

paragraph, and separate each one into a numbered line. Then read each sentence again slowly. Within each sentence, underline the key words.

"Then you will understand the position," she said. (This works, but "simple" does not mean "quick." It can easily take hours. If you ever had to explicate poems in English class, you get the idea.) Do the same thing with the "qualifications" section, which will probably cover five or six things. "Those key words must be in your résumé," Troutman said. "Don't be creative."

Something else to keep in mind: If the qualifications don't make sense to you after careful study, perhaps you're just not qualified. "Private industry people many times do not have the qualifications for federal jobs," Troutman said.

If that's the case, your work still wasn't a waste. If you dream of a fed job, make acquiring those qualifications your goals, she said. "Make this list your list, taking classes, volunteering."

But lack of qualifications isn't always the problem. Sometimes it's just a language barrier—or a cultural one. "People from the private sector can't understand this language," Troutman said. "They just can't believe it." Others just "don't know how to play this paper game."

Max Stier, president of the nonprofit Partnership for Public Service, said that job seekers need to remember that all federal agencies are all different—right down to their job ads.

"A lot of agencies still provide descriptions of job openings that are convoluted," he said, but not all. "Some agencies get it. Some understand."

But if you don't understand, he said, pick up the phone and call the agency. Announcements on USAJobs, the government's primary avenue for advertising new jobs, include contact information for the appropriate human resources officer.

"Even in the age of the Web, finding someone to speak with can help," Stier said.

And be patient. "There are more and more good tools out there," he said, "but obviously it's still not a hiring nirvana."

GLOBAL CHANGE RESEARCH IMPROVEMENT ACT

Ms. SNOWE. Mr. President, I am pleased to join with Senator KERRY in introducing the Global Change Research Improvement Act of 2007, that amends and strengthens the existing U.S. climate change research and assessment program that will ultimately benefit all of the citizens of our Nation. Our intent is to improve upon the basic research and products that the Federal Government develops on climate change and its inherent impacts. We believe our legislation would refocus the emphasis of the nations' climate change program and fulfill the need for relevant information for States, and local and nongovernmental decision-makers.

In addition, the creation of a new National Climate Service within the National Oceanic and Atmospheric Administration, NOAA, will provide climate change forecasting on a regular basis to end-users, and create a permanent network for the delivery of such information so that decision makers in every city and town, county and State, and the Federal Government can make

timely planning decisions to deal with impacts and develop adaptation methodologies.

The legislation also calls for an Abrupt Climate Change Research Program within NOAA—a program I have been supporting for at least 5 years now—so that scientists can gather more knowledge about a change in the climate that occurs so rapidly or unexpectedly that human or natural systems have difficulty adapting to the change. I am proud to say that my alma mater, the University of Maine at Orono, has a world renowned abrupt climate change research program under the direction of Dr. Paul Mayewski. He and his colleague Dr. George Denton, UMaine Libra Professor of Geological Sciences have been major contributors to research on abrupt climate change. There is a need for a national research program to coordinate and further research on past climate shifts so that scientists can better predict what future climate change holds for our fragile planet.

The Global Change Research Program, GCRP, the country's climate research and assessment program, was established in law by the Global Change Research Act of 1990. Consider what has happened technologically since then, what was generally unheard of at that time. We now drive hybrid cars, we are tuned into iPods, we use hand held blackberries for instant communication, we have much more advanced and high speed computers for modeling and, most importantly for our legislation, more comprehensive knowledge and understanding of climate change through 17 more years of peer-reviewed scientific research, monitoring, and assessments. Our nation's climate change research program needs restructuring so that we can turn that knowledge into timely and useful information for decisionmakers. This is exactly what our bill does.

Unfortunately, the overall GCRP program's budget has been steadily declining since fiscal year 2004, which is alarming since, at the same time, we have a growing need, a truly urgent need, to better understand and predict climate change. Over the past several years, independent reports, including a review by the National Academy of Sciences, have documented weaknesses and gaps in the current implementation of the GCRP. In fact, a Federal district court found that the current administration had failed to comply with the statute's mandate to provide regular assessments of the impacts of climate change on critical resources; no such assessment has been published since October 31, 2000.

Our legislation makes important changes to address these weaknesses and gaps, making important changes to strengthen the mandate to provide assessments, enabling the GCRP to perform critical climate observations and research on climate systems; improve our ability to predict climate impacts at national, regional and local levels;

and, importantly, to communicate those impacts in a timely and useful fashion to State and local decision-makers, resource managers, and other stakeholders.

