

**Annual Report of the
Congressional Research Service
of the Library of Congress
for Fiscal Year 2000**

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

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I. SERVICE TO THE CONGRESS

Legislative issues planning in FY2000 enabled CRS staff to maintain the breadth and depth of issue coverage required by the Congress and to provide timely and responsive service. This report outlines challenges and trends for the Service as well as indicators of CRS performance and productivity. It describes CRS activities during FY2000 to serve the Congress as well as efforts to enhance and refine operations. Selective major initiatives and special projects are noted, as are division activities, work on key policy issues before the Congress, progress on human resources issues, and improvements in technology and information resources.

CRS IN FY2000

The beginning of a new century affords CRS a unique opportunity to reexamine its past and develop its vision for the future. The current climate is marked by increasingly rapid change in the congressional environment, such as the extraordinary information revolution that is taking place as a result of technology and the more frequent turnover of congressional staff. Thus CRS management has been devoting a good portion of its energies to analyzing current needs and likely future changes affecting the Congress. The objective of these efforts is to optimize the Service's support to the Congress.

CHANGE AND CONTINUITY

In adapting to change, CRS is always mindful of the need to preserve the principles that form its core mission established by the Congress in the Legislative Reorganization Acts of 1946 and 1970. The central values and policies that guide the work of CRS all derive directly from the Service's role in keeping the Congress informed. CRS works exclusively and directly for all Members and committees of the Congress. Throughout the legislative process, CRS provides comprehensive and reliable analysis, research, and information services that are timely, objective, nonpartisan, and confidential, thereby contributing to an informed national legislature.

The historical record demonstrates that the Congress remains firmly committed to the value of objective, accurate analysis and research as a basis for legislation and that CRS has played an essential role in supporting this informing function. The challenge for CRS is to combine flexibility and innovation in response to changes in the congressional environment, while at the same time maintaining the core mission that the Congress has assigned to the Service.

During FY2000 CRS continued to implement realignment by relocating staff within the Service in order to increase analytical depth through multidisciplinary collaborative contributions of experts from different disciplines. CRS service to the Congress was uninterrupted as staff relocated to newly configured divisions and offices in time to begin planning for the 107th Congress.

INDICATORS OF CRS PERFORMANCE AND PRODUCTIVITY

CRS provided analysis, information, and services to the Congress in FY2000 on nearly 598,000 occasions (see the table below). These included responses to more than 94,000 requests for analysis, information, and research, resulting in approximately 2,200 custom, confidential memoranda; 40,000 responses by telephone; and 2,000 in-person briefings and consultations. There were almost 30,000

Table 1. CRS Products and Services for Congress, FY2000

<u>Products and Services</u>	<u>Total</u>
Total Completed Requests and Services Provided	597,546
Analysis, information, and research requests ¹	93,874
Cited material and CRS product requests	29,954
Research center direct requests and self-service	56,576
Seminar, institute, and training participants	9,654
Client use of CRS electronic services	407,488
 Custom Products and Services	
Custom writings prepared	2,196
In-person briefings and consultations completed (number of participations by CRS staff)	2,000
Responses primarily by telephone	40,196
Selected materials, database searches, and translations	49,381
 Products and Services for Congressional Distribution	
Products prepared	780
Titles available (year end)	3,819
Copies distributed ²	1,021,724
Seminars, institutes, training (number of events)	349
 Congressional Offices Served by CRS (Percentage of Total)	
Members	100%
Committees	100%

¹ Data include some requests that are not identified in "Custom Products and Services."

² Includes electronic and paper copy distribution. The figure includes 140,699 CRS reports and issue briefs within the 42,546 info packs distributed.

Source: CRS Inquiry Status and Information System (ISIS) and other CRS data.

requests for copies of specific CRS or other material; nearly 57,000 visits to CRS research centers; and about 9,700 participants in CRS seminars and training events.

FY2000 also saw more than 407,000 uses of CRS electronic (Web site) and telephone automated (Fax on Demand) services. This figure reflects more than a 31 percent increase from the same number of electronic and telephone automated services in FY1999 (about 312,000) and a 57 percent increase from FY1998 (approximately 259,000). This trend reflects the increased emphasis CRS has placed on meeting the growing congressional demand for online services.

About 78 percent of total requests and services were provided immediately. These immediate services by definition include research center direct requests and self-service, Product Distribution Center walk-in requests, and client use of CRS automated services. The CRS Web site and the fax-on-demand service allow CRS issue briefs and CRS reports to be obtained 24 hours a day by the Congress.

II. FY2000 HIGHLIGHTS IN LEGISLATIVE SUPPORT

CRS provided written and electronic products, briefings and consultations, and other analytic, reference, and information services to assist the Congress as it considered a host of domestic and international public policy issues.

FY2000 research support described below, organized by CRS division, underscores the depth, range, and interdisciplinary nature of assistance provided.

DOMESTIC SOCIAL POLICY

Highlights in domestic social policy were:

- Expert assistance provided on issues, legislative options, and implications as the Congress considered initiatives related to education, health care, immigration, social security, the Older Americans Act, child support, and nutrition programs, among others.
- Databases and systems developed to analyze formula options in elementary and secondary education, monitor and analyze trends in the Temporary Assistance for Needy Families (TANF) program, calculate social security benefits under various scenarios, and analyze Medicare payments to managed care organizations. Actuarial cost estimates of alternative Medicare reform proposals were also prepared.
- Legislative support and quantitative analyses provided to Congress through teams, particularly in education, health, social security, and welfare, as well as mentoring of and creation of opportunities for junior CRS staff.

Individual issues in domestic social policy were as follows.

Elementary and Secondary Education: The Second Session of the 106th Congress continued debate on many aspects of the federal role in elementary and secondary education, including such issues as increasing the authority of states and local school districts over the use of federal funds; teacher quality and quantity; and ways to improve the effectiveness of major programs of aid to at-risk students, such as Title I of the Elementary and Secondary Education Act, which was considered for reauthorization. CRS analysts assisted House and Senate committees throughout the legislative process to develop and analyze options. These included alternative provisions on accountability and changes in the formula under which funds are distributed to rural school districts. To analyze formula options the Service developed a database that allowed CRS staff to conduct analyses not available elsewhere. CRS findings were instrumental in selection of the allocation formula as passed by the House.

