

CRS Report for Congress

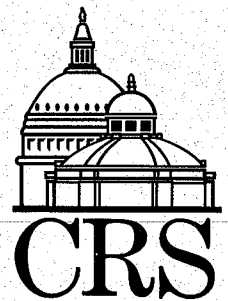
Annual Report of the Congressional Research Service of the Library of Congress for Fiscal Year 1993

**to the
Joint Committee on the Library
United States Congress**

**Pursuant to
Section 321
Public Law 91-510**

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Director**

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Congressional Research Service • The Library of Congress

The Congressional Research Service works exclusively for the Congress, conducting research, analyzing legislation, and providing information at the request of committees, Members, and their staffs.

The Service makes such research available, without partisan bias, in many forms including studies, reports, compilations, digests, and background briefings. Upon request, CRS assists committees in analyzing legislative proposals and issues, and in assessing the possible effects of these proposals and their alternatives. The Service's senior specialists and subject analysts are also available for personal consultations in their respective fields of expertise.

**CONGRESSIONAL RESEARCH SERVICE
ANNUAL REPORT FOR FY93**

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I. INTRODUCTION

The Congressional Research Service, since its inception in 1914, has been guided by the fundamental goals of providing objective, timely, nonpartisan, and confidential services to the Congress. During these 79 years, the CRS mission has been broadened and its means of supporting the Congress have evolved to keep pace with changing congressional requirements for research, analysis, and information. The current CRS mission statement summarizes the requirements placed on the Service by the Congress and reads as follows:

The Congressional Research Service works exclusively and directly for all Members and committees of Congress in support of their legislative, oversight, and representational functions. This department of the Library of Congress provides research, analysis, and information services that are timely, objective, nonpartisan, and confidential. The Service's staff responds to and anticipates congressional needs and addresses policy issues in an interdisciplinary, integrative manner. The Service maintains close ties with the Congress and, consistent with its broad congressional mandate, provides a wide variety of services with the goal of contributing to an informed national legislature.

This mission statement reflects CRS dedication to being scrupulously nonpartisan and objective in its work for the Congress. Such standards are particularly important in a democracy such as ours, which, to be effective, must base its choices on comprehensive and accurate research, analysis, and information. CRS provides this necessary base of information by responding to congressional requests with unbiased, balanced, and reliable services and products. Throughout its nearly eight decades of support, CRS has continued to maintain its high standards of quality and reliability by delivering responsive services and products to Members and committees at all stages of the legislative process.

SERVICE TO THE CONGRESS IN FISCAL 1993: FULFILLING THE CRS MISSION

Today, at the request of the Congress, CRS assists Members and committees in specific ways -- including help in assessing the advisability of enacting legislative proposals, identifying and analyzing the probable results of such proposals and the alternatives, and providing other research and analytical services that the Congress considers appropriate for the proper evaluation of legislative proposals.

As the congressional workload has grown in response to the increasing scope and complexity of the issues before Congress, so has the work of CRS. The Service is organized to be accessible and responsive and to provide a variety of service and products. Analytical services include in-depth policy or issue analyses, legal analyses, custom responses to individual questions, confidential memoranda, bill comparisons, briefings and consultations

on specific legislative issues. Among the reference and information services are telephone response with facts and statistics, tailored packets of information on specific questions, materials borrowed from the Library of Congress collections, and bibliographic assistance such as data base searches. Professional development programs are offered for congressional staff--seminars and workshops and legislative institutes -- and audiovisual materials covering legislative issues are available on loan.

The remainder of this report describes the nature of CRS work undertaken in FY93 and the products and services offered in support of the Congress. This fiscal year was particularly noteworthy for the breadth and depth of CRS coverage for a wide range of issues on the congressional agenda.

EXTENSIVE SERVICES FOR A BROAD RANGE OF ISSUES

During FY93 *all* Members and committees of the Congress requested and received support from CRS. Much of this support was extensive, and it contributed to congressional interest and activities on a broad range of legislative, oversight, and representational matters. Congressional needs during the year presented especially demanding challenges for CRS; issues before the Congress were extraordinary in number and in their potential for influencing the welfare of the Nation.

Most policy issues considered by the Congress during the fiscal year were complicated by uncertainty about economic recovery, by prospects for continuing large Federal budget deficits, and by the need to define U.S. roles and responsibilities in the post cold-war world. Major policy issues included promoting economic growth and jobs, extending and enhancing access to health care, developing and maintaining infrastructure, elevating opportunities for those living in inner cities, improving environmental quality within a reasonable budget and cost framework, assuring effective and efficient use of government resources, and assisting unemployed or dislocated workers during the slow recovery and as large companies and the defense sector continued to downsize. Other issues of concern were improving trade relations, problems in former Yugoslavia and Haiti, the conflict in Somalia, and promoting successful transitions for newly developing democracies. CRS assistance included new, innovative panel-moderator seminars on the Middle East peace initiative and help with hearings preparation for nominations to the Supreme Court and cabinet.

Some specific examples of CRS services requiring extensive effort and expertise help to illustrate CRS responses to the broad range of policy issues for which the Congress regularly calls upon CRS. Examples include formal CRS analyses of the Administration's school-to-work proposal presented in testimony before one committee and also published in a report of another committee; testimony by CRS experts on military manpower at hearings on homosexuals in the military held by the Senate Armed Services Committee; economic analysis and extensive consultation during debates on proposals to alter programs for loans to college students; and studies on program and policy issues relating to the Environmental Protection Agency in preparation for committee hearings.

NUMBERS AND TYPES OF PRODUCTS AND SERVICES PROVIDED TO THE CONGRESS

During FY93 CRS completed more than 600,000 requests and services for the Congress, including services to *all* Members and committees (see Table 1). Nearly half of these services were prepared as custom responses, tailored to meet individual, specific needs for analysis and information. Custom responses were provided through more than 4,300 in-person briefings and consultations, nearly 65,000 telephone consultations, over 2,000 memoranda, and 190,000 requests for which CRS staff selected appropriate prepared materials. These responses, requiring CRS staff expertise and judgment in providing information or analysis, were completed very promptly. Nearly three-fourths were completed on the same day they were received, and more than 90 percent were completed within one week.

CRS also provided information and analysis on a broad range of issues and topics through products and services prepared for use by all congressional offices. More than 1,300 new CRS Reports for Congress, Issue Briefs, and Info Packs were prepared and 5,082 different product titles were available at some time during the year. More than 500,000 copies of these products were distributed to the Congress during FY93. Seminars, institutes, and training classes (including SCORPIO) attracted over 13,000 participants during the year. Reference centers and automated services available for self-service were visited or used by congressional offices more than 140,000 times last year.

The numbers presented in this section and in Table 1 are from a new statistical system designed to improve monitoring and reporting the volume and range of CRS products and services provided for the Congress.

OUTLINE OF THIS REPORT

This annual report describes the breadth and depth of CRS assistance to the Congress in FY93. Selected major initiatives and special projects are noted, as are division activities, work on key policy issues before the Congress, progress on human resource issues, and enhancements in information technology. The last section of the report reviews work in FY93 related to planning for the future and progress toward CRS goals. The appendixes provide background information on types of CRS analytical research and products, a description of CRS organizational structure, and staff and budget data.

TABLE 1

CRS PRODUCTS AND SERVICES FOR CONGRESS: FY 1993

COMPLETED REQUESTS AND SERVICES PROVIDED

Analysis, information, and research requests	266,653
Response time for requests	
Same day response	70%
Within one week	92%
Within one month	98%
Cited materials and products requests	192,081
Self-service use of CRS Reference Centers	55,979
Seminar, institute, and training participants	13,649
Client use of CRS automated services (SCORPIO and Stats Line)	<u>87,551</u>
Total	615,913

PRODUCTS AND SERVICES

General distribution products prepared	1,306
Number of titles of general distribution products available	5,082
Copies of general distribution products distributed ^a	502,000 ^b
New entries placed in CRS information systems	141,489
Seminars, institutes, workshops presented	196
Custom writings prepared	2,000 ^b
In-person briefings and consultations completed (Number of participations by CRS staff)	4,360
Other custom responses delivered	260,000 ^b

CONGRESSIONAL OFFICES SERVED BY CRS (% of total)

Members	100%
Committees	100%
Subcommittees	96%

Source: ISIS and other CRS data.

^a Product distribution does not include CRS Reports and Issue Briefs within the 170,054 Info Packs distributed.

^b Some data are estimated because the new system was implemented in January 1993, three months after the start of the fiscal year.

II. SELECTED MAJOR RESEARCH INITIATIVES AND SPECIAL PROJECTS FOR CONGRESS IN FY93

This section presents selected CRS activities during FY93 that were undertaken in response to a range of congressional requests and interests. These brief descriptions of major efforts and special projects illustrate CRS initiatives undertaken to serve the specific needs of the First Session of the 103d Congress.

PLANNING AND SUPPORT FOR THE 103D CONGRESS

CRS encountered challenges and opportunities in preparing for the 103d Congress. The anticipated record number of new Members, extensive turnover in committee leadership, and potential for legislative reorganization all contributed to fundamental changes in congressional needs and interests. Through advanced planning, CRS hoped to help ease this transition by effectively introducing new Members and their office staff to the products, services, and subject expertise the Service offers and by establishing CRS contacts and information resources for these new Members to tap.

A strategic effort was made on several fronts to achieve these goals, with participation from throughout the Service. The CRS Director sent a congratulatory letter and a packet of orientation materials to new Members immediately after their election in November 1992. To help new Members get off to a quick start, the package included a reference sheet and an audio cassette describing specific points of contact for CRS products and services. Analysts from all divisions prepared a CRS report to highlight key issues in the 103d Congress, with checklists for further reading on specific topics of interest to Members.

In the months that followed the election, the outreach effort continued. The Library of Congress hosted a new Member reception and dinner in early December in which CRS participated. In early January the Service joined with The Brookings Institution and the American Enterprise Institute to sponsor a New Members' Retreat in Williamsburg to further acquaint newly elected Members with experts on significant issues. In addition, groups of CRS staff -- an analyst or specialist with expertise relevant to the Member's committee assignments, a reference specialist, and staff from the Office of Special Programs -- were trained, matched, and deployed to visit new Members' offices to explain the many ways CRS provides congressional assistance. These orientation visits were well received; 85 congressional offices and 27 committee staff took advantage of the briefings.

Other CRS outreach activities included a Legislative Process Series of three seminars for new Members, five process seminars for new Members in the Fiscal Caucus, and information "open house" receptions hosted by four CRS divisions (American Law Division, Environment and Natural Resources Policy Division, Foreign Affairs and National Defense Division, and Science Policy Research Division). The annual Public Policy Issues (PPI) Institute, a forum where CRS highlighted the more than 50 topics expected to draw congressional attention, was scheduled later than usual to accommodate the new offices. Plans were made to follow up these outreach efforts with ongoing close support.

SUPPORT FOR THE JOINT COMMITTEE ON THE ORGANIZATION OF CONGRESS

Professional staff from the Office of Senior Specialists and many CRS divisions provided extensive close support to this Joint Committee in FY93. The Policy Director of the Joint Committee is a senior specialist on detail from CRS. Several other CRS staff were detailed to the Joint Committee.

Besides providing detailees from among the most senior and knowledgeable of their personnel, various CRS divisions, especially the Government Division and the American Law Division, provided extensive analytical assistance and information support to the Joint Committee -- briefings, attendance at meetings and hearings, preparation of analyses and options papers, assistance with survey design, preparation of witness lists, testimony, summaries of hearings, and consultation in writing and revising final reports and reviewing legislative proposals.

The reorganization topics addressed in the work CRS performed for the Joint Committee included applications of law to Congress, scheduling and floor procedures, the committee structure, the budget process, bicameral cooperation, congressional staffing and support agencies, executive-legislative relations, Congress and the courts, ethics and conflicts of interest, communications and information technology, and public understanding of the Congress.

During the Joint Committee's hearings, CRS staff produced major statements outlining and analyzing options. In addition the Service responded to 27 questions given to all congressional support agencies and prepared related materials to be included in the Joint Committee's report.

WORK RELATING TO ESPECIALLY SIGNIFICANT PUBLIC POLICY ISSUES

As part of its objective of providing timely, comprehensive products and services to the Congress and keeping abreast of major issues of concern to the Congress, CRS developed interdisciplinary teams to address some of the complex issues of greatest congressional interest in FY93. Two examples of such issues are the North American Free Trade Agreement (NAFTA) and health care reform.

North American Free Trade Agreement

The congressional debate over NAFTA encompassed many issues, such as loss or creation of jobs, effects on the environment, illegal immigration from Mexico, and consequences for industries such as agriculture, textiles, apparel, and automobiles. The debate intensified with the signing of the agreement in December 1992, the negotiations for three side agreements, and the approach of a congressional vote on implementing

legislation. Because NAFTA was an especially significant, complex, and politically sensitive measure, demands for CRS analytical support were considerable.

Early in the debate CRS organized an interdivisional team on NAFTA, coordinated in the Economics Division. During FY93 analysts in the Economics Division, American Law Division, Education and Public Welfare Division, Environment and Natural Resources Policy Division, Foreign Affairs and National Defense Division, Government Division, and Science Policy Research Division developed 27 reports on NAFTA. Of these, 17 were part of the series entitled "NAFTA: Issues and Implications." Analysts from several divisions discussed NAFTA at PPI Institute sessions and six special seminars examining various NAFTA policy issues. Nearly 9,000 copies of the NAFTA Issue Brief were distributed in FY93. Issue Briefs on Mexico-U.S. relations and environmental issues also were frequently requested.

Besides numerous briefings and memoranda, some reports were prepared to meet specific congressional needs. Examples include a report on economic comparisons across Canada, the United States, and Mexico prepared for the Ways and Means Committee; a report on implications of NAFTA for U.S. employment, prepared at the request of one Member who distributed the report to every Member of Congress; and additional reports on job and wage effects and on issues concerning plant closings and worker dislocation data released at hearings on NAFTA. Other CRS reports addressed legal issues, such as statutory and constitutional questions regarding the agreement; procedural aspects of congressional consideration of NAFTA; investment in Mexico; assistance for dislocated workers; NAFTA and trade policy; NAFTA's effect on specific industries; agricultural and environmental issues; and health and safety issues.

After all the reports and seminars were delivered, CRS analysts on the NAFTA Team provided balanced assessments in response to congressional concerns during the final days of intensely political and public debate on NAFTA legislation.

Health Care Reform

Lack of access to adequate health insurance and the need for health care reform topped the legislative agenda during the First Session of the 103d Congress. Central to the debate is how to expand access for America's large number of uninsured people without fueling inflation in the cost of health care.

Throughout FY93 an interdivisional CRS Health Insurance Team, coordinated by the Education and Public Welfare Division and with participation by the American Law Division, the Economics Division, Foreign Affairs and National Defense Division, and the Science Policy Research Division, worked closely with majority and minority congressional leaders to analyze and assist in development of options. The Team prepared reports on health care reform issues, defined and analyzed options, and provided data to the Congress on the complex issues contained in the alternative proposals and the potential impacts of each. These issues included antitrust immunity currently extended to the insurance business, health care coverage for the military, and women's health issues, among others.

Team members developed a health benefits microsimulation model to respond to numerous congressional requests for information on the premium costs of health benefits in

the various reform proposals. The Team coordinated development of its health benefits model with Congressional Budget Office analysts so that benefit costs were consistent with CBO's estimates of budgetary and economic inputs.

CRS also offered a series of seminars on health care reform featuring nationally known experts, held one-on-one briefings, provided hearings support, and prepared both general distribution and specific memoranda addressing numerous Member and committee health care concerns.

