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105TH CONGRESS, 2d Session | HOUSE OF REPRESENTATIVES | REPORT 105–562, Part I

COMMISSION ON THE ADVANCEMENT OF WOMEN IN SCIENCE, ENGINEERING, AND TECHNOLOGY DEVELOPMENT ACT

JUNE 3, 1998.—Ordered to be printed

Mr. SENSENBRENNER, from the Committee on Science, submitted the following

REPORT

[To accompany H.R. 3007]

[Including cost estimate of the Congressional Budget Office]

The Committee on Science, to whom was referred the bill (H.R. 3007) to establish the Commission on the Advancement of Women in Science, Engineering, and Technology Development, having considered the same, reports favorably thereon with an amendment and recommends that the bill as amended do pass.

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I. AMENDMENT

The amendment is as follows:

Strike out all after the enacting clause and insert in lieu thereof the following:

SECTION 1. SHORT TITLE.

This Act may be cited as the "Commission on the Advancement of Women in Science, Engineering, and Technology Development Act".

SEC. 2. FINDINGS.

The Congress finds the following:

(1) According to the National Science Foundation's 1996 report, Women, Minorities, and Persons with Disabilities in Science and Engineering—

(A) women have historically been underrepresented in scientific and engineering occupations, and although progress has been made over the last several decades, there is still room for improvement;

(B) female students take fewer high-level mathematics and science courses in high school;

(C) female students earn fewer bachelors, masters, and doctoral degrees in science and engineering;

(D) among recent bachelors of science and bachelors of engineering graduates, women are less likely to be in the labor force, to be employed full-time, and to be employed in their field than are men;

(E) among doctoral scientists and engineers, women are far more likely to be employed at 2-year institutions, are far less likely to be employed in research universities, and are much more likely to teach part-time;

(F) among university full-time faculty, women are less likely to chair departments or hold high-ranked positions; and

(G) a substantial salary gap exists between men and women with doctorates in science and engineering.

(2) According to the National Research Council's 1995 report, Women Scientists and Engineers Employed in Industry: Why So Few?—

(A) limited access is the first hurdle faced by women seeking industrial jobs in science and engineering, and while progress has been made in recent years, common recruitment and hiring practices that make extensive use of traditional networks often overlook the available pool of women;

(B) once on the job, many women find paternalism, sexual harassment, allegations of reverse discrimination, different standards for judging the work of men and women, lower salary relative to their male peers, inequitable job assignments, and other aspects of a male-oriented culture that are hostile to women; and

(C) women to a greater extent than men find limited opportunities for advancement, particularly for moving into management positions, and the number of women who have achieved the top levels in corporations is much lower than would be expected, based on the pipeline model.

(3) The establishment of a commission to examine issues raised by the findings of these 2 reports would help—

(A) to focus attention on the importance of eliminating artificial barriers to the recruitment, retention, and advancement of women in the fields of science, engineering, and technology, and in all employment sectors of the United States;

(B) to promote work force diversity;

(C) to sensitize employers to the need to recruit and retain women scientists, engineers, and computer specialists; and

(D) to encourage the replication of successful recruitment and retention programs by universities, corporations, and Federal agencies having difficulties in employing women in the fields of science, engineering, and technology.

SEC. 3. ESTABLISHMENT.

There is established a commission to be known as the "Commission on the Advancement of Women in Science, Engineering, and Technology Development" (in this Act referred to as the "Commission").

SEC. 4. DUTY OF THE COMMISSION.

The Commission shall review available research, and, if determined necessary by the Commission, conduct additional research to—

(1) identify the number of women (including minority women and women with disabilities) in the United States in specific types of occupations in science, engineering, and technology development;

(2) examine the preparedness of women (including minority women and women with disabilities) to—

(A) pursue careers in science, engineering, and technology development; and

(B) advance to positions of greater responsibility within academia, industry, and government;

(3) describe the practices and policies of employers and labor unions relating to the recruitment, retention, and advancement of women (including minority women and women with disabilities) in the fields of science, engineering, and technology development;

(4) identify the opportunities for, and artificial barriers to, the recruitment, retention, and advancement of women (including minority women and women with disabilities) in the fields of science, engineering, and technology development in academia, industry, and government;

(5) compile a synthesis of available research on lawful practices, policies, and programs that have successfully led to the recruitment, retention, and advancement of women (including minority women and women with disabilities) in science, engineering, and technology development;

(6) issue recommendations with respect to lawful policies that government (including Congress and appropriate Federal agencies), academia, and private industry can follow regarding the recruitment, retention, and advancement of women (including minority women and women with disabilities) in science, engineering, and technology development;

(7) identify the disincentives for women (including minority women and women with disabilities) to continue graduate education in the fields of engineering, physics, and computer science;

(8) identify university undergraduate programs that are successful in retaining women (including minority women and women with disabilities) in the fields of science, engineering, and technology development;

(9) identify the disincentives that lead to a disproportionate number of women (including minority women and women with disabilities) leaving the fields of science, engineering, and technology development before completing their undergraduate education;

(10) assess the extent to which the recommendations of the Task Force on Women, Minorities, and the Handicapped in Science and Technology established under section 8 of the National Science Foundation Authorization Act for Fiscal Year 1987 (Public Law 99–383; 42 U.S.C. 1885a note) have been implemented;

(11) compile a list of all Federally funded reports on the subjects of encouraging women (including minority women and women with disabilities) to enter the fields of science and engineering and retaining women (including minority women and women with disabilities) in the science and engineering workforce that have been issued since the date that the Task Force described in paragraph (10) submitted its report to Congress; and

(12) assess the extent to which the recommendations contained in the reports described in paragraph (11) have been implemented.

SEC. 5. MEMBERSHIP.

(a) NUMBER AND APPOINTMENT.—The Commission shall be composed of 11 members as follows:

(1) 3 members appointed by the President from among for-profit entities that hire individuals in the fields of engineering, science, or technology development.

(2) 2 members appointed by the Speaker of the House of Representatives from among such entities.

(3) 2 members appointed by the majority leader of the Senate from among such entities.

(4) 2 members appointed by the Chairman of the National Governors Association from among individuals in education or academia in the fields of life science, physical science, or engineering.

(5) 2 members appointed by the Vice Chairman of the National Governors Association from among such individuals.

(b) INITIAL APPOINTMENTS.—Initial appointments shall be made under subsection (a) not later than 90 days after the date of the enactment of this Act.

(c) TERMS.—

(1) IN GENERAL.—Each member shall be appointed for the life of the Commission.

(2) VACANCIES.—A vacancy in the Commission shall be filled in the manner in which the original appointment was made.

(d) PAY OF MEMBERS.—Members shall not be paid by reason of their service on the Commission.

(e) TRAVEL EXPENSES.—Each member shall receive travel expenses, including per diem in lieu of subsistence, in accordance with sections 5702 and 5703 of title 5, United States Code.

(f) QUORUM.—A majority of the members of the Commission shall constitute a quorum for the transaction of business.

(g) CHAIRPERSON.—The Chairperson of the Commission shall be elected by the members.

(h) MEETINGS.—The Commission shall meet not fewer than 5 times in connection with and pending the completion of the report described in section 8. The Commission shall hold additional meetings for such purpose if the Chairperson or a majority of the members of the Commission requests the additional meetings in writing.

(i) EMPLOYMENT STATUS.—Members of the Commission shall not be deemed to be employees of the Federal Government by reason of their work on the Commission except for the purposes of—

(1) the tort claims provisions of chapter 171 of title 28, United States Code; and

(2) subchapter I of chapter 81 of title 5, United States Code, relating to compensation for work injuries.

SEC. 6. DIRECTOR AND STAFF OF COMMISSION; EXPERTS AND CONSULTANTS.

(a) DIRECTOR.—The Commission shall appoint a Director who shall be paid at a rate not to exceed the maximum annual rate of basic pay payable under section 5376 of title 5, United States Code.

(b) STAFF.—The Commission may appoint and fix the pay of additional personnel as the Commission considers appropriate.

(c) APPLICABILITY OF CERTAIN CIVIL SERVICE LAWS.—The Director and staff of the Commission may be appointed without regard to the provisions of title 5, United States Code, governing appointments in the competitive service, and may be paid without regard to the provisions of chapter 51 and subchapter III of chapter 53 of that title relating to classification and General Schedule pay rates, except that an individual so appointed may not receive pay in excess of the maximum annual rate of basic pay payable under section 5376 of title 5, United States Code.

(d) EXPERTS AND CONSULTANTS.—The Commission may procure temporary and intermittent services under section 3109(b) of title 5, United States Code, at rates for individuals not to exceed the maximum annual rate of basic pay payable under section 5376 of title 5, United States Code.

(e) STAFF OF FEDERAL AGENCIES.—Upon request of the Commission, the Director of the National Science Foundation or the head of any other Federal department or agency may detail, on a reimbursable basis, any of the personnel of that department or agency to the Commission to assist it in carrying out its duties under this Act.

SEC. 7. POWERS OF COMMISSION.

(a) HEARINGS AND SESSIONS.—The Commission may, for the purpose of carrying out this Act, hold hearings, sit and act at times and places, take testimony, and receive evidence as the Commission considers appropriate. The Commission may administer oaths or affirmations to witnesses appearing before it.

(b) POWERS OF MEMBERS AND AGENTS.—Any member or agent of the Commission may, if authorized by the Commission, take any action which the Commission is authorized to take by this section.

(c) OBTAINING OFFICIAL DATA.—The Commission may secure directly from any department or agency of the United States information necessary to enable it to carry out this Act. Upon request of the Chairperson of the Commission, the head of that department or agency shall furnish that information to the Commission.

(d) GIFTS, BEQUESTS, AND DEVISES.—The Commission may accept, use, and dispose of gifts, bequests, or devises of services or property, both real and personal, for the purpose of aiding or facilitating the work of the Commission. Gifts, bequests, or devises of money and proceeds from sales of other property received as gifts, bequests, or devises shall be deposited in the Treasury and shall be available for disbursement upon order of the Commission.

(e) MAILS.—The Commission may use the United States mails in the same manner and under the same conditions as other departments and agencies of the United States.

(f) ADMINISTRATIVE SUPPORT SERVICES.—Upon the request of the Commission, the Administrator of General Services shall provide to the Commission, on a reimbursable basis, the administrative support services necessary for the Commission to carry out its responsibilities under this Act.

(g) CONTRACT AUTHORITY.—To the extent provided in advance in appropriations Acts, the Commission may contract with and compensate government and private agencies or persons for the purpose of conducting research or surveys necessary to enable the Commission to carry out its duties under this Act.

SEC. 8. REPORT.

Not later than 1 year after the date on which the initial appointments under section 5(a) are completed, the Commission shall submit to the President, the Congress, and the highest executive official of each State, a written report containing the findings, conclusions, and recommendations of the Commission resulting from the study conducted under section 4.

SEC. 9. CONSTRUCTION; USE OF INFORMATION OBTAINED.

(a) IN GENERAL.—Nothing in this Act shall be construed to require any non-Federal entity (such as a business, college or university, foundation, or research organization) to provide information to the Commission concerning such entity's personnel policies, including salaries and benefits, promotion criteria, and affirmative action plans.

(b) USE OF INFORMATION OBTAINED.—No information obtained from any entity by the Commission may be used in connection with any employment related litigation.

SEC. 10. TERMINATION; ACCESS TO INFORMATION.

(a) TERMINATION.—The Commission shall terminate 30 days after submitting the report required by section 8.

(b) ACCESS TO INFORMATION.—On or before the date of the termination of the Commission under subsection (a), the Commission shall provide to the National Science Foundation the information gathered by the Commission in the process of carrying out its duties under this Act. The National Science Foundation shall act as a central repository for such information and shall make such information available to the public, including making such information available through the Internet.

SEC. 11. REVIEW OF INFORMATION PROVIDED BY THE NATIONAL SCIENCE FOUNDATION AND OTHER AGENCIES.

(a) PROVISION OF INFORMATION.—At the request of the Commission, the National Science Foundation and any other Federal department or agency shall provide to the Commission any information determined necessary by the Commission to carry out its duties under this Act, including—

(1) data on academic degrees awarded to women (including minority women and women with disabilities) in science, engineering, and technology development, and workforce representation and the retention of women (including minority women and women with disabilities) in the fields of science, engineering, and technology development; and

(2) information gathered by the National Science Foundation in the process of compiling its biennial report on Women, Minorities, and Persons with Disabilities in Science and Engineering.

(b) REVIEW OF INFORMATION.—The Commission shall review any information provided under subsection (a) and shall include in the report required under section 8—

(1) recommendations on how to correct any deficiencies in the collection of the types of information described in that subsection, and in the analysis of such data, which might impede the characterization of the factors which affect the attraction and retention of women (including minority women and women with disabilities) in the fields of science, engineering, and technology development; and

(2) an assessment of the biennial report of the National Science Foundation on Women, Minorities, and Persons with Disabilities in Science and Engineering, and recommendations on how that report could be improved.

SEC. 12. DEFINITION OF STATE.

In this Act, the term "State" includes the several States, the District of Columbia, the Commonwealth of Puerto Rico, the Commonwealth of the Northern Mariana

Islands, American Samoa, Guam, the Virgin Islands, and any other territory or possession of the United States.

II. Purpose of the Bill

The purpose of the bill is to establish the Commission on the Advancement of Women in Science, Engineering, and Technology Development to: (1) identify the number of women in the United States in the fields of science, engineering, and technology development; (2) determine the barriers that exist to women pursuing an education or career within each of these disciplines; and (3) issue recommendations that government, academia, and private industry can follow to encourage the recruitment, retention, and advancement of women in science, engineering, and technology development.

III. Background and Need for the Legislation

Over the last decade, the use of technology has transformed almost every sector of our Nation's economy ranging from transportation and health care to manufacturing and education. In manufacturing alone, high-tech industries are currently the largest manufacturing employer in the United States. In addition, the Bureau of Labor Statistics has predicted the demand for highly skilled workers in computer and data processing services will more than double over the next 10 years. The shift from an industrial age to an information age has resulted in the need for an increased pool of high-tech workers trained in all areas of science, engineering, and technology development.

There has been significant progress over the last decade integrating women into the fields of science, engineering, and technology development. For example, according to the Engineering Workforce Commission of the American Association of Engineering Societies, the percentage of women Ph.D.'s in engineering has increased from .4 percent in 1970 to 12.2 percent in 1997. In addition, the number of medical degrees earned by women rose from 8 percent to 38 percent between 1970 and 1993.

Women, however, continue to be underrepresented in most scientific and engineering fields, thus significantly decreasing the pool of potential high-tech workers. According to the 1996 National Science Foundation report, *Women, Minorities, and Persons with Disabilities in Science and Engineering,* women represent nearly 46 percent of the U.S. labor force, but comprise only 22 percent of all scientists and engineers. With respect to engineering, which includes electrical and computer engineering, the percentage of women in the workforce is still under 10 percent.

In order to ensure that the U.S. high-tech economy continues to flourish well into the 21st Century, the need exists to examine what underlying factors contribute to the relative lack of women in science, engineering, and technology development. H.R. 3007 will establish a Commission on the Advancement of Women in Science, Engineering, and Technology Development to address this issue.

H.R. 3476, similar legislation introduced by Mrs. Morella, was considered under suspension of the rules and passed the House by a voice vote on September 29, 1992. The measure was not acted upon by the Senate.

IV. Summary of Hearings

On March 10, 1998, the Subcommittees on Technology and Basic Research held a joint hearing on "A Review of H.R. 3007, The Advancement of Women in Science, Engineering, and Technology Development Act." Witnesses included: Ms. Belkis Leong-Hong, President-elect, Women in Technology (WIT); Ms. Catherine Didion, Executive Director, Association for Women in Science; Ms. Monica Moman-Saunders, Louisville Gas and Electric Company, representing the American Society of Mechanical Engineers; and Professor Ann M. Quade, Department of Computer Science, Mankato State University.

Ms. Belkis Leong-Hong, testifying as President-elect, Women in Technology, Fairfax, Virginia, emphasized the need to provide young women the support necessary to pursue an education and career in science, engineering, and technology development. As an example of the lack of encouragement for young women to excel in these areas, she stated that nearly one-third of all girls in our high schools report that they were advised against taking advanced mathematics courses. To overcome the lack of support for young women in all areas of science, the need exists for a systematic mentoring process. Women in Technology (WIT) has addressed this problem by establishing a formal mentoring program in the Washington, DC. metropolitan area. Ms. Leong-Hong expresses her support for H.R. 3007 and endorsed the bill on behalf of WIT.

Ms. Catherine Didion, testifying as Executive Director, Association for Women in Science, stated that there needs to be a major change in the way society portrays women in science, engineering, and technology development. In particular, she stated that many young women have a difficult time reconciling the demands of being a woman with being a scientist. She stated that in a recent study by the National Science Teachers Association, 99 percent of the boys and nearly 90 percent of the girls who were asked to draw a picture of a scientists drew a white male scientist. To reinforce this point, she recalled the account of one female scientist who was advised not to wear fingernail polish or makeup if she hoped to be taken seriously. After informally polling the 76 AWIS chapters and asking what was the compelling issue facing women in science, Ms. Didion said she received numerous answers but that almost all of them contained two important recommendations. First, that there is a need to promote an effective mentoring system with adequate reward structures for women in science. Second, flexibility in the workforce is a key contributor to whether women succeed in careers in science. She said many women fear it is unrealistic to both pursue a career in science and also maintain a solid family structure. Ms. Didion endorsed H.R. 3007 on behalf of AWIS.

Professor Ann Quade, testifying as Associate Professor, Department of Computer Science, Mankato State University, expressed her concern about the decline in the number of women pursuing degrees in computer sciences. She cited data indicating a 50% decrease in the number of women pursuing a computer science degree between the years 1986 and 1994. Professor Quade referenced other previously male dominated fields where women have made progress including medicine, law, and business, and said that

the skills necessary to succeed in these areas are essentially the same skills necessary to succeed in computer sciences. She stated that in her experience as an educator, many young women did not have an adequate understanding of what was involved in the computer science field. She indicated that those involved in the profession had not done a very good job of explaining what they do for a living and potential job opportunities for computer science graduates. She supported the idea of a strong mentoring system to achieve this goal. Professor Quade also endorsed H.R. 3007.

Ms. Monica Moman-Saunders, testifying on behalf of the American Society of Mechanical Engineers, cited a number of statistics which indicate that women are making progress in the areas of science, engineering, and technology development. However, she also stated that not enough is being done to recruit, retain, and advance women in these areas. Ms. Moman-Saunders emphasized the need for the Commission established by H.R. 3007 to draw upon the resources of other groups and coordinate its efforts with those that are ongoing in order to keep duplicative research from occurring. ASME, for example, recently completed a similar study aimed at determining whether real or perceived barriers exist that inhibit the participation of women and minorities in their society. This information should be shared and incorporated within the Commission's study. Ms. Moman-Saunders agreed with the other witnesses that mentoring programs are critically important in not only recruitment of women in science, engineering, and technology, but also their retention of women. In conclusion, Ms. Moman-Saunders stated that women constitute nearly half of the Nation's labor force; thus, it is crucial to the Nation's economy that the under-representation of women in science, engineering and technology be rectified. Ms. Moman-Saunders also endorsed H.R. 3007 on behalf of ASME.

