

plan of the agency, with specific reference to mission-critical occupations or areas of critical shortage deficiencies; and

(I) number of offers accepted compared to the number of offers made for permanent positions;

(2) hiring manager assessment, including—

(A) manager satisfaction with the quality of the applicants interviewed and new hires;

(B) manager satisfaction with the match between the skills of newly hired individuals and the needs of the agency;

(C) manager satisfaction with the hiring process and hiring outcomes;

(D) any mission-critical deficiency closed by new hires and the connection between mission-critical deficiencies and annual agency performance; and

(E) manager satisfaction with the length of time to fill a position;

(3) applicant satisfaction with the hiring process, including—

(A) the clarity of the announcement of the vacant position;

(B) the reasons for withdrawal of any application;

(C) the user-friendliness of the application process;

(D) communication regarding status of application; and

(E) the timeliness of hiring decision; and

(4) new hire assessment, including—

(A) new hire satisfaction with the hiring process, including—

(i) the clarity of the announcement of the vacant position;

(ii) the user-friendliness of the application process;

(iii) communication regarding status of application; and

(iv) the timeliness of hiring decision;

(B) satisfaction with the onboarding experience, including—

(i) the timeliness of onboarding after the hiring decision;

(ii) the welcoming and orientation processes; and

(iii) being provided with timely and useful new employee information and assistance;

(C) new hire attrition;

(D) investment in training and development for employees during their first year of employment; and

(E) other indicators and measures as required by the Office of Personnel Management.

(b) REPORTS.—

(1) IN GENERAL.—Each agency shall submit on an annual basis and in accordance with regulations prescribed under subsection (c) the information collected under subsection (a) to the Office of Personnel Management.

(2) AVAILABILITY OF RECRUITING AND HIRING INFORMATION.—Each year the Office of Personnel Management shall provide the information submitted under paragraph (1) in a consistent format to allow for a comparison of hiring effectiveness and experience across demographic groups and agencies to—

(A) Congress before that information is made publicly available; and

(B) the public on the website of the Office not later than 90 days after the submission of the information under paragraph (1).

(c) REGULATIONS.—Not later than 180 days after the date of enactment of this Act, the Director of the Office of Personnel Management shall prescribe regulations directing the methodology, timing, and reporting of the data described in subsection (a).

SEC. 10. REGULATIONS.

(a) IN GENERAL.—Except as provided under section 9(c), not later than 120 days after the date of enactment of this Act, the Director of the Office of Personnel Management shall prescribe regulations as necessary to carry out this Act.

(b) CONSULTATION.—The Director of the Office of Personnel Management shall consult the Chief Human Capital Officers Council in the development of regulations under this section.

SUBMITTED RESOLUTIONS

SENATE RESOLUTION 276—EX-PRESSING SUPPORT FOR THE GOALS AND IDEALS OF NATIONAL INFANT MORTALITY AWARENESS MONTH OF 2011

Mr. CARDIN (for himself, Mr. BURR, and Mr. MENENDEZ) submitted the following resolution; which was considered and agreed to:

S. RES. 276

Whereas “infant mortality” refers to the death of a baby before his or her first birthday;

Whereas the United States ranks 41st among industrialized countries in the rate of infant mortality;

Whereas high rates of infant mortality are especially prevalent in communities with large minority populations, high rates of unemployment and poverty, and limited access to safe housing and medical providers;

Whereas premature birth is a leading cause of infant mortality;

Whereas according to the Institute of Medicine of the National Academies, premature birth costs the United States more than \$26,000,000,000 annually;

Whereas infant mortality can be substantially reduced through community-based services such as outreach, home visitation, case management, health education, and interconceptional care;

Whereas support for community-based programs to reduce infant mortality can result in lower future spending on medical interventions, special education, and other social services that may be needed for infants and children who are born with a low birth weight;

Whereas the Department of Health and Human Services, through the Office of Minority Health, has implemented the “A Healthy Baby Begins With You” campaign;

Whereas the Maternal and Child Health Bureau of the Health Resources and Services Administration has provided national leadership on the issue of infant mortality;

Whereas public awareness and education campaigns on infant mortality are held during the month of September each year; and

Whereas September 2011 has been designated as “National Infant Mortality Awareness Month”: Now, therefore, be it

Resolved, That the Senate—

(1) supports the goals and ideals of National Infant Mortality Awareness Month 2011;

(2) supports efforts to educate people in the United States about infant mortality and the factors that contribute to infant mortality;

(3) supports efforts to reduce infant deaths, low birth weight, pre-term births, and disparities in perinatal outcomes;

(4) recognizes the critical importance of including efforts to reduce infant mortality and the factors that contribute to infant mortality as part of prevention and wellness strategies; and

(5) calls upon the people of the United States to observe National Infant Mortality Awareness Month with appropriate programs and activities.

SENATE RESOLUTION 277—RECOGNIZING THE MONTH OF OCTOBER 2011 AS “NATIONAL PRINCIPALS MONTH”

Mr. FRANKEN (for himself, Mr. LUGAR, Mr. AKAKA, Mr. BAUCUS, Mr. BEGICH, Mr. CARDIN, Mrs. MURRAY, Mr. WARNER, and Mrs. FEINSTEIN) submitted the following resolution; which was considered and agreed to:

S. RES. 277

Whereas the National Association of Secondary School Principals and the National Association of Elementary School Principals have declared the month of October 2011 as “National Principals Month”;

Whereas principals are educational visionaries, instructional and assessment leaders, disciplinarians, community builders, budget analysts, facilities managers, and administrators of legal and contractual obligations;

Whereas principals work collaboratively with teachers and parents to develop and implement a clear mission, high curriculum standards, and performance goals;

Whereas principals create school environments that facilitate great teaching and learning and continuous school improvement;

Whereas the vision, actions, and dedication of principals provide the mobilizing force behind any school reform effort; and

Whereas the celebration of “National Principals Month” would honor elementary school, middle school, and high school principals, and recognize the importance of principals in ensuring that every child has access to a high-quality education: Now, therefore, be it

Resolved, That the Senate—

(1) recognizes the month of October 2011 as “National Principals Month”; and

(2) honors the contribution of principals in the elementary schools, middle schools, and high schools of our Nation by supporting the goals and ideals of “National Principals Month”.

SENATE RESOLUTION 278—DESIGNATING SEPTEMBER 2011 AS “NATIONAL PROSTATE CANCER AWARENESS MONTH”

Mr. SESSIONS (for himself, Mr. CARDIN, Mr. INHOFE, Mr. WICKER, Mr. BROWN of Massachusetts, Mr. KERRY, Mr. SHELBY, Mr. CRAPO, Mr. JOHNSON of South Dakota, Mr. LEE, Mr. CHAMBLISS, Mr. AKAKA, Mrs. BOXER, Mr. KIRK, Mr. WYDEN, Mr. JOHANNES, and Mr. BLUNT) submitted the following resolution; which was considered and agreed to:

S. RES. 278

Whereas countless families in the United States live with prostate cancer;

Whereas 1 in 6 males in the United States will be diagnosed with prostate cancer in his lifetime;

Whereas prostate cancer is the most commonly diagnosed non-skin cancer and the second most common cause of cancer-related deaths among males in the United States;

Whereas in 2011, the American Cancer Society estimates that 240,890 males in the United States will be diagnosed with prostate cancer, and 33,720 males will die from the disease;

Whereas 30 percent of newly diagnosed prostate cancer cases occur in males under the age of 65;

Whereas approximately every 14 seconds, a male in the United States turns 50 years old