Immigration: CRS assisted Members and congressional committees in formulating legislative proposals and preparing for hearings and markups — and in some instances floor action — on a variety of issues, including admitting temporary foreign workers as professional, as agricultural, or as religious workers; reorganizing the Immigration and Naturalization Service (INS) aliens; and revising the automated entry/exit control system. CRS analysts also provided expert consultations and written work on the Elian Gonzalez case. Other areas where the Service responded to legislative requests were INS funding and related workload indicators, border and interior enforcement, foreign

students, alien eligibility for federal benefits, and proposals to expand discretionary relief to potential immigrants.

Juvenile Justice and Other Crime-Related Programs: CRS assisted Members and congressional committees with the consideration of legislation to reauthorize the Juvenile Justice and Delinquency Prevention Act of 1974, including a section-by-section analysis of the Senate bill. Other highlights in this area included analysis of proposals on youth violence and gun-related questions accompanying the issue of juvenile violence and school safety. Since FY2000 was the last year for which the 1994 Crime Act was authorized funding, CRS analysts assisted congressional efforts concerning the reauthorization and oversight of the Act's many programs. Analysts prepared several side-by-side comparisons of various proposals to reauthorize the Violence Against Women Act grant programs and provided assistance with other crime-related grant programs. These included a briefing to assist with congressional oversight of Office of Justice Programs grants, continuing analysis of the workings of and future plans for the 1994 Crime Act's Violent Crime Reduction Trust Fund, an analysis of proposed legislation to amend the State Criminal Alien Assistance Program (SCAAP), a discussion of the effectiveness of and proposed directions for the Community Oriented Policing Services (COPS) program, and a side-by-side comparison of prison bills considered in the House.

Long-Term Care: Analysts provided close support work on a law to provide for the establishment of long-term care insurance for federal employees, members of the uniformed services, and civilian and military retirees. Two seminars on long-term care were held for Members and staff. The report, Long-term Care Chart Book: Persons Served, Payors, and Spending, was prepared and distributed at these seminars.

Medicare and Other Health Care Reform: Proposals to reform Medicare were high on the congressional agenda for much of the fiscal year. CRS analysts worked with congressional committees to explore reform options related to three major areas: adding a prescription drug benefit under Medicare, moving toward a competitively negotiated managed care benefit, and changing the administrative structure of the program. This assistance took the form of interdisciplinary team briefings and memoranda defining and analyzing the issues and alternatives, including actuarial estimates of costs for alternative proposals. Analysts also appeared as expert witnesses before the Senate Finance Committee on Medicare reform issues. Later in the year as debate on major Medicare reform stalled, Congress turned to CRS for assistance with legislation that would change the program's rules for paying providers; this assistance took the form of preparation of draft documents used for committee markups, memoranda analyzing the implications of certain proposals, and comparisons of bills.

Analysts supported both the House of Representatives and the Senate in ongoing efforts to develop a workable proposal for reorganizing the administration of Medicare. CRS examined the organizational and administrative provisions of a proposed reform bill and presented additional alternative scenarios and mechanisms for reform. Analysts compared various types of full- and part-time Medicare advisory boards and assisted with numerous committee staff briefings, and with testimony at hearings on agency independence and accountability to both Congress and the President.

Issues related to patient rights under employer-provided health plans also received significant congressional attention during the year. CRS analysts and attorneys examined the Employee Retirement Income Security Act (ERISA) and managed care reform. Areas of particular focus were independent review of claim denials and the right to sue a health plan or insurer. Health care and legal analysts conducted a joint briefing for staff from various congressional offices and committees.

Social Security, Pensions, Disability, and Older Americans Act: As it considered repeal of the Social Security Earnings Test for recipients above the full retirement age, Congress was supported by CRS analysts working with congressional committees to consider options and refine legislative language. CRS researchers examined retirement-related legislation such as bills concerning personal retirement savings arrangements and reauthorization of the Older Americans Act.

Related work included technical assistance to provide for the correction of retirement coverage errors made in the Civil Service Retirement System and the Railroad Retirement and Survivors' Improvement Act of 2000.

CRS worked closely with the Congress on disability legislation, including the Ticket to Work and Work Incentives Improvement Act of 1999, which makes changes to a number of cash, health, and social service programs affecting persons with disabilities. Supreme Court decisions regarding the Americans with Disabilities Act also generated significant congressional interest. Among other CRS work, the Court's prior decisions regarding the definition of disability necessitated a report on subsequent lower court interpretations. In response to the Court's grant of certiorari in *University of Alabama v. Garrett*, attorneys assisted in the preparation of the congressional amicus brief. The filing of a court case on access to the Internet by individuals with disabilities prompted requests on the applicability of the ADA to this situation. Other support included coverage of proposals to amend the Individuals With Disabilities Education Act (IDEA) and support of legislation concerning genetic discrimination.

Veterans' Affairs: The 106th Congress continued to expand access to outpatient care, and increased appropriations beyond projections to provide necessary resources as the VA medical caseload doubled over five years. CRS worked with congressional committees to examine implications of opening enrollment in the VA health plan to all veterans, prepared memoranda, and participated with committee staff in discussions of alternatives. A CRS expert also briefed staff wishing to address perceived disparities in resource allocations within the health care system and assisted committees and caucuses in developing alternative uses for redundant capacity in medical facilities.