V. Committee Actions

On March 26, 1998, the Committee on Science, Subcommittee on Technology convened to markup H.R. 3007, the Commission on the Advancement of Women in Science, Engineering, and Technology Development Act. A substitute amendment was offered and adopted by voice vote. Five amendments to the substitute were considered en bloc and adopted by voice vote.

1. Mrs. Morella offered a substitute amendment to streamline the Commission process and for other purposes. The amendment requires the Commission to be appointed in 90, not 180 days; gives the Commission 1 year, not 18 months to report; terminates the Commission in 30 days, not 1 year, after it reports; and replaces a requirement that NSF conduct a study with language requiring NSF to transmit the data it currently collects to the Commission. In addition the substitute ensures that the States are active participants in the Commission by allowing the National Governors Association Chairman and Vice Chairman to appoint 4 of the 11 Commissioners, and by requiring the Commission's report to be transmitted to all 50 States, the District of Columbia, and the U.S. territories. The substitute was adopted by a voice vote.

2. Mrs. Morella requested unanimous consent to consider five amendments to the substitute offered by Ms. Stabenow, Mrs.

Tauscher, Mr. Doyle, and Ms. Rivers en bloc. The amendments would: (1) require the Commission to identify the disincentives for women to continue graduate educations in the fields of engineering, physics, and computer science; (2) require the National Science Foundation to act as a central repository for all information gathered by the Commission in carrying out its duties and to make the information available to the public, including making it available via the Internet; (3) require the Commission to identify university undergraduate programs that are successful in retaining women in the fields of science, engineering, and technology development and to identify disincentives that lead to a disproportionate number of women leaving these fields before completing their undergraduate degrees; (4) require the Commission to compile a list of all federally funded reports on women in science and to assess the extent to which any recommendations included in these reports, including the National Science Foundation's Task Force on Women, Minorities, and the Handicapped in Science and Technology, have been implemented; and (5) require all federal agencies, including the National Science Foundation, to provide at the request of the Commission any data collected by these agencies relevant to the work of the Commission and require the Commission to analyze the data and offer recommendations regarding deficiencies in the collection process. The amendments to the substitute were considered en bloc and adopted by voice vote.

With a quorum present, Mr. Barcia moved that H.R. 3007, as amended, be reported. The motion was adopted by a voice vote.

On May 13, 1998, the Committee on Science convened to markup H.R. 3007. A substitute and an en bloc amendment to the substitute were adopted by voice vote. An amendment to the en bloc amendment was rejected by voice vote.

1. Mrs. Morella offered an Amendment in the Nature of a Substitute which consisted of the text of H.R. 3007 as reported by the Technology Subcommittee. The amendment was agreed to by a voice vote.

2. Chairman Sensenbrenner offered an en bloc amendment to the substitute reflecting four amendments offered by Ms. Johnson, Ms. Stabenow, Ms. Lee, and Ms. Jackson Lee. The en bloc amendment: inserts a new section of findings based on the findings of the National Science Foundation's 1996 report, *Women, Minorities, and Persons with Disabilities in Science and Engineering,* and the National Research Council's 1995 report, *Women Scientists and Engineers Employed in Industry, Why so Few?;* strikes the word "nondiscriminatory" as it appears in the legislation and replaces it with the word "lawful"; prohibits members of the Commission from being compensated for days in which they partake in Commission business; and strikes the term "women" as it appears in the legislation and replaces it with the term "women (including minority women and women with disabilities)." The en bloc amendment was adopted by a voice vote.

3. Mr. Bartlett offered an amendment to the en bloc amendment to strike language contained in the Findings (Section 2 (3) (B & C)) related to workforce diversity and sensitizing employers to the need to recruit and retain women scientists, engineers, and computer specialists. The amendment was defeated by a voice vote.

With a quorum present, Mr. Brown moved that H.R. 3007, as amended, be reported. The motion was adopted by a voice vote.

VI. Summary of Major Provisions of the Bill

H.R. 3007 establishes the Commission on the Advancement of Women in Science, Engineering, and Technology Development to examine the barriers that exist to women scientists and engineers. Specifically, H.R. 3007 requires the Commission to:

1. Identify the number of women in the United States in the fields of science, engineering, and technology development.
2. Examine the preparedness of women to pursue careers in science, engineering, and technology development and to advance to positions of greater responsibility in academia, industry, and government.
3. Describe university undergraduate programs that are successful in retaining women in the areas of science, engineering, and technology development.
4. Identify any disincentives that have led to a disproportionate number of women either leaving the fields of science, engineering, and technology development before receiving a degree or declining to pursue a graduate education in any of these disciplines.
5. Examine the current practices and policies of employers relating to the recruitment, retention, and advancement of women in science, engineering, and technology development, and to compile a synthesis of available research in areas where such practices, policies, and programs have proven successful.
5. Issue recommendations, in the form of a report, that government, academia, and private industry can follow to encourage and assist women pursuing an education and career in the fields of science, engineering, and technology development.

VII. Section-by-Section Analysis (By Title and Section) and Committee Views

Section 1. Short Title

The Act's title is the "Commission on the Advancement of Women in Science, Engineering, and Technology Development Act."

Section 2. Findings

The Committee finds that according to the 1996 National Science Foundation's report, *Women, Minorities, and Person with Disabilities in Science and Engineering:*

1. Women have historically been underrepresented in scientific and engineering occupations, and although progress has been made over the last several decades, there is still room for improvement.
2. Female students take fewer high-level mathematics and science courses in high school.
3. Female students earn fewer bachelors, masters, and doctoral degrees in science and engineering.
4. Among recent bachelors of science and bachelors of engineering graduates, women are less likely to be in the labor force, to be employed full-time, and to be employed in their field than are men.
5. Among doctoral scientists and engineers, women are far more likely to be employed at 2 year institutions, are far less likely to

be employed in research universities, and are much more likely to teach part-time.

6. Among university full-time faculty, women are less likely to chair departments or hold high ranking positions.

7. A substantial salary gap exists between men and women with doctorates in science and engineering.

The Committee also finds that according to the National Science Foundation's 1995 report, *Women Scientists and Engineers Employed in Industry: Why so Few?:*

1. Limited access is the first hurdle faced by women seeking industrial jobs in science and engineering, and while progress has been made in recent years, common recruitment and hiring practices that make extensive use of traditional networks often overlook the available pool of women.

2. Once on the job, many women find paternalism, sexual harassment, allegations of reverse discrimination, different standards for judging the work of women and men, lower salary relative to their male peers, inequitable job assignments, and other aspects of a male-oriented culture that are hostile to women.

3. Women to a greater extent than men find limited opportunities for advancement, particularly for moving into management positions, and the number of women who have achieved the top levels in corporations is much lower than would be expected, based on the pipeline model.

The establishment of a commission to examine issues raised by the findings in these two reports would help:

1. Focus attention on the importance of eliminating artificial barriers to the recruitment, retention, and advancement of women in the fields of science, engineering, and technology, and in all employment sectors of the United States;

2. Promote work force diversity;

3. Sensitize employers to the need to recruit and retain women scientists, engineers, and computer specialists; and

4. Encourage the replication of successful recruitment and retention programs by universities, corporations, and federal agencies having difficulties in employing women in the fields of science, engineering, and technology.

Section 3. Establishment

Establishes the "Commission on the Advancement of Women in Science, Engineering, and Technology Development."

Section 4. Duty of the Commission

The Commission shall review available research, and, if determined necessary by the Commission, conduct additional research to:

1. identify the number of women in the United States in the fields of science, engineering, and technology development;

2. examine the preparedness of all women to:

(A) pursue careers in science, engineering, and technology development; and

(B) advance to positions of greater responsibility within academia, industry, and government;

3. describe the practices and policies of employers and labor unions relating to the recruitment, retention, and advancement of all women in the fields of science, engineering, and technology development;

4. identify the opportunities for, and artificial barriers to, the recruitment, retention, and advancement of all women in the fields of science, engineering, and technology development in academia, industry, and government;

5. compile a synthesis of available research on lawful practices, policies, and programs that have successfully led to the recruitment, retention, and advancement of all women in science, engineering, and technology development;

6. issue recommendations with respect to lawful policies that government (including Congress and appropriate federal agencies), academia, and private industry can follow to assist in the recruitment, retention, and advancement of all women in science, engineering, and technology development;

7. identify the disincentives for all women to continue graduate education in the fields of engineering, physics, and computer science;

8. identify university undergraduate programs that are successful in retaining all women in the fields of science, engineering, and technology development;

9. identify the disincentives that lead to a disproportionate number of all women leaving the fields of science, engineering, and technology development before completing their undergraduate education;

10. assess the extent to which the recommendations of the Task Force on Women, Minorities, and the Handicapped in Science and Technology established under Section 8 of the National Science Foundation Authorization Act for Fiscal Year 1987 have been implemented;

11. compile a list of all federally funded reports on the subjects of encouraging all women to enter the fields of science and engineering and retaining all women in the science and engineering workforce that have been issued since the date that the Task Force on Women, Minorities, and the Handicapped in Science and Technology submitted its report to Congress; and

12. assess the extent to which the recommendations contained in the reports described in paragraph (11) have been implemented.

Committee Views

The Committee expects the Commission to conduct a thorough analysis of the current status of all women (including minorities and women with disabilities) in the fields of science, engineering, and technology development and to provide insight as to the barriers that face women pursuing an education or career in these disciplines.

There have been varying attempts in the past by other federal entities and private organizations to address the issue of women in science and engineering. However, little has been done to coordinate these efforts or to develop a uniform analysis of the problem. The Committee believes it is important to coordinate these efforts, rather than allow public policy to be driven by a plethora of dif-

ferent reports, statistics, and recommendations. It is not the intent of the Committee to have the Commission duplicate any previous research or work done in this area. Rather, the Committee believes the Commission should utilize the existing disparate body of information on this issue, to the extent possible, in carrying out its duties.

In its report, the Commission is expected to provide a list of recommendations with respect to lawful policies that government, academia, and private industry can follow to encourage and assist in the recruitment, retention, and advancement of women in science, engineering, and technology development.

The use of the term "lawful" in the bill is intended to reinforce the Committee's opposition to the use of quotas in advancing women in the fields of science, engineering, and technology development. The Committee supports programs which promote efforts to recruit and retain women into the fields of science, engineering, and technology development on the basis of merit.

The Committee does not intend that the Commission review all existing federal programs to assess their compliance with the law. Rather, the Committee believes the Commission should not include in its report recommendations for any programs that have been judged by a federal court to be in violation of the U.S. Constitution or a federal civil rights statute.

Section 5. Membership

(a) The Commission will be made up of 11 members to be appointed by the President (3), the Speaker of the House (2), the Majority Leader of the Senate (2), and the Chairman and Vice Chairman of the National Governors Association (2 each). The membership of the Commission shall consist of individuals from for profit entities who hire individuals in the fields of engineering, science, and technology development, and individuals in education or academia in the fields of life science, physical science, or engineering.

(b) The Commission must be appointed within 90 days of enactment of the act.

(c) Members are appointed for the life of the Commission and any vacancies will be filled in the same manner in which the original appointment was made.

(d) Members will not be paid, but will be reimbursed for travel and receive per diem.

(e) A Commission quorum consists of the majority of the Commission.

(f) The Chairperson of the Commission shall be elected by its members.

(g) The Commission must meet at least five times before issuing its report.

(h) A member of the Commission is not deemed to be a federal employee except with regard to tort claims and workers compensation for injuries.

Committee Views

The Committee supports actively involving the States in the Commission process by allowing the National Governors Association's Chair and Vice Chair to appoint 4 members to the Commis-

sion. In addition, it is the intent of the Committee to define the types of people expected to serve on the Commission. The Committee believes the Commission members should be selected from among those candidates who are involved on a day-to-day basis both in hiring and retaining women scientists and engineers, and people who are actively involved in educating women in these areas.

Section 6. Director and Staff of Commission; Experts and Consultants

(a) The Commission will have a director appointed by its members.

(b) The Commission may hire staff as the members deem appropriate.

(c) Commission staff can be hired without going through standard federal employment practices.

(d) The Commission may hire consultants and experts.

(e) The Director of the National Science Foundation and other federal agencies may detail staff to the commission on a reimbursable basis.

Committee Views

This section is intended to give the Commission members the authority to establish the support team necessary to carry out the duties of the Commission. This includes giving the Commission discretion over such issues as the selection of a director, the hiring of additional staff, if deemed necessary, and the procurement of the services of other experts and or consultants. The Committee does not intend that the Commission create a large staff which would duplicate work already being conducted at various government agencies.

Section 7. Powers of Commission

(a) The Commission may hold hearings, sit, take testimony, and receive evidence as the Commission considers appropriate.

(b) The Commission may authorize its individual members to take actions which the Commission is authorized to take.

(c) The Commission may request from any federal agency information necessary to enable it to carryout its work. Upon request of the Chairperson of the Commission, the head of that department or agency shall furnish that information to the Commission.

(d) The Commission may accept, use, and dispose of gifts for the purpose of aiding or facilitating its work. Gifts shall be deposited in the Treasury and shall be available to the Commission.

(e) The Commission may use the United States mail in the same manner and under the same conditions as other departments and agencies of the United States.

(f) The Administrator of General Services shall provide to the Commission, on a reimbursable basis, the administrative support it requires.

(g) To the extent provided in advance in appropriations bills, the Commission may contract with and compensate government and private agencies or persons for the purpose of conducting research or surveys.

Committee Views

It is the intent of the Committee that the Commission operate in an independent and autonomous manner. The Committee authorizes the Commission to hold hearings, receive testimony, and collect other relevant information. The Committee has given the Commission significant authority to collect information. The Committee believes the Commission should use care in its use of this authority, especially in its request for information collected by federal agencies from private sources. The Commission should use great discretion in requesting information considered sensitive by agencies which have collected information from the private sector. It is not the Committee's intention to harm private companies which have cooperated with federal agencies by supplying proprietary information about the companies hiring practices.

Section 8. Report

Not later than 1 year after the Commission is established, the Commission shall submit to the President, the Congress, and the highest executive official of each State, a written report containing the findings, conclusions, and recommendations of the Commission.

Committee Views

The Committee has described in length in Section 4 the types of information which it expects to be included in the Commission's final report.

Section 9. Construction; Use of Information Obtained

(a) Non-federal entities such as a business, college or university, foundation, or research organization are not required to provide information to the Commission concerning their personnel policies, including salaries and benefits, promotion criteria, and affirmative action plans.

(b) No information obtained from any entity by the Commission may be used in connection with any employment related litigation.

Committee Views

The Committee believes that in order for the Commission to issue a report which reflects the true nature of those barriers that exist for women in science, engineering, and technology development, it is important for the Commission to receive a comprehensive overview of the current policies and practices of employers relating to the recruitment and retainment of women scientists and engineers. However, it is not the intent of the Committee to force non-federal entities to supply the Commission with information directly related to their personnel policies. To promote voluntary cooperation from the private sector, the Committee believes it is important to emphasize that no information gathered by the Commission may be used in connection with any employment related litigation.

Section 10. Termination

(a) The Commission is terminated 30 days after submitting its report.

(b) After the termination of the Commission, the National Science Foundation will act as a central depository for all information gathered by the Commission in carrying out its duties and will make such information available to the public, including making the information available via the Internet.

Committee Views

The Commission is expected to provide a list of recommendations that government, academia, and private organizations can follow to encourage and assists women in the fields of science, engineering, and technology development. The Committee believes that utilizing the Internet to make the findings and recommendations of the Commission available to the general public is an effective way to reach a large portion of those individuals and entities who can most benefit from the work of the Commission, namely those in academia and industry who might not otherwise have access to the final report. It is the intent of the Committee to ensure wide distribution of the Commission's findings and recommendations. However, it is not the intent of the Committee that private information, such as personnel policies of specific private organizations or businesses, gathered by the Commission in compiling its report, be distributed via the Internet to the general public unless such distribution is specifically authorized by the business.

Section 11. Review of Information Provided by the National Science Foundation and other Agencies

(a) At the request of the Commission, the National Science Foundation and other federal agencies shall provide information to the Commission to carry out is duties, including:

(1) data on academic degrees awarded to women in science, engineering, and technology development, and workforce representation and retention of women in the fields of science, engineering, and technology development; and

(2) information gathered by the National Science Foundation in the process of compiling its biennial report on Women, Minorities, and Persons with Disabilities in Science and Engineering.

(b) The Commission shall review any information provided in subsection (a) and shall include in its final report:

(1) recommendations on how to correct any deficiencies in the collection and analysis of the types of information gathered by the National Science Foundation or other federal agencies which might impede the characterization of the factors which affect the attraction and retention of women in the fields of science, engineering, and technology development; and

(2) an assessment of the biennial report of the National Science Foundation on Women, Minorities, and Persons with Disabilities in Science and Engineering, and recommendations on how the report can be improved.

Committee Views

Several federal entities, including the National Science Foundation, collect a wide variety of raw data and statistics on the issue of women in science, engineering, and technology development. Ex-

amples of this data include the number of women employed in science and engineering, the types of jobs they hold, and their educational background. The Committee reaffirms its intent that the Commission not duplicate the previous work of federal agencies on this topic. The Committee believes that, through its review process, the Commission has a unique opportunity to identify any deficiencies in existing data.

Section 12. Definition of State

Defines the term "State" to include the 50 States, the District of Columbia, the Commonwealth of Puerto Rico, the Commonwealth of the Northern Mariana Islands, American Samoa, Guam, the Virgin Islands, and any other territory or possession of the United Sates.

VIII. Committee Cost Estimate

Clause 7(a) of Rule XIII of the Rules of the House of Representatives requires each Committee report accompanying each bill or joint resolution of a public character to contain: (1) an estimate, made by such Committee, of the costs which would be incurred in carrying out such bill or joint resolution in the fiscal year in which it is reported, and in each of the 5 fiscal years following such fiscal year (or for the authorized duration of any program authorized by such bill or joint resolution, if less than 5 years); (2) a comparison of the estimate of costs described in subparagraph (1) of this paragraph made by such Committee with an estimate of such costs made by any government agency and submitted to such Committee; and (3) when practicable, a comparison of the total estimated funding level for the relevant program (or programs) with the appropriate levels under current law. However, clause 7(d) of that Rule provides that this requirement does not apply when a cost estimate and comparison prepared by the Director of the Congressional Budget Office under Section 403 of the Congressional Budget Act of 1974 has been timely submitted prior to the filing of the report and included in the report pursuant to clause 2(l)(3)(C) of Rule XI. A cost estimate and comparison prepared by the Director of the Congressional Budget Office under Section 403 of the Congressional Budget Act of 1974 has been timely submitted prior to the filing of this report and included in Section IX of this report pursuant to clause 2(l)(3)(C) of Rule XI.