PARLIAMENTARY SUPPORT

CRS has continued to support congressional initiatives to assist parliamentary development efforts in newly emerging democracies. The efforts began in 1989 with the Senate's initiative for Poland, the "Gift of Democracy to Poland." CRS support was expanded to more nations as it responded to the request for ongoing assistance to the House Special Task Force on the Development of Parliamentary Institutions in Eastern Europe, chaired by Representative Martin Frost, since the program was created in April 1990. The Special Task Force provides computer equipment, library materials, and technical assistance to six countries in Eastern Europe and three Baltic states. At the beginning of FY93 the Special Task Force already had programs in Poland, the Czech and Slovak Federal Republic (becoming the Czech Republic and Slovakia in January 1993), Hungary, Bulgaria, Estonia, Latvia, and Lithuania. In the spring CRS began to assist the Albanian People's Assembly. With the approval of the Joint Committee on the Library, CRS began a program of assistance to the Supreme Rada (legislature) of Ukraine.

Throughout the year CRS continued its program of cooperation with the Supreme Soviet of the Russian Federation. Under this program, approved by the Joint Committee on the Library, CRS began an exchange of documents and installed E-mail communications with the Russian parliamentary library and the parliamentary center. CRS also launched a program of support for the parliamentary library. After the dissolution of the Supreme Soviet, CRS was asked by the chief of staff of the new parliament to give advice about how to organize parliamentary support organizations.

Just as the program for the Supreme Rada is beginning, the programs for some other parliaments are coming to a close. It is expected that the programs of the Special Task Force in most of the original countries served -- Poland, Hungary, and Bulgaria -- will end during FY94.

Among other activities in FY93, CRS assisted in ordering more than 200 microcomputers and 150 printers for the parliaments of these countries, and networking capabilities were developed. CRS also ordered more than 2,000 books and serials for parliamentary use. Four parliamentary institutes (two-week training programs for parliamentary staff), drew 82 parliamentary staff from participating countries. Conferences were held in Estonia for parliamentarians and parliamentary librarians. Other technical assistance was provided, including seminars for Members and staff of the Slovak National Assembly.

DIRECTOR'S COMMITTEE ON TRADE, COMPETITIVENESS, AND FOREIGN POLICY

Early in FY93 the CRS Director established a committee to coordinate research and analysis for Congress on trade, competitiveness, and foreign policy issues. Members of the committee, which is chaired by a senior specialist, are the chiefs of four CRS research divisions and the Associate Director for Research Planning and Coordination. The committee has pursued two main objectives: coordination of CRS response to Congress on international trade and economic policy issues when such responses require interdisciplinary expertise and interdivisional participation; and enhancing CRS capacity to address cross-cutting issues of trade and international economic policy.

A series of briefings and a briefing book were prepared for a leadership delegation led by the House majority and minority leaders to Ukraine and Russia in April 1993. The Librarian of Congress was a member of this delegation. The Associate Director/Senior Specialist in Post Soviet Economics coordinated the effort.

The Director's committee, with the same Associate Director, also coordinated CRS preparation of a briefing book, oral briefings, and a collection of trip report materials for a bipartisan Ways and Means Committee delegation to Japan, China, and Vietnam in August 1993. A report on the status and outlook for resolving Uruguay Round negotiating issues was prepared as well. Analysts from throughout CRS participated in these efforts.

The committee initiated three research studies at the request of Congress: an assessment of trade issues involved in the Western Hemisphere, an investigation of the relationship between trade and the environment in the international trading regime, and an analysis of the impacts of technology on competitiveness and trade.

III. CRS DIVISION REPORTS

Research, analysis, and information for Congress are provided by seven research divisions, two information divisions, and the Office of Senior Specialists. This section briefly summarizes major FY93 activities of these CRS units.

RESEARCH DIVISIONS

The CRS research divisions provided support to Members of Congress and committees by assisting through research and analytic products and services. Depending on the nature of the request, the response can come from a single CRS division or from two or more divisions when interdisciplinary research and analysis are required.

American Law Division

The American Law Division (ALD) provided analysis and information on legal questions related to the legislative agenda and the institution of Congress, its powers and prerogatives, and those of its Members. Throughout FY93 division attorneys addressed issues pertaining to, among other congressional concerns, Congress and the courts, international law, and foreign affairs. These issues included the Supreme Court nomination of Justice Ginsburg, constitutional issues related to the authority to vote in the Committee of the Whole, congressional pay increases, and church-state questions arising from the proposed Religious Freedom Restoration Act. ALD attorneys also were asked to analyze pending treaties [REDACTED] and to prepare memoranda on international law concerns such as war crimes, the arms embargo on Bosnia, and the applicability of the War Powers Resolution to U.S. participation in U.N. peacekeeping operations.

ALD attorneys worked closely with several congressional committees on civil rights questions -- an attorney testified at hearings held by the Senate Armed Services Committee on gays in the military; another attorney [REDACTED] and prepared a background report on standards defining sexual harassment under Federal law. ALD attorneys also worked with the Government Division (GOV) to assist [REDACTED] in preparing a bill to support business enterprises owned by minorities and women and helped the [REDACTED] with implementation of the Americans with Disabilities Act.

CRS attorneys worked with the Economics Division (ECON) to analyze the Clinton administration's community development banking proposal; with analysts in the Environment and Natural Resources Policy Division (ENR) and the Science Policy Research Division (SPR) to prepare a report on possible implications of the Uruguay Round for U.S. environmental and health laws; and with ENR staff to prepare a general distribution memorandum and a report on the intellectual property and technology transfer provisions of the Biodiversity Convention.

ALD staff answered inquiries on criminal law, including the death penalty, habeas corpus, forfeiture, drug offenses, sentencing, prosecutorial misconduct, issues arising from the Waco siege, crimes against women, and terrorism. A series of side-by-side comparisons of the major crime bills was prepared to assist in the markups and debates on those measures.

ALD attorneys also received requests for legal advice on reauthorizations of the wetlands program, the Endangered Species Act, ecosystem management, and related property rights issues.

Other highlights of ALD service to the Congress in FY93 included legal analysis of election law ("Senate Election Law Guidebook 1994"), immigration, ethics, taxation of veterans' benefits and retirement income, the bankruptcy reform bill, extraterritorial application of U.S. antitrust laws, and first amendment rights in broadcast warnings against violent television programming. ALD attorneys assisted with ethics reform issues and applicability of various laws to Congress [REDACTED]

ALD attorneys presented the semiannual Federal Law Update program offering 24 lectures on legal topics including "Changing of the Guard: What a New President Can and Cannot Do at the Stroke of a Pen," "Campaign Finance Reform," and "The Voting Rights Act, Congressional Redistricting." ALD staff also continued work on the 1992 edition of *Constitution of the United States, Analysis and Interpretation*, coordinated the subject-policy areas (SPA) for [REDACTED] and co-coordinated the SPA process, with GOV, for [REDACTED]

Economics Division

With an uncertain economic recovery that continued throughout FY93, congressional interest and activities focused on a variety of economic issues. Prominent among them were the Federal budget deficit, policies to foster economic growth, trade agreements and trade relations, adjustments related to economic dislocations, and effects of prospective reforms in the Nation's health care system. Other economic concerns of Congress included monetary policy, financial market regulation, energy taxation, changing tax progressivity, transportation infrastructure, regional economic development, labor-management relations, and economic reforms in the former Soviet Union and Eastern Europe.

Many projects have benefitted from flexible, informal consultations and peer review across CRS divisions. Some work on international trade and finance topics was coordinated by the CRS Director's Committee on Trade, Competitiveness, and Foreign Policy. A separate interdivisional team on the North American Free Trade Agreement (NAFTA) was coordinated in ECON. A team was formed to coordinate work on health care reform within ECON and to provide ongoing coordination with related work in other CRS divisions.

ECON analysts working on business and labor issues addressed the slowness of economic growth following the 1990-91 recession and efforts to spur job growth; possible U.S. plant movements and the plight of dislocated workers, as a byproduct of the NAFTA

debate; and worker displacement resulting from cutbacks in the Department of Defense budget and the impact of those cutbacks on private firms and communities. Other issues concerned labor-management relations, such as the practice of hiring permanent replacements for striking workers covered under the National Labor Relations Act and the Railway Labor Act and the economic significance of the decline in union membership.

Industry analysis and transportation experts assisted with a range of topics before the Congress, including the effects of NAFTA on various industries -- chemicals, textiles, insurance, freight transportation; the potential effects of President Clinton's proposed Btu tax; implementation of the Intermodal Surface Transportation Efficiency Act; creation of empowerment zones and other Federal economic development programs; and insurance industry issues resulting from natural disasters and industry insolvency, among others.

Analysts working on international economic issues responded to congressional interest

among other requesters, in progress in the Uruguay Round of the General Agreement on Tariffs and Trade (GATT), the persistent trade deficit with Japan, U.S. economic relations with the European Community, and economic performance in the reforming economies of Russia and Eastern Europe.

Important topics for research by analysts working on money, income, and housing problems were the appropriateness of deficit reduction and of fiscal stimulus, bank regulation and regulatory restructuring, and background on housing programs. These congressional concerns of both House and Senate committees were addressed respectively with briefings tracking economic performance, reports on regulatory reform and bank activities, and a comprehensive committee print on Federal housing programs from 1892 to the present.

Numerous memoranda, briefings, and CRS reports were provided by other analysts working on taxation and government finance. Intergovernmental fiscal relations were a continuing congressional concern. The Omnibus Budget Reconciliation Act of 1993 generated congressional requests for information on the increased progressivity of the rate structure of the individual income tax, foreign income taxation, and new restrictions on deductions for lobbying expenses, among other topics. Several nonrevenue proposals that became provisions of the Act also were the focus of CRS research: the concept and history of debt limits, the proposed "deficit reduction trust fund," and the proposal to shift to direct Federal lending for college student loans.

Education and Public Welfare Division

The work of the Education and Public Welfare Division (EPW) in FY93 reflected the serious concern of Congress and the public about health care, entitlements and the budget deficit, education needs, impacts of immigration, unemployment, and rising welfare rolls. EPW analysts and the CRS Health Insurance Team worked with Members and committees to inform them about the complex questions contained in alternative health care reform proposals and to analyze the potential impact of the plans. This was done in many ways: analysts prepared overviews of issues in health care reform, defined and analyzed options, provided data, and offered personal briefings and a series of seminars on health care reform. The division developed a CRS model to estimate the effects of reform proposals on

the small-group health insurance market, and analysts continued to enhance a CRS model that estimates the costs of health benefits packages.

Efforts to trim Federal budget deficits led to work by EPW analysts for committees and many Members on proposals to alter social security, medicare, and medicaid. EPW staff also prepared briefings, seminars, and reports to explain the rapid growth of entitlement programs and ways to constrain them. Several reports were prepared on social welfare spending, including "1994 Budget Perspectives: Federal Spending for Social Welfare Programs." Congress eventually voted to increase the amount of social security benefits subject to the income tax and to reduce medicare payments to doctors and hospitals.

As Congress considered legislation to redefine the Federal role in elementary and secondary education, division analysts were called upon to analyze the current condition of Federal education programs and the potential implications of changing them. During consideration of legislative alternatives, EPW analysts offered seminars and briefings and met daily with committees, often assisting with development of compromises in disputed areas, such as allocation formulas.

Together with ECON, EPW contributed to the approach that Congress approved for the education and training of youth, particularly as they leave school and enter the adult work force. An EPW report on youth apprenticeships has been widely cited as a definitive policy analysis on school-to-work alternatives and served as the foundation for many policy options considered by committees. EPW staff also presented an analysis of the Administration's school-to-work proposal in testimony before the Senate and in a written statement submitted for the House report.

The division addressed a number of immigration issues, including refugee admissions and resettlement funding; eligibility of aliens for Federal assistance; asylum problems, such as the smuggling of Chinese into the United States and the potential for mass migration from Haiti; and illegal immigration concerns. For these and other issues, EPW analysts developed Issue Briefs and Reports for Congress, some of which were prepared jointly with staff from ALD and the Library of Congress Law Library.

EPW helped committees and Members in both houses regarding extensions of emergency unemployment compensation (one in March and another at the close of the fiscal year, when the unemployment rate was 6.7 percent). EPW staff also prepared material on training for dislocated workers who might lose their jobs as a result of Federal decisions on trade, defense downsizing, or environmental protection.

The division also led a CRS interdivisional welfare reform team that addressed, among other topics, expansion of the Earned Income Tax Credit (EITC). At the request of a key committee, members of the team began development of a computer model to analyze effects of proposed changes in the welfare system on people with varying social and economic characteristics.

In other work, EPW analysts prepared memoranda and reports concerning proposals to encourage investment of pension funds in infrastructure and socially desirable investments and helped committees of both houses in designing amendments to the Food Stamp Act and developing child nutrition provisions. Division analysts also built a model to estimate the

flow of Federal funds to State and local governments under alternative distribution formulas.

Environment and Natural Resources Policy Division

With the election of a new Administration and of many new Members of Congress, the Environment and Natural Resources Policy Division (ENR) undertook a broad range of support activities to provide background and institutional memory to new staffers, to track programs and policies expected to receive legislative action, and place in context initiatives of the new Administration.

The division produced a full range of products and services, including personal briefings, Reports for Congress, Issue Briefs, seminars, and tailored memoranda. Support included background for Members and staff new to areas [REDACTED] institutional memory (briefings of new committee and subcommittee chairs and their [REDACTED] syntheses of data (a report on the pollution control industry), and quantitative analysis of implications of legislative alternatives (for example, following the Administration's proposal for a Btu tax in its deficit reduction plan, analysts examined the impact of the tax on consumer bills, on oil demand, on the fuel mix relied upon by the electric utility industry, on gasoline price trends, and on how changes in the real price of gasoline affected policy deliberations concerning gasoline taxation, fuel economy standards, and demand for oil).

Division analysts supported Congress in a number of ways, ranging from the local (analysts produced reports and issue briefs on Northwest forest logging and spotted owls and on other evolving situations in Florida and Texas, briefed staff, and assisted with hearings) to the international (Issue Briefs and Reports on proliferation of nuclear weapons); from the anticipatable (notably, reauthorizations, such as the Endangered Species Act and the Magnuson Fishery Conservation Act) to the unexpected (midwest floods, for which analysts prepared an Issue Brief and numerous memoranda, and provided support for continuing discussions for disaster relief); from the organizational (an Issue Brief on elevating the Environmental Protection Agency to a department) to the budgetary (questions for appropriations hearings on EPA's requested funding).

Numerous division activities have been interdivisional and interdisciplinary: notable examples include a series of committee support activities concerning global warming, close-in committee support related to international sustainable development, organization of a seminar on Federal land management philosophies, and multiple supporting activities, including workshops, reports, and issue briefs, related to the North American Free Trade Agreement (NAFTA) debate.

Legislative support work covered the full gamut of the legislative process. A seminar on land management and a retreat on agriculture policy were explicitly designed to help define issues before legislation had been formulated. In response to requests from four committees, planning was initiated on an ecosystem management seminar to introduce Congress to a new public land management philosophy that the Administration has begun adopting. Reports and an Issue Brief on implementation of the Clean Air Act Amendments of 1990

illustrate activities focused on implementation and oversight. A series of Reports and Issue Briefs tracked reauthorization proposals, including the Clean Water and the Resource Conservation Recovery Acts. Issue Briefs also tracked budget and appropriations for the Department of Energy, the Department of Agriculture, and the Environmental Protection Agency. ENR analysts prepared Reports and memoranda and provided briefings on various subsidy programs (honey, wool and mohair, grazing fees) during debates on the Omnibus Budget Reconciliation Act of 1993, the Department of Interior and Related Agencies Appropriations Act, and the Department of Agriculture Appropriations Act.