Welfare and Related Child and Family Issues: CRS analysts provided assistance to Congress in conducting oversight of welfare reform and in considering several legislative initiatives, primarily related to child support, child welfare financing, and food stamps and child nutrition. Legislative support included assistance with the development of proposals, planning hearings, and preparation of markup and other committee documents. To assist with welfare reform oversight, the CRS welfare team surveyed states on benefit and eligibility levels under the Temporary Assistance for Needy Families (TANF) program, developed a data system to monitor changes in program parameters, and prepared cross-state analyses of alternative state programs. The team also continued to maintain databases containing descriptive information on state TANF and child care programs. In addition, a data system was developed to maintain information on evaluations of welfare reform initiatives. This data system was used in preparing a comprehensive congressional review of the impact of these reform initiatives. Quantitative analyses of trends in the income and welfare receipt of single mothers were also prepared.

FOREIGN AFFAIRS, DEFENSE, AND TRADE

In the areas of foreign affairs, defense, and trade, CRS provided research support on a number of critical issues that the Congress confronted:

- Multidisciplinary research efforts in the aftermath of the NATO air campaign in Kosovo, which addressed not only the military and political situations, but also topics like reconstruction assistance, burden-sharing, and peacekeeping.
- Support for the Congress on U.S. relations with China in areas as diverse as trade, economic and social conditions, proliferation of weapons of mass destruction, a controversial World Bank loan to China, and the bombing of the Chinese embassy in Belgrade.
- CRS work in response to congressional requests on the Export Administration Act; easing sanctions against Cuba, North Korea, Sudan, Libya, and Iran; the Caribbean Basin Initiative, the Free Trade Area of the Americas, and the North American Free Trade Agreement.

Specific details on these and other congressional requests are as follows.

Africa: CRS supported congressional requests regarding the HIV/AIDS epidemic in Africa through an issue brief, participation in briefings, and assistance in preparation for hearings. Numerous bills on this topic were considered during the year. One specialist attended AIDS2000, the international AIDS conference in Durban, South Africa, to deepen his professional knowledge of the epidemic. CRS provided continuous information and analysis on the Africa trade bill, which was enacted after a four-year effort by its supporters, by maintaining an issue brief on the bill and participating in numerous briefings, hearings, and phone conversations. CRS also provided information and analysis, primarily through an issue brief, on the Sudan Peace Act.

Ballistic Missile Defense was a major issue followed by defense analysts throughout the year, as the administration and the Congress confronted a series of defining decisions, tests, and policy disputes. CRS support was comprised of policy and technical reports, memoranda, and briefings discussing National Missile Defense, Theater Missile Defense, and international implications, including the status of the Anti-Ballistic Missile Treaty.

China: CRS work on China increased as Congress considered legislation related to China's accession to the World Trade Organization and the granting of permanent normal trade relations (PNTR) to that country. Coverage also examined how China's entry into the World Trade Organization might affect U.S. economic and security interests; China's economic and social conditions, including religious persecution and labor conditions; Chinese arms acquisitions; weapons proliferation; suspected acquisition of U.S. nuclear weapons data; trade remedies; Chinese industries; the bombing of the Chinese embassy in Belgrade during the Kosovo conflict; and agriculture. CRS also analyzed issues related to Taiwan's security, including U.S. arms sales, Taiwan's WTO accession, and the legislative elections in Hong Kong.

Defense Policy and Budget: CRS addressed a range of issues, including budget priorities, medical and retirement benefits, military intelligence challenges, base closings, acquisition reform, budget process procedures, U.S. cost of the Kosovo peacekeeping operation, and long-term defense policy. CRS examined the stability of second year Department of Defense biennial budget plans in preparation of the House floor debate on biennial budgeting.

Encryption Export Controls: CRS assisted the Congress as it considered the Security and Freedom through Encryption Act of 1999, which relates to export controls over encryption. Among other measures the bill as introduced would have granted the Secretary of Commerce sole authority

over nonmilitary encryption and generally liberalized controls over encryption exports. CRS informed the congressional debate on these issues by analyzing competing perspectives, court decisions, and administration action.

European Security and Defense Policy: The European Union's evolving security and defense policy received congressional attention. Two congressional committees used CRS products — several memoranda and two reports on the issue — in preparation for hearings.

Foreign affairs authorizations and appropriations: CRS prepared and updated a number of products on foreign relations authorization and appropriations. Related reports tracked the legislation and focused on the results of agency reorganization and embassy security. With regard to the foreign operations bills, specific products on foreign policy budget and foreign aid trends, AIDS and international health assistance, population and family planning issues, refugee and international disaster assistance augmented the general tracking reports. Analysts also addressed aid to the former Soviet Union and Kosovo.

International Crime: A major congressional issue that resulted in legislation in the 106th Congress was that of international trafficking in women and children. CRS prepared and frequently updated a report assessing the problem worldwide and efforts under way to combat it, and presented a side-by-side comparison of the House and Senate bills, which was used extensively during conference consideration.

India and Pakistan: In 1999 India and Pakistan advanced to the brink of war over Kashmir. Each tested medium-range missiles. CRS provided support to the Congress during the flurry of legislation proposed to address the nuclear nonproliferation sanctions imposed on India and Pakistan over their 1998 nuclear tests. Other products provided analysis on improvements in U.S. relations with India, the two U.S.-India summits, India's parliamentary election, the Kashmiri dispute, the military-led coup in Pakistan, the separatist war in Sri Lanka, the U.S.-Bangladesh summit, increasing terrorism, and human rights problems in South Asia.

International Finance: CRS continued to provide information and analyses on global financial problems and their possible economic and political effects. The principal focus was on proposals for reforming the international financial institutions (IFIs), particularly the International Monetary Fund and World Bank. Congressional staff also called on CRS to work on the issue of transparency in IFI decision-making and the possible implications of various proposed changes in IFI operations and organization. Other issues covered were a controversial World Bank loan to China that would have funded a settlement project in Quinghai province, near Tibet; proposals to encourage developing countries to adopt the dollar as their currency; the decline in the value of the common European currency, the Euro; and the rise in the U.S. trade deficit.

International Narcotics Control: The aid package for Colombia and Andean region narcotics control was one of the principal foreign policy issues occupying congressional attention. CRS tracked current assistance legislation and reported on conditions in Colombia, human rights, U.S. policy, combating narcotics in Ecuador, and international narcotics.