Clause 2(l)(3)(B) of Rule XI of the Rules of the House of Representatives requires each Committee report that accompanies a measure providing new budget authority (other than continuing appropriations), new spending authority, or new credit authority, or changes in revenues or tax expenditures to contain a cost estimate, as required by Section 308(a)(1) of the Congressional Budget Act of 1974 and, when practicable with respect to estimates of new budget authority, a comparison of the total estimated funding level for the relevant program (or programs) to the appropriate levels under current law. H.R. 3007 does not contain any new budget authority, credit authority, or changes in revenues or tax expenditures. Assuming that the sums authorized under the bill are appropriated, H.R. 3007 does authorize additional discretionary spending, as de-

scribed in the Congressional Budget Office report on the bill, which is contained in Section IX of this report.

IX. Congressional Budget Office Cost Estimate

Congressional Budget Office
U.S. Congress
Washington, DC. 20515
June E. O'Neill, Director

May 21, 1998

Honorable F. James Sensenbrenner, Jr.,
Chairman, Committee on Science,
U.S. House of Representatives,
Washington, DC. 20515

Dear Mr. Chairman:

The Congressional Budget Office has prepared the enclosed cost estimate for H.R. 3007, the Commission on the Advancement of Women in Science, Engineering, and Technology Development Act.

If you wish further details on this estimate, we will be pleased to provide them. The CBO staff contacts are Joanna Wilson and Kathleen Gramp, both of whom can be reached at 226-2860.

Sincerely,

June E. O'Neill

Enclosure

cc: Honorable George E. Brown, Jr., Ranking Minority Member

CONGRESSIONAL BUDGET OFFICE COST ESTIMATE

May 21, 1998

H.R 3007

Commission on the Advancement of Women in Science, Engineering, and Technology Development Act

As ordered reported by the House Committee on Science on May 13, 1998

H.R. 3007 would establish an 11-member commission to study the barriers that face women in the fields of science, engineering, and technology. The bill would direct the commission to evaluate the current status of women in these fields and examine both successful and unsuccessful programs that encourage women to pursue such careers. The commission would have the authority to conduct hearings and to contract with various private or government agencies or individuals to collect information. The bill would direct the commission to hire a director and appoint additional personnel and would require it to submit a report within one year after its members are appointed.

Assuming appropriation of the necessary amounts, CBO estimates that implementing H.R. 3007 would cost approximately $1 million over the 1999–2000 period. Based on information provided by the National Science Foundation and other commissions, CBO assumes that the commission would hire a small staff and seek assistance from outside consultants to compile and analyze the information. Because the report would have to be completed within one year, we also expect that the commission would rely heavily upon available information.

H.R. 3007 would authorize the commission to accept and use gifts and donations. Donations of money are recorded in the budget as governmental receipts (revenues) and the use of any such amounts under this bill would be direct spending. Because H.R. 3007 could affect receipts and direct spending, pay-as-you-go procedures would apply. CBO expects that any such effects would be negligible.

The bill contains no intergovernmental or private-sector mandates as defined in Unfunded Mandates Reform Act of 1995 and would not affect the budgets of state, local, or tribal governments.

The CBO staff contacts for this estimate are Joanna Wilson and Kathleen Gramp, both of whom can be reached at 226-2860. This estimate was approved by Robert A. Sunshine, Deputy Assistant Director for Budget Analysis.

X. Compliance With Public Law 104–4

H.R. 3007 contains no unfunded mandates.

XI. Committee Oversight Findings and Recommendations

Clause 2(l)(3)(A) of Rule XI of the Rules of the House of Representatives requires each Committee report to include oversight findings and recommendations required pursuant to clause 2(b)(1) of rule X. The Committee has no oversight findings.

XII. Oversight Findings and Recommendations by the Committee on Government Reform and Oversight

Clause 2(l)(3)(D) of Rule XI of the Rules of the House of Representatives requires each Committee report to contain a summary of the oversight findings and recommendations made by the House Government Reform and Oversight Committee pursuant to clause 4(c)(2) of Rule X, whenever such findings and recommendations have been submitted to the Committee in a timely fashion. The Committee on Science has received no such findings or recommendations from the Committee on Government Reform and Oversight.

XIII. Constitutional Authority Statement

Clause 2(l)(4) of Rule XI of the Rules of the House of Representatives requires each report of a Committee on a bill or joint resolution of a public character to include a statement citing the specific powers granted to the Congress in the Constitution to enact the law proposed by the bill or joint resolution. Article I, section 8 of the Constitution of the United States grants Congress the authority to enact H.R. 3007.

XIV. Federal Advisory Committee Statement

The functions of the advisory committee authorized in H.R. 3007 are not currently being nor could they be performed by one or more agencies or by enlarging the mandate of another existing advisory committee.

XV. Congressional Accountability Act

The Committee finds that H.R. 3007 does not relate to the terms and conditions of employment or access to public services or accommodations within the meaning of Section 102(b)(3) of the Congressional Accountability Act (Public Law 104–1).

XVI. Committee Recommendations

On May 13, 1998, a quorum being present, the Committee favorably reported H.R. 3007, the Commission on the Advancement of Women in Science, Engineering, and Technology Development Act, by a voice vote, and recommends its enactment.

XVII. PROCEEDINGS OF THE SUBCOMMITTEE MARKUP

SUBCOMMITTEE MARKUP OF H.R. 3007, THE COMMISSION ON THE ADVANCEMENT OF WOMEN IN SCIENCE, ENGINEERING, AND TECHNOLOGY DEVELOPMENT ACT

THURSDAY, MARCH 26, 1998

U.S. HOUSE OF REPRESENTATIVES,
COMMITTEE ON SCIENCE,
SUBCOMMITTEE ON TECHNOLOGY,
Washington, DC.

The Subcommittee met at 10:12 a.m., in room 2318 of the Rayburn House Office Building, Hon. Constance A. Morella, Chairwoman of the Subcommittee, presiding.

Mrs. MORELLA. We will now consider H.R. 3007, the Commission on the Advancement of Women in Science, Engineering, and Technology Act.

I would like to ask that for the first reading of the bill, ask unanimous consent that the bill be considered as read and open to amendment at any point.

[The text of H.R. 3007 and a section-by-section analysis follow:]

I

105TH CONGRESS
1ST SESSION

H. R. 3007

To establish the Commission on the Advancement of Women in Science, Engineering, and Technology Development.

IN THE HOUSE OF REPRESENTATIVES

NOVEMBER 9, 1997

Mrs. MORELLA introduced the following bill; which was referred to the Committee on Education and the Workforce, and in addition to the Committee on Science, for a period to be subsequently determined by the Speaker, in each case for consideration of such provisions as fall within the jurisdiction of the committee concerned

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A BILL

To establish the Commission on the Advancement of Women in Science, Engineering, and Technology Development.

Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled,

SECTION 1. SHORT TITLE.

This Act may be cited as the "Commission on the Advancement of Women in Science, Engineering, and Technology Development Act".

SEC. 2. FINDINGS.

The Congress finds that—

1 (1) despite a consistently high presence of
2 women in the professional and total work forces of
3 the United States, women continue to be underrep-
4 resented in the fields of science, engineering, and
5 technology;
6 (2) women in the fields of science, engineering,
7 and technology have higher rates of unemployment
8 and underemployment than their male counterparts,
9 although the number of women receiving degrees in
10 science, engineering, and the computer sciences has
11 increased since 1981;
12 (3) artificial barriers exist in the recruitment,
13 retention, and advancement of women in the fields
14 of science, engineering, and technology;
15 (4) academia, industry, and government are in-
16 creasingly aware of the necessity of and the advan-
17 tages derived from diversity in the fields of science,
18 engineering, and technology;
19 (5) initiatives of the White House Task Force
20 on Women, Minorities, and the Handicapped in
21 Science and Technology and of the Federal Coordi-
22 nating Council on Science, Engineering, and Tech-
23 nology have been instrumental in raising public
24 awareness of—

1 (A) the underrepresentation of women in
2 the fields of science, engineering, and tech-
3 nology; and
4 (B) the desirability of eliminating artificial
5 barriers to the recruitment, retention, and ad-
6 vancement of women in such fields; and
7 (6) the establishment of a commission to exam-
8 ine issues raised by these initiatives would help to—
9 (A) focus greater attention on the impor-
10 tance of eliminating artificial barriers to the re-
11 cruitment, retention, and advancement of
12 women in the fields of science, engineering, and
13 technology and in all employment sectors of the
14 United States;
15 (B) promote work force diversity;
16 (C) sensitize employers to the need to re-
17 cruit and retain women scientists, engineers,
18 and computer specialists; and
19 (D) encourage the replication of successful
20 recruitment and retention programs by univer-
21 sities, corporations, and Federal agencies hav-
22 ing difficulties in employing women in the fields
23 of science, engineering, and technology.

1 **SEC. 3. ESTABLISHMENT.**

2 There is established a commission to be known as the
3 "Commission on the Advancement of Women in Science,
4 Engineering, and Technology Development" (in this Act
5 referred to as the "Commission").

6 **SEC. 4. DUTY OF THE COMMISSION.**

7 The Commission shall conduct a study to—
8 (1) identify the number of women in the United
9 States in the fields of science, engineering, and tech-
10 nology, and the specific types of occupations in such
11 fields in which women scientists, engineers, and
12 technology specialists are underrepresented;
13 (2) examine the preparedness of women to—
14 (A) pursue careers in science, engineering,
15 and technology; and
16 (B) advance to positions of greater respon-
17 sibility within academia, industry, and govern-
18 ment;
19 (3) describe the practices and policies of em-
20 ployers and labor unions relating to the recruitment,
21 retention, and advancement of women in the fields
22 of science, engineering, and technology;
23 (4) identify the opportunities for, and artificial
24 barriers to, the recruitment, retention, and advance-
25 ment of women in the fields of science, engineering,

1 and technology in academia, industry, and govern-
2 ment;
3 (5) describe the employment situations in which
4 the recruitment, retention, and advancement of
5 women in science, engineering, and technology are
6 comparable to their male counterparts, and identify
7 those situations in which such comparability does
8 not exist;
9 (6) compile a synthesis of available research on
10 practices, policies, and programs that have success-
11 fully led to the recruitment, retention, and advance-
12 ment of women in the fields of science, engineering,
13 and technology, including training programs, rota-
14 tional assignments, developmental programs, reward
15 programs, employee benefit structures, and family
16 leave policies;
17 (7) examine such other issues and information
18 relating to the advancement of women in the fields
19 of science, engineering, and technology as are deter-
20 mined by the Commission to be appropriate; and
21 (8) issue recommendations that government (in-
22 cluding Congress and appropriate Federal agencies),
23 academia, and private industry can follow to assist
24 in the recruitment, retention, and advancement of
25 women in science, engineering, and technology.

1 **SEC. 5. MEMBERSHIP.**

2 (a) NUMBER AND APPOINTMENT.—The Commission
3 shall be composed of 18 members as follows:

4 (1) The Director of the National Science Foun-
5 dation.

6 (2) The Administrator of the National Aero-
7 nautics and Space Administration.

8 (3) The Secretary of Energy.

9 (4) The Under Secretary of Commerce for
10 Technology.

11 (5) The Under Secretary of Commerce for
12 Oceans and Atmosphere.

13 (6) The Director of the National Institutes of
14 Health.

15 (7) The Director of the Office of Science and
16 Technology Policy.

17 (8) 3 members appointed jointly by the Speaker
18 of the House of Representatives and the majority
19 leader of the Senate.

20 (9) 1 member appointed by the majority leader
21 of the House of Representatives.

22 (10) 1 member appointed by the minority lead-
23 er of the House of Representatives.

24 (11) 1 member appointed by the majority lead-
25 er of the Senate.

1 (12) 1 member appointed by the minority lead-
2 er of the Senate.
3 (13) 2 Members of the House of Representa-
4 tives, appointed jointly by the majority leader and
5 the minority leader of the House of Representatives.
6 (14) 2 Senators appointed jointly by the major-
7 ity leader and the minority leader of the Senate.
8 (b) ADDITIONAL QUALIFICATIONS.—Initial appoint-
9 ments shall be made under subsection (a) not later than
10 180 days after the date of the enactment of this Act. In
11 making each appointment under subsection (a), the ap-
12 pointing authority shall consider (among other factors)
13 whether the individual—
14 (1) is a member of an organization representing
15 women and minorities;
16 (2) holds executive management or senior deci-
17 sionmaking positions in any business entity; and
18 (3) possesses academic expertise or other recog-
19 nized abilities relating to employment and employ-
20 ment discrimination issues.
21 (c) CONTINUATION OF MEMBERSHIP.—If a member
22 was appointed to the Commission because the member was
23 an officer or employee of any government, that member
24 may continue as a member of the Commission for not

1 longer than the 60-day period beginning on the date the
2 member ceases to be such an officer or employee.
3 (d) TERMS.—
4 (1) IN GENERAL.—Each member shall be ap-
5 pointed for the life of the Commission.
6 (2) VACANCIES.—A vacancy in the Commission
7 shall be filled in the manner in which the original
8 appointment was made.
9 (e) BASIC PAY.—
10 (1) RATES OF PAY.—Except as provided in
11 paragraph (2), each member of the Commission
12 shall receive compensation at the daily equivalent of
13 the maximum rate of pay payable under section
14 5376 of title 5, United States Code, for each day the
15 member is engaged in the performance of duties for
16 the Commission, including attendance at meetings
17 and conferences of the Commission, and travel to
18 conduct the duties of the Commission.
19 (2) PROHIBITION OF COMPENSATION OF FED-
20 ERAL EMPLOYEES.—Members of the Commission
21 who are full-time officers or employees of the United
22 States or Members of Congress may not receive ad-
23 ditional pay, allowances, or benefits by reason of
24 their service on the Commission.

1 (f) TRAVEL EXPENSES.—Each member shall receive
2 travel expenses, including per diem in lieu of subsistence,
3 in accordance with sections 5702 and 5703 of title 5,
4 United States Code.

5 (g) QUORUM.—A majority of the members of the
6 Commission shall constitute a quorum for the transaction
7 of business.

8 (h) CHAIRPERSON.—The Director of the Office of
9 Science and Technology Policy shall serve as the Chair-
10 person of the Commission.

11 (i) MEETINGS.—

12 (1) MEETINGS PRIOR TO COMPLETION OF RE-
13 PORT.—The Commission shall meet not fewer than
14 5 times in connection with and pending the comple-
15 tion of the reports described in subsections (a) and
16 (b) of section 8. The Commission shall hold addi-
17 tional meetings for such purpose if the Chairperson
18 or a majority of the members of the Commission re-
19 quests the additional meetings in writing.

20 (2) MEETINGS AFTER COMPLETION OF RE-
21 PORT.—The Commission shall meet at least once,
22 but not more than twice after the completion of the
23 report described in section 8(b), in connection with
24 and pending completion of the report required by
25 section 8(c).

1 (j) EMPLOYMENT STATUS.—A member of the Com-
2 mission, who is not otherwise an officer or employee of
3 the Federal Government, shall not be deemed to be an
4 employee of the Federal Government except for the pur-
5 poses of—
6 (1) the tort claims provisions of chapter 171 of
7 title 28, United States Code; and
8 (2) subchapter I of chapter 81 of title 5, United
9 States Code, relating to compensation for work inju-
10 ries.

11 **SEC. 6. DIRECTOR AND STAFF OF COMMISSION; EXPERTS**
12 **AND CONSULTANTS.**

13 (a) DIRECTOR.—The Commission shall have a Direc-
14 tor who shall be appointed by the Chairperson. The Direc-
15 tor shall be paid at a rate not to exceed the maximum
16 annual rate of basic pay payable under section 5376 of
17 title 5, United States Code.
18 (b) STAFF.—Subject to rules prescribed by the Com-
19 mission, the Chairperson may appoint and fix the pay of
20 additional personnel as the Chairperson considers appro-
21 priate.
22 (c) APPLICABILITY OF CERTAIN CIVIL SERVICE
23 LAWS.—The Director and staff of the Commission may
24 be appointed without regard to the provisions of title 5,
25 United States Code, governing appointments in the com-

1 petitive service, and may be paid without regard to the
2 provisions of chapter 51 and subchapter III of chapter 53
3 of that title relating to classification and General Schedule
4 pay rates, except that an individual so appointed may not
5 receive pay in excess of the maximum annual rate of basic
6 pay payable under section 5376 of title 5, United States
7 Code.

8 (d) EXPERTS AND CONSULTANTS.—The Commission
9 may procure temporary and intermittent services under
10 section 3109(b) of title 5, United States Code, at rates
11 for individuals not to exceed the maximum annual rate
12 of basic pay payable under section 5376 of title 5, United
13 States Code.

14 (e) STAFF OF FEDERAL AGENCIES.—Upon request
15 of the Commission, the head of any Federal department
16 or agency may detail, on a reimbursable basis, any of the
17 personnel of that department or agency to the Commission
18 to assist it in carrying out its duties under this Act.

19 **SEC. 7. POWERS OF COMMISSION.**

20 (a) HEARINGS AND SESSIONS.—The Commission
21 may, for the purpose of carrying out this Act, hold hear-
22 ings, sit and act at times and places, take testimony, and
23 receive evidence as the Commission considers appropriate.
24 The Commission may administer oaths or affirmations to
25 witnesses appearing before it.

1 (b) POWERS OF MEMBERS AND AGENTS.—Any mem-
2 ber or agent of the Commission may, if authorized by the
3 Commission, take any action which the Commission is au-
4 thorized to take by this section.

5 (c) OBTAINING OFFICIAL DATA.—The Commission
6 may secure directly from any department or agency of the
7 United States information necessary to enable it to carry
8 out this Act. Upon request of the Chairperson of the Com-
9 mission, the head of that department or agency shall fur-
10 nish that information to the Commission.

11 (d) GIFTS, BEQUESTS, AND DEVISES.—The Commis-
12 sion may accept, use, and dispose of gifts, bequests, or
13 devises of services or property, both real and personal, for
14 the purpose of aiding or facilitating the work of the Com-
15 mission. Gifts, bequests, or devises of money and proceeds
16 from sales of other property received as gifts, bequests,
17 or devises shall be deposited in the Treasury and shall be
18 available for disbursement upon order of the Commission.

19 (e) MAILS.—The Commission may use the United
20 States mails in the same manner and under the same con-
21 ditions as other departments and agencies of the United
22 States.