Continuing a trend noted in recent years, an increasingly important portion of legislative analysis supports Members who are not participants of the committee of primary jurisdiction but who are actively engaged in negotiations and debate on an issue. This has accentuated the critical importance of confidentiality and objectivity, as well as nonpartisanship. Thus, a retreat on agricultural policy was requested and supported by both majority and minority members; and the report *Swords into Energy: Nuclear Weapons Materials after the Cold War* was entered into the *Congressional Record* on two occasions by Senators from both parties.

Foreign Affairs and National Defense Division

Shortly after the 1992 election analysts in the Foreign Affairs and National Defense Division (FAND) began extensive planning for a variety of approaches to familiarize new Members of Congress with foreign and defense policy issues facing the Congress and the types of services FAND staff could provide.

Throughout the year FAND analysts continued to combine both traditional and innovative approaches to respond to a changing and sizable workload and address issues pertaining to general support of the Congress, regional and foreign policy issues, and defense and arms control issues. By maintaining a sizable collection of short reports and Issue Briefs (averaging about 100 Issue Briefs on-line, for example) on the more popular topics, FAND responded quickly to questions and made resources available to the congressional requesters requiring individualized services.

General support of the Congress included testimony (with ECON and ENR) at a series of ten hearings on foreign policy and national security matters before the House Foreign Affairs Committee, briefings on the Foreign Operations Appropriations bill for [REDACTED]

[REDACTED] and preparation of "Congress and Foreign Policy, 1992," an annual volume analyzing the foreign policy role of Congress and covering numerous specific case studies. The case studies were also prepared as separate CRS Reports for Congress to ensure greater accessibility for the congressional audience.

FAND analysts responded to regional developments and crises with Issue Briefs, short reports, policy alerts, and seminars. Major initiatives during the year for which FAND analysts provided assistance included the Russian parliamentary crisis, the Israel-Palestinian interim agreement, problems in former Yugoslavia and Haiti, and the conflict in Somalia. War powers remained a vital issue to Congress with U.S. troops deployed in Iraq, Somalia, and Bosnia. Much of the interest in regional conflicts called for interdisciplinary approaches, including military considerations. Some of the noteworthy activities of the

division were close support of U.S. efforts to assist the former Soviet Union in the transition to a market economy and democratic society; CRS products on U.N. funding and peacekeeping issues; new, innovative panel-moderator seminars on the Middle East peace initiative and Russia's parliamentary crisis; and interdivisional briefings, briefing books, reports, and seminars on Japan and U.S.-Japan relations. Other highlights were participation by FAND analysts in the first U.S.-Japan legislative staff exchange, briefing materials and written materials prepared for a congressional delegation to Asia, a committee print on economic and security issues of the Caribbean Basin, and several CRS products analyzing U.S. sanctions against Cuba.

Throughout FY93 the Congress maintained strong interest in defense policy and arms control despite the end of the cold war. As part of the response to requests for assistance on defense issues, FAND analysts prepared an overview report, "Defense Policy: Major Issues in 1993," with succinct treatment of 21 defense-related topics such as roles and missions of the military in a post-cold war world. FAND work on defense cutbacks focused on defense conversion and military base closures, calling for interdivisional cooperation with ECON and the Science Policy Research Division (SPR). Notable products included a highly successful seminar, "Our Base Is Closed -- Now What?" Reports and memoranda were part of this effort, as well as support for the Subcommittee on Readiness in preparation for hearings on the future role of the Defense Department's maintenance depots.

Among other topics of interest to the Congress that were addressed by FAND analysts were the defense budget, weapon systems acquisition and deployment by the U.S. armed services; arms control and nuclear weapons issues; the nature of the threat leading to the bombing of the World Trade Center in New York and how the U.S. government can combat such acts of international terrorism; and a range of military manpower questions.

Government Division

The Government Division (GOV) addressed myriad issues in FY93, many of them the result of a record turnover in congressional membership and a large group of new Members and committees seeking reform. Highlights of that work included briefings for new Members and returning Members with new committee assignments; close support of Senate offices on campaign finance issues; assistance on procedural matters in the legislative process, such as studies on the motion to proceed and the use of cloture in the Senate, and majority and minority use of recorded votes on policy issues before the 103d Congress. Other work called for consultations and comparative analyses on reform of lobby disclosure laws. Division analysts also completed a series of studies for Members and committees on unauthorized appropriations and legislative provisions in appropriations bills; this work called for analysis of proposals to change chamber rules on unauthorized appropriations and exceptions to the prohibition on unauthorized appropriations, among other topics.

Issues related to public safety -- crime, gun control, drug enforcement -- and to disaster assistance led to extraordinarily heavy demand from Members and committees of Congress.

Budget reconciliation and other budget process issues generated requests for information and analysis. At the request of budget committees of both houses, GOV analysts prepared reports on budget process changes approved by the House and Senate in

their respective versions of the Omnibus Budget Reconciliation Act of 1993 (OBRA) and explanations of budget process changes. The division consulted with Members considering legislation to provide expanded rescission authority for the President, briefed a group of new House Democratic Members on draft legislation, and assisted the House Government Operations Committee in preparing for the hearing on expanded rescission proposals. GOV analysts also prepared reports on the Senate's "Byrd Rule," which influenced the conferees' actions on OBRA of 1993; on the timing of legislative action on previous reconciliation measures; and on new executive and House procedures on entitlement review established as part of the budget process changes in the 1993 OBRA.

GOV staff worked closely with several committees throughout the year. Assistance included briefings and consultations, help with hearings preparation, and CRS written products. A GOV analyst assisted [REDACTED] with hearings on U.S. population trends and on race and ethnicity. Senior staff from GOV and SPR worked closely with [REDACTED] to develop legislation reauthorizing the Paperwork Reduction Act. GOV analysts also helped [REDACTED] identify pertinent reform ideas and proposals for the Administration's initiative on National Performance Review and monitor the development of the NPR Task Force.

At the request of the Senate, GOV analysts assisted with the preparation of nomination hearings. Two weeks before Justice Byron R. White announced his intention to retire from the Supreme Court, GOV staff prepared a comprehensive report for Congress, "The Supreme Court Appointment Process: Should It Be Reformed?" Shortly before the nomination of Ruth Bader Ginsburg to the Court, GOV presented a congressional seminar featuring four prominent outside experts on the Supreme Court appointment process. In other work for the Senate, a GOV analyst coordinated an interdivisional team (ALD, ECON, EPW, GOV, and Office of Senior Specialists) to prepare questions for [REDACTED] hearings on the nomination of Representative Leon Panetta to be Director of the Office of Management and Budget.

Of special note are the efforts of division specialists in support of new Members. One division specialist provided briefings, seminars, and close support on topics of legislative process, committees, and congressional reform issues. Other specialists assisted with in-depth coverage of budget process reform.

Among other projects to assist the Congress, GOV analysts provided analyses of border management issues, including reorganization of U.S. border management, new fees for land border crossings, and existing Customs Service user fees; committee assistance in oversight of Inspectors General and legislative proposals to increase their authority; analysis of implementation of the Family and Medical Leave Act; and memoranda, reports, briefings, and other support on numerous issues such as Indian affairs, equal opportunity, D.C. statehood, and African-American concerns of the 103d Congress.

Science Policy Research Division

The Science Policy Research Division (SPR) assisted the Congress in FY93 by addressing major topics such as technology policy, information and telecommunications,

global change and environmental technology, transportation and energy, research and science education, space, defense research and technology, women's health and biomedical research, public health, and environmental health.

With the Clinton Administration advocating an active Government role in supporting technological development for economic growth, many congressional offices were interested in determining how technology contributes to economic growth and competitiveness and what the Federal Government's role might be in fostering this process. Throughout the year SPR analysts provided a series of in-depth briefings and memoranda [REDACTED]

[REDACTED] Major written products included a comprehensive report on technology policy initiatives in the Clinton Administration and a report on the role of the Department of Energy laboratories in supporting commercialization of federally funded technologies.

Both Congress and the Administration were keenly interested in proposals for building a National Information Infrastructure and supporting applications for education, health, and access to government information. SPR staff assisted committees with legislation to fund applications on and establish policies for the telecommunications infrastructure; and prepared written products on topics such as competing cable/telecommunications technologies and radio frequency spectrum auctioning. The division prepared briefings and detailed memoranda on these and related issues for committees in both houses.

Response to queries on global change and environmental technology included CRS products on global climate change, greenhouse gas emissions, oceans and coastal management issues, and international environment issues. SPR staff prepared testimony on national oceanic policy and ocean technology research and development and provided hearings support and assisted committee staff considering legislation on the Federal Helium Program, a controversial Federal subsidy program.

SPR analysts also made substantive contributions to transportation and energy legislation -- a report on high-risk driver issues and testimony on the High Risk Drivers Act and on the reauthorization of the Hazardous Materials Transportation Act. In other work, division analysts worked with committees and Members on aviation safety and technology issues, maintained several Issue Briefs to match an increased number of requests on energy efficiency and renewable energy issues, and prepared a report detailing the controversy regarding ethanol and clean air.

Other highlights of SPR work were analyses and reports on research policy and science education, testimony and briefings on space issues such as the redesigning of the space station and termination of the Advanced Solid Rocket Motor program, assistance to Congress on defense research and technology, and committee support on numerous health issues -- women's health and biomedical research, public health issues including food safety (with FAND, ALD, and ENR) and preventative health care, and environmental health problems such as environmental tobacco smoke and lead poisoning.

OFFICE OF SENIOR SPECIALISTS

Working independently, with affiliated research divisions, and in interdivisional teams, CRS senior specialists addressed issues of high priority in the 103d Congress. Senior specialists responded to requests on domestic economic policy issues, which were the focus of much congressional attention, but also addressed foreign policy, national defense, and trade issues during FY93.

Senior specialists in economic policy addressed tax and budget legislation, public investment in infrastructure and economic growth, urban decay and housing, and transportation. Significant contributions included analyses of the effects of tax proposals and anticipatory reports, briefings, and seminars on the economic effects of the President's public investment initiatives. Following the Los Angeles riots, a senior specialist organized and moderated a series of seminars on urban crime, job training, education deficits, homelessness, and other city problems. In the context of the ongoing "reinventing government" initiatives of the Clinton Administration, a senior specialist prepared a report on Federal transportation policies and responsibilities. Senior specialists in economic policy contributed to a report on economic issues in the 103d Congress and a report on the Housing and Community Development Act of 1992 and coordinated an interdisciplinary Issue Brief on boosting long-term economic growth.

Close committee support was provided and analytic reports prepared numerous foreign and national defense policy issues -- the role of the NATO following the dissolution of the Soviet Union, new post-cold war issues facing the U.S. intelligence community, multilateral approaches to global security problems, the roles and functions of U.S. troops; transnational terrorism and counteraction, the role of Special Operations Forces, U.S.-U.N. military options in Somalia, and U.S. foreign policy toward Asia and the Pacific.

Senior specialists were closely involved in the work of [REDACTED] [REDACTED] with one serving as its policy director. Senior specialists, at times working with GOV analysts, provided analyses on myriad topics including congressional staffing, the committee system, the budget process, floor procedures, Presidential powers, legislative appropriations (with ALD and GOV analysts), legislative branch exemptions from various Federal labor and information laws, and inquiry and investigation funding authorizations (with GOV researchers).

Visiting staff from Eastern European parliaments were briefed by senior specialists in American government, law, and international economic policy. Some of these senior specialists provided on-site expertise in democratic institution-building for emerging democracies in the former Soviet Union and Eastern Europe.

Other areas addressed by senior specialists were energy, environmental, natural resource and agricultural policy, trade, and legal issues. Research and analysis were provided on nuclear fuels and nuclear proliferation, stratospheric ozone depletion, and alternative transportation fuels, including oil import and other tax issues. Analyses of the agricultural and related provisions of NAFTA and the Uruguay Round of multilateral trade negotiations were part of senior specialists' contributions to CRS interdivisional projects. Senior specialists prepared analytical products on legal and constitutional issues such as

congressional-judicial relations, the line-item veto and enhanced rescission regarding budgetary matters, omnibus crime legislation (with GOV and ALD), and legal aspects of tax and budget legislation.

REFERENCE AND INFORMATION DIVISIONS

The Congressional Reference Division and the Library Services Division respond to congressional requests for information analysis, reference assistance, and bibliographic support.

Congressional Reference Division

In FY93 the Congressional Reference Division (CRD) staff offered assistance to virtually all Members and committees, whether it was helping staff who came in person to a reading room or reference center; answering calls for specific facts, addresses, or quotations; responding to detailed requests from Members; or assisting committees by examining a situation, providing information to be used in planning hearings, or preparing lists of publications. A milestone celebrated in April was distribution of the 2,000,000th Info Pack since 1980. Thirteen new Info Packs were added in FY93: on medicare, medicaid, issues for the 103d Congress, inauguration of the President, the FY94 budget, Somalia, homosexuals in the military, defense conversion, the energy tax proposals, national service, television violence, entitlement spending, and national performance review.

Technological improvements in CRD were the ACCESS touch-screen, self-help terminals that were offered for on-line searching of SCORPIO files in the La Follette and Jefferson Congressional Reading Rooms; and the availability of legislative files of the Bill Digest, which also were provided on ACCESS for the first time this year. These new features were extremely popular with congressional office staff and interns.

Assistance to committees included reference support in identifying large cities or Standard Metropolitan Statistical Areas with a heavy concentration of manufacturing industries (House Natural Resources Committee); data on large employers, by State, in connection with President Clinton's health plan (Senate Labor Committee); discussions of available resources on the medical devices industry (House Energy and Commerce, Oversight and Investigations Subcommittee); and briefings regarding state demographic information (House Sunbelt Caucus).

Members requested CRD support for such items as lengthy searches on wasteful defense spending or for a collection of materials on strategic developments in the Middle East with an emphasis on political economic, military, and nuclear proliferation issues. Other requests were for information on such topics as press accounts of tragic pedestrian accidents from all 50 States, a current list of all black elected officials in a given State, quotations from the medical profession on aspects of various health reform programs, or information on various chemicals and vitamins for environmental legislation.

CRD staff continued to help emerging democracies by briefing visitors from Eastern European and Baltic countries, including groups of librarians from Hungary, Poland, and

Albania. Parliamentary visitors from Australia, Brazil, Chile, Mexico, Sweden, and Turkey also received briefings.

An example of CRS interdivisional cooperation was modification of an Issue Brief (with ECON staff) on the Federal debt; this involved work on data manipulation capabilities of the 1990 census information released in CD-ROM format (continuation of FY92 work with the CRS Automation Office). A briefing book containing Ruth Bader Ginsburg's articles, opinions, and all cases she heard as a judge was prepared during her Supreme Court nomination (with the ALD and Law Library staff).

CRD cost-cutting efforts resulted in a reduction in the number of Info Packs available, limiting the total number to about 100, while holding each to 75 pages; cutting the serials budget by 23 percent; and slightly decreasing La Follette Reading Room hours on Sundays when Congress was in recess, on two days of holiday weekends, and on evenings and weekends during the Christmas and New Year holidays.

Library Services Division

The staff of the Library Services Division (LSD) worked throughout the year to provide congressional and CRS staff with timely acquisition of and access to published public policy literature. Staff also worked to maintain and improve congressional access to information about CRS products.

During the fiscal year, new congressional requests were received for access to the Selective Dissemination of Information (SDI) Service, bringing the total congressional subscribers to nearly 800. The service provides subscribers with weekly listings of current public policy literature on topics reflecting the individual's interests as well as access to the full text of the materials described. On request, copies of documents were provided to congressional SDI subscribers and users of the Public Policy Literature Data Base (PPLT).

Other efforts to harness the information explosion include the indexing and abstracting of 16,099 documents for the Public Policy Literature File, the addition of 125,390 items to the CRS Main Reference Files, and the scanning of 15,450 documents to optical disk.