Japan: CRS provided ongoing support, including the preparation of CODEL (congressional delegation) briefing papers, on issues related to Japan-U.S. relations, U.S.-Japan trade, Japan's changing security outlook, its relations with North Korea, financial deregulation, the political situation, and legislative initiatives concerning U.S. World War II prisoner of war claims against

Japanese companies, imports of steel found dumped on the American market, and opening the telecommunications market in Japan.

Kosovo and Southeastern Europe: The situation in Kosovo and Serbia in the aftermath of the NATO air campaign from March to June 1999 remained of interest to Congress in FY2000. Committees held several hearings on the “lessons learned” from the NATO operation, progress in implementing post-conflict objectives in Kosovo, U.S. commitments to the Balkans, burden-sharing issues, and the future of Kosovo. CRS provided support for hearings, formulation and consideration of legislation, and congressional delegations to the region. CRS tracked major developments in the region and U.S. policy with regularly updated products on Kosovo, Serbia and Montenegro, NATO military operations, U.S. reconstruction assistance, and burden-sharing. Each report incorporated the status of relevant major legislation. A team of defense and regional specialists produced one of the earliest after-action analyses of NATO and U.S. combat air operations in Serbia and Kosovo; the report was widely used and hailed by legislators from the United States and allied nations.

Latin America: CRS supported congressional efforts to improve relations with Mexico, which held an historic democratic election during the year. One analyst traveled to Puebla, Mexico, to provide in-person support to the U.S. delegation to the Mexico-U.S. interparliamentary conference. CRS provided assistance to Members on victims of civil war in the Andean region; the situation in Peru, following elections widely regarded as fraudulent; Cuba; and the completion of the Panama Canal treaty process.

Middle East: CRS continuously monitored the Middle East peace process, providing information and analysis on complex economic issues in the Middle East, Middle Eastern terrorist groups and their supporters, Iran’s arms acquisition efforts, sanctions against Iraq, and the Syrian political transition.

North and South Korea: CRS provided information and analysis as the thaw in relations between North and South Korea progressed, when the North-South summit exceeded expectations, when the U.S. relaxed economic sanctions against North Korea, and when North Korea reconfirmed a moratorium on conducting long range missile tests. The requirements for North Korea’s removal from the terrorism list was also of congressional interest. CRS continued analysis on U.S.-Korean trade issues and South Korea’s recovery from its financial crisis.

Northern Ireland: In response to the longstanding congressional interest in Northern Ireland, CRS tracked implementation of the peace agreement. Obstacles to its full implementation have been in the forefront of congressional concern. CRS held a well-attended seminar on Northern Ireland, provided briefings and background material, and wrote several memoranda for congressional delegations to the region.

Military History: CRS provided unique capabilities on historical military issues. Examples included gathering and analyzing information on lesser-known but significant historical battles and military leaders as well as information on Japanese-occupied islands not seized by General MacArthur’s forces during his advance to the Philippines.

Military Manpower Management: CRS addressed a broad spectrum of issues, examining POW/MIA status and accounting issues in Vietnam and the policy issues raised by military personnel using food stamps. One CRS report, which addressed reforming DOD’s Officer Personnel Management Program, was used by congressional staff during deliberations on DOD’s budget authorization. CRS also examined congressional controls on DOD civilian personnel strengths.

Foreign policy and social policy analysts collaborated on the report Federal Programs for Children and Their Families, and foreign policy and industry analysts collaborated on a report examining DOD progress in achieving the congressional objectives contained in the Government Performance and Results Act.

Nuclear Weapons: When the Senate faced a close vote on ratification of the Comprehensive Test Ban Treaty for nuclear weapons, CRS provided close support. As problems surfaced and congressional interest grew, CRS tracked legislated security and counterintelligence measures at the nation's nuclear weapons laboratories.

Russia: Because of the leadership transition from Yeltsin to Putin and the ongoing tension in U.S.-Russian relations, Russia commanded congressional attention throughout the year. To support hearings and other congressional activities CRS specialists covered the parliamentary and presidential elections; key political, economic, and national security policies under Putin; major issues in U.S.-Russian relations such as arms control; and U.S. aid.

Sanctions: CRS maintained an overview report on economic sanctions legislation in the 106th Congress and provided information and analysis on specific sanctions issues related to Cuba, China, Iraq, and weapons legislation.

Southeast Asia and Pacific Islands: CRS assistance included timely and continuous support as Southeast Asia recovered from the Asian financial crisis; an independent government was established in East Timor; Indonesia dealt with political turmoil and an additional separatist movement in Aceh province; and Thailand faced an influx of illegal drugs and immigrants from Myanmar (Burma). The Service also provided analyses of the revival of the U.S. security arrangement with the Philippines and a U.S.-Vietnam trade agreement. CRS reported on the status of negotiations to renew the Compacts of Free Association between the United States and Micronesia and the Marshall Islands. It also provided analysis of Marshallese claims for U.S. compensation for American nuclear testing on the islands in the 1940s and 1950s, and kept the Congress informed of political unrest that forced out governments in the Fiji Islands and Solomon Islands.

Terrorism: The organization and coordination of anti-terrorist policy remained a significant congressional concern. The Service maintained an electronic briefing book on the CRS Web site and other products on terrorism. When the U.S. Commission on Terrorism issued its report containing legislative recommendations, the Service prepared an analysis of the recommendations. National security analysts led a multidisciplinary CRS team that presented a series of staff briefings and testified before a panel on the various threats and federal policy responses to foreign and domestic terrorist groups.

Trade: Through the trade electronic briefing book and numerous written products CRS supported congressional consideration of bills and resolutions that received committee or floor action, including bills to reauthorize the Export Administration Act; extend permanent normal trade relations to China; ease sanctions against Cuba, North Korea, Sudan, Libya and Iran; call on the United States to withdraw from the World Trade Organization; revoke the President's extension of the Jackson-Vanik waiver from freedom-of-emigration criteria for Vietnam; put Caribbean Basin Initiative countries in a better competitive position vis-a-vis Mexico; expand trade preferences for sub-Saharan Africa; modify procedures in the U.S. trade remedy statutes; and replace the Foreign Sales Corporation with a more territorial tax system. CRS also provided support for congressional oversight of such issues as the negotiation of the Free Trade Area of the Americas and the U.S.-

Jordan Free Trade Agreement, as well as the operation and impact of the North American Free Trade Agreement (NAFTA).