23 (f) ADMINISTRATIVE SUPPORT SERVICES.—Upon the
24 request of the Commission, the Administrator of General
25 Services shall provide to the Commission, on a reimburs-

1 able basis, the administrative support services necessary
2 for the Commission to carry out its responsibilities under
3 this Act.

4 (g) CONTRACT AUTHORITY.—To the extent provided
5 in advance in appropriations Acts, the Commission may
6 contract with and compensate government and private
7 agencies or persons for the purpose of conducting research
8 or surveys necessary to enable the Commission to carry
9 out its duties under this Act.

10 **SEC. 8. REPORTS.**

11 (a) STATUS REPORT.—Not later than 1 year after
12 the date on which the initial appointments under section
13 5(a) are completed, the Commission shall submit to the
14 President and the Congress a written report describing the
15 current activities and findings of the Commission and the
16 direction of the Commission.

17 (b) RECOMMENDATION REPORT.—Not later than 18
18 months after the date on which the initial appointments
19 under section 5(a) are completed, the Commission shall
20 submit to the President and the Congress a written report
21 containing—

22 (1) the findings and conclusions of the Commis-
23 sion resulting from the study conducted under sec-
24 tion 4; and

1 (2) recommendations, including specific pro-
2 posed legislation and administrative action, based on
3 the findings and conclusions referred to in para-
4 graph (1).
5 (c) FOLLOW-UP REPORT.—After submission of the
6 report required by subsection (b) and before the termi-
7 nation of the Commission, the Commission shall submit
8 to the President and to the Congress a written report—
9 (1) identifying which of the recommendations
10 included in such report have been implemented; and
11 (2) containing any additional information the
12 Commission considers to be appropriate.
13 **SEC. 9. CONSTRUCTION; USE OF INFORMATION OBTAINED.**
14 (a) IN GENERAL.—Nothing in this Act shall be con-
15 strued to require any non-Federal entity (such as a busi-
16 ness, college or university, foundation, or research organi-
17 zation) to provide information to the Commission concern-
18 ing such entity's personnel policies, including salaries and
19 benefits, promotion criteria, and affirmative action plans.
20 (b) USE OF INFORMATION OBTAINED.—No informa-
21 tion obtained from any entity by the Commission may be
22 used in connection with any employment related litigation.
23 **SEC. 10. TERMINATION.**
24 The Commission shall terminate 1 year after submit-
25 ting the report required by section 8(b).

1 **SEC. 11. NATIONAL SCIENCE FOUNDATION STUDY.**

2 (a) STUDY.—The National Science Foundation shall
3 conduct a study of the educational opportunities available
4 to women who desire to enter the fields of science, engi-
5 neering, and technology.

6 (b) REPORT TO CONGRESS.—Within 1 year after the
7 date of the enactment of this Act, the National Science
8 Foundation shall transmit to the Congress a report con-
9 taining its findings from the study conducted under sub-
10 section (a), along with recommendations for how to im-
11 prove the educational opportunities for women who desire
12 to enter the fields of science, engineering, and technology.

O

H.R. 3007, the Commission on the Advancement of Women in Science, Engineering, and Technology Development Act.

Section-by-Section

Section 1 Short Title

The Act's title is the "Commission on the Advancement of Women in Science, Engineering, and Technology Development Act."

Section 2 Findings

The Congress finds the following:

(1) despite a consistently high presence of women in the professional and total work forces of the United States, women continue to be underrepresented in the fields of science, engineering, and technology;

(2) women in the fields of science, engineering, and technology have higher rates of unemployment and underemployment than their male counterparts, although the number of women receiving degrees in science, engineering, and the computer sciences has increased since 1981;

(3) artificial barriers exist in the recruitment, retention, and advancement of women in the fields of science, engineering, and technology;

(4) academia, industry, and government are increasingly aware of the necessity of and the advantages derived from diversity in the fields of science, engineering, and technology;

(5) initiatives of the White House Task Force on Women, Minorities, and the Handicapped in Science and Technology and of the Federal Coordinating Council on Science, Engineering, and Technology have been instrumental in raising public awareness of--

> (A) the underrepresentation of women in the fields of science, engineering, and technology; and
>
> (B) the desirability of eliminating artificial barriers to the recruitment, retention, and advancement of women in such fields; and

(6) the establishment of a commission to examine issues raised by these initiatives would help to--

> (A) focus greater attention on the importance of eliminating artificial barriers to the recruitment, retention, and advancement of women in the fields of science, engineering, and technology and in all employment sectors of the United States;

(B) promote work force diversity;

(C) sensitize employers to the need to recruit and retain women scientists, engineers, and computer specialists; and

(D) encourage the replication of successful recruitment and retention programs by universities, corporations, and federal agencies having difficulties in employing women in the fields of science, engineering, and technology.

Section 3. Establishment

Establishes the 'Commission on the Advancement of Women in Science, Engineering, and Technology Development'.

Section 4. Duty of the Commission

Requires the Commission to conduct a study to:

(1) identify the number of women in the United States in the fields of science, engineering, and technology, and the specific types of occupations in such fields in which women scientists, engineers, and technology specialists are underrepresented;

(2) examine the preparedness of women to--

(A) pursue careers in science, engineering, and technology; and

(B) advance to positions of greater responsibility within academia, industry, and government;

(3) describe the practices and policies of employers and labor unions relating to the recruitment, retention, and advancement of women in the fields of science, engineering, and technology;

(4) identify the opportunities for, and artificial barriers to, the recruitment, retention, and advancement of women in the fields of science, engineering, and technology in academia, industry, and government;

(5) describe the employment situations in which the recruitment, retention, and advancement of women in science, engineering, and technology are comparable to their male counterparts, and identify those situations in which such comparability does not exist;

(6) compile a synthesis of available research on practices, policies, and programs that have successfully led to the recruitment, retention, and advancement of women in the fields of science, engineering, and technology, including training programs, rotational assignments, developmental programs, reward programs, employee benefit structures, and family leave policies;

(7) examine such other issues and information relating to the advancement of women in the fields of science, engineering, and technology as are determined by the Commission to be appropriate; and

(8) issue recommendations that government (including Congress and appropriate federal agencies), academia, and private industry can follow to assist in the recruitment, retention, and advancement of women in science, engineering, and technology.

Section 5. Membership

(a) The Commission will have 18 members representing relevant federal science agencies and appointed by the Minority and Majority parties of the House and Senate.

(b) The Commission must be appointed within 180 days of enactment of the act. During the process to select the Commission, the appointing authorities shall consider, among other things, (1) if the prospective Commissioners are members of organizations representing women and minorities; (2) if the prospective Commissioners holds a senior decision making position in a business; and (3) if the prospective Commissioners possess academic expertise in employment and employment discrimination issues.

(c) Employees of government are limited to serve on the Commission for no more than 60 day after they leave the government job that resulted in their appointment to the Commission.

(d) Members are appointed for the life of the Commission and any vacancies will be filled in the same manner in which the original appointment was made.

(e) Members of the Commission that are not federal employees shall be compensated at the maximum daily rate in accordance with U.S. Code for those days they are engaged in Commission business. Federal employees will not receive any additional compensation for their service on the Commission.

(f) Members of the Commission will be reimbursed for travel and receive per diem.

(g) A Commission quorum consists of the majority of the Commission.

(h) The Director of the Office of Science and Technology Policy will serve as the Chairperson for the Commission.

(i) The Commission must meet at least five times before issuing the report. The Commission will meet at least one time but not more than two times after the report is completed.

(j) A non-federal employee Commissioner is not deemed to be a federal employee except with regard to tort claims and workers compensation for injuries.

Section 6. Director and Staff of Commission; Experts and Consultants

(a) The Commission will have a director appointed by the Chairman.

(b) The Chairman may appoint additional personnel.

(c) Commission staff can be hired without going through the standard federal employment practice.

(d) The Commission may hire consultants and experts.

(e) Federal agencies may detail staff to the commission on a reimbursable basis.

Section 7. Powers of Commission

(a) The Commission may hold hearings, sit and act at times and places, take testimony, and receive evidence as the Commission considers appropriate.

(b) Any member or employee of the Commission may, if authorized by the Commission, take any action which the Commission is authorized to take.

(c) The Commission may secure directly from any federal agency information necessary to enable it to carryout its work. Upon request of the Chairperson of the Commission, the head of that department or agency shall furnish that information to the Commission.

(d) The Commission may accept, use, and dispose of gifts for the purpose of aiding or facilitating its work of the Commission. Gifts shall be deposited in the Treasury and shall be available to the Commission.

(e) The Commission may use the United States mail in the same manner and under the same conditions as other departments and agencies of the United States.

(f) The Administrator of General Services shall provide to the Commission, on a reimbursable basis, the administrative support services.

(g) To the extent provided in advance in appropriations bills, the Commission may contract with and compensate government and private agencies or persons for the purpose of conducting research or surveys.

Section 8. Report

(a) Not later than 1 year after the Commission is established, the Commission shall submit to the President and the Congress a written status report describing the current activities and findings of the Commission and the direction of the Commission.

(b) Not later than 18 months after the Commission is established, the Commission shall submit to the President and the Congress a written report containing the findings and conclusions of the Commission, and recommendations, including specific proposed legislation and administrative action, based on its findings and conclusions.

(c) After submission of the report and before the termination of the Commission, the Commission shall submit to the President and to the Congress a written report identifying which of the recommendations have been implemented; and containing any additional information the Commission considers to be appropriate.

Section 9. Construction; Use of Information Obtained

(a) Non-federal entity such as a business, college or university, foundation, or research organization are not required to provide information to the Commission concerning their personnel policies, including salaries and benefits, promotion criteria, and affirmative action plans.

(b) No information obtained from any entity by the Commission may be used in connection with any employment related litigation.

Section 10. Termination.

The Commission is terminated 1 year after submitting its report.

Section 11. National Science Foundation Study.

(a) The National Science Foundation shall conduct a study of the educational opportunities available to women who desire to enter the fields of science, engineering, and technology.

(b) The National Science Foundation shall transmit to the Congress a report containing its findings from the study conducted, along with recommendations for how to improve the educational opportunities for women who desire to enter the fields of science, engineering, and technology, within a year after the date of enactment of the Act.

Mrs. MORELLA. There are six amendments on the roster, and I have an amendment at the desk.

Before I offer the first amendment, I'd like to recognize the Ranking Member for his opening statement.

Mr. BARCIA. Thank you very much, Madam Chairwoman.

I want to commend you for introducing House Resolution 3007 and for bringing this bill to markup. Yet while the Science Committee has a long history of improving the participation rates of women in the fields of science and engineering, as was evident during the recent Subcommittee hearing on the bill, we still have a problem with encouraging and retaining women in the fields of science and engineering during their undergraduate and graduate education.

The retention rates are even worse, once women graduate and they enter the workforce. In today's competitive environment, we must ensure that all Americans are encouraged to enter careers in science and engineering.

We cannot afford to neglect half of our human resource base. Our job is to seek ways to ensure there is a level playing field for women in access to and retention in these fields.

A number of my colleagues will be offering amendments to strengthen House Resolution 3007, and these proposed changes are intended to make certain that the Commission will build upon the existing pool of data and experience on this subject.

I fully support these amendments. With these amendments, House Resolution 3007 is a step in the right direction to identifying ways to encourage the greater participation of women in the fields of science and engineering.

I want to thank, once again, Chairwoman Morella for working with us to address our concerns in the bill, and for her strong support for these amendments.

Madam Chairwoman, I thank you and yield back my time.

Mrs. MORELLA. Thank you, Mr. Barcia.

I ask unanimous consent that the bill be considered as read and open to amendment at any point.

There are six amendments on the roster, and I have an amendment at the desk. I ask unanimous consent that the Amendment in the Nature of a Substitute be considered as original text for the purpose of amendment, and be considered as read.

[No response.]

Mrs. MORELLA. Hearing no objection, so ordered.

Actually, so that everyone is informed of the procedure that we're going to follow, this is what I suggest: That I offer the substitute, and then I'm going to ask unanimous consent to have the remaining five amendments, numbered 2 through 6 on the roster, considered en bloc.

I will then recognize each member, in the order of the roster, to explain his or her amendment, which at that point will be part of the en bloc amendment.

Doing that, we'll then have one vote on the en bloc amendments. I'm now going to—so I ask that amendments 2 through 6 on the roster be considered on bloc.

[No response.]

Mrs. MORELLA. Hearing no objection, so ordered.

[The amendment roster and the text of the amendments follow:]

COMMITTEE ON SCIENCE

SUBCOMMITTEE ON TECHNOLOGY

March 26, 1998

AMENDMENT ROSTER

MARKUP OF H.R. 3007, the Commission on the Advancement of Women in Science, Engineering, and Technology Development Act.

No.	Sponsor	Description	Results
1	Mrs. Morella	Amendment in nature of a substitute	
2	Ms. Stabenow	Identify the disincentives	
3	Mr. Doyle	Access to Information	
4	Mr. Doyle	Identify successful university programs/Identify disincentives	
5	Mrs. Tauscher	Assess recommendations of Task Force on Women, Minorities, and Handicapped.	
6	Ms. Rivers	Providing information to the Commission	

AMENDMENT IN THE NATURE OF A SUBSTITUTE TO H.R. 3007 OFFERED BY MRS. MORELLA

Strike all after the enacting clause and insert the following:

1 **SECTION 1. SHORT TITLE.**

2 This Act may be cited as the "Commission on the
3 Advancement of Women in Science, Engineering, and
4 Technology Development Act".

5 **SEC. 2. ESTABLISHMENT.**

6 There is established a commission to be known as the
7 "Commission on the Advancement of Women in Science,
8 Engineering, and Technology Development" (in this Act
9 referred to as the "Commission").

10 **SEC. 3. DUTY OF THE COMMISSION.**

11 The Commission shall review available research, and,
12 if determined necessary by the Commission, conduct addi-
13 tional research to—

14 (1) identify the number of women in the United
15 States in specific types of occupations in the science,
16 engineering, and technology development;

17 (2) examine the preparedness of women to—

18 (A) pursue careers in science, engineering,
19 and technology development; and

1 (B) advance to positions of greater respon-
2 sibility within academia, industry, and govern-
3 ment;
4 (3) describe the practices and policies of em-
5 ployers and labor unions relating to the recruitment,
6 retention, and advancement of women in the fields
7 of science, engineering, and technology development;
8 (4) identify the opportunities for, and artificial
9 barriers to, the recruitment, retention, and advance-
10 ment of women in the fields of science, engineering,
11 and technology development in academia, industry,
12 and government;
13 (5) compile a synthesis of available research on
14 nondiscriminatory practices, policies, and programs
15 that have successfully led to the recruitment, reten-
16 tion, and advancement of women in science, engi-
17 neering, and technology development; and
18 (6) issue recommendations with respect to non-
19 discriminatory policies that government (including
20 Congress and appropriate Federal agencies), aca-
21 demia, and private industry can follow regarding the
22 recruitment, retention, and advancement of women
23 in science, engineering, and technology development.

1 **SEC. 4. MEMBERSHIP.**

2 (a) NUMBER AND APPOINTMENT.—The Commission
3 shall be composed of 11 members as follows:

4 (1) 3 members appointed by the President from
5 among for-profit entities that hire individuals in the
6 fields of engineering, science, or technology develop-
7 ment.

8 (2) 2 members appointed by the Speaker of the
9 House of Representatives from among such entities.

10 (3) 2 members appointed by the majority leader
11 of the Senate from among such entities.

12 (4) 2 members appointed by the Chairman of
13 the National Governors Association from among in-
14 dividuals in education or academia in the fields of
15 life science, physical science, or engineering.

16 (5) 2 members appointed by the Vice Chairman
17 of the National Governors Association from among
18 such individuals.

19 (b) INITIAL APPOINTMENTS.—Initial appointments
20 shall be made under subsection (a) not later than 90 days
21 after the date of the enactment of this Act.

22 (c) TERMS.—

23 (1) IN GENERAL.—Each member shall be ap-
24 pointed for the life of the Commission.

1 (2) VACANCIES.—A vacancy in the Commission
2 shall be filled in the manner in which the original
3 appointment was made.
4 (d) BASIC PAY.—Each member of the Commission
5 shall receive compensation at the daily equivalent of the
6 maximum rate of pay payable under section 5376 of title
7 5, United States Code, for each day the member is en-
8 gaged in the performance of duties for the Commission,
9 including attendance at meetings and conferences of the
10 Commission, and travel to conduct the duties of the Com-
11 mission.
12 (e) TRAVEL EXPENSES.—Each member shall receive
13 travel expenses, including per diem in lieu of subsistence,
14 in accordance with sections 5702 and 5703 of title 5,
15 United States Code.
16 (f) QUORUM.—A majority of the members of the
17 Commission shall constitute a quorum for the transaction
18 of business.
19 (g) CHAIRPERSON.—The Chairperson of the Commis-
20 sion shall be elected by the members.
21 (h) MEETINGS.—The Commission shall meet not
22 fewer than 5 times in connection with and pending the
23 completion of the report described in section 7. The Com-
24 mission shall hold additional meetings for such purpose

1 if the Chairperson or a majority of the members of the
2 Commission requests the additional meetings in writing.
3 (i) EMPLOYMENT STATUS.—A member of the Com-
4 mission shall not be deemed to be an employee of the Fed-
5 eral Government by reason of their work on the Commis-
6 sion except for the purposes of—
7 (1) the tort claims provisions of chapter 171 of
8 title 28, United States Code; and
9 (2) subchapter I of chapter 81 of title 5, United
10 States Code, relating to compensation for work inju-
11 ries.

12 **SEC. 5. DIRECTOR AND STAFF OF COMMISSION; EXPERTS**
13 **AND CONSULTANTS.**

14 (a) DIRECTOR.—The Commission shall appoint a Di-
15 rector who shall be paid at a rate not to exceed the maxi-
16 mum annual rate of basic pay payable under section 5376
17 of title 5, United States Code.
18 (b) STAFF.—The Commission may appoint and fix
19 the pay of additional personnel as the Commission consid-
20 ers appropriate.
21 (c) APPLICABILITY OF CERTAIN CIVIL SERVICE
22 LAWS.—The Director and staff of the Commission may
23 be appointed without regard to the provisions of title 5,
24 United States Code, governing appointments in the com-
25 petitive service, and may be paid without regard to the

1 provisions of chapter 51 and subchapter III of chapter 53
2 of that title relating to classification and General Schedule
3 pay rates, except that an individual so appointed may not
4 receive pay in excess of the maximum annual rate of basic
5 pay payable under section 5376 of title 5, United States
6 Code.

7 (d) EXPERTS AND CONSULTANTS.—The Commission
8 may procure temporary and intermittent services under
9 section 3109(b) of title 5, United States Code, at rates
10 for individuals not to exceed the maximum annual rate
11 of basic pay payable under section 5376 of title 5, United
12 States Code.