LSD staff continued to provide acquisitions support to parliamentary libraries, now expanded to include the Baltics and Ukraine. Orders and invoices for more than 2,000 titles were processed during FY93 for all countries assisted by the House Special Task Force on the Development of Parliamentary Institutions in Eastern Europe.

The CRS Public Policy Literature Data Base was enhanced through the addition of a number of new sources of information, including ratings of Members of Congress by various organizations, weekly packets of newspaper articles on NAFTA, Clinton Administration economic proposals and health care reform, and expedited treatment of 80 public policy journals identified as of primary importance to the data base.

A number of improvements in CRS product directories were initiated in FY93 to make these tools easier to use. These included the addition of a "hot topics" index to the Guide to CRS Products and a new subject indexing system for broad subject areas used in the CRS Update, Guide to CRS Products, and CRS data bases; the indexing system will be

implemented in January 1994. Checklists of CRS Products were prepared for distribution at all Public Policy Institute courses and for other seminars and events. The Checklists provide congressional users with succinct listings of current CRS products on topics of great interest.

The division continued to use technology to improve productivity and to maintain and improve service. A new PC-based work station and printer were developed for use with the optical disk imaging system. Improvements were also made to the user interface, including a larger search window, image rotation, and zoom capability. Interface and input system improvements are planned for implementation in FY94. Other technological improvements included progress on implementation of a network-based automated bibliographic input system; installation of the MARCPLUS integrated library system; acquisition of LEXICO, a new thesaurus management system; and technology to reduce keystrokes and costs for serials processing and the interagency Research Notification System.

IV. HUMAN RESOURCES AND STAFF DEVELOPMENT

CRS continued much of the work begun in FY92 to facilitate labor-management relations and enhance human resources and staff development.

CONSULTATIVE MANAGEMENT

In accordance with the Library's commitment to promote consultative management (CM) and the CM provisions of the Collective Bargaining Agreement, CRS continued to encourage the use of CM mechanisms previously developed throughout the Service. Director's Quarterly Forums were held to discuss CRS issues of interest to staff, and biweekly CM meetings were scheduled between the Director, CREA (Congressional Research Employees Association) officials, and appropriate staff members. Other CM meetings were held on a series of substantive Service-wide issues in preparation for the CRS Management Team retreat meetings in September 1993.

AFFIRMATIVE ACTION

CRS was unable to hire new staff in FY93 because of budgetary constraints and a court order mandating that the Library develop a new personnel selection system before resuming hiring. Because of these constraints, CRS could not conduct its Graduate Recruit and Law Recruit Programs, the primary vehicles for affirmative action outreach and hiring. Nor was it able to post positions through the Target Series Development Program. CRS posted only one position under the new selection system, team leader of the Senate Reference Center, but even this posting was limited for budgetary reasons to staff of the Service.

CRS did, however, make a number of temporary appointments in the summer to augment staff. Considerable diversity was achieved in these appointments: 39 percent were members of minority groups and 60 percent were women.

Although hiring opportunities were few, CRS continued its general recruiting efforts by entering 1,069 potential applicants in its computerized ALERT system. Through this program copies of vacancy announcements were sent to interested applicants in accordance with the types and grade levels of jobs in which they have expressed interest. Other recruitment efforts included 1,004 interviews with potential applicants and biweekly employment seminars presented to 98 candidates interested in CRS professional positions.

TRAINING AND UPWARD MOBILITY

CRS followed through on steps taken in FY92 to develop a supervisory enhancement program for all first-line supervisors in the Service. It presented a supervisory skills program to 45 first-line supervisors and made further plans to present in FY94 individual

workshops on each of seven skills identified as key to effective supervisory performance in CRS.

CRS enrolled 975 staff members in training courses during the year, including 453 for technical courses, mainly automation; 101 for research-related courses; and 421 for supervisory, communications, and related matters. CRS staff members participating in special upward mobility and affirmative action programs took 30 university-level courses during the year.

STAFF RECOGNITION

CRS staff members received 227 incentive awards in FY93 in recognition of special achievements or acts of service. Quality step increases were given to 82 staff members, and another 84 received outstanding performance evaluations.

V. TECHNOLOGY SUPPORTING RESEARCH AND INFORMATION SERVICES

CRS continued its efforts during FY93 to use information technology to improve service to the Congress by making its information resources more readily available electronically, enhancing the Service's research capabilities, and making its basic operations more efficient. CRS also participated extensively in Hill-wide efforts to coordinate the effective use of communications technology.

IMPROVED ACCESS TO INFORMATION

For the past two years CRS has worked with the Library's Office of Information Technology Services (ITS) to develop a more understandable user interface for the Library's information retrieval system, SCORPIO. The goal of this project has been to make it possible for staff to locate their own information more quickly and more easily. Congressional staff who have used this new system in the CRS La Follette Reading Room have been enthusiastic about it and rated it highly. This year CRS added the legislative files, thereby making all CRS-produced files available through this new interface.

With the approval of the Joint Committee on the Library, CRS worked closely with ITS to make the Library's retrieval system and selected CRS files available on Internet, and to create a gateway to Internet resources. The development of this capability is an important benefit to the Congress because it will allow congressional offices to have direct access to the growing volume of Internet information resources. In addition, the CRS files available on Internet will be directly available to constituents.

ENHANCED PRODUCT CREATION

CRS continued to progress toward its goal of creating and delivering its products faster and more productively. The Service also continued to upgrade its hardware and software base so that staff can develop tables and graphs more readily and incorporate them into written reports for Congress more easily. CRS has begun a gradual transition to software that is based on graphical user interfaces which, when complete, will support more efficient creation of all its written products.

CRS also has upgraded its technology for duplicating and delivering written products to Congress so that it can maintain lower inventories and provide copies more quickly on demand. This technology will support the CRS effort to develop the means for providing electronic delivery of its products to Congress when legislative offices are prepared to receive information in that way.

INCREASED EFFICIENCY

A major objective of CRS has been to use information technology to carry out its basic operations more efficiently. In FY93 the Service continued this effort through several initiatives. These have included implementing an integrated library system that enables CRS to track the acquisition and status of its serials more effectively. This system will also provide better management of the costs of this important and expensive resource.

A second initiative is development of new input systems for both the Bill Digest system and the CRS Products and the Public Policy Literature File. The new systems have significantly improved the productivity of these information-creating operations and, in the case of the Public Policy Literature File, have enabled the Service to eliminate its cataloging backlog.

A third initiative is establishment of networks to improve productivity, reduce software management costs, and enhance communication between CRS and congressional offices.

LEGISLATIVE BRANCH COOPERATIVE EFFORTS

The Service has participated extensively in a number of Hill-wide efforts to use information technology more effectively through cooperative programs. One such activity is work with the Legislative Branch Telecommunications Network team, chaired by the Architect of the Capitol, to establish the specifications and plans for a legislative branch telecommunications network that will improve communication and data exchange among the House, Senate, and congressional support agencies. A second project is technical support and consultation with the Government Printing Office to create an on-line version of the *Congressional Record*. A third activity is a pilot project to test the utility of the Standard General Markup Language (SGML) in the electronic creation, printing, and retrieval of CRS written projects. CRS invited the General Accounting Office, which has considerable experience with SGML, to work on this project with the goal of developing methods of using SGML that will be useful for the legislative branch.

VI. PLANNING FOR THE FUTURE AND PROGRESS TOWARD GOALS

This section describes CRS work in FY93 related to resource priorities and management planning for the future and progress toward a number of CRS goals: continued implementation of the new CRS data system, product and service improvement, enhanced indexing capability, and planning for a unified product distribution center.

RESOURCE PRIORITIES AND MANAGEMENT

In March 1993 the CRS Director began a review of the CRS budget situation as projected over the next several years. The purposes of the review were to assess available evidence to determine the extent of the budget problem, both short- and long-run; communicate this information broadly throughout CRS; and develop plans and take actions to ensure the Service's ability to serve the Congress effectively and efficiently with reduced resources.

To help achieve these objectives, the Director established a Resource Priorities and Management (RPM) Team made up of management officials from different units within the Service to work with him and the CRS Management Team (the Management Team being composed of CRS division chiefs and associate directors). This RPM Team was asked to study the implications of reduced budgets for the mission and operations of CRS and to help develop plans for addressing a growing demand for services in the face of dwindling resources. This group, consulting frequently with CRS management and staff, undertook three major assignments, outlined as follows.

JOINT COMMITTEE ON THE ORGANIZATION OF CONGRESS

The RPM Team prepared descriptions and analyses of CRS for use by the Joint Committee on the Organization of Congress. This Joint Committee reviewed the role and size of congressional staff, including support agencies, as part of its overall consideration of reforms needed to make the operations of Congress more effective and efficient. The Joint Committee asked CRS (and the other support agencies) to prepare detailed answers to 27 comprehensive questions, including assessments of agency staff, mission, organization, operations, planning, and problems. This was followed by a day of formal hearings in which directors of the support agencies testified on these same issues. The Director of CRS asked the RPM Team to work with him in developing answers to the 27 questions and his testimony before the Joint Committee.

DESIGN OF CRS MANAGEMENT RETREAT

The RPM Team advised the CRS Director and the CRS Management Team on issues critical to CRS as it becomes smaller and made suggestions on how best to examine those

issues productively. The Team developed plans for a management retreat, the objective of which was to provide a forum for discussion of the implications of budget constraints for the work of CRS and to offer opportunities for the open exchange of ideas, viewpoints, and concerns. RPM Team members advised the Director on the structure, content, and agenda of the retreat, assembled a resource notebook for the "working sessions," and served as moderators.

OUTCOME AND FOLLOW-UP OF THE MANAGEMENT RETREAT

During the three-day retreat the Management Team worked to develop a strategy for deciding budget issues for FY94 and beyond. The Team identified specific issues that must be addressed, and steps taken, to maintain the vitality of CRS despite continued fiscal constraints. After the retreat the RPM Team prepared a report summarizing the outcomes. The report was distributed to all CRS staff. The RPM Team also compiled options for a wide range of actions discussed at the retreat that will serve as a framework for subsequent Management Team planning and action.

IMPLEMENTATION OF THE NEW CRS DATA SYSTEM

After developing a new statistical indicator system in 1992, actual implementation of the system began in January 1993. Computer software systems, forums, procedures, validity checks, and tables were designed and put into operation. Specifically, new ways were developed to collect and compile data on CRS products and to gather and present new and existing data on requests and services in a more meaningful manner (see Section I and the accompanying table at the outset of this annual report).

The newly collected and organized information provides CRS with a keener view of the variety of CRS services used by the Congress. For example, the Service devised additional measures of output throughout CRS. These efforts have resulted in more useful data, including improved data on types of response and response time for custom products and services for Member and committee offices, and better information on the distribution of products to the Congress.

A single system has been created and expanded to provide data on CRS Reports for Congress and Issue Briefs, including distribution to Congress, status, and originating division. Bar codes on these products now make data entry less labor-intensive and more accurate. The Service continues to expand the system to include other CRS products.

Various reports on requests, other services, and products for Congress are prepared monthly. Analyses of these new data help CRS staff set priorities on updating specific products, make improvements in distribution, and evaluate work force performance and service delivery in view of budget realities.

PRODUCT AND SERVICE IMPROVEMENT

As part of the CRS ongoing product and service assessment, work continued in FY93 to ensure that products and services are accessible, focused, timely, and designed to meet congressional requirements. Recognizing the value of timely and relevant information and analysis, CRS made modifications in several CRS general distribution products, specifically CRS Reports for Congress, Info Packs, and Issue Briefs. Early in 1993 CRS, in recognition of the value to Congress of timely reporting in a brief format, developed the two-page short report (fact sheet), which is designed to present important information on key public policy issues in a succinct and concise fashion. Similarly, in the interest of providing background information in a focused manner, the average size of Info Packs was reduced.

The Issue Brief was improved in several ways. Its format was modified to include a new section entitled "Most Recent Developments," which is designed to present the reader with a quick update on the Issue Brief topic. Work also continued on refining the internal guidelines for the development of CRS Issue Briefs, including mechanisms to ensure that they remain timely, relevant, and focus on significant public policy issues that receive or are expected to receive legislative action or draw widespread congressional attention. The Issue Brief staff also initiated the use of bar codes on CRS written products to improve inventory control, facilitate statistical reporting, and enable CRS and individual researchers to track the issues of primary concern to the Congress.

OTHER PRODUCT MODIFICATIONS AND ENHANCED INDEXING CAPABILITIES

FY93 also saw extensive revision of the CRS Subject Directory. Mid-year improvements in the July edition included the creation of a searchable on-line product with networking attributes, reduction of adjectival entries, more "see also" references, repetition of information in the place of "see" references, standardization of general application subdivisions, and development of a more user-friendly print format that includes dictionary page headings. The January 1994 edition is expected to implement still other changes: enhanced search potential, more powerful publication software, elimination of inconsistencies, and more easily usable format.

Several improvements in CRS directories and on-line data bases were initiated as a result of the work of the CRS Indexing Advisory Committee. The enhancements, which resulted in tools that are easier to use and have greater consistency throughout the Service, include the addition of a "hot topics" index to the Guide to CRS Products and improved introductory and user materials in the front of the directory, and a new subject indexing system for broad subject areas that will be used in the CRS Update, the Guide to CRS Products and CRS data bases. The new subject terms, called Top Terms, will allow data base users to search by the same broad subject terms in the CRS Bill Digest, CRS Products, Issue Brief, and Public Policy Literature Files. These subject headings will appear in the CRS Update and the Guide to CRS Products beginning in 1994 and also in the twenty-first edition of the Legislative Indexing Vocabulary (LIV).

Among other modifications, production schedules for the CRS Update and the Guide to CRS Products were compressed to assure that the most up-to-date directories are available to the Congress. Subject terms used to create information profiles for the Selective Dissemination of Information (SDI) service were revised to reflect emerging topics and current usage.

PLANNING FOR THE NEW UNIFIED PRODUCT DISTRIBUTION CENTER

In 1992 a committee was established to review the ways in which CRS distributes its products to Congress and to make recommendations for improving service and reducing costs. The three primary CRS written products -- Reports, Issue Briefs, and Info Packs -- traditionally have been distributed from different locations within the Service. After a careful study of the distribution system, the committee recommended implementation of a central product distribution center.

In January 1993 a Unified Product Distribution Team was established to implement the recommendations of the committee. The Team, assisted by a senior-level advisory group, is addressing such issues as physical location, staffing, development of a centralized data base system, and expansion of bar coding technology. When the Unified Product Distribution Center is in operation, most CRS products will continue to be available in the House and Senate reference centers, but congressional office staff can also pick them up from the Center in the Madison Building.

Although all necessary logistical arrangements for the Center have not been completed, progress has been made toward centralizing product distribution. Responses for multiple CRS products are now being coordinated in one place instead of being split among three separate organizational units, depending on the respective product ordered. Other plans for the Center include "fax-on-demand" service, whereby congressional requests for short (maximum six pages) CRS Reports can be answered by faxing those pages directly to congressional offices.

A major goal of the Center is to have as many options as possible available when responding to congressional requests for products -- including fax, optical disk, and mail. The Center is expected to be fully operational in FY94.

VII. APPENDIXES

A. FISCAL 1993 BUDGET, RESOURCES, AND OTHER FUNDING

In FY93 CRS had an authorized staffing level of 835 permanent positions and an appropriation of \$57,291,000. Approximately 89 percent of expenditures during the fiscal year was for salaries and benefits.