In addition, several trade issues were examined by attorneys and legal analysts. One of these was the debate over whether to grant China permanent normal trade relations. CRS staff analyzed, among other issues, whether the benefits of China's WTO membership would redound to the benefit of the United States through the most-favored-nation clauses of the current U.S. bilateral commercial agreement with China, as well as FCC licenses to certain government-owned telecommunications service providers and citizenship and adoption questions, including those surrounding whether to grant retroactive and/or prospective U.S. citizenship to certain foreign-born children adopted by U.S. citizens.

United Nations and Peacekeeping Issues: CRS updated several reports on United Nations and funding issues, as well as other UN issues including U.S. arrears, global taxation, proposed modifications to the Security Council, and peacekeeping.

Weapons Systems: The Congress debated funding of major weapons systems that will define the armed forces of the future. CRS prepared a unique analysis of U.S. shipbuilding plans and provided testimony to congressional committees. The Service offered assistance on electric drive technology and integrated power systems for Navy ships, major developmental programs for the Joint Strike Fighter and the F-22 Raptor aircraft, and shortfalls in U.S. electronic warfare capabilities.

GOVERNMENT AND FINANCE

Several significant contributions in the areas of government and finance were:

- A scholarly conference planned and coordinated by CRS, "Informing the Congress and the Nation," as part of the Library of Congress bicentennial celebration. The program, which explored the congressional information function in both historical and contemporary contexts, attracted nationally renowned historians and journalists, and Members and former Members of both houses of Congress.
- A complete redesign of the CRS Guide to the Legislative and Budget Process, a Web-based resource, to include a larger and richer array of CRS materials, links to related material, and improved graphic design and usability features.
- Evaluation of election and tax law by analysts and attorneys as campaign finance reform remained under active consideration during FY2000. Of particular concern were activities of "Section 527" political organizations. The CRS cross-cutting analysis of issues assisted Members in development of bipartisan legislation remedying an anomaly under which Section 527 organizations had not previously been required to disclose campaign-related activities.

FY2000 analytical work also included the following.

Banking: In addition to work related to financial services modernization legislation, CRS analyzed many other banking issues, including continuing issues of regulatory relief for banks; regulatory authority over trading financial futures and derivatives in connection with legislation reauthorizing the Commodities Exchange Act; the Homeowners Insurance Availability Act; corporate

bond market transparency and hedge fund disclosures; stock-trading systems, particularly in light of the rise of on-line trading services; new financial institutions proposed in New Markets legislative proposals; financial risk and regulation of government-sponsored enterprises; and a variety of consumer banking issues, including ATM fees, bankruptcy reform legislation, and electronic transfer accounts.

Budget Process: As federal budget issues continued to dominate the legislative agenda, CRS provided support for congressional consideration of the FY2001 congressional budget resolution, annual appropriations bills, and revenue reconciliation legislation. Coverage also focused on congressional budget reform proposals, including biennial budgeting; proposals to reform the appropriations process; and the proportion of its time the House devotes to appropriations legislation. Other support activities included analysis of potential implications of a constitutional amendment to limit tax legislation; assessment of the Senate practice of introducing its own appropriations bills, rather than amending House measures; congressional practice relating to parliamentary rules enforcing separation of authorization and appropriations measures; and other procedures relating to appropriations bills.

Congressional Administration and Operations: CRS analysts responded to a broad range of inquiries from Members and their staff in areas related to congressional administration and governance. Assistance included written analyses, close support, and briefings on the debate accompanying selection of a chaplain for the House of Representatives; legislation concerning the proposed Capitol Visitors' Center; security of the Capitol complex and the safety of Senators and Representatives, congressional staff, and the Capitol's millions of visitors; proposals to improve training facilities for the U.S. Capitol Police; and continuing efforts to moderate growth of the legislative branch budget. Other assistance included analyses of Member pay and office allowances; evolution of the congressional franking privilege; and administrative activities of Member, leadership, and support offices.

Congressional Oversight: An interdivisional team of government and finance analysts and attorneys completely revised the Congressional Oversight Manual; they also produced both transcripts and a video presentation of a 1999 House-sponsored symposium on CRS and other legislative agency support of the oversight function. Other activities included Member briefings on recent developments in oversight policy.

Decennial Census: CRS analysts responded to congressional inquiries about the 2000 decennial census, including allegations that the census long form was intrusive, and that certain operations at Bureau of Census headquarters and local census offices were mismanaged. Appropriations for the Bureau continued to attract interest. Sampling also remained an issue, as the Bureau prepared to issue state and local redistricting data that might be statistically "adjusted" on the basis of a sample survey.

District of Columbia Governance: Analysts prepared detailed assessments of District of Columbia appropriations proposals for FY2001 and provided support to the relevant appropriations subcommittees of the House and Senate as they prepared for hearings. Assistance included a comprehensive study of congressional activity on the District of Columbia Public Schools and Board of Education, as well as ongoing support relating to general District governance and management issues and the phase-out of the District of Columbia Control Board.

Economic Conditions: Economic analysts continued a series of semi-annual seminars on the U.S. economy for congressional staff. Staff also provided regular analyses of current conditions and

appraisals of economic forecasts and assessed the implications of the common European currency, the Euro, and the economic implications of its continuing depreciation against the U.S. dollar for the United States; analyzed the potential effects of increasing global financial integration; and reported on the continuing national trade deficit and associated capital inflows into the United States. They also reviewed the conflict for macroeconomic policy in dealing with rapid rises in oil prices; trends in productivity growth during the current expansion and the extent to which they are sustainable; implications of the collapse of household savings rates and the rise in government savings; and consequences of rising federal budget surpluses and potential impacts of paying off the national debt.