13 (e) STAFF OF FEDERAL AGENCIES.—Upon request
14 of the Commission, the Director of the National Science
15 Foundation or the head of any other Federal department
16 or agency may detail, on a reimbursable basis, any of the
17 personnel of that department or agency to the Commission
18 to assist it in carrying out its duties under this Act.

19 **SEC. 6. POWERS OF COMMISSION.**

20 (a) HEARINGS AND SESSIONS.—The Commission
21 may, for the purpose of carrying out this Act, hold hear-
22 ings, sit and act at times and places, take testimony, and
23 receive evidence as the Commission considers appropriate.
24 The Commission may administer oaths or affirmations to
25 witnesses appearing before it.

1 (b) POWERS OF MEMBERS AND AGENTS.—Any mem-
2 ber or agent of the Commission may, if authorized by the
3 Commission, take any action which the Commission is au-
4 thorized to take by this section.

5 (c) OBTAINING OFFICIAL DATA.—The Commission
6 may secure directly from any department or agency of the
7 United States information necessary to enable it to carry
8 out this Act. Upon request of the Chairperson of the Com-
9 mission, the head of that department or agency shall fur-
10 nish that information to the Commission.

11 (d) GIFTS, BEQUESTS, AND DEVISES.—The Commis-
12 sion may accept, use, and dispose of gifts, bequests, or
13 devises of services or property, both real and personal, for
14 the purpose of aiding or facilitating the work of the Com-
15 mission. Gifts, bequests, or devises of money and proceeds
16 from sales of other property received as gifts, bequests,
17 or devises shall be deposited in the Treasury and shall be
18 available for disbursement upon order of the Commission.

19 (e) MAILS.—The Commission may use the United
20 States mails in the same manner and under the same con-
21 ditions as other departments and agencies of the United
22 States.

23 (f) ADMINISTRATIVE SUPPORT SERVICES.—Upon the
24 request of the Commission, the Administrator of General
25 Services shall provide to the Commission, on a reimburs-

1 able basis, the administrative support services necessary
2 for the Commission to carry out its responsibilities under
3 this Act.

4 (g) CONTRACT AUTHORITY.—To the extent provided
5 in advance in appropriations Acts, the Commission may
6 contract with and compensate government and private
7 agencies or persons for the purpose of conducting research
8 or surveys necessary to enable the Commission to carry
9 out its duties under this Act.

10 **SEC. 7. REPORT.**

11 Not later than 1 year after the date on which the
12 initial appointments under section 4(a) are completed, the
13 Commission shall submit to the President, the Congress,
14 and the highest executive official of each State, a written
15 report containing the findings, conclusions, and rec-
16 ommendations of the Commission resulting from the study
17 conducted under section 3.

18 **SEC. 8. CONSTRUCTION; USE OF INFORMATION OBTAINED.**

19 (a) IN GENERAL.—Nothing in this Act shall be con-
20 strued to require any non-Federal entity (such as a busi-
21 ness, college or university, foundation, or research organi-
22 zation) to provide information to the Commission concern-
23 ing such entity's personnel policies, including salaries and
24 benefits, promotion criteria, and affirmative action plans.

1 (b) USE OF INFORMATION OBTAINED.—No informa-
2 tion obtained from any entity by the Commission may be
3 used in connection with any employment related litigation.

4 **SEC. 9. TERMINATION.**

5 The Commission shall terminate 30 days after sub-
6 mitting the report required by section 8.

7 **SEC. 10. NATIONAL SCIENCE FOUNDATION.**

8 At the request of the Commission, the National
9 Science Foundation shall provide to the Commission—
10 (1) information gathered in the process of com-
11 piling the biennial report of the National Science
12 Foundation on Women, Minorities, and Persons
13 With Disabilities in Science and Engineering; and
14 (2) any other information determined necessary
15 by the Commission to carry out its duties under this
16 Act.

17 **SEC. 11. DEFINITION OF STATE.**

18 In this Act, the term "State" includes the several
19 States, the District of Columbia, the Commonwealth of
20 Puerto Rico, the Commonwealth of the Northern Mariana
21 Islands, American Samoa, Guam, the Virgin Islands, and
22 any other territory or possession of the United States.

AMENDMENTS TO H.R. 3007
OFFERED BY MS. STABENOW

Page 2, line 17, strike "; and" and insert a semicolon.

Page 2, line 23, strike the period and insert "; and".

Page 3, beginning on line 1, insert the following:

1 (7) identify the disincentives for women to con-
2 tinue graduate education in the fields of engineering,
3 physics, and computer science.

AMENDMENTS TO H.R. 3007

OFFERED BY MR. DOYLE

Page 9, strike line 4 and insert the following:

1 **SEC. 9. TERMINATION; ACCESS TO INFORMATION.**

Page 9, line 5, insert "(a) TERMINATION.—" before "The Commission".

Page 9, after line 6, insert the following:

2 (b) ACCESS TO INFORMATION.—On or before the
3 date of the termination of the Commission under sub-
4 section (a), the Commission shall provide to the National
5 Science Foundation the information gathered by the Com-
6 mission in the process of carrying out its duties under this
7 Act. The National Science Foundation shall act as a
8 central repository for such information and shall make
9 such information available to the public, including making
10 such information available through the Internet.

AMENDMENTS TO H.R. 3007

OFFERED BY MR. DOYLE

Page 2, line 17, strike "; and" and insert a semicolon.

Page 2, line 23, strike the period and insert a semicolon.

Page 3, beginning on line 1, insert the following:

1 (7) identify university undergraduate programs
2 that are successful in retaining women in the fields
3 of science, engineering, and technology development;
4 and
5 (8) identify the disincentives that lead to a dis-
6 proportionate number of women leaving the fields of
7 science, engineering, and technology development be-
8 fore completing their undergraduate education.

AMENDMENTS TO H.R. 3007
OFFERED BY MRS. TAUSCHER

Page 2, line 17, strike "; and" and insert a semicolon.

Page 2, line 23, strike the period and insert a semicolon.

Page 3, beginning on line 1, insert the following:

1 (7) assess the extent to which the recommenda-
2 tions of the Task Force on Women, Minorities, and
3 the Handicapped in Science and Technology estab-
4 lished by section 8 of the National Science Founda-
5 tion Act for Fiscal Year 1987 (Public Law 99–383;
6 42 U.S.C. 1885a note) have been implemented;
7 (8) compile a list of all Federally funded re-
8 ports on the subjects of encouraging women to enter
9 the fields of science and engineering and retaining
10 women in the science and engineering workforce that
11 have been issued since the date that the Task Force
12 described in paragraph (7) submitted its report to
13 Congress; and
14 (9) assess the extent to which the recommenda-
15 tions contained in the reports described in para-
16 graph (8) have been implemented.

AMENDMENT TO H.R. 3007
OFFERED BY MS. RIVERS

Page 9, strike lines 7 through 16 and insert the following:

1 **SEC. 10. REVIEW OF INFORMATION PROVIDED BY THE NA-**
2 **TIONAL SCIENCE FOUNDATION AND OTHER**
3 **AGENCIES.**

4 (a) PROVISION OF INFORMATION.—At the request of
5 the Commission, the National Science Foundation and any
6 other Federal department or agency shall provide to the
7 Commission any information determined necessary by the
8 Commission to carry out its duties under this Act, includ-
9 ing—

10 (1) data on academic degrees awarded to
11 women in science, engineering, and technology devel-
12 opment, and workforce representation and the reten-
13 tion of women in the fields of science, engineering,
14 and technology development; and

15 (2) information gathered by the National
16 Science Foundation in the process of compiling its
17 biennial report on Women, Minorities, and Persons
18 with Disabilities in Science and Engineering.

1 (b) REVIEW OF INFORMATION.—The Commission
2 shall review any information provided under subsection (a)
3 and shall include in the report required under section 7—
4 (1) recommendations on how to correct any de-
5 ficiencies in the collection of the types of information
6 described in that subsection, and in the analysis of
7 such data, which might impede the characterization
8 of the factors which affect the attraction and reten-
9 tion of women in the fields of science, engineering,
10 and technology development; and
11 (2) an assessment of the biennial report of the
12 National Science Foundation on Women, Minorities,
13 and Persons with Disabilities in Science and Engi-
14 neering, and recommendations on how that report
15 could be improved.

Mrs. MORELLA. I will now recognize members, in order of the amendment roster, to explain their amendments as included in the en bloc amendment. So I will start off then with Ms. Stabenow.

Ms. Stabenow is recognized for 5 minutes to explain her amendment.

Ms. STABENOW. Thank you, Madam Chairwoman. My amendment would add the words, on page 3, beginning on line 1, "identify the disincentives for women to continue graduate education in the fields of engineering, physics, and computer science."

During our hearings on H.R. 3007, we heard from witnesses that mentioned the fact that many women do not pursue graduate careers. This leads to a lack of women faculty members and researchers who can serve as role models.

This has also been identified as a problem in the NSF report, *Women, Minorities, and Persons with Disabilities in Science and Engineering*.

Unfortunately, neither the witnesses nor NSF has systematic data on why this happens. We have identified a problem, but until we understand the causes, at this point it's difficult to develop a solution.

The purpose of this amendment is to require the Commission to identify why women tend not to pursue graduate education in the fields of engineering, computer science, and physics, all of which field were identified as having particularly poor representation of women.

I would appreciate the support of the Subcommittee.

Mrs. MORELLA. Thank you, Ms. Stabenow. I know that that's the intent of the bill, and you've offered an amendment to make sure that the identification of the disincentives is part of the objective.

I would now like to recognize Mr. Doyle for 5 minutes to explain his amendments.

Mr. DOYLE. Thank you, Madam Chairwoman. I have two amendments. The first amendment is a very simple amendment offered very much in the spirit of good government.

It requires the Commission to establish a repository for all of the information it gathers in order to ensure that its findings and recommendations are widely available. This requirement can easily be met by setting up a website on the Internet.

One of the Commission's most useful activities will be to gather together the existing disparate body of information on this topic, generate new, relevant information, evaluate this information, and identify strategies and best practices for their replication.

This is not the first time the Federal Government has tried to address this issue. Too often, though, these efforts are forgotten, with final reports left to collect dust in a storage facility.

Hopefully the creation of an Internet website containing the workproduct generated through the activities of the Commission will result in greater access to this information, and thus widespread implementation of the Commission's findings and recommendations.

My second amendment, Madam Chairwoman—during our Subcommittee hearing on this issue, the witnesses identified as a major problem, the evidence that many women opt out of science and engineering majors during their undergraduate educations.

This tendency has been borne out by NSF findings as well. Since this is a known problem contributing to the underrepresentation of women in science, I am offering this amendment that would require the Commission to identify programs which are successful in retaining women in undergraduate science and engineering programs, and also identify best practices in this area.

This amendment also requires the Commission to identify the reasons why women leave the undergraduate science and engineering disciplines in inordinate numbers. By going beyond a simple recognition that there is a problem, and taking the extra step of identifying why this is occurring, we wind up with tangible recommendations in the final report.

Thank you, Madam Chairwoman.

Mrs. MORELLA. Thank you, Mr. Doyle. The concept of a clearinghouse makes a great deal of sense, and obviously we should be accessing the Internet, and the identification of the good programs and the disincentives should be part of the task of the Commission.

Now I'd like to recognize Ms. Tauscher for 5 minutes to explain her amendment.

Ms. TAUSCHER. Thank you, Madam Chairwoman. I appreciate your leadership in encouraging women to enter the fields of science, engineering, and technology.

I have long been concerned about the shortage of women in these occupations, and I hope the Commission you propose in this legislation will develop ideas and recommendations to recruit women into the growing areas of science and technology.

I have a simple amendment to this bill that directs the Commission to review past federal efforts in the area of women in science and technology.

As you know, there have been many efforts by different federal agencies to examine the shortage of women in these fields.

In particular, the Task Force on Women, Minorities, and the Handicapped in Science and Technology, issued a report on this matter in 1989. Many of the recommendations made by the Task Force were consistent with the recommendations we heard at our Subcommittee hearing.

We should try to ensure that this new Commission builds upon the existing body of work, rather than start at the beginning.

Reviewing the body of information generated by these past studies will help focus the Commission's deliberations, and avoid needlessly duplicating the work of previous federal efforts.

In addition, this provision gives the Commission the important task of examining why potentially valuable recommendations of prior studies were never implemented, thereby helping the Commission to avoid pitfalls in crafting its own recommendations.

I appreciate your support for this amendment and thank you for your valuable leadership.

Mrs. MORELLA. Thank you, Ms. Tauscher. I agree with you that certainly the reports that have been assembled in the past should be looked at to avoid duplication.

I would now like to recognize Ms. Rivers for her amendment.

Ms. RIVERS. Thank you, Madam Chairwoman. My amendment speaks to the issue of reviewing data collected by federal agencies

on academic degrees and a variety of other things that are awarded to women in science and engineering.

One of the activities that's required by this bill is for the Commission to do that research and collect the data on the number of women entering the fields, as well as their retention within the workforce.

A number of federal agencies currently gather, analyze, and publish this type of information, the most notable being the NSF.

But this amendment would require that the Commission review existing data collection and make suggestions on what deficiencies may exist in the analysis and collection of that information.

The purpose would be to determine if improvements can be made in data collection and analysis to illuminate more clearly, the factors that affect the attraction and persistence of women in these careers. Recommendations by the Committee to improve existing data collection will have a major, long-term impact on the problem by providing the means to help identify interventions of potential merit, and to track whether proposed remedies are actually effective. Thank you.

Mrs. MORELLA. Ms. Rivers, again, I think it's very thoughtful. I want to commend the Subcommittee for the fact that they closely scrutinized the bill in terms of making sure that there is total clarification of the role of the Commission.

So, do I have any discussion by the Subcommittee on any of these issues?

Mr. BRADY. Madam Chairwoman?

Mrs. MORELLA. Yes?

Mr. BRADY. I would seek recognition for an affirmative question to Ms. Stabenow and Ms. Tauscher.

Mrs. MORELLA. Yes.

Mr. BRADY. One, I support both amendments on identifying the disincentives, but I'm wondering if it would be of more value in the end report if we were to identify the disincentives unique to women in pursuing graduate degrees and/or undergraduate degrees in engineering, physics, computer science.

Obviously, the cyclical nature of the economy and the reduction in private sector research dollars affect all genders, and are generally understood. I would think that identifying disincentives unique to women would give us at least a blueprint to try to start addressing those issues.

I'm wondering, if you agree with that concept, you might be open to a simple amendment that would reflect that.

I yield.

Mrs. MORELLA. Mr. Brady is going to yield to Ms. Stabenow.

Ms. STABENOW. I guess I would be concerned at this point, or confused about the necessity for that.

I appreciate what you're saying, but in the testimony we heard very powerful testimony that, in fact, there are very few women in these areas. That's the reason for the Commission, and that while certainly there are economic issues, regardless of gender, we know that there have been barriers.

I believe I heard testimony, I experienced that as I talked with people in my District, that there are, in fact, disincentives for women.

I guess, in looking at this, I feel that the language, by saying disincentives for women, implies what you're saying already, that it is—we certainly aren't going to look at the economic disincentives, overall, of these fields that people are going into.

The Commission, I think, overall, makes it clear that we're talking about the need to encourage more women in these fields, and the disincentives.

Mr. BRADY. Thank you. And I would yield to Ms. Tauscher as well.

Mrs. MORELLA. Ms. Tauscher, did you want to—he's yielding to you if you want to make any comments on it.

Ms. TAUSCHER. I'm happy to just comment briefly on the fact that in my District, we are the only District in the country with two national labs in it, both the Livermore National Laboratory and the Sandia Laboratory, and the Berkeley Laboratory is on our border.

So, disproportionately, the constituents of my District are lab employees. I meet with the women at both the Sandia Lab and the Livermore Lab, specifically—at least every 5 or 6 months—because of their tremendous concern—and these are women in science; these are women in technology with jobs—about their ability to move forward and to crack the silicon ceiling, so to speak.

They also talk with great concern about their outreach. They have very successful programs at Mills College in Oakland, and other places, to attract and retain women in science and technology and engineering, and their frustration at the ability to do that.

I think that the bill, Mr. Brady, is focused on women, as it should be. I think that this is an important issue, not only in the sense that we want to find programs that bring women in and attract them, but also what we do for the women that are in science, and how we make sure that they have their ability to not only move into jobs that are good, high-paying jobs, but also jobs that would provide them with a future career track.

Mr. BRADY. If I may just reclaim the balance of my time, I agree with all that was said. My point is that is, since I have two research parks in my District and the home of Texas A&M University, which is one of the top ten research universities in the Nation, we deal with this issue a lot.

It seems to me that we—and the reason I raise the point is that the value of this study and analysis is to recognize the unique challenges that women face in these issues, and that rather than using resources to identify the generic challenges, the cost of education, the cyclical nature of the economy, the research drain in certain areas of the country, and in certain disciplines that affect both genders—I almost said all genders, and I don't know what I was going to mean by that—but both genders, that we would, at the end, end up with more—they would have the ability to focus uniquely on the issues you just raised, rather than duplicating some generic issues.

But let me do this. This isn't a big deal. My only point is that I agree that I think there are unique disincentives that women face. I wanted to focus more on those than the generic ones, but let me—it is no big deal, so let me withdraw my comment.

Mrs. MORELLA. It is interesting that this is the assumption of the whole bill, quite frankly, to look at what are those disincentives

unique to women. The fact that you mention it, if, in fact, you would like to, before the time it comes out in the Full Committee, if you would like us to do something in report language, then that's a possibility.

I appreciate your bringing it up, but it is something that is implicit within the bill.

Mr. BRADY. And I support the bill.

Mrs. MORELLA. Thank you.

Are there any further amendments or discussion?

Mr. Bartlett?

Mr. BARTLETT. Thank you very much. I would like to thank you and the staff for working with us to address some of the concerns we had about the original language in the bill.

They have all been addressed in your amendment in the form of a substitute. Everybody wants employers who are sensitive. Everybody agrees that diversity is important.

But we were concerned that the bill not contain language which could be misunderstood, and thank you very much for working with us to make sure that none of that language occurs in the bill.

Also, we were concerned about the makeup of the Commission in the original bill, and we now are very supportive of the broader spectrum of the makeup of the Commission in the substitute.

So, thank you and the staff very much for working with us.

Mrs. MORELLA. Thank you, Mr. Bartlett. That demonstrates the fact that your input was valuable. It means the Commission is going to work faster. It's going to be far more streamlined, and it won't engage in any of those problems with regard to discrimination.

Ms. Stabenow, would you like to make any comment?

Ms. STABENOW. Thank you, Madam Chairwoman. Regarding the issue of the new language in the substitute, I do have a question and a concern regarding terms that are on page 2 regarding nondiscriminatory practices.