CRS also received the following grants and inter-agency funds. A total of \$4,500,000 was provided to CRS through an inter-agency agreement with the Agency for International Development: \$3,500,000 to fulfill the objectives of the Special Task Force on the Development of Parliamentary Institutions in Eastern Europe (Frost Task Force, assistance to Bulgaria, Albania, Estonia, Latvia, and Lithuania); and \$1,000,000 for new initiatives in Ukraine. CRS continued to expend funds awarded in previous fiscal years through AID agreements and from The Ford Foundation, the John D. and Catherine T. MacArthur Foundation, the German Marshall Fund of the United States, and the Soros Foundation. These funds, as per agreement with the Joint Committee on the Library, were given in support of Frost Task Force activities in Eastern Europe and library outreach in Russia.

CRS received a variety of grants from private sources that totaled \$322,083. The Ford Foundation awarded \$75,000 to provide assistance to the Russian Parliamentary Center and Library. The Robert Wood Johnson Foundation awarded a two-year \$241,468 grant to support a CRS program of congressional seminars on improving U.S. health care. Additional funds were received totaling \$5,615 from several donors in support of the CRS congressional seminar program.

B. TYPES OF CRS SUPPORT TO THE CONGRESS: RESEARCH SERVICES AND PRODUCTS

CRS provides a variety of services and products to the Congress ranging from background information for general distribution to expert technical analysis and analysis on key issues.

CRS SERVICES

CRS services cover a broad spectrum: in-depth analytical reports, memoranda written in response to specific questions, Issue Briefs designed to track high-visibility or rapidly moving issues or events, policy research and legal analyses, assistance to committees, personal briefings for Members by senior CRS staff, and seminars and workshops on topics of interest. Reference and information services include quick turn-around phone responses, background information and information packets, and audiovisual materials on a range of policy issues and congressional procedures. CRS has a tradition of offering objective, timely, and confidential responses to requests for assistance during all stages of the legislative process.

Some of the ways in which CRS supports the Congress with analytical research and products are outlined below.

FACILITATING LEGISLATIVE ACTION

CRS works closely with Members and staff at all stages of the legislative process, from the development of proposals, to the preparation of hearings, to markup and the writing of reports, to final floor consideration, and beyond to implementation and oversight. CRS can play a significant role in facilitating congressional consideration of legislative issues. It can define an issue in a way that fosters understanding and can identify the basic cause of the problems under consideration in ways that highlight available policy choices. Drawing on the resources of the Library of Congress, the academic community, executive branch agencies, and other information sources, CRS can present alternatives for congressional action--and trace the possible effects of action. Through this process, the Service attempts to draw from the best sources possible and structure analyses for effective use in the legislative process.

The Service is organized to be readily accessible and responsive. As appropriate, CRS addresses legislative issues in an interdisciplinary and integrative manner, applying the expertise of its divisions (to include economics, science, government, education and public welfare, foreign affairs, environment, law, and information and reference) to respond to congressional requests. CRS experts are available for briefings with Members to discuss subjects of legislative concern, providing policy options and an institutional memory resource, whether in person or by telephone.

WRITTEN REPORTS PROVIDING RESEARCH AND ANALYSIS ON LEGISLATIVE ISSUES

Reports for Congress, studies or analyses on specific legislative issues of interest, are usually negotiated directly by CRS analysts and congressional requesters. They differ in length and complexity, depending on the breadth and timing of the issue. The hallmarks of these and other CRS written products are rigor, balance, and timeliness. In Reports CRS analysts define and explain technical terms and concepts, frame the issues in legislatively manageable and relevant context, and provide appropriate, accurate, and conceptually valid quantitative data. A one-page summary is also included. While some work of this nature is done on a confidential basis, the majority of completed studies are produced as CRS Reports for Congress and are distributed widely throughout the congressional community; some are published by committees to ensure broader distribution. In FY93 CRS produced 1,139 new titles of its Reports for Congress; 4,371 active Reports were available at some time during the fiscal year.

Issue Briefs, a unique CRS written product, are concise briefing papers (15 pages maximum) on issues considered of major importance to the Congress. Briefs are available both in printed form and in the Library of Congress SCORPIO data base in the ISSU (issue brief) file. They are updated as events unfold; the date on the cover of each brief is the CRS confirmation that the information contained in it is current as of that date. Briefs include the most recent developments, provide background information, and analyze options and approaches for resolving an issue. They frequently describe the contents of bills and show the status of current legislation. In many briefs a chronology of key events is provided and a short bibliography of further references listed. Briefs also contain a one-page summary of the issue. Emphasis is on timeliness and brevity in the production of issue briefs. While analytical conclusions on an issue may be drawn, Issue Briefs, like other CRS products, do not present explicit legislative policy recommendations. There were 114 new Issue Briefs in FY93; 428 active Issue Briefs were available at some time during the fiscal year.

General Purpose Memoranda are prepared when a relatively small audience is anticipated (generally fewer than 50 congressional readers) and when the transiency of the issue or the product makes its inclusion as an advertised CRS product inappropriate. If the audience or transiency of the product changes, the product may be prepared as an Issue Brief or a CRS Report for Congress, as appropriate.

Confidential Memoranda, prepared for a specific congressional request, constitute another format for CRS written communication. These custom tailored documents are often designed to meet the needs of the congressional reader with a high level of expertise in a given topic. Most custom memoranda are solely for the use of the congressional requester and are not distributed further unless permission has been given. If the requester agrees, the memorandum is made available to a broader, but limited, audience. Memoranda are often used by CRS attorneys, for instance, to respond to focused inquiries about the legal implications of statutory provisions, proposed legislation, or executive actions. CRS will also prepare "directed writing" that incorporates the viewpoints or assumptions of the congressional requester for the requester's use in his or her own name. Such directed writing may not be cited as CRS analysis.

Tailored Responses to Questions -- CRS responds to individual questions with custom-tailored service. Frequently this is done by CRS analysts in the form of confidential policy and legal analyses, consultations, individualized memoranda, and briefings on virtually all legislative and policy issues, each tailored to address specific questions posed to CRS by requesting Members and committees. Depending on the nature of the question, teams of information specialists in the Congressional Reference Division prepare tailored packages of information for the individual requester, as appropriate.

Other CRS products -- Guide to CRS Products, Update, and CRS Weekly Update -- present listings of available CRS products and seminars and workshops and are sent to all Members and committees on a regular basis (respectively, quarterly, monthly, and weekly).

SEMINARS, BACKGROUND INFORMATION, AND EXPLANATION

CRS Reports, memoranda, and Issue Briefs serve as general written sources of information and explanation on major national issues of interest to Congress. CRS also compiles packages of background information and analysis composed of CRS Reports and Issue Briefs, selected articles and bibliographies, assembled into "Info Packs" (IPs) that become resources for congressional staff for answering constituent requests or providing general background on an issue. Thirteen new IPs were developed in FY93, and 134 IPs were available at some time during the fiscal year.

In February 1993 CRS sponsored its fifteenth annual Public Policy Issues Institute (PPI). With a corps of CRS analysts, this two-week program provided comprehensive reviews of major issue areas expected to be legislatively active during the upcoming session of Congress. The PPI seminars held in February 1993 had 884 participants. The semiannual series of briefings by CRS attorneys on current legal issues of interest to Congress, the "Federal Law Update Series," was also presented in March and September 1993.

Throughout the year, CRS sponsors seminars for Members and staff on active policy issues. These seminars feature a combination of CRS and outside experts to explore various facets of an issue. In FY93, CRS held 165 seminars and workshops on public policy issues, 12 institutes on congressional processes, and 19 events exclusively for Members of Congress. Member and staff attendance at these events was a record 8,967.

An important method of CRS information exchange with the Congress is the largely unmeasured category of direct telephone response. By design, CRS specialists and analysts are directly accessible by phone; on a given day analysts may respond to 1 to 25 calls and provide information that may range from a statistic or a name to a short situation briefing or an interactive discussion analyzing alternatives for responding to an issue. CRS goals in this facet of its operation are availability of expertise, ease of access, and personalized, immediate response.

LEGISLATIVE SUMMARIES, DIGESTS, AND COMPILATIONS

Historically the Congress has asked CRS to maintain records of its legislative activities, including an accounting of selected legislative activity of the Congress during the session and the new programs, activities, or changes in existing laws that have been created by legislation. Currently CRS produces an on-line, regularly updated legislative data base, the Legislative Information Files.

The Bill Digest on-line Legislative Information Files contain digests, abstracts, legislative histories, and indexing terms for every public bill as introduced and amended for each Congress from the current session back to the 93rd Congress, 1973. The information is available daily through SCORPIO terminals, on House Information Systems (HIS), and through Senate Legis.

INSTITUTIONAL MEMORY

Many CRS analysts have sufficient experience to constitute a valuable institutional memory for the Congress on particular issues and statutes. This function is carried out in various ways--through committee consultations, telephone conversations, or personal briefings, and through written reports and products. The institutional memory of CRS is often useful during meetings with committee members or staff working on legislative amendments; these congressional staff can draw upon CRS analysts' knowledge of issues and the CRS nonpartisan account of the work of previous Congresses as they address similar issues and reauthorization questions.

C. CRS ORGANIZATIONAL STRUCTURE

RESEARCH DIVISIONS

CRS maintains an organizational structure that enables great flexibility. The Director is assisted in the management of the department by the Deputy Director and Associate Directors. Seven research divisions, two reference divisions, and the Office of Senior Specialists form the foundation of the Service.

The CRS divisions provide a variety of analytical and research products and services in support of the work of the Congress. Analytical work ranges from in-depth policy or issue analysis, legal analyses, and briefings on specific legislative issues to confidential memoranda, bill comparisons, and consultations. Research services include compilations of materials to support hearings or develop legislative proposals, technical information on legislative issues, facts and statistics, legislative histories, and materials for offices to use in drafting speeches for Members.

The following brief descriptions outline the areas of expertise of the CRS Research Divisions.

American Law Division

The American Law Division provides legal analysis and information on legal questions that may emerge from the work of Congress. Division attorneys and paralegals support the Congress in such areas as constitutional law; election law; legal questions relating to tax; international law; congressional ethics; civil rights; environmental law; antitrust; criminal law; parliamentary law; administrative law; and the rights, privileges, and immunities of Members and committees. The division also prepares The Constitution of the United States of America, Analysis and Interpretation (also known as "Constitution Annotated"), reports on the work of the Supreme Court, and prepares twice yearly the Federal Law Update series of presentations on current legal issues of interest to Members and staff.

Economics Division

The Economics Division assists the Congress with national and international economic issues, problems, and legislation. Economic topics are addressed within the broad areas of business, labor, trade, international finance, housing, financial institutions, transportation, taxation and government finance, and macroeconomics.

Education and Public Welfare Division

The Education and Public Welfare Division, which is responsible for most CRS social program research and analysis, works closely with committees and Members in the

development and realization of their legislative agendas. Much of this division's work is focused on health care access and financing, welfare, unemployment and workers' compensation, retirement income, education, job training, veterans, immigration, and special programs for the handicapped, the aged, and for children and youth.

Environment and Natural Resources Policy Division

The Environment and Natural Resources Policy Division provides support in four interrelated areas: environmental protection, oceans and natural resources management, agricultural policy, and energy policy. In each area division analysts provide expertise on specific programs, statutes, and legislative proposals and on their broader domestic and international implications. Support encompasses new issues, periodic reauthorizations of statutes such as the Farm Bill and pollution control laws, and responses to crises such as oil price shocks, drought, or toxic spills.

Foreign Affairs and National Defense Division

The Foreign Affairs and National Defense Division provides products and services on a broad range of U.S. foreign and defense policy concerns and their interrelationships; on specific subjects, such as weapon systems, defense spending, and U.S.-foreign country political, economic, and security relations; as well as on issues such as arms control, arms sales, and foreign economic and military assistance. Division responsibilities also include the foreign and defense policy aspects of drug control, the environment, nuclear and conventional weapons proliferation, trade, and other global policy issues.

Government Division

The Government Division provides information and analysis on subjects relating to the organization and practice of governance in the United States in both the legislative and executive branches, and intergovernmental relations. Topics include the legislative and budgetary process; congressional organization and operations; public administration in the executive branch in its organizational and procedural dimensions; civil rights policy, minorities, and equal opportunity; political parties and process; public opinion and survey research; U.S. history; demographic and Federal statistical policy; U.S. territories; State and local governance; intergovernmental relations; community and rural development; and crime and public safety.

Science Policy Research Division

The Science Policy Research Division assists the Congress in a wide variety of policy areas for which science and technology play an important role. These areas include health care reform, public health, research and development, environmental protection, telecommunications and information, economic development and trade, national security, science and math education, and international relations. Division responsibilities center on analyses of the implications of science and technology for these topics, as well as the role of science and technology in the consideration of legislation on these topics.

Office of Senior Specialists

The Office of Senior Specialists provides senior-level research and analysis to Members and committees of the Congress on the broad range of public policy issues of concern to the Congress. The mission of senior specialists, as originally specified in the Legislative Reorganization Act of 1946, is to ensure that the Congress has direct access to the highest level of expertise available to help it meet its legislative responsibilities. The Office of Senior Specialists is supervised by the Director of CRS. Senior specialists work independently in their areas of specialization but in close coordination with CRS subject divisions.

REFERENCE AND INFORMATION DIVISIONS

Two CRS divisions provide reference and information services such as quick facts (rapid response by telephone), summaries of current legislative issues, lists of CRS products and articles on current topics, books and other materials borrowed from the Library's collections, copies of specific items (journal and newspaper articles, scientific and technical reports, legal and government documents), and bibliographic services, including searches for CRS products and other public policy literature.

The specific responsibilities of these divisions are described as follows.

Congressional Reference Division

The Congressional Reference Division responds to requests for the Congress that call for information analysis and reference assistance in support of oversight activities, hearings, legislation, and representational duties. Staff use written products, standard reference works, automated research tools, and a variety of collections both in the Library and elsewhere to locate information on issues, people, organizations, events, and public policy issues. The staff in the La Follette and Jefferson Congressional Reading Rooms and the CRS Reference Centers provides telephone reference service and in-person consultation on resources available for research projects.

Library Services Division

The Library Services Division provides access to public policy literature through the preparation of catalogs of CRS products, on-line data bases, a legislative indexing vocabulary, a weekly alerting service for public policy literature (the SDI service), and a large collection of newspaper and journal clippings arranged by topic. Staff respond to congressional requests for reading lists and provide document delivery services for published literature and CRS Reports. They perform information support functions for CRS, including the acquisition of books, serials, and government documents; reference service; and collections management.

OTHER OFFICES

Office of the Associate Director for Research Planning and Coordination

The Office of the Associate Director for Research Planning and Coordination consists of staff assigned to specific research coordination duties and the Issue Brief Section.

This office is responsible for strategic planning; overseeing research planning and management processes; promoting, facilitating, and coordinating interdisciplinary research; assessing congressional needs for and use of analysis and information and taking actions to ensure that CRS products and services are consistent with those needs; overseeing consistency and adequacy of coverage, from division to division, of CRS support to all congressional committees; and overseeing coordination with the other three congressional support agencies (Congressional Budget Office, General Accounting Office, and Office of Technology Assessment).

The Issue Brief Section is responsible for production and editing of CRS Issue Briefs. These short analytic papers, unique in their format and brevity, are continually updated as events demand. Issue Briefs are printed as regular paper reports and, in addition, are available on-line and can be retrieved or viewed in congressional offices through SCORPIO (the Library of Congress on-line data base).

Office of the Associate Director for Special Programs

The Office of Special Programs plans and coordinates numerous events and oversees a number of supportive services for the Congress. One of the primary functions of this office is to plan and manage seminars and workshops in which Members and congressional staff informally discuss important legislative issues with CRS analysts and nationally recognized experts. The Seminars and Briefings Section presents two or three such events on average each week that the Congress is in session.

The Inquiry Section receives, formulates, records, and assigns congressional inquiries when Members or staff call upon CRS for analysis, information, and research.

The Audiovisual Services staff works on a broad range of projects in support of the Congress -- preparation of audio and visual materials as well as duplication and loan of existing tapes from its collection of video programs.

