

them blossom into a strong literacy and mentoring organization.

As Bob Ligouri moves on to dedicate more time to a new business venture, I express my sincere gratitude for the outstanding job he has done for Everybody Wins! Iowa. His dedication and leadership was critical to the Iowa program and he will be missed.●

COMMENDING PATRICIA POLAND

● Mrs. CLINTON. Mr. President, I am pleased today to recognize the outstanding service of Patricia "Judy" Poland, who retires in May after 30 years of dedicated efforts on behalf of the U.S. Army. For three decades, Miss Poland has worked at the Army's Recruiting Battalion in Albany, NY. She retires as the Battalion's Chief of Advertising and Public Affairs.

Miss Poland began her Government service in 1973 and has spent her entire career in the field of public affairs. It is fitting to note, therefore, that she entered Federal service at the same time that the Army began its daring initiative to become an All-Volunteer Force. Miss Poland's career spanned the full gamut of recruiting slogans, each of which reflected the changing temperament of the Nation, from "Today's Army Wants to Join You," through "Be All You Can Be" to the current "Army of One." She leaves an All-Volunteer Army sustained by successful recruitment.

Judy Poland's efforts in Albany, NY, contributed greatly to the Army's success. Recognized for her leadership, for most of her service she has headed her department, she has held the unconditional trust of several thousand recruiters, and her institutional knowledge has eased the way for more than a dozen battalion commanders.

From her early service pounding a manual typewriter under leaking steampipes in a basement, she has not only seen the Army change and grow into a service on the cutting edge of technology but she has facilitated that growth.

As Judy Poland leaves Government service to pursue goals and hobbies postponed for 30 years, I offer not only congratulations on her accomplishments but heartfelt thanks for her selfless service to our great Nation. I send to her my best wishes for continued success.●

TOM RUSSO AND THE SCHOLAR-RESCUE PROGRAM

● Mr. LEAHY. Mr. President, today I wish to make a short statement on the work of Tom Russo. Mr. Russo is a vice chairman of Lehman Brothers, making his time some of the most valuable time in the world. But, it is precisely what Mr. Russo does with this time that I would like to speak about here today—in particular his work with the Institute of International Education—*IIE*—and the scholar-rescue program.

Mr. Russo has played a leadership role in working with *IIE* to establish a

program that helps to bring scholars, whose lives are in danger in their home countries, to the United States. Once in the United States, the scholars are matched with host universities according to their academic specialty and the needs of the university. In many ways, this program is a win-win. The scholars, and in some cases their families, are removed from harm's way. Universities in the U.S. get top-rate scholars to teach and conduct research, while *IIE* helps to defray some of the costs to these institutions.

Of course, everyone would prefer that these scholars were able to remain in their home countries shaping the intellectual culture there, especially the scholars themselves. But, these are cases where there is no other option. It is either leave or be killed. And we have a moral responsibility to help these scholars escape and continue their work, in hopes of one day returning and advancing the knowledge base in their home nations.

One only has to look at the newspaper to see that there is virtually unlimited demand for this program. Let me read a few sentences from an article in last Wednesday's Washington Post, entitled "Attacks Across Iraq kill 12, Wound Over 60". The article reads: "Elsewhere in the capital, masked men shot and killed a professor, Fuad Ibrahim Mohamed Bayati, as he left home for the University of Baghdad, police said."

Tom Russo and his colleagues, including Henry Jarecki, a board member of *IIE*, and Alan Goodman, the president of *IIE*, have worked tirelessly to build this program. I know this because on several different occasions I have met with Henry, Alan, or Tom about the scholar-rescue program. It is abundantly clear from our conversations that they are deeply involved with the program and are passionate about the good work that it is doing around the world. While the scholar-rescue program cannot prevent every tragedy, I can attest it is making a difference. I also know that, instead of resting on their laurels, Mr. Russo, Dr. Jarecki, Dr. Goodman, and others are laboring day and night to expand the program to come to the aid of more scholars and their families.

I appreciate all Mr. Russo is doing and wanted to bring his work to the attention of the Senate. I encourage all of my colleagues to read about Tom Russo and the scholar-rescue program. I ask that an article from the New York Sun on Mr. Russo be printed in the *RECORD*.

There being no objection, the article was ordered to be printed in the *RECORD*, as follows:

[From the New York Sun, Apr. 11, 2005]

LEHMAN'S RUSSO: "CREATE A CULTURE OF DOING THE RIGHT THING"

(By Pranay Gupte)

Thomas Russo, vice chairman of Lehman Brothers Incorporated and the 155-year-old investment bank's chief legal officer, had started this day with a meeting at 7:30 a.m.

By the time he came to lunch, he'd had three more meetings, and taken several overseas and domestic calls in his additional role as head of Lehman's corporate advisory division, with responsibility for compliance, internal audit, government relations, and the documentation group.

There was also some work in connection with Lehman's new products committee and also the operating exposures committee, both of which he chairs. There were a couple of matters related to the Institute of International Education, which administers the State Department's Fulbright Program, and whose executive committee he heads.

And yes, there was a one-hour workout at a gym before his workday started.

Were there enough hours in the clock for him, the reporter—whose own deadline driven schedule had spawned portliness, in contrast to his guest's dapper trimness—asked Mr. Russo.

"In everything I do, I always ask myself, 'Am I doing the best that I can?'" Mr. Russo said. "If you feel good about what you do, then you can be at peace with yourself."

He's handsomely compensated for what he does. Lehman gave him \$3 million last year, making him the highest-paid corporate legal counsel in America after General Electric's chief lawyer, Benjamin Heineman Jr., who drew \$4.3 million, according to a survey by Corporate Legal Times.

Mr. Russo certainly earns his salary and bonuses, especially these days when Wall Street is under increased scrutiny by regulatory institutions on account of assorted scandals concerning corporate behavior. As Lehman's chief legal officer, it's Mr. Russo's responsibility to ensure strict compliance with the law—particularly the 2002 Sarbanes-Oxley Act on accounting and governance—on the part of the firm's 20,300 employees.

Indeed, Mr. Russo was a key player in bringing about the record \$1.4 billion settlement by 10 Wall Street companies in April 2003. Lehman, which paid \$80 million in fines—Citigroup paid \$400 million—was among those accused by the Securities and Exchange Commission and New York State Attorney General Eliot Spitzer of conflicts of interest while aiming to increase their investment-banking business.

"The whole episode was bad for the industry, it was bad for business," Mr. Russo said. "It could be cited as an example of us being our own worst enemy. While some have accused regulators for being excessively zealous, for the most part the industry brought this upon itself."

What about the continuing tensions and torque of his work, the reporter asked. How does he go about ensuring compliance with the law in such a large organization as Lehman?

"The only way to regain investors' trust is to create a culture of doing the right thing," Mr. Russo said. "I always say to my colleagues, 'If it feels wrong, just don't do it.' You cannot compromise your integrity. Everyone in financial services always needs to keep in mind that, first and foremost, customers must be served to the best of our ability. I cannot emphasize enough the importance of doing the right thing."

Mr. Russo's emphasis on "doing the right thing," and his probity, has acquired an almost mythic dimension in the financial services industry. Some 84 million Americans have invested more than \$14 trillion in the equities markets in the United States; more than 3.2 billion shares are typically traded on the New York Stock Exchange and Nasdaq every day.

That emphasis on morality is transmitted by Mr. Russo not only to his associates at Lehman (which he joined in January 1993). It's a message that he conveys to hundreds of