I'm wondering, because quotas are already illegal, if legal counsel could explain why we need the term, nondiscrimination, and what that means in the substitute?

Mrs. MORELLA. Actually, if I could just comment, because when I noted that, I had a discussion with the idea that, as I mentioned in my opening statement, I believe in affirmative action. I do not believe in quotas.

So often that is mixed up, and so the concept—and this could be put into report language, an explanation of nondiscriminatory meant simply that, so nobody is to construe that we're talking about those specific quotas.

Ms. STABENOW. If I might just follow up, my concern in raising that is only that there are specific NSF programs now at the Career Advancement Awards for Women, other specific programs for women and girls that are very important.

And as the Commission looks at solutions, because we know that we want to go beyond just studying the problem, but recommending solutions for recruiting and retaining and promoting more women in these areas, I would certainly want us to give them the flexibility to look at specific programs that are, in NSF now and other possibilities for recruitment and supporting of women.

I would hope that nondiscrimination practices or saying nondiscrimination policies would not exclude those very important and valuable endeavors.

Mrs. MORELLA. I can assure you that it will not, and the report that is being compiled right now of our statements here will also tend to confirm it. Thank you.

I am going to then subject the Subcommittee to the vote, if there are no further amendments.

The question is on the substitute, as amended. All those in favor will say aye.

[Chorus of ayes.]

Mrs. MORELLA. All those opposed will say no.

[No response.]

Mrs. MORELLA. In the opinion of the Chair, the ayes have it.

I didn't approve the en bloc first, and so I should do that now.

If we might vote on the on bloc amendments, all those in favor will say aye.

[Chorus of ayes.]

Mrs. MORELLA. Opposed, no.

[No response.]

Mrs. MORELLA. Not hearing any negative and everybody in the affirmative, then the en bloc is affirmed, and confirmed and approved, and we have already given our approval on the substitute, as amended.

So now the question is on the bill, H.R. 3007, the Commission on the Advancement of Women in Science, Engineering, and Technology Development Act, as amended.

All those in favor will say aye.

[Chorus of ayes.]

Mrs. MORELLA. All opposed, no.

[No response.]

Mrs. MORELLA. In the opinion of the Chair, the ayes have it.

I'd like to recognize the honorable Ranking Member, Mr. Barcia, for a motion.

Mr. BARCIA. Thank you very much, Madam Chairwoman.

I ask unanimous consent that the staff be instructed to make technical and conforming corrections to H.R. 3007. Also I move that the Subcommittee report the bill, H.R. 3007, as amended, and that the Chairwoman take all necessary steps to bring the bill before the Full Committee for consideration.

Mrs. MORELLA. The Subcommittee has heard the motion. Those in favor will say aye.

[Chorus of ayes.]

Mrs. MORELLA. Those opposed will say no.

[No response.]

Mrs. MORELLA. The ayes have it, and the motion is agreed to without objection.

The motion to reconsider is laid upon the table.

Mr. EHLERS. Madam Chairwoman?

Mrs. MORELLA. Mr. Ehlers is recognized.

Mr. EHLERS. Thank you. I would just like to have entered on the record that I was attending a meeting previously and could not be here for consideration of H.R. 2544. Had I been here, I would have voted in the affirmative.

Mrs. MORELLA. Thank you, Mr. Ehlers. I recognize the fact that you have been to all our Subcommittee meetings when we discussed it.

I want to thank the Subcommittee. I know it's been more lengthy than we thought it would be. The attendance has been excellent, the comments have been superb. Thank you all very much.

You may join in cosponsorship of either of those pieces of legislation or both.

The Subcommittee is adjourned.

[Whereupon, at 11:00 a.m., the Subcommittee was adjourned.]

XIII. PROCEEDINGS OF THE FULL COMMITTEE MARKUP

FULL COMMITTEE MARKUP OF H.R. 3007

WEDNESDAY, MAY 13, 1998

U.S. HOUSE OF REPRESENTATIVES,
COMMITTEE ON SCIENCE,
Washington, DC.

Chairman SENSENBRENNER. Finally, the last bill on this morning's agenda is H.R. 3007, the Commission on the Advancement of Women in Science, Engineering, and Technology Development Act.

Without objection, the bill will be considered as read and open for amendment at any point.

I have a rather lengthy opening statement, which I will not give but will ask unanimous consent that it be placed in the record at this point. And will also ask unanimous consent that all members opening statements be placed in the record at this point.

I would point out however, before recognizing the gentlewoman from Maryland, that the Managers Amendment that I will be offering later on deals with technical issues and has been clear on both sides.

The gentlewoman from Maryland is now recognized for 5 minutes.

[The prepared statements of Chairman Sensenbrenner, Mr. Coburn, Mr. Gutknecht, Mr. Salmon, Mr. Davis and Ms. Hooley follow:]

Opening Statement of
Chairman F. James Sensenbrenner
Committee on Science
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Full Committee Mark-up of
H.R. 3007, the Commission on the Advancement of Women in Science, Engineering, and Technology Development Act

May 13, 1998

Today the Committee will markup H.R. 3007, the Women in Science, Engineering, and Technology Development Act.

On March 26th, the Subcommittee on Technology completed consideration of H.R. 3007. At that time, a substitute amendment and an en bloc amendment to the substitute were adopted by voice vote. H.R. 3007, as amended, also passed the Subcommittee by voice vote and was referred to the full Committee for our consideration today.

Over the last decade, the use of technology has transformed almost every sector of our nation's economy ranging from transportation and health care to manufacturing and education. In manufacturing alone, high-tech industries now employ close to 1.9 million workers making it the largest manufacturing employer in the United States. In addition, the Bureau of Labor Statistics has predicted that the demand for highly skilled workers in computer and data processing services will more than double over the next 10 years.

It is clear that continued growth in high-technology industries will be the driving force behind a strong U.S. economy well into the 21st century. As we shift from an industrial age to an information age, we must ensure that our workforce consists of a

sufficient pool of highly skilled high-tech workers who are prepared to meet this challenge.

While significant progress has been made over recent years to strengthen and expand our high-tech workforce by integrating women into the fields of science, engineering, and technology development, the number of women participating in each of these disciplines remains relatively low. By addressing this problem now and countering the barriers which face women scientists and engineers, we can help to ensure that the U.S. labor force is ready to meet the challenges of the information age and that our high-tech economy continues to flourish in the next century.

H.R. 3007 is an important first step in this process. The legislation will establish a Commission on Women in Science, Engineering, and Technology Development.

The role of Commission will be to:

- identify the number of women in the United States in the fields of science, engineering, and technology development;

- examine the preparedness of women to pursue careers within each of these disciplines and to advance to positions of greater responsibility in academia, industry, and government;

- describe university undergraduate programs that are successful in retaining women in the areas of science, engineering, and technology development, and to identify any disincentives which have led to a disproportionate number of women either leaving the fields before receiving a degree or declining to pursue graduate education in any of the disciplines; and

- examine the current practices and policies of employers relating the recruitment, retention, and advancement of women in science, engineering, and technology development, and to compile a synthesis of available research in areas where such practices, policies, and programs have proven successful.

In addition, the legislation requires the Commission to issue recommendations that government, academia, and private industry can follow to encourage and assist women pursuing an education and career in the fields of science, engineering, and technology development.

During consideration of H.R. 3007, I will also be offering a manager's amendment which will incorporate a number of amendments which the Committee has cleared. I will explain the manager's amendment in more detail at the appropriate time.

I want to commend the Chairwoman of the Technology Subcommittee, Congresswoman Morella, for her hard work and continued dedication to this issue. I also want to thank all of the Members of the Subcommittee for recognizing the importance of this issue and working together in a bipartisan manner to produce the legislation which we will consider today.

OPENING STATEMENT BY MR. COBURN ON H.R. 3007

Mr. Chairman and distinguished colleagues, I urge the committee to oppose H.R.3007, the Commission on the Advancement of Women in Science, Engineering, and Technology Development Act.

First, this bill is unnecessary. I can find little justification in the Constitution for Congress to create and fund such a commission. Private individuals and institutions, not the federal government, are best suited for the task of analyzing the issues surrounding women in science, and are better positioned to make recommendations toward that end if any need to be made. Furthermore, although this bill does not directly establish quotas per se, other entities could use its findings to provide the rationalization and justification for gender quotas.

Second, this bill is fiscally irresponsible. My personal position is that this proposal is not consistent with the Republican agenda of downsizing government and lowering taxes. The money that may be appropriated for this project would be best used as a tax cut, not to create a feel-good commission whose existence will more profoundly affect the world of symbol rather than substance. However, considering the Committee's broad support for this proposal, the bill should at least place a limit on the amount of money that can be appropriated to fund the commission. If no such limit is imposed, the onus to limit funding falls on the Appropriations Committee, who may or may not appropriate responsible and in accordance with the Chairman's wishes — which are difficult to discern in the absence of a funding cap.

Statement of Congressman Gil Gutknecht
May 13, 1998

MR. CHAIRMAN, THANK YOU FOR THE OPPORTUNITY TO SPEAK IN SUPPORT OF THIS IMPORTANT BILL. AS YOU MAY KNOW, AN EXCELLENT COLLEGE PROFESSOR FROM MINNESOTA TESTIFIED BEFORE THE TECHNOLOGY SUBCOMMITTEE IN SUPPORT OF H.R. 3007, THE ADVANCEMENT OF WOMEN IN SCIENCE, ENGINEERING AND TECHNOLOGY DEVELOPMENT ACT. DR. ANN QUADE, A PROFESSOR AT MANKATO STATE UNIVERSITY, WHICH IS LOCATED IN BEAUTIFUL SOUTHERN MINNESOTA, TOOK TIME OUT OF HER BUSY SCHEDULE TO COME TO WASHINGTON AND TELL US HOW IMPORTANT THIS BILL IS.

MR CHAIRMAN, I SUPPORT THIS BILL BECAUSE I AM CONCERNED ABOUT THE LACK OF WOMEN IN SCIENTIFIC FIELDS. WOMEN HAVE REPEATEDLY PROVEN THEY CAN SUCCEED IN ANY AND ALL AREAS OF THE WORKFORCE, BUT FOR SOME REASON THERE APPEARS TO BE A LACK OF FEMALES IN THE SCIENTIFIC FIELDS. THIS LEGISLATION WILL HELP US FIGURE OUT WHY THERE SEEMS TO BE FEWER WOMEN THAN ONE WOULD EXPECT. I BELIEVE H.R. 3007, THE ADVANCEMENT OF WOMEN IN SCIENCE, ENGINEERING AND TECHNOLOGY DEVELOPMENT ACT, IS AN EXCELLENT STEP IN THE RIGHT DIRECTION. BY ESTABLISHING A COMMISSION WE CAN GET THE FACTS AND SEE WHAT BARRIERS ARE OUT THERE FOR WOMEN, AND MORE IMPORTANTLY, START BREAKING THEM DOWN.

CHAIRWOMAN MORELLA HAS DONE A FINE JOB IN CRAFTING THIS LEGISLATION AND I APPLAUD HER HARD WORK. I NOW ASK ALL OF MY COLLEAGUES ON THE COMMITTEE TO ALSO SUPPORT THIS LEGISLATION.

REPRESENTATIVE MATT SALMON
SCIENCE COMMITTEE MARK UP
"COMMISSION ON THE ADVANCEMENT OF WOMEN IN SCIENCE, ENGINEERING, AND TECHNOLOGY DEVELOPMENT ACT," H.R. 3007
MAY 13, 1998

I would like to thank Jane Maienschein, a Professor at Arizona State University who currently serves as my Science Fellow, for her valuable input on the Women in Science Act, and her assistance in introducing me to some key members of the science community interested in enriching the original version of the bill. Dr. Maienschein's help has, I believe, improved the bill immeasurably, and will help accomplish what the bill intends to do: determine the factors that have contributed to far fewer women than men entering the disciplines of science, energy, and technology development, and offer recommendations to reduce the disparity.

Originally, the proposed Women in Science Commission would have consisted largely of federal department heads. The revised bill is more focused on state and local involvement. Accordingly, the National Governors Association will have a voice in the composition of the Commission.

Additionally, the new bill streamlines the appointment process for Committee members, shortens the length of time the Commission will be in operation, and sunsets the Commission at an earlier date. Not only will these changes reduce the costs of the bill, but information to improve the participation of women in science will be available for public consumption sooner.

Finally, the latest version sensibly utilizes existing Federal reports on women in science. The studies already conducted on this topic by the National Science Foundation will be merged with other information the Commission is tasked to collect.

Again, I thank Dr. Maienschein for her assistance on the Women in Science Act.

Opening Statement of Representative Tom Davis
House Committee on Science
May 13, 1998

Mr. Chairman, I want to thank you and your staff for holding this markup today. I am particularly pleased that we will be considering H.R. 3007, the Commission on the Advancement of Women in Science, Engineering, and Technology Development Act, introduced by Mrs. Morella, and of which I am proud to be a co-sponsor.

With science and technology being key components of our nation's economic dominance in the world, we have to keep up in fostering and mining the talents of all our children, both male and female. Since females currently make up very few our nation's scientists, engineers, and technological innovators, we have a responsibility to steer our businesses, colleges, and communities in a direction that will encourage women to participate in each of these areas.

This legislation represents a critical, positive step towards attracting more women to the study and pursuit of careers in science, engineering, and technology. Fields which have historically been dominated by men. It creates a Commission that will identify over a 1-year period, the factors responsible for the relative lack of women pursuing educations and careers in these disciplines. The Commission will then transmit to Congress their findings and recommendations for encouraging increased female participation in these fields.

I want to commend Mrs. Morella for her work on H.R. 3007 in the Technology Subcommittee and encourage my colleagues on both sides of the aisle to lend their full support to this legislation.

STATEMENT

THE HONORABLE DARLENE HOOLEY

MAY 13, 1998

H.R. 3007

COMMISSION ON THE ADVANCEMENT OF WOMEN IN SCIENCE, ENGINEERING, AND TECHNOLOGY DEVELOPMENT ACT

Thank you Mr. Chairman. I appreciate the chance to say a few words about women in the sciences and the ways we can tap the well of creative ideas that women bring to these fields.

We are all familiar with the facts:

- Young women score considerably lower on the math portion of the SATs than young men.
- While we have seen significant improvement in the percentage of women earning graduate degrees in science and engineering, women still represent just over a third of the total students.
- In some fields, such as engineering, women do not even represent a quarter of the total students.
- Furthermore, the attrition for women once they *are* employed in the sciences is double that of men and is much more than of women in other kinds of employment.

It is my hope that this commission will continue to cast a light on these problems and continue to foster the improvements we have already seen.

High tech industries represent a major component of the engine driving our economy into the 21st Century

I think it is in all of our best interest to make sure that women have free and unhindered access to these thriving fields.

Thank you.

Mrs. MORELLA. Thanks, Mr. Chairman. I want to thank you for convening this markup of H.R. 3007, which we call the WISETECH bill, Women in Science Engineering and Technology. I think, as my colleagues know, this was introduced on November 9th of last year. It's fitting that we mark it up today.

Just on Monday, I had the pleasure of participating in the first regional town hall meeting on the National Technology Workforce. This is a national situation. It was convened in Montgomery County, Maryland. And the goal of the regional meetings is to bring to the attention of the public and industry and academia, the issue of preparing our workforce for the Year 2000. And we are about making sure that our Nation's workers are getting the education and training that they need to meet the demands of a job market increasingly dependent on technological expertise.

Ensuring that our workforce is prepared to meet the technology challenges of the future it is not only important to us from regional standpoints, but also as technology continues to emerge as the driving force behind the strong economy and the 21st Century, all of us need to make sure that our workforce is properly trained and educated in all areas of science, engineering, and technology development.

While women represent—jumping to the conclusion—while women represent nearly 50 percent of all U.S. workers, they comprise roughly 22 percent of the entire science and engineering workforce. In the field of engineering, which includes electrical and computer engineering, the percentage of women in the workforce is still under 10 percent. So, we need to take some action now to ensure that we have a sufficient pool of trained high-tech workers in the United States. And we need to take some action to determine why women are under represented in the areas of science, engineering and technology development. That was the genesis of this legislation.

This legislation will establish a Commission to determine why women are underrepresented in the high-tech workforce. Examine what current practices and policies of employers have been success in recruiting, retaining, and advancing women in those professions. And finally, to provide us with a list a recommendations that we can follow to encourage women who are pursuing an education and career in these disciplines.

I want to thank the members of the Committee who are co-sponsors of H.R. 3007, Congressman Gutknecht, Congressman Ehlers, Congressmen Boehlert, Barcia, Davis, Ewing, Calvert, Luther, Congresswomen Lofgren and Stabenow. Also I want to thank all the members of the Subcommittee on Technology for working together in a bipartisan manner to produce the legislation before us today.

You will give me an opportunity, Mr. Chairman, to point out the amendment that I will be offering. And it is not a part of my 5 minutes, right?

Chairman SENSENBRENNER. You'll get another 5 minutes for offering an amendment.

Mrs. MORELLA. Splendid. So I would now like to yield the remainder of my initial 5 minutes to Mr. Gutknecht.

Chairman SENSENBRENNER. The gentleman from Minnesota is recognized for how long?

Mr. GUTKNECHT. For the balance of her time.

Chairman SENSENBRENNER. A minute and 30 seconds.

Mr. GUTKNECHT. Well, thank you Mr. Chairman. I do have an opening statement which I will submit to the record.

Chairman SENSENBRENNER. Without objection.

Mr. GUTKNECHT. I want to thank Chairwoman Morella for the hearing, and I particularly want to thank the staff because the hearing that we had on this particular bill was excellent. And I want to say a special thank you to Dr. Ann Quade, a professor at Mankato State University, who came out to testify before us.

By establishing this Commission we really need to get to the facts as to why there is this disparity between men and women in science and engineering. If there are barriers, it seems to me, we have some responsibility to do what we can in Congress here to break them down.

So, I support this legislation. I applaud the Chairwoman and the staff for the hearings and the information that we received about this problem. And hopefully, we can get to a solution. Yield back.

Chairman SENSENBRENNER. The gentlewoman's time has expired. Who would like to make the opening statement for the Minority?

Mr. BROWN of California. Mr. Chairman?

Chairman SENSENBRENNER. The gentleman from California is recognized for 5 minutes.

Mr. BROWN of California. I will be extremely brief.

Chairman SENSENBRENNER. That's appreciated because we are losing our reporting quorum. We don't want that to happen.

Mr. BROWN of California. I ask unanimous consent to insert an opening statement in the record at this point.

Chairman SENSENBRENNER. Without objection.

Mr. BROWN of California. And I would like to point out that 43 percent of the Democrats on this Committee are women. We are doing our best to advance women in science, engineering, and technology.

[Laughter.]

[Applause.]