The Language Services staff provides language support to the Congress through translations of technical documents, newsletters, speeches, and other materials. In-house staff has language capabilities in French, German, Italian, Latin, Polish, Portuguese, Rumanian, Russian, and Spanish. For languages not covered in-house, special arrangements can be made for translations. Staff also assist with protocol in foreign languages, overseas telephone calls, research, and other linguistic services.

The CRS products distributed by the Office of Special Programs include Guide to CRS Products, Update, and Weekly Update. In compliance with P.L. 88-246, this office also coordinates the manual, bibliographies, and study guides for use in high school and college debates during the academic year.

Office of the Associate Director for Policy

The Office of Policy coordinates matters related to internal CRS policies and communicates with congressional offices and committees on matters concerning CRS policies. This office also ensures that the Service complies with applicable guidelines and directives contained in the Legislative Reorganization Act, in statements by appropriations and oversight committees, and in Library regulations and CRS policy statements. In addition, the office is responsible for ensuring that the provisions of the Federal Service Labor-Management Relations Statute are adhered to within CRS.

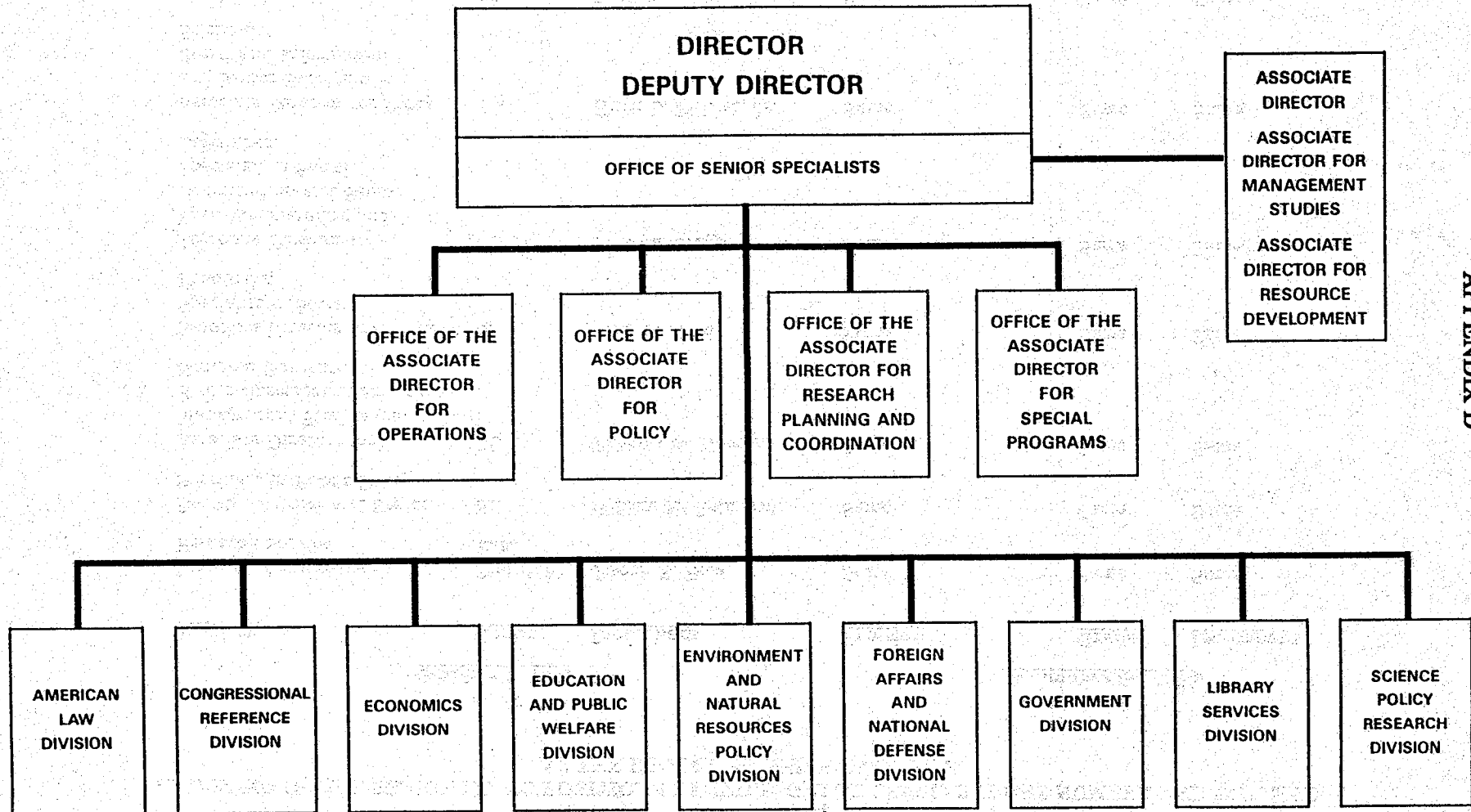
The Office of Policy is also responsible for final review and clearance of all CRS authored products. To ensure quality in CRS work, it is subjected to several checks. The primary responsibility of the divisions is to examine every original product for accuracy and thoroughness. The Review Section then assesses the product for balance, objectivity, and quality of response.

The staff of this office arranges external research contracts to assist CRS in carrying out projects in response to major policy concerns of the Congress. These contracts are entered into by the Director of CRS as authorized by provisions of the Legislative Reorganization Act.

Office of the Assistant Director for Operations

The Office of the Assistant Director for Operations consists of two offices providing automation and administrative support services. The Automation Office has functional responsibility for departmental coordination of all automation services provided to CRS by the Library's Information Technology Services Office and for other internal automation activities. It also provides training and hotline support for congressional users of the Library's SCORPIO system. The Administration Office is responsible for departmental coordination of all administrative activities and programs in support of CRS, including staffing, staff development and evaluation, management information, and procurement and administrative services.

CONGRESSIONAL RESEARCH SERVICE ORGANIZATIONAL CHART



APPENDIX D

**E. LISTING OF ALL SENIOR LEVEL POSITIONS BY TITLE, GRADE LEVEL, BUDGET NUMBER AND INCUMBENT
AT THE BEGINNING AND END OF FY 93**

As of October 1, 1992			As of September 30, 1993		
<u>Position</u>	<u>Grade</u>	<u>Incumbent</u>	<u>Position</u>	<u>Grade</u>	<u>Incumbent</u>
Director, Congressional Research Service	Statutory Rate	Joseph E. Ross	Same	Same	Same
Deputy Director and Senior Specialist in Public Policy	SL	William H. Robinson	Same	Same	Same
Associate Director for Management Studies and Senior Specialist in American National Government	SL	Thomas W. Novotny	Same	Same	Same
Associate Director and Senior Specialist in Soviet Economics	SL	John P. Hardt	Same	Same	Same
Associate Director for Research Planning and Coordination and Senior Specialist in Social Legislation	SL	P. Royal Shipp	Same	Same	Same
Associate Director for Policy and Senior Specialist in Social and Information Sciences	SL	Hugh L. Elsbree, Jr.	Same	Same	Same
Associate Director for Resource Development and Senior Specialist in Arts and Humanities	SL	Ruth Ann Stewart	Same	Same	Same

As of October 1, 1992			As of September 30, 1993		
<u>Position</u>	<u>Grade</u>	<u>Incumbent</u>	<u>Position</u>	<u>Grade</u>	<u>Incumbent</u>
Associate Director for Operations and Senior Specialist in Social and Information Sciences	SL	Susan C. Finsen	Same	Same	Same
Associate Director for Special Programs and Senior Specialist in Social and Information Sciences	SL	Nancy A. Davenport	Same	Same	Same
Chief, American Law Division and Senior Specialist in American Public Law	SL	Richard C. Ehlke	Same	Same	Same
Chief, Congressional Reference Division and Senior Specialist in Social and Information Sciences	SL	Catherine Ann Jones	Same	Same	Same
Chief, Economics Division and Senior Specialist in Transportation	SL	Leon M. Cole ¹	Chief, Economics Division and Senior Specialist in Economic Policy	Same	Donald W. Kiefer ²
Chief, Education and Public Welfare Division and Senior Specialist in Social Welfare	SL	Earl Canfield	Same	Same	Same

¹Reassigned to Senior Specialist in Transportation on 01/10/93.

²Reassigned to this position on 01/10/93.

<u>As of October 1, 1992</u>			<u>As of September 30, 1993</u>		
<u>Position</u>	<u>Grade</u>	<u>Incumbent</u>	<u>Position</u>	<u>Grade</u>	<u>Incumbent</u>
Chief, Environment and Natural Resources Policy Division and Senior Specialist in Environmental Policy	SL	John L. Moore	Same	Same	Same
Chief, Foreign Affairs and National Defense Division and Senior Specialist in International Affairs	SL	Vacant	Same	Same	Same
Chief, Government Division and Senior Specialist in American National Government	SL	Daniel P. Mulhollan ¹	Same	Same	Same
Chief, Library Services Division and Senior Specialist in Social and Information Sciences	SL	Vacant	Same	Same	Same
Chief, Science Policy Research Division and Senior Specialist in Science and Technology	SL	Richard E. Rowberg	Same	Same	Same
Senior Specialist in Taxation and Fiscal Policy	SL	Harry G. Gourevitch	Same	Same	Same
Senior Specialist in American National Government and Public Administration	SL	Stanley Ira Bach	Same	Same	Same
Senior Specialist in International Security Policy	SL	Stanley R. Sloan	Same	Same	Same

¹Detailed to the Office of the Deputy Librarian 05/12/92 nte 10/02/93.

<u>As of October 1, 1992</u>			<u>As of September 30, 1993</u>		
<u>Position</u>	<u>Grade</u>	<u>Incumbent</u>	<u>Position</u>	<u>Grade</u>	<u>Incumbent</u>
Senior Specialist in Conservation and Energy	SL	Warren H. Donnelly	Same	Same	Same
Senior Specialist in Housing	SL	Morton J. Schussheim	Same	Same	Same
Senior Specialist in American National Government - Separation of Powers	SL	Louis Fisher	Same	Same	Same
Senior Specialist in Economic Policy	SL	Donald W. Kiefer ¹	Senior Specialist in Transportation	Same	Leon M. Cole ²
Senior Specialist in Economic Policy	SL	William A. Cox	Same	Same	Same
Senior Specialist in American Public Law	SL	Charles Doyle	Same	Same	Same
Senior Specialist in American Public Law	SL	Raymond J. Celada	Same	Same	Same
Senior Specialist in Environmental Policy	SL	David E. Gushee ³	Same	Same	Vacant
Senior Specialist in American National Government and Public Administration	SL	Walter J. Oleszek	Same	Same	Same

¹Reassigned to Chief, Economics Division on 01/10/93.

²Reassigned to this position 01/10/93.

³Retired on 09/27/93.

As of October 1, 1992			As of September 30, 1993		
<u>Position</u>	<u>Grade</u>	<u>Incumbent</u>	<u>Position</u>	<u>Grade</u>	<u>Incumbent</u>
Senior Specialist in American National Government and Public Administration	SL	William W. Ellis ¹	Same	Same	Same
Senior Specialist in US Foreign Policy	SL	Mark M. Lowenthal	Same	Same	Same
Senior Specialist in International Affairs (National Defense)	SL	John M. Collins	Same	Same	Same
Senior Specialist in Agricultural Policy	SL	Charles E. Hanrahan, Jr	Same	Same	Same
Senior Specialist in American Public Law	SL	Johnny H. Killian	Same	Same	Same
Senior Specialist in American National Government	SL	Frederick H. Pauls	Same	Same	Same
Senior Specialist in Economic Policy	SL	Jane G. Gravelle	Same	Same	Same
Senior Specialist in International Relations	SL	Robert G. Sutter ²	Same	Same	Same
Coordinator for Technology Planning and Specialist in Social and Information Sciences	SL	James R. Price	Same	Same	Same

¹Detailed to Associate Librarian for Science and Technology Information from 09/08/91 to 05/02/93.

²Detailed to Chief, Government Division 01/12/92 to 04/04/93.

<u>As of October 1, 1992</u>			<u>As of September 30, 1993</u>		
<u>Position</u>	<u>Grade</u>	<u>Incumbent</u>	<u>Position</u>	<u>Grade</u>	<u>Incumbent</u>
Coordinator of Review and Specialist in Social and Information Sciences	SL	James W. Robinson	Same	Same	Same
Coordinator for Policy Implementation and Specialist in American Public Law	SL	Douglas A. Warshof	Same	Same	Same
Coordinator of Multidisciplinary Programs and Specialist in Public Policy	SL	Paul S. Wallace	Same	Same	Same
Assistant Chief, American Law Division and Specialist in American Public Law	SL	Kent M. Ronhovde	Same	Same	Same
Assistant Chief, Congressional Reference Division and Specialist in Social and Information Sciences	SL	Vacant	Same	Same	Same
Assistant Chief, Economics Division and Specialist in Economics	SL	Roger S. White	Same	Same	Same
Assistant Chief, Environment and Natural Resources Policy Division and Specialist in Environmental Policy	SL	John E. Blodgett	Same	Same	Same

As of October 1, 1992			As of September 30, 1993		
<u>Position</u>	<u>Grade</u>	<u>Incumbent</u>	<u>Position</u>	<u>Grade</u>	<u>Incumbent</u>
Assistant Chief, Foreign Affairs and National Defense Division and Specialist in International Policy	SL	Charlotte P. Preece ¹	Same	Same	Same
Assistant Chief, Government Division and Specialist in American National Government	SL	Vacant ²	Same	Same	Same
Assistant Chief, Library Services Division and Specialist in Social and Information Sciences	SL	William R. Gigax	Same	Same	Same
Assistant Chief, Science Policy Research Division and Specialist in Science and Technology	SL	Jane Bortnick Griffith ³	Same	Same	Same
Specialist in American Public Law	SL	Morton Rosenberg	Same	Same	Same
Specialist in American Public Law	SL	Daniel H. Zafren	Same	Same	Same
Specialist in American Public Law	SL	Vacant	Same	Same	Same

¹Detailed to Acting Chief on 06/29/92 nte 10/29/93.

²Sharon Gressle temporarily promoted to this position 05/16/93 to 07/10/93. Stephen W. Stathis temporarily promoted to this position 07/11/93 to 09/11/93.

³Detailed to the Office of the Associate Librarian for Science and Technology 05/05/93 to 09/02/93. Detailed to special assignment in Science Policy Research Division 09/05/93 nte 01/02/94.

<u>As of October 1, 1992</u>			<u>As of September 30, 1993</u>		
<u>Position</u>	<u>Grade</u>	<u>Incumbent</u>	<u>Position</u>	<u>Grade</u>	<u>Incumbent</u>
Specialist in American Public Law	SL	Robert D. Poling	Same	Same	Same
Specialist in Business and Labor	SL	Charles V. Ciccone	Same	Same	Same
Specialist in Economic Policy	SL	Kevin F. Winch	Same	Same	Same
Specialist in Economic Policy	SL	F. Jean Wells	Same	Same	Same
Specialist in Economic Policy	SL	Gail E. Makinen	Same	Same	Same
Coordinator of Division Research and Specialist in Economic Policy	SL	Walter Eubanks	Same	Same	Same
Specialist in Industry and Trade	SL	Dick K. Nanto	Same	Same	Same
Specialist in Social Legislation	SL	Kenneth R. Cahill	Same	Same	Same
Coordinator of Division Research and Specialist in Social Legislation	SL	Sharon L. House	Same	Same	Same
Specialist in Health Policy	SL	Janet C. Kline	Same	Same	Same
Specialist in Social Legislation	SL	Karen Spar	Same	Same	Same
Specialist in Income Maintenance	SL	Dennis William Snook	Same	Same	Same
Specialist in Education Finance	SL	Angela Maria G. Evans	Same	Same	Same

As of October 1, 1992			As of September 30, 1993		
<u>Position</u>	<u>Grade</u>	<u>Incumbent</u>	<u>Position</u>	<u>Grade</u>	<u>Incumbent</u>
Specialist in Immigration Policy	SL	Joyce C. Violet	Same	Same	Same
Specialist in Education Finance	SL	Wayne C. Riddle	Same	Same	Same
Specialist in Social Legislation	SL	David S. Koitz	Same	Same	Same
Specialist in Income Maintenance	SL	Velma W. Burke	Same	Same	Same
Specialist in Environmental Policy	SL	Vacant	Same	Same	Same
Specialist in Resources and Environmental Policy	SL	Claudia Copeland	Same	Same	Same
Specialist in Environmental Policy	SL	James E. McCarthy	Same	Same	Same
Specialist in US Foreign Policy	SL	Ellen C. Collier ¹	Same	Same	Same
Specialist in Foreign Affairs and National Defense	SL	Richard P. Cronin ²	Same	Same	Same
Specialist in National Defense	SL	James P. Wooten	Same	Same	Same

¹Detailed to Acting Assistant Chief, Foreign Affairs and National Defense Division 07/25/93 to 09/05/93.