Back in the 14th century, a Franciscan friar William of Ocklam came up with the principle that has, through the ages, been called Occam's razor. The Latin explanation "entia non sunt multiplicanda praeter necessitatem," which paraphrased means, "All things being equal, the simplest solution tends to be the right one." This is what Senator KERRY and I are attempting to accomplish with this bill, to simply focus rather than to continue to multiply and to dilute how our climate change research programs are currently carried out with no real usable information for the decisionmakers who must deal with the problems of global warming. We hope our colleagues agree with these necessary improvements and will join us with their support.

TRIBUTE TO DON DIXON

Mr. CRAPO. Mr. President, it is with mixed emotions that I bid farewell to a longtime member of my staff but, more importantly, a trusted friend of many years. Don Dixon has served as my State director of agriculture for the past 12 years. His service has been exemplary; nothing less can be imagined from Don—he is a man of the highest character, a man whose honesty, trustworthiness, kindness, intelligence, dependability and wisdom are firmly rooted in a foundation of humility. He came to me with a well-established reputation for fairness and extensive knowledge of Idaho agriculture. Throughout more than a decade of public service, I can honestly say that I have learned more from him than he from me. I have the highest regard for Don; he is irreplaceable. Fortunately, it is just Senate employment that he is leaving, and I get to enjoy his friendship and insight for years to come.

As a farmer with firsthand knowledge of the challenges faced by producers, Don has been reliable counsel to the agriculture community, the Idaho delegation and others as he has worked for sound agriculture policy. Don has been recognized for his dedication to agriculture through awards, such as the Governor's Excellence in Agriculture Award and induction in the Eastern Idaho Agricultural Hall of Fame. It is also nearly impossible to find an aspect of Idaho agriculture that Don has not been involved with through membership of organizations and councils, service on boards, and continuous outreach.

In addition to his experience, Don brings contagious enthusiasm and energy to everything he undertakes, and serves as not only a strong advocate for the U.S. Department of Agriculture, but also provides exemplary counsel to fellow farmers and ranchers. Don's easy going personality is complemented by a sharp mind and quick

wit. Idaho agriculture has benefited in incalculable ways from his wisdom, wealth of hard-earned knowledge and his ability to see the bigger picture when it comes to dealing with issues important to Idaho's agriculture community such as water, land use, grazing and animal management, conservation, invasive species and community relations. His has been a voice of reason and calm in the sometimes thorny conflicts that occur between Federal, State and local agriculture regulations and issues. Don has been a tireless spokesman for Idaho's growers and ranchers, a community leader and a good friend to many. It has been an incredible honor and a pleasure to have him on my staff. Don has taught me many things, among them the wisdom of a gate wide enough to accommodate a tiller, and the vast array of Idaho scenery that can be even better appreciated when "big" lost in the Little Lost.

Don has been an essential part of my hometown office, in Idaho Falls; as a result, I share office space with Don when I am home. For most of us, the little things that make our offices ours say quite a bit about who we are. Don keeps a supply of Whoppers in his desk, finishes his coffee, cold, in the afternoons, tracks useful information—what Idahoans like to call "scuttlebutt"—and keeps a dollar bill in his desk drawer. He has created many different storage options for himself in his office, has a reputation as a skilled charades player and color codes activities on his calendar. A little light-hearted personal work space analysis reveals that Don, a whopper of a fellow and true to his farming and ranching roots, is wisely frugal, keeps informed about his community, and is prepared for any emergency. He is creative, inventive and works hard to keep his friendships colorful, nurtured and long-lasting.

I want to thank Don for his many years of service, and thank his wife Georgia for her support as he has worked for me. The schedule isn't always the most family-friendly, and she, like Don, has braved it with a sense of humor and patience.

He has served Idahoans with excellence, and, as he takes the helm of the Idaho State Farm Services Agency, his knowledge, character and wisdom will continue to serve Idaho agriculture. I will miss him on my staff.

ADDITIONAL STATEMENTS

INDIANA SERVICE LEADERS SUMMIT

• Mr. BAYH. Mr. President, I wish to tell you about a group of extraordinary young Hoosiers. On October 27, National Make A Difference Day, the fifth annual Service Leaders Summit was held in Indianapolis to honor high school students from across Indiana for their service and dedication to their communities and hopefully to inspire

them to continue serving throughout their lives.

The young men and women who were honored have answered the call to service. Some of them have helped build homes, some tutored and mentored younger students, and others have raised money to support cancer research or feed the hungry. Several of the young men and women led service projects on their own to address the problems in their schools and communities. Each one of the students spends hours making a difference in their hometowns. They have impacted the lives of countless Hoosiers.

During the summit, the students heard from Hoosier leaders who have chosen to dedicate their lives to serving others. The speakers highlighted the five pillars of successful service: inspiration, organization, dedication, evaluation, and reflection. Following the speeches, the students divided into groups and participated in service activities at different sites throughout Indianapolis.