Emergency Management: The House and Senate committees of jurisdiction negotiated throughout the Second Session of the 106th Congress to reach agreement on legislation to provide disaster mitigation assistance. CRS provided support through in-person consultations with Members and congressional staff and evaluation of different versions of the legislation as well as a summary following enactment of legislation.

Executive Branch Reporting Requirements: The Service offered assistance to Members of Congress and their staff following automatic termination of certain executive branch reporting requirements to Congress as provided by the Federal Reports Elimination and Sunset Act of 1995. CRS analysts aided committee staff in identifying committees of jurisdiction for these many reports and provided written assessments of the Act and its effect on reporting requirements.

Federal Employee Pay: During FY2000 CRS prepared analyses relating to a wide range of federal pay issues under congressional consideration. Among these were overhaul of government-wide overtime pay policy, including compensation for firefighters deployed to control wildfires in the Rocky Mountain west; locality pay; and federal pay adjustments since enactment of the Federal Employee Pay Comparability Act of 1990.

Financial Services Modernization: Economic analysts surveyed a wide variety of implementation issues following passage of the Gramm-Leach-Bailey Act early in FY2000. Studies addressed the size, scope, and accelerating trends of mergers and acquisitions among banks and other financial services institutions; state regulation and organization of insurance firms; new sunshine provisions of the Community Reinvestment Act; sweep accounts and payment of interest on business checking accounts; merchant banking; and capital structure and mission overhaul of the Federal Home Loan Bank System.

CRS also provided legal analysis of the banking reform legislation enacted at the end of the First Session of the 106th Congress. In particular, analysts examined proposed regulations relating to such matters as merchant banking investments. Various other banking matters were the subject of legal analysis and support, including measures to combat money laundering and to establish electronic signatures. Attorneys also tracked development of privacy regulations under the banking reform law and efforts to amend the privacy provisions.

General Management Laws: Analysts coordinated an interdivisional team in preparation of the third edition of a comprehensive review of general management laws applicable to the executive branch. The report included some 50 general management laws (such as the Administrative Procedure and Chief Financial Officers Acts) and provided an up-to-date reference source for Members of Congress, committees, and congressional staff.

Government Organization: Another interdivisional team provided extensive research on executive branch complaint-handling offices and mechanisms. Member briefings and written analyses

examined and evaluated different structures of, and approaches to, these programs in various executive branch agencies.

Legislative Process: CRS responded to continued congressional interest in the state of the legislative process with new studies on several of its salient contemporary features: the variety and use of expedited procedures for congressional disapprovals and the evolving Senate practice of “filling the amendment tree,” or offering amendments in a way that preempts any amendments by opponents.

The Service also responded to congressional interest in expedited procedures on regulatory review, unfunded mandates, and international trade; the increasing availability of procedures enhancing flexibility in resolving House-Senate conference committee differences; and the implications of congressional report language for policy implementation by executive branch agencies.

Metropolitan Areas: CRS analysts assisted various Members who expressed concern over the Office of Management and Budget’s proposed new standards for designating metropolitan areas after the 2000 census. Analysts provided information and evaluation on the designation process and appropriate congressional response to the proposed standards.

Monetary Policy: The Service continued to monitor the interaction of monetary policy and the economy, including potential complications for policy from the introduction of the common European currency, the Euro, and its subsequent decline in value relative to the dollar, as noted previously. With the expiration of the Humphrey-Hawkins Act, analysts examined issues associated with the potentially narrowed focus of Federal Reserve policies with respect to price stability, including problems of targeting financial asset price bubbles. Other assistance included an assessment of proposed technical corrections to the Consumer Price Index, a measure of inflation in the economy.

Our American Government: Analysts coordinated a new edition of *Our American Government*. This publication, a House document issued in September 2000, provides a comprehensive overview of the structure and processes of the U.S. government and American democracy. Many thousands of copies are supplied annually to citizens and to residents of other nations around the world.

Oversight of Quasi-Governmental Organizations: Analysts provided support to Members and committees in evaluating the growing use of quasi-governmental hybrid organizations (institutions possessing legal characteristics of both public and private agencies) to administer public functions and in analyzing potential and problems associated with these instruments, as well as related proposals to further privatize selected federal agencies and functions.

Taxation: Economic analysts prepared assessments of a range of tax issues such as specific provisions included in President Clinton’s FY2001 budget and in Congress’ continued consideration of the proposed Taxpayer Refund and Relief Act of 1999. Tax-issue support addressed the marriage tax penalty, the alternative minimum tax, capital gains taxation, tax treatment of savings, expiring tax provisions, estate and gift taxation, foreign tax credits, excise taxes, and tax preferences for health insurance. Additional assistance included analysis of proposals to restructure the Internal Revenue Service, comparisons of historical levels of the U.S. tax burden, evaluation of various forecasts of publicly held debt levels, and continued review of various flat tax plans.

LAW

Some noteworthy achievements in legal assistance to the Congress in FY2000 were:

- Attorneys' application of intellectual property, privacy, and criminal laws in the new technological environment, where legal issues were significant.
- CRS assistance when the Supreme Court imposed federalism to limit congressional powers, resulting in a rethinking of congressional options in a variety of contexts.
- Analysis of numerous issues in bankruptcy reform during Senate and conference consideration of this controversial legislation.

These and other milestones of FY2000 work are described below.

Antitrust: Attorneys advised the Congress and prepared written products on a number of antitrust issues, including joint activity by Health Maintenance Organization (HMO) physicians, amendments to the premerger notification provisions of the Hart-Scott-Rodino Act, the Microsoft and VISA/Mastercard cases, and the antitrust authority under the Packers and Stockyards Act.

Bankruptcy Reform: Senate consideration and passage of the Bankruptcy Reform Act of 2000 was a significant legislative event during the fiscal year. CRS attorneys tracked and analyzed the many amendments to this legislation, which had previously passed the House. During the conference process, CRS responded to numerous inquiries on the legislation's content and status.