²Detailed to Acting Assistant Chief, Foreign Affairs and National Defense Division 09/05/93 nte 10/16/93.

<u>As of October 1, 1992</u>			<u>As of September 30, 1993</u>		
<u>Position</u>	<u>Grade</u>	<u>Incumbent</u>	<u>Position</u>	<u>Grade</u>	<u>Incumbent</u>
Coordinator of Division Research and Specialist in National Security	SL	Leneice N. Wu	Same	Same	Same
Specialist in American National Government and Public Administration	SL	Ronald C. Moe	Same	Same	Same
Specialist in American National Government	SL	Robert A. Keith	Same	Same	Same
Specialist in American National Government	SL	Judith Schneider	Same	Same	Same
Coordinator of Division Research and Specialist in American National Government	SL	Clay H. Wellborn ¹	Same	Same	Same
Specialist in Science and Technology Policy	SL	Genevieve J. Knezo	Same	Same	Same
Specialist in Life Sciences	SL	Vacant	Same	Same	Same
Specialist in Earth Sciences	SL	Joseph P. Riva, Jr.	Same	Same	Same
Specialist in Science and Technology Policy	SL	Marcia S. Smith ²	Same	Same	Same

¹Detailed to Senior Specialist in American National Government and Chief, Government Division from 05/02/93 nte 10/27/93.

²Detailed to Acting Assistant, Science Policy Research Division 06/13/93 to 09/02/93. Detailed to special assignment in Science Policy Research Division 09/05/93 nte 01/02/94.

**F. LISTING OF ALL SPECIALIST AND SENIOR SPECIALIST
PERSONNEL ACTIONS IN FY 93**

Leon M. Cole was reassigned to Senior Specialist in Transportation on 01/10/93.

Ellen C. Collier was detailed to Acting Assistant Chief, Foreign Affairs and National Defense Division on 07/25/93 to 09/05/93.

Richard P. Cronin was detailed to Acting Assistant Chief, Foreign Affairs and National Defense Division on 09/05/93 nte 10/16/93.

William W. Ellis was detailed to Associate Librarian for Science and Technology Information on 09/08/91 to 05/02/93.

Sharon Gressle was temporarily promoted to Assistant Chief, Government Division on 05/16/93 to 07/10/93.

Jane Bortnick Griffith was detailed to the Office of the Associate Librarian for Science and Technology on 05/05/93 to 09/02/93. She was then detailed to special assignment in the Science Policy Research Division on 09/05/93 nte 01/02/94.

David E. Gushee retired on 09/27/93.

Donald W. Kiefer was reassigned to Chief, Economics Division and Senior Specialist in Economic Policy on 01/10/93.

Daniel P. Mulhollan was detailed to the Office of the Deputy Librarian on 05/12/92 nte 10/02/93.

Charlotte P. Preece was detailed to Acting Chief, Foreign Affairs and National Defense Division on 06/29/92 nte 10/29/93.

Marcia S. Smith was detailed to Acting Assistant Chief, Science Policy Research Division on 06/13/93 to 09/02/93. She was then detailed to special assignment in the Science Policy Research Division 09/05/93 nte 01/02/93.

Stephen W. Stathis was temporarily promoted to Assistant Chief, Government Division on 07/11/93 to 09/11/93.

Robert G. Sutter was detailed to Chief, Government Division on 01/12/92 to 04/04/93.

Clay H. Wellborn was detailed to Acting Chief, Government Division on 05/02/93 nte 10/27/93.

G. LISTING OF ALL SENIOR LEVEL POSITION CHANGES IN FY 93

<u>As of</u> <u>October 1, 1992</u>	<u>Grade</u>	<u>As of</u> <u>September 30, 1993</u>	<u>Grade</u>
Chief, Economics Division and Senior Specialist in Transportation	SL	Chief, Economics Division and Senior Specialist in Economic Policy	SL
Senior Specialist in Economic Policy	SL	Senior Specialist in Transportation	SL

APPENDIX H

H. CRS PRODUCTS PREPARED IN FY93

AGRICULTURE AND FOOD

- Agricultural Disaster Assistance: Issue Brief, by Ralph M. Chite. Updated regularly. IB93089
- Agricultural Government Sponsored Enterprises (GSEs): Legislative Action in the 102d Congress, by Ralph M. Chite. Nov. 13, 1992. 6 p. 92-807 ENR
- Agricultural Issues: Info Pack. Updated as needed. IP295A
- Agricultural Research and Extension: Current Issues, by Jean M. Rawson. Revised Jan. 22, 1993. 19 p. 93-83 ENR
- Agriculture and the Budget: Issue Brief, by Ralph M. Chite. Updated regularly. IB93045
- Agriculture and the Clinton Tax Proposals, by Ralph M. Chite and Jack H. Taylor. Apr. 12, 1993. 6 p. 93-392 ENR
- Agriculture and Trade: A Checklist of CRS Products, by Lisa B. Dove. Feb. 8, 1993. 2 p. 93-184 L
- Agriculture in the GATT: After the Midterm Review; Issue Brief, by Charles E. Hanrahan. Updated regularly. IB89027
- Agriculture in the North American Free Trade Agreement, by Charles E. Hanrahan. Dec. 14, 1992. 68 p. 92-958 S
- The Barley Assessment, by Carl W. Ek. Aug. 4, 1993. 7 p. 93-720 ENR
- China's Most-Favored-Nation Status: U.S. Wheat Exports, by Carl W. Ek and Susan B. Epstein. Revised June 1, 1993. 5 p. 93-541 ENR
- Commodity Donations to Domestic Food Programs, by Jean Yavis Jones. May 14, 1993. 6 p. 93-492 EPW
- Conservation Compliance: Status and Issues, by Jeffrey A. Zinn. Feb. 24, 1993. 6 p. 93-252 ENR
- Conservation Reserve Program: Status and Issues, by Jeffrey Zinn. Feb. 3, 1993. 6 p. 93-152 ENR
- Dairy Policy Issues in the 102d Congress: Issue Brief, by Ralph Chite. Updated regularly. IB92073
- The Delaney Clause: The Dilemma of Regulating Health Risk for Pesticide Residues, by Donna U. Vogt. Nov. 9, 1992. 28 p. 92-800 SPR
- The Delaney Dilemma: Regulating Pesticide Residues in Foods--Seminar Proceedings, March 16, 1993, by Donna U. Vogt. May 19, 1993. 32 p. 93-510 SPR
- Dietary Supplements: Consumer Choice Versus Consumer Protection; Proceedings of a CRS Seminar, June 23, 1993, by Donna V. Porter. Sept. 9, 1993. 54 p. 93-795 SPR
- Farm Commodity Legislation: Chronology, 1933-90, by Geoffrey S. Becker. Dec. 15, 1992. 6 p. 92-942 ENR
- Farm Commodity Programs: Feed Grains, by Carl W. Ek. Apr. 12, 1993. 9 p. 93-402 ENR
- Farm Commodity Programs: Financing and Costs, by Geoffrey S. Becker and Ralph M. Chite. Mar. 12, 1993. 4 p. 93-314 ENR
- Farm Commodity Programs; Honey, by A. Barry Carr. Aug. 4, 1993. 5 p. 93-714 ENR
- Farm Commodity Programs; Peanuts, by Remy Jurenas. Aug. 18, 1993. 6 p. 93-753 ENR
- Farm Commodity Programs; Rice, by Remy Jurenas and Geoffrey S. Becker. Dec. 28, 1992. 6 p. 92-976 ENR
- Farm Commodity Programs: Soybeans & Other Oilseeds, by Carl Ek and Geoffrey S. Becker. Dec. 10, 1992. 4 p. 92-928 ENR
- Farm Commodity Programs; Sugar, by Remy Jurenas. Aug. 20, 1993. 6 p. 93-756 ENR
- Farm Commodity Programs: Surplus Management, by Geoffrey S. Becker. Dec. 28, 1992. 3 p. 92-977 ENR
- Farm Commodity Programs: The Dairy Price Support Program, by Ralph M. Chite. Dec. 28, 1992. 6 p. 92-978 ENR
- Food and Drug Administration: Selected Funding Data, by Donna U. Vogt. Revised Dec. 23, 1992. 6 p. 92-968 SPR
- Food Labeling Reform and Dietary Supplement Regulation: A Checklist of CRS Products, by Karen L. Alderson. Feb. 9, 1993. 2 p. 93-194 L
- Food Safety: Issues and Concerns Facing Congress; Issue Brief, by Donna U. Vogt. Updated regularly. IB90096
- Foods and Biotechnology: FDA's Regulatory Policy; Proceedings of a Seminar, July 22, 1992, by Irene Stith-Coleman. Aug. 2, 1993. 45 p. 93-712 SPR

Fruit and Vegetable Issues in the 103d Congress, by
Geoffrey S. Becker. Apr. 15, 1993. 6 p. 93-411 ENR

Grazing Fees: A Fact Sheet, by Adela Backiel and Steven
M. Wiese. Revised Dec. 8, 1992. 5 p. 92-915 ENR

Grazing Fees: A Primer, by Betsy A. Cody. Revised Dec.
3, 1993. 6 p. 93-87 ENR

The "Hunger" Issue and Federal Food Assistance, by Jean
Yavis Jones. Apr. 14, 1993. 8 p. 93-414 EPW

An Introduction to Farm Commodity Programs, by
Geoffrey S. Becker. Dec. 2, 1992. 6 p. 92-890 ENR

Meat and Poultry Inspection: Background and Current
Issues, by Geoffrey S. Becker. Revised June 9, 1993.
32 p. 93-574 ENR

Migrant and Seasonal Farmworkers: Federal Benefit
Programs, by Sharon House. June 14, 1993. 21 p.
93-591 EPW

North American Free Trade Agreement: Concerns About
Health and Food Safety Problems With Mexico, by
Donna U. Vogt. Nov. 24, 1992. 17 p. 92-834 SPR

Oilseeds, Agriculture, and the Uruguay Round, by Charles
E. Hanrahan. Dec. 4, 1992. 6 p. 92-904 S

Pesticide Policy Issues in the 103d Congress: Issue Brief, by
Jasper Womach. Updated regularly. IB93082

Pesticide Regulation: A Checklist of CRS Products, by Lisa
B. Dove. Feb. 5, 1993. 2 p. 93-169 L

The Plant Variety Protection Act and the Farmer's
Exemption, by Jean M. Rawson. Sept. 17, 1993. 6 p.
93-814 ENR

Regulation of Pesticides in Food and Agriculture:
Bibliography-in-Brief, by Karen L. Alderson. Mar. 15,
1993. 6 p. 93-318 L

The Safety of Imported Foods, by Donna U. Vogt. Sept.
17, 1993. 56 p. 93-821 SPR

Seafood Inspection Issues, by Geoffrey S. Becker. June 23,
1993. 6 p. 93-603 ENR

Soil and Water Conservation Issues in the 102d Congress:
Issue Brief, by Jeffrey A. Zinn. Updated regularly.
IB91031

Swampbuster: Status and Issues, by Jeffrey A. Zinn. Apr.
1, 1993. 6 p. 93-374 ENR

U.S. Agricultural Assistance Strategy for the Former
Soviet Union: Summary of a CRS Seminar, by Remy
Jurenas. Dec. 31, 1992. 14 p. 93-29 ENR

U.S. Agricultural Import Protection and GATT
Negotiations: Issue Brief, by Remy Jurenas. Updated
regularly. IB92029

U.S. Department of Agriculture: Funding for Research and
Education in FY 1994, by Christine M. Matthews. June
21, 1993. 10 p. 93-602 SPR

The U.S. Department of Agriculture: Reorganization Issues;
Issue Brief, by Geoffrey Becker. Updated regularly.
IB93042

BUDGET AND GOVERNMENT SPENDING

Annual Appropriations Measures Considered in 1993: Issue
Brief, by Robert Moon. Updated regularly. IB93066

A Balanced Budget Constitutional Amendment: Procedural
Issues; Issue Brief, by James V. Saturno. Updated
regularly. IB92087

Balanced Budget Issues: Info Pack. Updated as needed.
IP463B

Budget and Economic Policy: A Checklist of CRS
Products, by Robert S. Kirk. Feb. 9, 1993. 2 p.
93-189 L

Budget and Economic Policy: Which Direction in 1993;
Videoprogram, by William Cox and Donald Kiefer.
Mar. 8, 1993. Program time: 60 minutes. LTR93-1307

Budget Enforcement Act Requirements in 1993, by Robert
Keith. Feb. 3, 1993. 2 p. 93-147 GOV

Budget Enforcement in 1993: A Checklist of CRS
Products, by Robert S. Kirk. Feb. 12, 1993. 2 p.
93-224 L

Budget Enforcement in 1993; Videoprogram, by Robert
Keith and Edward Davis. Mar. 15, 1993. Program time:
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The Budget for Fiscal Year 1993: Issue Brief, by Philip D.
Winters. Updated regularly. IB92045

Budget for FY94: An Overview; Info Pack. Updated as
needed. IP472B

Budget Process Changes Adopted in August 1993, by
Edward Davis and Robert Keith. September 1, 1993.
2 p. 93-778 GOV

Budget Process Changes Considered by the Senate: The
Reconciliation Act of 1993, by Edward Davis and
Robert Keith. June 30, 1993. 19 p. 93-625 GOV

Budget Process Changes in the House-Passed
Reconciliation Act of 1993, by Robert Keith and Edward
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Budget Process: Info Pack. Updated as needed. IP012B

Budget Process Reform in 1993: A Checklist of CRS
Products, by Robert S. Kirk. Feb. 9, 1993. 2 p.
93-193 L

Budget Submissions of Outgoing Presidents, by Robert
Keith. Dec. 10, 1992. 4 p. 92-929 GOV

The Clinton Budget and Entitlement Spending: A Fact
Sheet, by Kenneth R. Cahill. Feb. 23, 1993. 2 p.
93-250 EPW

Continuing Appropriations Acts: Summary Data for Fiscal
Years 1977-1993, by Edward Davis and Robert Keith.
Revised Sept. 30, 1993. 5 p. 93-866 GOV

Continuing Resolutions and Funding Gaps: Fiscal Years 1981-1993, by Robert Keith and Edward Davis. Oct. 28, 1992. 6 p. 92-776 GOV

The Debt Limit: Issue Brief, by Philip D. Winters. Updated regularly. IB93054

A Deficit Reduction Trust Fund, by Philip D. Winters. May 27, 1993. 4 p. 93-532 E

A Deficit Reduction Trust Fund: Issue Brief, by Philip D. Winters. Updated regularly. IB93083