Robert F. Kennedy once said, "Some men see things as they are and say 'Why?' I dream of things that never were and say, 'Why not?'" Each one of these young men and women has already asked themselves "Why not?" and have worked to make positive changes in their communities. They represent a new generation of promise with the potential to make a real difference across Indiana and the nation.

Mr. President, I would like to thank each one of the following individuals for participating in the summit and for their service to their communities:

Laura Alexander, Kashua Alexander, Alex Anspaugh, Alexis Arnold, Chase Arthur, Tiffany Aylor, Anne Baenziger, Kelsie Ball, Kristin Barnes, Kaitlyn Batt, Brittany Bedwell, Adam Bernaix, Stephanie Bradley, Andrea Bright, Lesley Bright, Margaret Burke, Emily Burnworth, Conner Caudill, Libby Chang, Joshua Clifford, Ashley Clodfelder, Carla Cotton, Victoria Cottrell, Adam Crick, Conner Cunningham, Katie Day, Brittany Dunlavy, Christopher Ellison, Joey Etling, Iris Farries, Lyndsey Fisher, Riley Fitzpatrick, Eva Flick, Emily Friesen, Laura Gadson, Amy Gibson, Cody Goshert, Kimberly Gregory, Megan Haire, Katie Hawkins, Tim Herniak, Shelby Hodge, Cody Hodges, Matthew Hollars, Clinton Horine, Christopher Horn, Nick Horn, Stacey Houmes, Candice Howard-Perry, Kian Hudson, Taylor Jenkins, Ashley Jones, Lyndsey Kellett, Ericka Kelley, Sarah Kelsey, Alison Kocur, George Mammarella, Nicholas Marchi, Nicole McCann, Kristen McMan, Kandace McNeely, Lindsey Meyer, Nicole Miller, Emily Miller, Dennis Moynihan, Kristina Muehr, Benjamin Myers, Megan Noonan, Kayla O'Brien, Michael Padilla, Carmen Perry, Sarah Polk, Shavonda Price, Ravon Price, Chloé Pugh, Alexis Rivera, Sable Robinson, Rachel Rominger, TaMar Shachaf, Emily Shephard, Trevor Shockey,

Aaron Smith, Jacob Sowers, Parker Stevens, Colin Stretch, Tha Sung, Jordan Taylor, Jennifer Thilges, Cami Thomas, Jessica Thompson, Vance Torres, Alyssa Vermillion, Tiffany Vogeler, Noah Wahl, Paul Weller, MacKenzie Williams, Lashaa Williams, Becky Wilson, Virginia "Ginny" Wright, and Janelle Yaryan.

I would also like to take a moment to express my gratitude to the Indiana University Purdue University Indianapolis students who took part in the summit as well. They are role models to younger students, and I am proud to recognize their achievements.

Lauren Bower, Michael Burk, John Burkhardt, Molly Childers, Victoria Easton, Ashley Fry, Paige Gaydos, Sashana Gordon-Jackson, Selene Hernandez-Buquer, Loan Hoang, Jordan Jenkins, Shani Jones, Whitney Kelly, Kyra Kline, David Lane, Janine Mullins, Sharee Myricks, Lauren Nowlin, Pascal Olame, Olutope Omosogbon, Stephanie Pendleton, Megan Prather, Tiffany Reed, Katherine Scheller, Eddie Shmukler, Lygia Vernon, Channe'l Walters, and Brittani Whitmore.●

TRIBUTE TO SHERIFF JAMES HAYES

• Mr. SESSIONS. Mr. President, today I pay tribute to Sheriff James Hayes, who passed away on a recent hunting trip. Sheriff Hayes's law enforcement career began at the Etowah County Sheriff's Office in 1972 as a deputy sheriff. In 1986, he was elected sheriff and was subsequently reelected to five more terms, distinguishing him as the longest-serving sheriff in Etowah County history. He was a graduate of the Hokes Bluff High School Class of 1965, and a member of the only undefeated football team in school history in 1964. Sheriff Hayes was a pillar of the law enforcement community, not only in Etowah County, but in the entire State of Alabama and the Nation. In 1994, he carried the distinguished title of president of the Alabama Sheriff's Association, serving both our State and sheriffs across the Nation with distinction. In the course of his career, Sheriff Hayes served on committees and boards throughout Etowah County and the State of Alabama. His unfailing leadership, and his unwavering love of public service, are examples for us all.

During the course of my Senate career, Sheriff Hayes worked closely with me and my staff to bring about positive change in Alabama. The accomplishment that I am perhaps most grateful to Sheriff Hayes for involves his vision for an immigration detention facility in the State of Alabama. In March of 1998, Sheriff Hayes started pursuing the expansion of the Etowah County Detention Facility. He had a vision for a long-term contract with the Federal Immigration Service, one that would increase the bed capacity in the State, and one that would serve to ensure that Federal immigration laws were