Budget and Appropriations: Attorneys addressed a number of questions relating to the application of budget related statutes and the constitutionality of certain proposals: the application of the Economy Act to the Legislative Branch, analysis of concerns of the Administrative Office of the U.S. Courts regarding a proposed constitutional amendment to allow a line item veto of appropriations bills, and the constitutionality of a proposal to establish a "Public Debt Reduction Account."

Church Versus State Issues: CRS covered numerous issues involving church and state, including charitable choice. Attorneys from the Service supported Congress as it considered and enacted the Religious Land Use Act and Institutionalized Persons Act (RLUIPA) — a tailored legislative response to the *Boerne* decision, which struck down the Religious Freedom Restoration Act (RFRA).

Attorneys analyzed the Supreme Court's groundbreaking decisions in *Mitchell v. Helms* and *Santa Fe Independent School District v. Doe*, involving the constitutionality of public aid to sectarian schools and addressed related issues such as the implications of the cases for various forms of aid to sectarian schools, maintaining a legal issues section of the electronic briefing book on education, revising reports on education vouchers, and public aid to sectarian schools.

Congress: Attorneys worked on several projects relating to the application of the Federal Records Act to both paper and electronic records of the legislative branch. They covered precedents and issues raised by the use of depositions in an impeachment proceeding, including that of President Clinton, Congress' right to obtain information from the executive branch, as well as access to information, subpoena power, contempt procedures, and witness rights and privileges in several high profile investigations and oversight exercises.

Constitutional Law: CRS covered the federalism limits on congressional power, an issue that has greatly impacted congressional authority and has been a prominent feature of recent Supreme Court jurisprudence. Other issues requiring constitutional analysis included limits imposed by various campaign finance proposals, reauthorization of the Violence Against Women Act and the aftermath of Supreme Court invalidation of parts of the law, Fourth Amendment implications of racial profiling, and free speech issues.

Courts: The Service tracked legislation to reform class action procedures and other judicial reform proposals and covered legislation related to the President's pardoning power.

Criminal Law: Attorneys analyzed criminal law issues, ranging from drug laws, victims' rights, and terrorism to the alleged theft of nuclear secrets by Chinese agents; firearm-related requests; and illegal drugs and drug-related offenses.

Environment and Public Lands: Attorneys assisted congressional deliberations on many issues, including designation of national monuments, the Conservation and Reclamation Act, jurisdiction over offshore resources, and the Administration's "Roadless Area Initiative." Congressional interest in EPA's proposed rule on Total Maximum Daily Loads (under the Clean Water Act) led to Member and committee staff briefings. Other support focused on informing the Congress on important issues of federalism and the environment now before the Supreme Court.

Ethics: CRS examined such issues as the expiration of the Independent Counsel (IC) Law and the costs and results of IC investigations. In addition, conflict-of-interest concerns in both the legislative and executive branches and questions involving lobbying activities were examined.

Federal Law Update: Two two-week sessions of the Federal Law Update series included presentations to Members and staff on such topics as the new federalism, patients' bill of rights, disability law, developments in criminal law, Internet decency, privacy, bankruptcy reform, law of church and state, search and seizure and racial profiling, affirmative action, campaign finance reform, forfeiture reform, property law, and professional responsibility.

Immigration: As is often the case, the most intensive congressional focus on immigration issues did not occur until late in the fiscal year. Legislation then moved rapidly on such diverse matters as temporary workers, visa waivers, deportation of criminal aliens, additional amnesty programs, and the use of secret evidence in immigration proceedings. Attorneys concentrated their work on the last three of these matters, primarily through consultations and reports on proposed ways of softening the impact of immigration reforms enacted in 1996. CRS also responded to requests concerning the case of Elian Gonzalez, a Cuban child rescued at sea in 1999.

Intellectual Property: Technological advances have prompted Congress to consider how copyright principles should apply to new electronic environments, including the Internet. CRS products addressed issues associated with Napster and MP3 digital music, provisions of the Digital Millennium Copyright Act, as well as a constitutional analysis of the work-for-hire provisions of the Copyright Act. Technological advances resulted in additional analyses on proper areas of patent protection. Attorneys also tracked legislative consideration of the trademark-related Madrid Protocol Implementation Act.

Labor: CRS attorneys and paralegals assisted in consideration of legislation on the bargaining rights of public safety personnel. Among the assistance provided were staff briefings, detailed written

products, and congressional testimony. CRS also provided assistance to congressional deliberations on minimum wage rates, occupational health and safety, and family leave rights.

Privacy: In support of Congress' privacy-related agenda, CRS consulted with congressional staff on legislative initiatives regarding medical records, the Department of Health and Human Service's proposed rules on the privacy of individually identifiable health information, U.S. implementation of the European Union Data Protection Directive, negotiations between the Department of Commerce and the European Commission on the Safe Harbor Agreement, and a bill to restrict governmental display of social security numbers, regulate the sale of social security numbers in the private sector, and add civil and criminal penalties for the misuse of social security numbers.

Tax-Exempt Groups: CRS attorneys addressed several issues relating to tax-exempt organizations as campaign finance vehicles. Congress was concerned with whether these organizations were adequately disclosing their activities to the public, and, in particular, whether these organizations were being used for hidden campaign contributions.

Torts and Claims/Liability: The Service analyzed a variety of issues including asbestos products liability litigation and compensation legislation, products liability lawsuits against Firestone, caps on damages in medical malpractice lawsuits, the federal lawsuit against tobacco manufacturers to recover health care costs, state and local lawsuits against lead-based paint, and gun and tobacco manufacturers.

Treaties: Attorneys continued to provide analyses of all treaties on which hearings were held. The major areas in FY2000 were mutual legal assistance treaties, extradition treaties, bilateral investment treaties, and a large category of miscellany ranging from protecting sea turtles to recovering stolen cars. During the course of the year memoranda on more than 30 treaties were provided.