Emergency Legislation under the Gramm-Rudman-Hollings Act: 101st-102d Congresses, by Robert Keith. Revised Dec. 8, 1992. 19 p. 92-917 GOV

The Federal Budget: Components and Trends (FY1992); Videoprogram, by Office of Special Programs. Feb. 1, 1993. Program time: 32 minutes, 15 seconds. LTR93-1301

Federal Budget Issues: A Checklist of CRS Products, by Robert Howe. Dec. 3, 1992. 2 p. 92-848 L

Federal Budget Issues: Summaries of Selected CRS Products, 1991-1992, by Robert S. Kirk. Revised Oct. 1992. 78 p. 92-334 L

The Federal Debt: Who Bears Its Burden? Issue Brief, by William A. Cox. Updated regularly. IB92049

Federal Expenditures in U.S. Insular Areas, FY 1983-FY 1991, by Andorra Bruno. Nov. 19, 1992. 28 p. 92-872 GOV

The Federal Money Trail: Data Sources on Federal Aid, Grants, Loans, and Procurement in States and Local Areas, by James R. Riehl. Revised May 20, 1993. 6 p. 93-516 C

Federal Spending for Social Welfare Programs, Fiscal Year 1992: A Fact Sheet, by Gene Falk. Nov. 2, 1992. 2 p. 92-786 EPW

Fiscal Year 1990, 1991, and 1992 Outlays by Department and Agency and by Function, by Philip Winters. Revised Feb. 22, 1993. 7 p. 93-258 E

The House Appropriations Process, 1789-1993, by Louis Fisher. Aug. 6, 1993. 26 p. 93-729 S

Macroeconomic Effects on Deficit Reduction: Are Spending Cuts Less Painful Than Energy Taxes?, by Brian W. Cashell. June 16, 1993. 7 p. 93-589 E

Omnibus Budget Reconciliation Legislation: The Timing of Legislative Action, by Robert Keith and Edward Davis. Aug. 2, 1993. 13 p. 93-706 GOV

Optional Adjustment of Gramm-Rudman-Hollings Act Deficit Targets for Fiscal Years 1994 and 1995, by Robert Keith. Oct. 27, 1992. 3 p. 92-773 GOV

The President and the Budget Process: Expanded Impoundment and Item Veto Proposals; Issue Brief, by Virginia A. McMurtry. Updated regularly. IB89148

The President's Budget: Dates of Submission of the Mid-Session Review (FY 1980-1994), by Robert Keith. Revised Sept. 29, 1993. 4 p. 93-652 GOV

Social Welfare Spending in President Clinton's 1994 Budget Proposal, by Gene Falk, Dawn Nuschler and Richard Rimkunas. Apr. 9, 1993. 2 p. 93-397 EPW

Social Welfare Spending Targets in the Budget Resolution as Passed by Both Houses, by Gene Falk, Dawn Nuschler and Richard Rimkunas. Apr. 1, 1993. 2 p. 93-378 EPW

Social Welfare Spending Targets in the House Budget Resolution, by Gene Falk, Dawn Nuschler and Richard Rimkunas. Mar. 22, 1993. 2 p. 93-335 EPW

Social Welfare Spending Targets in the Senate Budget Resolution, by Gene Falk, Dawn Nuschler and Richard Rimkunas. Mar. 30, 1993. 2 p. 93-365 EPW

State Department Authorization, FY1994-1995: Issue Brief, by Robert G. Sutter. Updated regularly. IB93040

The U.S. Fiscal Position: A Comparison With Selected Industrial Nations, by Gregg A. Esenwein. Revised Apr. 12, 1993. 9 p. 93-406 E

1994 Budget Perspectives: Federal Spending for Social Welfare Programs, by Gene Falk, Dawn Nuschler and Richard Rimkunas. Revised May 3, 1993. 164 p. 93-304 EPW

1994 Budget Perspectives: Overview of Federal Spending Trends, by Gene Falk, Dawn Nuschler and Richard Rimkunas. Revised Apr. 16, 1993. 19 p. 93-256 EPW

BUSINESS, INDUSTRY, AND CONSUMER AFFAIRS

The Airbus Controversy, by John W. Fischer. Apr. 19, 1993. 22 p. 93-425 E

Bankruptcy: An Introduction, by Mark Jickling. Dec. 7, 1992. 10 p. 92-913 E

Business: Doing Business With the Federal Government; Info Pack. Updated as needed. IP305B

Corporate Securities in the 102d Congress and Outlook for the 103d Congress, by Kevin F. Winch. Jan. 4, 1993. 42 p. 93-49 E

Derivative Financial Markets: A Glossary of Terms, by Kevin F. Winch and Michelle Simmons. Apr. 19, 1993. 22 p. 93-415 E

Executive Pay: Stirring Up Debate; Issue Brief, by Linda Levine. Updated regularly. IB92046

Executive Pay: Tax Treatment of Long-Term Incentives, by Gerald Mayer. Nov. 24, 1992. 19 p. 92-975 E

Home-Based Businesses: Selected References, by Karen L. Alderson. Aug. 1993. 9 p. 93-771 L

Insurance Markets After Hurricane Andrew, by Rawle O. King. Apr. 21, 1993. 12 p. 93-430 E

Insurance Solvency: Emerging Federal Regulation? Issue Brief, by Rawle O. King. Updated regularly. IB93086

- International Competitiveness: Selected References, 1990-1992, by Karen L. Alderson and B. F. Mangan. Nov. 1992. 52 p. 92-868 L
- Japanese Management Techniques: Selected References, by Robert Howe. Apr. 1993. 13 p. 93-419 L
- Life Insurer Insolvency: Issue Brief, by Jean K. Rosales and Edward B. Rappaport. Updated regularly. IB91088
- Limited Liability Companies, by Harry G. Gourevitch. July 27, 1993. 14 p. 93-690 S
- Manufacturing Industry: Factor Mix and Exports, by David J. Cantor, Charles V. Ciccone and Wayne M. Morrison. Dec. 2, 1992. 18 p. 92-906 E
- Manufacturing Industry: Its Impact on the Economy, by David J. Cantor. Mar. 29, 1993. 11 p. 93-370 E
- Manufacturing, Technology, and Competitiveness: Issue Brief, by Wendy H. Schacht. Updated regularly. IB92025
- The Non-Admitted Insurance Market: Structure, Regulation, and Policy Options, by Rawle O. King. June 9, 1993. 22 p. 93-553 E
- Non-Admitted Insurance Markets in the United States; an Issue Overview, by Rawle O. King. Revised Aug. 12, 1993. 6 p. 93-731 E
- Products Liability: A Legal Overview; Issue Brief, by Henry Cohen. Updated regularly. IB77021
- Salomon Brothers' Violations: Explanation, Consequences, and Options for Reform; Issue Brief, by James M. Bickley and Mark Jickling. Updated regularly. IB91134
- Secondary Market for Small Business Loans, by Mark Jickling. Revised Sept. 28, 1993. 6 p. 93-758 E
- Small Business Assistance Programs: Sources of Information; Info Pack. Updated as needed. IP422S
- "Socially Desirable" Investing: Mutual Funds, by Kevin F. Winch and Gary W. Shorter. Sept. 30, 1993. 17 p. 93-908 E
- Steel Costs and the Btu Tax, by David J. Cantor. July 19, 1993. 10 p. 93-666 E

CIVIL RIGHTS AND LIBERTIES

- Abortion: Info Pack. Updated as needed. IP001A
- Abortion: Judicial Control; Issue Brief, by Karen J. Lewis. Updated regularly. IB88006
- Abortion: Legislative Control: Issue Brief, by Thomas P. Carr. Updated regularly. IB88007
- Abortion: The Controversy Since Webster; Bibliography-in-Brief, by Charles Dove. June 11, 1993. 4 p. 93-580 L
- The Americans With Disabilities Act (ADA): Implementation Issues, by Nancy Lee Jones. Sept. 15, 1993. 14 p. 93-815 A

- The Americans With Disabilities Act: Requirements for State and Local Governments to Install Curb Ramps, by Nancy Jones. Mar. 25, 1993. 3 p. 93-347 A

- Anti-Abortion Protests and Medical Clinic Blockades: Statutory and Constitutional Implications, by Kenneth R. Thomas. Revised Apr. 16, 1993. 34 p. 93-420 A

- Civil Rights: Equal Employment Opportunity and Affirmative Action: Info Pack. Updated as needed. IP424C

- Civil Rights Protection in the United States: Brief Summaries of Constitutional Amendments, Federal Laws, and Executive Orders, by Leslie Gladstone. Revised Feb. 2, 1993. 41 p. 93-148 GOV

- Developments in the Law of Church and State Since 1980, by David M. Ackerman. Revised Nov. 27, 1992. 61 p. 92-873 A

- Freedom of Speech and Press: Exceptions to the First Amendment, by Henry Cohen. Revised July 6, 1993. 17 p. 93-776 A

- Prayer and Religion in the Public Schools: What Is, and Is Not, Permitted., by David M. Ackerman. Revised July 16, 1993. 27 p. 93-680 A

- The Religious Freedom Restoration Act of 1993: A Legal Analysis, by David M. Ackerman. Apr. 23, 1993. 38 p. 93-446 A

- Sexual Harassment: A History of Federal Law, by Charles V. Dale. May 7, 1993. 17 p. 93-495 A

- Supreme Court: Church-State Cases, 1992-93 Term; Issue Brief, by David M. Ackerman. Updated regularly. IB92127

COMMUNICATIONS

- Auctions of Radiofrequency Spectrum Licenses: Issue Brief, by Michelle R. Silverstein and David B. Hack. Updated regularly. IB93090

- Broadcast Spectrum Fees: Administration and Congressional Proposals and Pro-Con Discussion, by Bernevia M. McCalip. Oct. 21, 1992. 5 p. 92-766 E

- Cable Television--And Eight Other Contributors to Competition in Multichannel TV Service, by David B. Hack. Nov. 3, 1992. 44 p. 92-785 SPR

- Cable TV: Info Pack. Updated as needed. IP104C

- Caller I.D. and Automatic Telephone Number Identification; Issue Brief, by David B. Hack. Updated regularly. IB90085

- Commemorative Postage Stamps: History, Selection Criteria, and Revenue-Raising Potential, by Bernevia M. McCalip. Dec. 3, 1992. 6 p. 92-900 E

- Digital Audio Tape (DAT) Recording: Archived Issue Brief, by David B. Hack and Cinda K. Rishell. Jan. 6, 1993. IB90004

- The National Information Infrastructure: The Federal Role; Issue Brief, by Virginia Huth. Updated regularly. IB93101
- Release of Government-Held Spectrum for Non-Government Use: Issue Brief, by David B. Hack. Updated regularly. IB91114
- Telephone/Cable Crossownership: A Time for Reassessment?, by Angele A. Gilroy. June 25, 1993. 29 p. 93-658 E
- Telephone/Cable Crossownership: A Time for Reassessment? An Issue Overview, by Angele A. Gilroy. July 23, 1993. 6 p. 93-674 E
- Telephone Companies--And Six Other Contributors to Competition in Local Telephone Service, by David B. Hack. Feb. 18, 1993. 24 p. 93-234 SPR
- Telephone Industry Issues: Info Pack. Updated as needed. IP257T
- Television Violence: Info Pack. Updated as needed. IP476T
- The U.S. Postal Service Revenue Forgone Program, by Bernevia M. McCalip. July 27, 1993. 11 p. 93-723 E
- U.S. Telecommunications Infrastructure: A Checklist of CRS Products, by Karen L. Alderson. Feb. 10, 1993. 2 p. 93-203 L
- U.S. Telecommunications Infrastructure: Projected Future Evolution, by Stephen Gould. Feb. 3, 1993. 8 p. 93-161 SPR
- Violence on Television: What Can Technology Do?, by Science Policy Research Division. Technology and Information Policy Section. July 27, 1993. 14 p. 93-710 SPR
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- Boosting Long-Term Economic Growth: Proposals and Action; Issue Brief, by William A. Cox. Updated as needed. IB93065
- The Budget and Economic Policy: Audio Brief, by Donald Kiefer and William Cox. Feb. 24, 1993. AB50264
- The Consumer Price Index: A Brief Overview, by Brian W. Cashell. July 2, 1993. 8 p. 93-637 E
- Current Economic Conditions and Selected Forecasts: Issue Brief, by Gail Makinen. Updated regularly. IB89044
- Economic Growth and Outlook: A Checklist of CRS Products, by Karen L. Alderson. Nov. 17, 1992. 2 p. 92-815 L
- Economic Issues Before the 103d Congress. Coordinated by Edward Knight, Economics Division. Revised June 8, 1993. 105 p. 93-634 E
- Economic Policy: Clinton's Economic Proposals; a Checklist of CRS Products, by Karen L. Alderson. June 24, 1993. 5 p. 93-608 L
- Economic Recovery and the Near Term Outlook: A Checklist of CRS Products, by Karen L. Alderson. Feb. 10, 1993. 2 p. 93-201 L
- Economy: Conditions and Outlook; Info Pack. Updated as needed. IP449E
- Federal Economic Statistics: Would Closer Coordination Make for Better Numbers?, by Sylvia Morrison. Nov. 4, 1992. 30 p. 92-784 E
- Federal Investment, the Clinton Program and the National Economy, by William A. Cox. Sept. 1, 1993. 38 p. 93-780 S
- Gross National Product or Gross Domestic Product: What Difference Does It Make?, by Brian W. Cashell. Revised June 10, 1993. 3 p. 93-570 E
- Inflation: Its Current Status; Issue Brief, by Gail Makinen. Updated regularly. IB90129
- International Economic Policy Coordination and the Case for a Fiscal Stimulus, by Gail Makinen. Jan. 29, 1993. 8 p. 93-117 E
- Investment in the United States: An Ominous Drop?, by William A. Cox. Oct. 2, 1992. 8 p. 92-746 S
- The Misery Index, by Barry Molefsky. Revised Oct. 20, 1992. 4 p. 92-656 E
- Quarterly Economic Briefing; Videoprogram, by Gail Makinen. Aug. 18, 1993. Program time: 50 minutes. LTR93-1345
- Recent Trends in the Distribution of Income in the United States, by Brian W. Cashell. Feb. 11, 1993. 13 p. 93-229 E
- Saving in the United States: Issue Brief, by Brian Cashell. Updated regularly. IB93035
- U.S. Economic Outlook, by Gail Makinen. Nov. 23, 1992. Program time: 58 minutes. LTR92-2109
- U.S. Living Standards Compared to Those of Six Other Industrialized Nations, by Wayne M. Morrison. Mar. 2, 1993. 12 p. 93-309 E
- Will Deficit Reduction Stimulate the Economy?, by G. Thomas Woodward. Sept. 15, 1993. 6 p. 93-802 E
- ### EDUCATION
- Access to Student Loans and the Senate Proposal for Restructuring under H.R. 2264, by Dennis Zimmerman and Barbara Miles. July 19, 1993. 12 p. 93-660 E
- Bilingual Education Act: Background and Reauthorization Issue, by Steven R. Aleman. Jan. 25, 1993. 21 p. 93-119 EPW
- Chapter 1--Education for Disadvantaged Children: A Fact Sheet, by Wayne Riddle. Dec. 31, 1992. 2 p. 92-993 EPW
- Chapter 1--Education for Disadvantaged Children: Background and Issues, by Wayne Riddle. Nov. 20, 1992. 67 p. 92-878 EPW

- Chapter 1, Education for Disadvantaged Children: Reauthorization Issues; Issue Brief, by Wayne Riddle. Updated regularly. IB92132
- Department of Education Budget Request for FY 1994: A Fact Sheet, by Angela M. Evans and Paul M. Irwin. Apr. 30, 1993. 2 p. 93-461 EPW
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