Chairman SENSENBRENNER. With that, the gentleman's time is expired.

[The prepared statement of Mr. Brown follows:]

Statement

Hon. George E. Brown, Jr.

H.R. 3007
Advancement of Women in Science, Engineering, and Technology Development

I want to commend the Subcommittee on Technology for its work on this bill. The Science Committee has a long history of supporting programs to improve the participation of women in the fields of science and engineering. As was evident from the Subcommittee's hearing, from NSF and NRC reports and the many studies done by universities and other non-profit organizations, even after many years of work, we still have a problem encouraging and retaining women in the fields of science and engineering during their undergraduate and graduate careers. The retention rates are even worse once women graduate and enter the workforce.

In today's competitive environment, we must ensure that all Americans are encouraged to enter the fields of science and engineering. We cannot afford to neglect half of our human resource base. Our job is to seek the means to ensure there is a level playing field for women.

A number of my colleagues have drafted amendments to strengthen H.R. 3007. I fully support these amendments and I want to thank Chairman Sensenbrenner for including these provisions in his manger's amendment. With the inclusion of these amendments, H.R. 3007 is a step in the right direction.

Are there any amendments to the bill? And the Chair recognizes the gentlewoman Morella from Maryland for purposes of offering an Amendment in the Nature of a Substitute to the bill as reported to the Subcommittee. The Clerk will report the Morella amendment.

The CLERK. "Amendment in the Nature of a Substitute showing H.R. 3007 as amended by"——

Chairman SENSENBRENNER. Without objection, the amendment is considered as read and open for amendment at any point. And the gentlewoman from Maryland is recognized for 5 quick minutes.

[The amendment roster and the text of the amendments follow:]

COMMITTEE ON SCIENCE

FULL COMMITTEE MARKUP

MAY 13, 1998

AMENDMENT ROSTER

H.R. 3007, Commission on the Advancement of Women in Science, Engineering, and Technology Development Act

No.	Sponsor	Description	Results
1.	Mrs. Morella	Amendment In The Nature Of A Substitute Showing H.R. 3007, As Amended By the Subcommittee on Technology	
2.	Mr. Sensenbrenner	En Bloc Amendments To The Amendment In The Nature Of A Substitute	
3.	Mrs. Capps	Amendment addresses the membership of the Commission.	

AMENDMENT IN THE NATURE OF A SUBSTITUTE SHOWING H.R. 3007, AS AMENDED BY THE SUBCOMMITTEE ON TECHNOLOGY

Strike all after the enacting clause and insert the following:

1 **SECTION 1. SHORT TITLE.**

2 This Act may be cited as the "Commission on the
3 Advancement of Women in Science, Engineering, and
4 Technology Development Act".

5 **SEC. 2. ESTABLISHMENT.**

6 There is established a commission to be known as the
7 "Commission on the Advancement of Women in Science,
8 Engineering, and Technology Development" (in this Act
9 referred to as the "Commission").

10 **SEC. 3. DUTY OF THE COMMISSION.**

11 The Commission shall review available research, and,
12 if determined necessary by the Commission, conduct addi-
13 tional research to—

14 (1) identify the number of women in the United
15 States in specific types of occupations in science, en-
16 gineering, and technology development;

17 (2) examine the preparedness of women to—

18 (A) pursue careers in science, engineering,
19 and technology development; and

1 (B) advance to positions of greater respon-
2 sibility within academia, industry, and govern-
3 ment;
4 (3) describe the practices and policies of em-
5 ployers and labor unions relating to the recruitment,
6 retention, and advancement of women in the fields
7 of science, engineering, and technology development;
8 (4) identify the opportunities for, and artificial
9 barriers to, the recruitment, retention, and advance-
10 ment of women in the fields of science, engineering,
11 and technology development in academia, industry,
12 and government;
13 (5) compile a synthesis of available research on
14 nondiscriminatory practices, policies, and programs
15 that have successfully led to the recruitment, reten-
16 tion, and advancement of women in science, engi-
17 neering, and technology development;
18 (6) issue recommendations with respect to non-
19 discriminatory policies that government (including
20 Congress and appropriate Federal agencies), aca-
21 demia, and private industry can follow regarding the
22 recruitment, retention, and advancement of women
23 in science, engineering, and technology development;

1 (7) identify the disincentives for women to con-
2 tinue graduate education in the fields of engineering,
3 physics, and computer science;
4 (8) identify university undergraduate programs
5 that are successful in retaining women in the fields
6 of science, engineering, and technology development;
7 (9) identify the disincentives that lead to a dis-
8 proportionate number of women leaving the fields of
9 science, engineering, and technology development be-
10 fore completing their undergraduate education;
11 (10) assess the extent to which the rec-
12 ommendations of the Task Force on Women, Mi-
13 norities, and the Handicapped in Science and Tech-
14 nology established under section 8 of the National
15 Science Foundation Authorization Act for Fiscal
16 Year 1987 (Public Law 99–383; 42 U.S.C. 1885a
17 note) have been implemented;
18 (11) compile a list of all Federally funded re-
19 ports on the subjects of encouraging women to enter
20 the fields of science and engineering and retaining
21 women in the science and engineering workforce that
22 have been issued since the date that the Task Force
23 described in paragraph (10) submitted its report to
24 Congress; and

1 (12) assess the extent to which the rec-
2 ommendations contained in the reports described in
3 paragraph (11) have been implemented.

4 **SEC. 4. MEMBERSHIP.**

5 (a) NUMBER AND APPOINTMENT.—The Commission
6 shall be composed of 11 members as follows:

7 (1) 3 members appointed by the President from
8 among for-profit entities that hire individuals in the
9 fields of engineering, science, or technology develop-
10 ment.

11 (2) 2 members appointed by the Speaker of the
12 House of Representatives from among such entities.

13 (3) 2 members appointed by the majority leader
14 of the Senate from among such entities.

15 (4) 2 members appointed by the Chairman of
16 the National Governors Association from among in-
17 dividuals in education or academia in the fields of
18 life science, physical science, or engineering.

19 (5) 2 members appointed by the Vice Chairman
20 of the National Governors Association from among
21 such individuals.

22 (b) INITIAL APPOINTMENTS.—Initial appointments
23 shall be made under subsection (a) not later than 90 days
24 after the date of the enactment of this Act.

25 (c) TERMS.—

1 (1) IN GENERAL.—Each member shall be ap-
2 pointed for the life of the Commission.
3 (2) VACANCIES.—A vacancy in the Commission
4 shall be filled in the manner in which the original
5 appointment was made.
6 (d) BASIC PAY.—Each member of the Commission
7 shall receive compensation at the daily equivalent of the
8 maximum rate of pay payable under section 5376 of title
9 5, United States Code, for each day the member is en-
10 gaged in the performance of duties for the Commission,
11 including attendance at meetings and conferences of the
12 Commission, and travel to conduct the duties of the Com-
13 mission.
14 (e) TRAVEL EXPENSES.—Each member shall receive
15 travel expenses, including per diem in lieu of subsistence,
16 in accordance with sections 5702 and 5703 of title 5,
17 United States Code.
18 (f) QUORUM.—A majority of the members of the
19 Commission shall constitute a quorum for the transaction
20 of business.
21 (g) CHAIRPERSON.—The Chairperson of the Commis-
22 sion shall be elected by the members.
23 (h) MEETINGS.—The Commission shall meet not
24 fewer than 5 times in connection with and pending the
25 completion of the report described in section 7. The Com-

1 mission shall hold additional meetings for such purpose
2 if the Chairperson or a majority of the members of the
3 Commission requests the additional meetings in writing.
4 (i) EMPLOYMENT STATUS.—Members of the Com-
5 mission shall not be deemed to be employees of the Fed-
6 eral Government by reason of their work on the Commis-
7 sion except for the purposes of—
8 (1) the tort claims provisions of chapter 171 of
9 title 28, United States Code; and
10 (2) subchapter I of chapter 81 of title 5, United
11 States Code, relating to compensation for work inju-
12 ries.

13 **SEC. 5. DIRECTOR AND STAFF OF COMMISSION; EXPERTS**
14 **AND CONSULTANTS.**

15 (a) DIRECTOR.—The Commission shall appoint a Di-
16 rector who shall be paid at a rate not to exceed the maxi-
17 mum annual rate of basic pay payable under section 5376
18 of title 5, United States Code.
19 (b) STAFF.—The Commission may appoint and fix
20 the pay of additional personnel as the Commission consid-
21 ers appropriate.
22 (c) APPLICABILITY OF CERTAIN CIVIL SERVICE
23 LAWS.—The Director and staff of the Commission may
24 be appointed without regard to the provisions of title 5,
25 United States Code, governing appointments in the com-

1 petitive service, and may be paid without regard to the
2 provisions of chapter 51 and subchapter III of chapter 53
3 of that title relating to classification and General Schedule
4 pay rates, except that an individual so appointed may not
5 receive pay in excess of the maximum annual rate of basic
6 pay payable under section 5376 of title 5, United States
7 Code.

8 (d) EXPERTS AND CONSULTANTS.—The Commission
9 may procure temporary and intermittent services under
10 section 3109(b) of title 5, United States Code, at rates
11 for individuals not to exceed the maximum annual rate
12 of basic pay payable under section 5376 of title 5, United
13 States Code.

14 (e) STAFF OF FEDERAL AGENCIES.—Upon request
15 of the Commission, the Director of the National Science
16 Foundation or the head of any other Federal department
17 or agency may detail, on a reimbursable basis, any of the
18 personnel of that department or agency to the Commission
19 to assist it in carrying out its duties under this Act.

20 **SEC. 6. POWERS OF COMMISSION.**

21 (a) HEARINGS AND SESSIONS.—The Commission
22 may, for the purpose of carrying out this Act, hold hear-
23 ings, sit and act at times and places, take testimony, and
24 receive evidence as the Commission considers appropriate.

1 The Commission may administer oaths or affirmations to
2 witnesses appearing before it.
3 (b) POWERS OF MEMBERS AND AGENTS.—Any mem-
4 ber or agent of the Commission may, if authorized by the
5 Commission, take any action which the Commission is au-
6 thorized to take by this section.
7 (c) OBTAINING OFFICIAL DATA.—The Commission
8 may secure directly from any department or agency of the
9 United States information necessary to enable it to carry
10 out this Act. Upon request of the Chairperson of the Com-
11 mission, the head of that department or agency shall fur-
12 nish that information to the Commission.
13 (d) GIFTS, BEQUESTS, AND DEVISES.—The Commis-
14 sion may accept, use, and dispose of gifts, bequests, or
15 devises of services or property, both real and personal, for
16 the purpose of aiding or facilitating the work of the Com-
17 mission. Gifts, bequests, or devises of money and proceeds
18 from sales of other property received as gifts, bequests,
19 or devises shall be deposited in the Treasury and shall be
20 available for disbursement upon order of the Commission.
21 (e) MAILS.—The Commission may use the United
22 States mails in the same manner and under the same con-
23 ditions as other departments and agencies of the United
24 States.

1 (f) ADMINISTRATIVE SUPPORT SERVICES.—Upon the
2 request of the Commission, the Administrator of General
3 Services shall provide to the Commission, on a reimburs-
4 able basis, the administrative support services necessary
5 for the Commission to carry out its responsibilities under
6 this Act.

7 (g) CONTRACT AUTHORITY.—To the extent provided
8 in advance in appropriations Acts, the Commission may
9 contract with and compensate government and private
10 agencies or persons for the purpose of conducting research
11 or surveys necessary to enable the Commission to carry
12 out its duties under this Act.

13 **SEC. 7. REPORT.**

14 Not later than 1 year after the date on which the
15 initial appointments under section 4(a) are completed, the
16 Commission shall submit to the President, the Congress,
17 and the highest executive official of each State, a written
18 report containing the findings, conclusions, and rec-
19 ommendations of the Commission resulting from the study
20 conducted under section 3.

21 **SEC. 8. CONSTRUCTION; USE OF INFORMATION OBTAINED.**

22 (a) IN GENERAL.—Nothing in this Act shall be con-
23 strued to require any non-Federal entity (such as a busi-
24 ness, college or university, foundation, or research organi-
25 zation) to provide information to the Commission concern-

1 ing such entity's personnel policies, including salaries and
2 benefits, promotion criteria, and affirmative action plans.
3 (b) USE OF INFORMATION OBTAINED.—No informa-
4 tion obtained from any entity by the Commission may be
5 used in connection with any employment related litigation.

6 **SEC. 9. TERMINATION; ACCESS TO INFORMATION.**

7 (a) TERMINATION.—The Commission shall terminate
8 30 days after submitting the report required by section
9 7.
10 (b) ACCESS TO INFORMATION.—On or before the
11 date of the termination of the Commission under sub-
12 section (a), the Commission shall provide to the National
13 Science Foundation the information gathered by the Com-
14 mission in the process of carrying out its duties under this
15 Act. The National Science Foundation shall act as a
16 central repository for such information and shall make
17 such information available to the public, including making
18 such information available through the Internet.

19 **SEC. 10. REVIEW OF INFORMATION PROVIDED BY THE NA-**
20 **TIONAL SCIENCE FOUNDATION AND OTHER**
21 **AGENCIES.**

22 (a) PROVISION OF INFORMATION.—At the request of
23 the Commission, the National Science Foundation and any
24 other Federal department or agency shall provide to the
25 Commission any information determined necessary by the

1 Commission to carry out its duties under this Act, includ-
2 ing—
3 (1) data on academic degrees awarded to
4 women in science, engineering, and technology devel-
5 opment, and workforce representation and the reten-
6 tion of women in the fields of science, engineering,
7 and technology development; and
8 (2) information gathered by the National
9 Science Foundation in the process of compiling its
10 biennial report on Women, Minorities, and Persons
11 with Disabilities in Science and Engineering.
12 (b) REVIEW OF INFORMATION.—The Commission
13 shall review any information provided under subsection (a)
14 and shall include in the report required under section 7—
15 (1) recommendations on how to correct any de-
16 ficiencies in the collection of the types of information
17 described in that subsection, and in the analysis of
18 such data, which might impede the characterization
19 of the factors which affect the attraction and reten-
20 tion of women in the fields of science, engineering,
21 and technology development; and
22 (2) an assessment of the biennial report of the
23 National Science Foundation on Women, Minorities,
24 and Persons with Disabilities in Science and Engi-

1 neering, and recommendations on how that report
2 could be improved.

3 **SEC. 11. DEFINITION OF STATE.**

4 In this Act, the term "State" includes the several
5 States, the District of Columbia, the Commonwealth of
6 Puerto Rico, the Commonwealth of the Northern Mariana
7 Islands, American Samoa, Guam, the Virgin Islands, and
8 any other territory or possession of the United States.

EN BLOC AMENDMENTS OFFERED BY MR. SENSENBRENNER TO THE AMENDMENT IN THE NATURE OF A SUBSTITUTE

Page 1, after line 4, insert the following new section (and renumber the subsequent sections accordingly):

1 **SEC. 2. FINDINGS.**

2 The Congress finds the following:

3 (1) According to the National Science Founda-
4 tion's 1996 report, Women, Minorities, and Persons
5 with Disabilities in Science and Engineering—

6 (A) women have historically been under-
7 represented in scientific and engineering occu-
8 pations, and although progress has been made
9 over the last several decades, there is still room
10 for improvement;

11 (B) female students take fewer high-level
12 mathematics and science courses in high school;

13 (C) female students earn fewer bachelors,
14 masters, and doctoral degrees in science and
15 engineering;

16 (D) among recent bachelors of science and
17 bachelors of engineering graduates, women are
18 less likely to be in the labor force, to be em-
19 ployed full-time, and to be employed in their
20 field than are men;

1 (E) among doctoral scientists and engi-
2 neers, women are far more likely to be em-
3 ployed at 2-year institutions, are far less likely
4 to be employed in research universities, and are
5 much more likely to teach part-time;
6 (F) among university full-time faculty,
7 women are less likely to chair departments or
8 hold high-ranked positions; and
9 (G) a substantial salary gap exists between
10 men and women with doctorates in science and
11 engineering.
12 (2) According to the National Research Coun-
13 cil's 1995 report, Women Scientists and Engineers
14 Employed in Industry: Why So Few?—
15 (A) limited access is the first hurdle faced
16 by women seeking industrial jobs in science and
17 engineering, and while progress has been made
18 in recent years, common recruitment and hiring
19 practices that make extensive use of traditional
20 networks often overlook the available pool of
21 women;
22 (B) once on the job, many women find pa-
23 ternalism, sexual harassment, allegations of re-
24 verse discrimination, different standards for
25 judging the work of men and women, lower sal-

1 ary relative to their male peers, inequitable job
2 assignments, and other aspects of a male-ori-
3 ented culture that are hostile to women; and
4 (C) women to a greater extent than men
5 find limited opportunities for advancement, par-
6 ticularly for moving into management positions,
7 and the number of women who have achieved
8 the top levels in corporations is much lower
9 than would be expected, based on the pipeline
10 model.
11 (3) The establishment of a commission to exam-
12 ine issues raised by the findings of these 2 reports
13 would help—
14 (A) to focus attention on the importance of
15 eliminating artificial barriers to the recruit-
16 ment, retention, and advancement of women in
17 the fields of science, engineering, and tech-
18 nology, and in all employment sectors of the
19 United States;
20 (B) to promote work force diversity;
21 (C) to sensitize employers to the need to
22 recruit and retain women scientists, engineers,
23 and computer specialists; and
24 (D) to encourage the replication of suc-
25 cessful recruitment and retention programs by

1 universities, corporations, and Federal agencies
2 having difficulties in employing women in the
3 fields of science, engineering, and technology.

Page 2, line 14, strike "nondiscriminatory" and insert "lawful".

Page 2, beginning on line 18, strike "nondiscriminatory" and insert "lawful".

Page 5, strike lines 6 through 13 and insert the following:

4 (d) PAY OF MEMBERS.—Members shall not be paid
5 by reason of their service on the Commission.

Page 9, line 15, strike "4(a)" and insert "5(a)".

Page 9, line 20, strike "3" and insert "4".

Strike "women" in each place in the bill in which such term appears and insert "women (including minority women and women with disabilities)".

AMENDMENT OFFERED BY MRS. CAPPS TO THE AMENDMENT IN THE NATURE OF A SUBSTITUTE

Page 4, strike lines 5 through 21 and insert the following:

1 (a) NUMBER AND APPOINTMENT.—(1) The Commis-
2 sion shall be composed of 12 members appointed as fol-
3 lows:
4 (A) 2 members appointed by the President.
5 (B) 2 members appointed by the Speaker of the
6 House of Representatives.
7 (C) 1 member appointed by the minority leader
8 of the House of Representatives.
9 (D) 2 members appointed by the majority lead-
10 er of the Senate.
11 (E) 1 member appointed by the minority leader
12 of the Senate.
13 (F) 2 members appointed by the Chairman of
14 the National Governors Association.
15 (G) 2 members appointed by the Vice Chairman
16 of the National Governors Association.
17 (2) Members of the Commission shall be selected
18 from among individuals—

1 (A) employed in industry, non-profit entities,
2 academia, government, education, or labor unions;
3 and
4 (B) with expertise in the experience of women
5 in the fields of engineering, science, or technology
6 development.

