chain of custody and accessioned evidence, was skilled in multiple forms X-ray, performed sharp and blunt force trauma analysis, performed maceration of decomposed decedents for anthropological consult, catalogued and inventoried unidentified skeletonized remains for inclusion into the NAMUS database. I also helped to identify and reassemble fragmentary or commingled remains as well as burned beyond recognition cases.

**5/2006-5/2007**                    **Archaeologist/Physical Anthropologist**  
**Earth Search Incorporated**  
**Cultural Resource Management Firm**  
**4212 St Claude Ave.**  
**New Orleans, LA 70117**

As an archaeological field technician, I assisted in the surface and subsurface archaeological site survey (Phase I and II) and performed Phase II and Phase III excavations of historic and prehistoric archaeological sites. During the course of this employment I also frequently utilized ArcGIS, Terrasync, MS Access, etc and many other programs to locate, map, and report on archaeological sites. While in the lab I conducted fauna remains (zooarchaeological) analysis. In addition to using traditional archaeological methods, I became skilled in deep geological soil sampling using a geologic coring/probing machine that could obtain samples up to 20 m in depth.

**6/2005 –9/2005**                    **Forensic Anthropology and Archaeology Teaching Assistant**  
**California Institute of Peruvian Studies,**  
**Acari, Peru (2004-2005 archaeological field seasons)**

Under the aegis of California Institute for Peruvian studies and Dr. Lidio Valdez (University of Victoria), I excavated, inventoried, and curated prehistoric human and animal remains from Early Intermediate Period sites in southern Peru. While working under Dr. Valdez, I instructed in the proper excavation, collection, cleaning, and curation of prehistoric remains. I also created the biological profiles (age, sex, ancestry, stature, and pathology) of all recovered humans and instructed students in the proper analysis and inventory methods.

## **PROFESSIONAL EXPERIENCE OVERVIEW**

- Experience includes but is not limited to:
  - highly skilled at investigating leads; performing in-depth research; conducting research to support ongoing field/investigative activities; conducting on-site reconnaissance, and surveying terrain for safety and logistical concerns.
  - utilizing a variety of archaeological survey and excavation techniques
  - 10+ years experience in archaeological site illustration, highly proficient in artifact rendering and site mapping
  - high level of experience in maintaining evidence chain of custody
  - skilled in forensic and material evidence photography
  - capable of producing accurate, peer reviewed technical reports
  - skilled in forensic anthropology and osteological analysis of human and fauna remains
  - trained in forensic autopsy techniques
  - trained X-ray technician
  - experience performing gunshot residue (GSR) kits and rape scene analysis kits
  - high level experience analyzing archival records
  - performing field investigations and survey
  - interviewing witnesses in a field environment

## **KNOWLEDGE/SKILLS/ABILITIES**

- Preparing for and conducting excavation operations for a variety of archaeological or forensic sites.
- Consulting with multiple professional sources and researchers regarding the most effective approach to accessing materials suitable for conducting operations.
- Creating and maintaining chain of evidence and custody forms
- Creating and maintaining archaeological and anthropological databases.
- Excellent photographic skills for documenting sites, artifacts, and evidence.
- Preparing detailed maps of archaeological and forensic sites.
- Researching historical records and investigative leads to prepare for field investigations.
- Conducting interviews with local authorities and private witnesses or 3rd party researchers
- Conducting forensic autopsy and performing as an assistant to forensic odontologists
- Maceration of decomposed or partially skeletonized remains

## **PERSONAL INFORMATION**

- Excellent health and physical condition with the ability to work effectively under stressful conditions and in various geographical locales
- Highly self-motivated and work well both independently and collaboratively
- Expert ability to plan/organize work
- Expert ability to establish and maintain strong, effective, working relationships with culturally diverse groups and in culturally diverse environments
- Excellent oral and written communications skills
- Positive mental attitude, committed to high work productivity and eager to learn new skill sets
- Ability to work safely, effectively, and maintain professionalism and composure under adverse and stressful conditions
- Ability to work long hours, weekends, holidays and under undesirable conditions on short notice
- Strong analytical, negotiation, investigatory, administration, and mediation skills
- Experienced rock climber, back-packer, free-diver, and diver

## COMPUTER INFORMATION TECHNOLOGY SKILLS

- Proficient in use of most major computer systems, information systems, spreadsheet applications, graphic and presentation applications, and word processing applications, including but not limited to: *Adobe Illustrator, Adobe Bridge, Adobe Photoshop, Microsoft Windows/ XP / Vista / 7; Microsoft Office Suite: MS Word, MS Excel, MS Access, MS PowerPoint, MS Publisher, Internet Explorer, Mozilla Firefox, Justice Trax, FORDISC (Forensic Discriminate Function Analysis Software), "R" Statistical Analysis Package, Minitab, SPSS, ArcGIS, Terra sync, Surfer*, and various specialized research applications

## PROFESSIONAL AFFILIATIONS/ASSOCIATIONS

- Registered Professional Archaeologist (RPA), 2012-present; #989526
- American Academy of Forensic Sciences (AAFS), 2007-present
- Society for American Archaeology (SAA), 2009-present, Member
- American Association of Physical Anthropologists (AAPA), 2010-Present; Member
- PADI (Professional Association of Diving Instructors) certified with the following specialties: (Deep, Drift, Peak Performance, Search and Recovery, Wreck, and Boat)  
\*Also currently working towards my rescue and dive master certifications

## CONFERENCES/WORKSHOPS ATTENDED

- AAFS 2016 Presented: "Archaeological Data and Analysis from a WWII Battlefield Cemetery (Cemetery 27, Republic of Kiribati, Tarawa, Betio Island)
- AAFS Conference Workshops, 2012: Humanitarian Forensic Science: The Forensic Investigation of Human Remains from Armed Conflicts and Catastrophes
- 22nd and 23rd Annual Symposium: Maritime Archaeology and the History of Hawai'i and the Pacific, 2012, 2013
- Mt. Rainier Ice climbing and crevasse rescue, 2011
- Climb Aloha's Military climbing and operating at heights course, 2010
- AAFS Conference Workshops: Bones and Children: An Interdisciplinary Approach to Forensic Issues, Introduction to Expert Witness Testimony.
- AAFS Conference Workshops, 2009: Advances in Archaeological Approaches to Crime Scene Investigation; New Insight Into Asphyxia by Hanging; NamUS (National Missing and Unidentified Persons System) training and qualification