Mrs. MORELLA. I will make it very quick because this is a bill that we want to fleetingly sign into law. During the Subcommittee markup a number of changes were made to H.R. 3007 which I think are going to help strengthen the bill. And I just want to present those quickly.

First of all, the substitute amendment streamlines the Commission by requiring the Commission to be appointed in 90, not 180 days; giving the Commission 1 year, not 18 months to report; terminating the Commission in 30 days, not 1 year after its report; reducing the size of the Commission from 18 to 11 members; and replacing a requirement that NSF, National Science Foundation, conduct a study with language requiring NSF to transmit the data it currently collects to the Commission.

In addition, the substitute will ensure that States are active participants in the Commission by allowing the National Governors Association's Chairman and Vice Chairman to appoint 4 of the 11 Commissioners, and by requiring the Commission's final report to be transmitted to all 50 States, the District of Columbia, and the U.S. territories.

Finally, the substitute includes a number of Democratic amendments which were adopted to help better define the duties of the Commission. I am pleased to report to the members of the Committee that 3007 as passed by the Subcommittee has received the endorsement of the Institute of Electrical and Electronics Engineers, National Society of Professional Engineers, Women in Technology, Association of Women in Science, American Association of Engineering Societies, American Society of Mechanical Engineers.

Thank you again, Mr. Chairman, and members of the Committee. I hope you all support this unanimously. I yield back.

Chairman SENSENBRENNER. The gentlewoman's time has expired.

Is there anybody on the Democratic side that wishes to say anything about the Amendment in the Nature of a Substitute before I offer the en bloc amendments, which incorporate many of the suggestions that have come from the Minority party members?

If not, the Chair has an en bloc amendment to the Amendment in the Nature of a Substitute at the desk which the Clerk will report.

The CLERK. "En bloc amendments offered by Mr. Sensenbrenner to the Amendment in the Nature of a Substitute. Page 1 after line 4"——

Chairman SENSENBRENNER. Without objection, the amendments en bloc to the Amendment in the Nature of a Substitute are considered as read and open for amendment at any point.

And the Chair at this time recognizes himself for 5 brief minutes.

The manager's amendment does four things. First, it inserts a new section of findings in the substitute which are based upon the findings of the National Science Foundation's 1996 report entitled, *Women, Minorities, and Persons with Disabilities in Science and Engineering,* and also the National Research Council's 1995 report, *Women Scientists and Engineers Employed in Industry. Why so few?*

Second, it strikes the word "non-discriminatory" in section 3, subsections 5 and 6, of the substitute and replaces it with the word "lawful."

Third, it strikes section 4(b) of the substitute and replaces it with the language which prohibits members of the Commission from being compensated for days in which they partake in Commission business.

And fourth, strike the term "women" as it appears in all sections of the substitute and replaces it with the term "women (including minority women, and women with disabilities)."

I'm going to yield back the balance of my time, but I would like to ask each of the members, in the order in which their amendment appears in the manager's amendment in the en bloc amendments, to explain their part beginning with the gentlewoman from Texas, Ms. Johnson.

Ms. JOHNSON of Texas. Thank you.

Chairman SENSENBRENNER. The gentlewoman is recognized for 5 minutes.

Ms. JOHNSON. Thank you very much, Mr. Chairman. I offered the findings amendment due to the importance of adding these findings to the bill. These findings are necessary because it is the findings which will motivate the Commission to study the disparity of women in the science, engineering and technology fields.

Clearly, the workforce for the future will comprise people with these kinds of backgrounds. And with more than 60 percent of the workforce moving toward women, it is extraordinarily important. I've spent 25 years working in this area—trying to offer opportunities, thinking of various ways to attempt to get women interested, and to also open opportunities. They have been historically underrepresented in scientific and engineering occupations. And yet they comprise, really 12 percent of the employed scientific and engineering labor force. We have got to improve that. And the only way we can address the issue is to determine what the findings are.

Women earn a smaller proportion of total science and engineering degrees. Among the recent Bachelor of Science degrees in engineering, women are less likely to be in the labor force, and to be employed full-time, and to be employed in their field than are men. Among women who received their doctorates 13 years ago, 72 percent of men, but only 55 percent of women are full professors. In addition, 43 percent of women are tenured compared to 67 percent of them being men.

A substantial salary gap exists between men and women with science and engineering doctorates, and it is believed that almost 90 percent of the observed $13,200 gap is related to many background variables.

But, I encourage members to really support the findings amendment because it is this inclusion that will precipitate the Commission to push forward to study why there is a disparity of women in science, and engineering, and technology fields. When it is so critical that we attract more for the future workforce. I thank you.

Chairman SENSENBRENNER. I thank the gentlewoman from Texas.

Let me say that there are some other markups, including one that is very contentious in the Government Reform and Oversight

Committee, that is drawing our reporting quorum away. And we have one amendment that the gentleman from Maryland wishes to offer, which will bring some debate. So, I would like to ask the other members that I recognized to somewhat summarize their statements. Not with the idea of gagging them, but with the idea of getting this bill out, which is what most members desire. Gentlewoman from Michigan, Ms. Stabenow.

Ms. STABENOW. Thank you, Mr. Chairman. I appreciate very much working with the Chairman of the Subcommittee, as well as the Chairman of the Committee, in incorporating an amendment that would strike the term non-discriminatory and replace it with lawful. In the Subcommittee it was explained that originally there was a concern about quotas, and obviously illegal and so by replacing it with the word lawful we addressed that concern.

I would just add one other thing, and that is it is critical that for the future of the economic growth of our country that over half of our country's population not be discouraged or discriminated against as it relates to entering the fields of science, technology and engineering. This is a very important bill with the amendments. We need all the educated and qualified men and women to fill jobs, as possible, in this country in these fields. And I would commend the Chairman. And I appreciate having the opportunity to serve as a co-sponsor. Thank you.

Chairman SENSENBRENNER. The gentlewoman from California, Ms. Lee.

Ms. LEE. Thank you, Mr. Chairman. And I thank you for including in your en bloc amendment, my amendment, which basically was offered in the spirit of fiscal responsibility in an attempt to save taxpayers' money.

When I reviewed the provisions of the bill, I noted that the Commission's members are not only compensated for travel and per diem expenses, but also authorized to receive salary compensation for the days served. According to the provisions of the bill, this amounts to upwards between $13- $17,000 per week for a salary for Commission members. This amounts to close to $1 million.

So, I feel it's entirely appropriate that the Commission members are reimbursed for all travel costs associated with their work, but not for their salaries. So, this is a very prudent measure. And I thank the Chairman for your consideration.

Chairman SENSENBRENNER. I thank the gentlewoman from California for her contribution. The gentlewoman from Texas, Ms. Jackson Lee, also had a contribution to the manager's en bloc amendments. Without objection, she will be allowed to insert a statement if she so desires at this point in the record.

[The prepared statement of Ms. Jackson Lee follows:]

SHEILA JACKSON LEE
18TH DISTRICT, TEXAS

COMMITTEES:

COMMITTEE ON THE JUDICIARY
SUBCOMMITTEE ON CRIME
SUBCOMMITTEE ON COMMERCIAL AND ADMINISTRATIVE LAW

COMMITTEE ON SCIENCE
SUBCOMMITTEE ON SPACE AND AERONAUTICS
SUBCOMMITTEE ON BASIC RESEARCH

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Statement
Congresswoman Jackson Lee
Amendment H.R. 3007,
Commission on the Advancement of Women in Science, Engineering, and Technology Development Act
May 13, 1998

I would like to thank the Chairman for including my amendment in H.R. 3007, Commission on the Advancement of Women in Science, Engineering, and Technology Development Act. This amendment would strike women from each place in the bill and replace it with women (including minority women and women with disabilities).

Another inseparable issue is the compound effect of being both a women and a minority or both a women and a person with a disability. The statistics show that these compound effects place women even further behind. The commission should be able to take a comprehensive look at these issues rather than being limited only to gender issues.

According to the National Research Council's report "Women Scientists and Engineers Employed in Industry: Why so Few?" An interesting dilemma has arisen in recent years as the work force has become diversified ethnically. Many ethnic groups have specific, sometimes limiting, perceptions of the roles of women; and, as female members of these groups are recruited more aggressively, those learned roles may prevent women, particularly minority women, from advancing in the industrial work force.

Therefore, I hope my colleagues will agree that we should look closely at this area of women in science, engineering, and technology.

Chairman SENSENBRENNER. The Chair has been notified of an amendment by the gentleman from Maryland, Mr. Bartlett. And this would be the proper time if he should choose to offer the amendment to do so.

Mr. BARTLETT. Mr. Chairman, I have an opening statement.

Chairman SENSENBRENNER. Without objection, the gentleman's opening statement will be placed in the record.

The gentleman from Maryland.

Mr. BARTLETT. Thank you very much. I have an amendment at this desk, Mr. Chairman.

Chairman SENSENBRENNER. The Clerk will report the amendment.

The CLERK. "Amendment offered by Mr. Bartlett to the en bloc amendments offered by Mr. Sensenbrenner to the Amendment in the Nature of a Substitute"——

Chairman SENSENBRENNER. Without objection, the amendment will be considered as read and open for amendment at any point. And the Chair recognizes the gentleman from Maryland, Mr. Bartlett, for 5 minutes.

Mr. BARTLETT. Thank you very much. Mr. Chairman, this is a very simple, very short amendment. I would first like to say that I could not be more strongly supportive of what this bill is trying to achieve.

We certainly do need to advance women in science, engineering, and technology. They represent an enormous unexploited resource and our country badly needs to do exactly what this bill purports to do.

My problem is with specific language on page 3, and that is lines 20 to 23. The bill by the way is a bill to promote the advancement of women in science, engineering and technology, and with that said the language on page 3 is really duplicative and unnecessary and it simply invites controversy. It says "to promote workforce diversity." What the private sector needs to do is what they do, and that is to hire the best people. It says "to sensitize employers." We should not be in the business of socially re-engineering our society. What employers need to do is to recruit and retain the best.

This is a very good bill, it promotes a very good cause. I think that the inclusion of this language in the bill simply invites controversy which will detract from the importance of this bill, and from the results that I hope that it will achieve.

So, therefore, my bill is a very simple one. It simply moves to strike this language.

Chairman SENSENBRENNER. The gentleman's time has expired.

The Chair yields himself 5 minutes in opposition of the amendment. I agree with everything that the gentleman from Maryland has said. Certainly I'm strongly opposed to quotas, and quotas are unlawful. However, if you look at the text on page 3 of the en bloc amendments, the charge that is given by this bill to the Commission it creates is to examine issues raised in the findings of the two reports. One by the NSF, and the second by the NRC. The deal with the two issues that the gentleman from Maryland proposes to strike from the bill, which is to promote workforce diversity and to sensitize employers to the need to recruit and retain women scientists, engineers, and computer specialists.

Now, if we don't have the Commission review what these two outside agencies concluded then I guess there will be no critical review, and the outside agencies conclusions will stand. And I don't think that's why we want to have the Commission appointed. I think that if the outside agencies did not bring these issues up, it would have been proper to strike the language the gentleman from Maryland proposes to strike. But, since they did I think the Commission ought to review, ought to comment on it. If the comments are off the wall, they will be considered appropriately by the Congress and the public. So, I really think that it's best to leave the language in. And I oppose the amendment.

I yield back the balance of my time.

The gentlewoman from Texas Ms. Johnson, for 5 minutes.

Ms. JOHNSON. Thank you, Mr. Chairman. I would like to express my opposition to this amendment. Unless there is some effort to promote workforce diversity and to sensitize employers to the need to recruit and retain women in this area, I'm not sure what the bill will actually go beyond that. It is not a quota system.

When you say "to sensitize employers" it simply means maybe some flex hours. Often—if you will listen to the statistics of this report—younger women do not stay in these fields. Often it's because they have families with small children. Sometimes the company only needs to provide for flex hours, or provide for some day care in the near vicinity.

It is not attempting to bring about quotas, it is an attempt to encourage right out of college to remain in the field, and to remain active. I don't know that this implies anything other than to call attention to the need for sensitization in these areas. I really think that this gets at the heart of any activity that this bill could call for. I admire and support the Chairwoman of this Subcommittee. And I don't believe that she stands for quotas, I don't. But I do think that it is important for us to address the issue, the finding from the Commission that shows that young women leave these fields. This is the workforce area for the future. And I think we need to encourage women to remain in the field. Thank you.

Chairman SENSENBRENNER. The gentlewoman's time has expired.

Mr. ROHRABACHER. Mr. Chairman. I'll try to be brief.

Chairman SENSENBRENNER. The gentleman from California is recognized for 5 minutes.

Mr. ROHRABACHER. I strongly support Mr. Bartlett's amendment. Frankly, what he is doing here is eliminating just feel good language. And one thing the Republicans have always been upset about with Democrats is that they put feel good language in things just to make people seem like they are doing things. Mr. Bartlett says let's clear out the feel good language.

Chairman SENSENBRENNER. Will the gentleman yield?

Mr. ROHRABACHER. Not until I finish. Not until I finish. Just one moment. This is—I mean, Mr. Bartlett just says let's get on with the substance. We don't have any complaint about—he just says we're trying to get women into the workforce into these high-tech jobs, but let's clear away this language that does nothing but appeal to different people on a stylistic basis. And I agree with him totally, and I hope that by cleaning this language away we can get

to the substance of this issue rather than just trying the "feel good" language.

Yes, I will yield to the Chairman.

Chairman SENSENBRENNER. I'm just saying that I'm the author of the amendment that contains the language and I haven't switched parties yet.

[Laughter.]

Chairman SENSENBRENNER. The question is on the en bloc amendments offered by the Chair.

All those in favor of the Bartlett amendment will signify by saying aye.

Those opposed, by saying no.

The noes appear to have it.

Mr. ROHRABACHER. Does everybody feel good?

Chairman SENSENBRENNER. I feel great.

The noes have it. The amendment is not agreed to.

[Laughter.]

Chairman SENSENBRENNER. The question is now on the en bloc amendments to the substitute amendment offered by the Chair.

Those in favor will signify by saying aye.

Opposed, no.

The ayes have it. The en bloc amendments are agreed to.

The question now is on the Amendment in the Nature of a Substitute offered by the gentlewoman from Maryland Mr. Morella.

All those in favor will signify by saying aye.

Opposed, no.

The ayes appear to have it. The ayes have it.

Are there further amendments to the bill?

The gentlewoman from California, Ms. Capps.

Mrs. CAPPS. Thank you, Mr. Chairman. Today I was planning to offer an amendment that would improve the composition of the Commission by making the selection process more bipartisan, and ensuring that we get the best possible people to serve.

While I will not be offering this amendment, I do want to note two concerns. First, my amendment would have allowed each of the Minority leaders of the House and Senate a nomination to the Commission on what is truly a bipartisan issue—ensuring that women have access to careers in science.

I believe the Minority party in Congress, whoever it may be should have a voice in this process. Unfortunately the bill as currently drafted does not allow this. In addition, my amendment would have provided those nominating Commission members a wider pool of applicants to choose from by allowing experts in this issue from the private sector, non-profits, or government agencies to also be considered. It would also insure that Commissioners have some experience with issues relating to women in science. And I strongly believe that the criteria for selection to this Commission should be based on the expertise and background of the individual, and that would be—we would be best served by a Commission with a broad array of experience from the public and private sectors.

And I do appreciate the efforts of Chairwoman Morella to work with me on this, and look forward to continuing our discussion as this legislation moves forward.

Thank you, Mr. Chairman. And I ask you now might consent to withdraw my amendment and yield back the balance of my time.

Chairman SENSENBRENNER. Without objection.

The gentleman from Oklahoma. For what purpose do you rise?

Mr. COBURN. To strike the requisite number of words.

Chairman SENSENBRENNER. The gentleman is recognized for 5 minutes.

Mr. COBURN. Mr. Chairman, I'll be very brief. One observation on this bill that concerns me. As we look at the appropriations process in Congress, we often see things appropriated that we as an authorizing committee are not happy about. And what I do note in this bill lacking, is there is no maximum amount under which, under our authority, we have the right to tell the appropriators not to exceed. And I think we neglect our duty as authorizers, and we defer tremendous power to appropriators by not setting the maximum amount of money that can be spent for this Commission. And it would be—my recommendation that the Chairman, if this bill comes to the Floor under rules where there will not be amendments, to hopefully change it, if not put an amendment in it that will give a maximum amount that can not be exceeded by the appropriators.

And I yield back.

Chairman SENSENBRENNER. The gentleman's time has expired.

Are there further amendments to the bill?

[No response.]

If there are no further amendments, the Chair recognizes the gentleman from California for the appropriate motion to report.

Mr. BROWN of California. Mr. Chairman, I move the Committee report the bill H.R. 3007 as amended, furthermore I move to instruct the staff to prepare the legislative report, make technical and conforming amendments, and that the Chairman take all necessary steps to bring the bill before the House for consideration.

Chairman SENSENBRENNER. The Chair notes the presence of the reporting quorum. The question is on the adoption of the motion to report favorably. Those in favor will signify by saying aye.

Opposed, no.

The ayes appear to have it. The ayes have it and the motion is agreed to.

Without objection, the bill will be reported in the form of a single Amendment in the Nature of a Substitute reflecting amendments that were agreed to today. Without objection, members will have the appropriate number of days in which to file additional, dissenting, Minority or other views. And without objection, pursuant to House Rule 20, the Chair is authorized to make whatever motions necessary to go to conference.

Mrs. MORELLA. Mr. Chairman?

Mr. BOEHLERT. Mr. Chairman?

Chairman SENSENBRENNER. The gentleman from New York.

Mr. BOEHLERT. Would it be appropriate to ask the staff to play James Brown's rendition of "I feel good" now?

[Laughter.]

Chairman SENSENBRENNER. The Chair is constrained to object. We haven't paid our ASCAP fee for that yet.

[Laughter.]

The gentlewoman from Maryland.

Mrs. MORELLA. Mr. Chairman, I just want to thank you for also so quickly, at the last minute, including the amendments that had been offered by the Minority in the en bloc amendments. And I want to thank all the members of the Subcommittee, all the members of the Full Committee. This is terrific. Let's get it under suspension.

Chairman SENSENBRENNER. Okay. I thank everybody for their cooperation.

There being no further business to come before the Committee, the Committee is adjourned.

[Whereupon, at 11:40 a.m., the Committee was adjourned.]

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