RESOURCES, SCIENCE, AND INDUSTRY

Service highlights included the following kinds of support:

- Analysis in response to an array of requests on farm policy issues ranging from falling farm income and stagnant international markets to farm sector concerns such as a growing concentration in the livestock sector.
- Products and congressional testimony in support of emerging congressional concerns about petroleum product prices, long-term congressional concerns about restructuring of the electric utility sector, and the long-standing challenge of dealing with nuclear waste from power plants.
- Broad support on science and technology issues including Internet concerns, NASA funding and priorities, telecommunications policy, and priorities in national research and development funding.
- Extensive coverage of key air quality issues related to proposed regulatory changes in fuel additives, engine technology, and new air quality standards for urban air pollutants.

These and other issues are outlined in the following.

Agriculture: Continued farm price and income problems and stagnant international markets for U.S. agriculture goods generated ongoing congressional interest in food and agriculture issues in 2000. Congressional interest in agriculture issues in the past year focused primarily on appropriating funds to support falling farm income for major commodity groups (wheat, rice, soybeans, cotton, feed grains, dairy, and livestock).

On the international front, with nearly one-third of U.S. farm products exported and exports contributing to about one-quarter of U.S. farm income, farm legislators worked for expanded world markets for U.S. farm goods. Most strongly supported legislation granting permanent normal trade relations (PNTR) status with China, which is expected to more than triple its imports of U.S. farm goods over the next few years as a result of PNTR and membership in the World Trade Organization. Proposals exempting agriculture and food from U.S. trade sanctions also drew considerable attention in the Congress, where competing views over the success of such sanctions (particularly on Cuba), humanitarian interests, and U.S. farm interests provoked considerable debate.

CRS analysts addressed the agriculture budget and appropriations; farm income legislation and proposals; agricultural trade and World Trade Organization (WTO) negotiations; federally supported commodity programs and fruit, vegetable, and livestock issues; crop insurance and risk management proposals and programs; concentration in the agriculture sector; new technologies, including gene technology, biotech, and precision agriculture; European Union (EU); China; and other agricultural trade issues. They also provided analysis of major land and water conservation legislation.

CRS agriculture analysts also produced an overview of agriculture issues in the 106th Congress and updated the Glossary of Agriculture Terms, Laws, and Programs. In addition, these analysts assisted with committee hearings, mark-ups, and floor deliberations on crop insurance reform, agricultural funding measures, Conservation and Reinvestment Act, China trade, carousel provisions in the Africa trade bill, sanctions exemptions for food and agriculture, and concentration in the livestock sector.

Air Quality: With regard to air quality issues, Congress focused on oversight of Environmental Protection Agency regulatory actions and targeted amendments to the Clean Air Act. The possible role of EPA regulations in higher U.S. gasoline prices and the continued use of the gasoline additive MTBE, which has been connected to contamination of drinking water, were key clean air issues this year. Proposed EPA regulation of diesel engines and fuel and implementation of new air quality standards for ozone were other areas of congressional concern. CRS responded to requests from Member and committee staff, reviewed draft legislation, and assisted in hearings on these topics. Support included review of the Senate committee report on S. 2962, the only bill amending the Clean Air Act that was reported.

Aviation Reform: The Service devoted considerable attention to issues related to reauthorization of the Federal Aviation Administration, which was passed and signed into law as the Wendell H. Ford Aviation Investment and Reform Act for the twenty-first century. In particular, analysts performed work for Members and committees as they changed the budget treatment of the airport and airway trust fund. As part of FAA reauthorization, analysts supported congressional consideration of the Airport Improvement Program.

Electric Utility Restructuring: CRS provided close legislative support while the Congress considered several electric utility restructuring proposals. This support included Member briefings,

committee staff briefings, analytical memoranda, and CRS products, such as a state-by-state comparison of selected electricity restructuring provisions. The Service also developed materials and analysis on energy and power issues related to hearings. The regularly updated CRS electronic briefing book on electric utility restructuring provided a useful research tool.

Internet Technologies: Congress has a growing interest in Internet technologies, applications, policies, and its industry. CRS provided support in the areas of electronic commerce; the deployment of broadband technologies and the federal role; federal R&D policies for next generation Internet technologies; Internet security and privacy issues; the “digital divide” issue; and federal, state, and local telecommunications policies.

Nuclear Waste Policy: With both the House and Senate taking action on nuclear waste legislation in 2000, CRS received numerous inquiries on the issue throughout the year. CRS analysts assisted Congress with questions about the transportation of nuclear waste to the proposed disposal site in Nevada, possible alternatives for nuclear waste management, nuclear waste storage costs, legal commitments by the Department of Energy, and a wide variety of related issues. At the start of the Second Session of the 106th Congress, CRS conducted a Public Policy Institute session on pending nuclear waste bills: a comprehensive rewrite of existing waste law and a bill that would have made relatively limited amendments to existing law in this area.

Rising Fuel Prices: Rising oil prices at the beginning of FY2000, combined with winter delivery disruptions in the Northeast, led to a sharp rise in prices for heating oil and diesel fuel. CRS prepared products summarizing options to address high oil prices and tracked legislative proposals being debated regarding the Strategic Petroleum Reserve.

After a brief respite as the winter fuel price spike abated, gasoline prices rose rapidly in the spring of 2000, topping \$2 a gallon in the Midwest. CRS analyzed the causes of the regional price disparity and continued to track the situation as it developed. Continuing high prices and concerns about heating oil and natural gas prices during the 2000-2001 heating season generated a high volume of requests.

Research and Development: Federal funding of R&D continues to be an issue of great interest to Congress. Specialists hosted a CRS workshop on the challenges of collecting and reporting federal R&D data and prepared a report on the proceedings. Analysts and specialists also provided extensive research on legislation that would double federal R&D investments over the next five years. Also, the role, mission, and oversight of federal R&D laboratories, especially those of Los Alamos and Sandia, were addressed by reports, memoranda, in-person briefings, and committee support.

Science Policy and Agency Performance: Analysts and specialists continued to provide support to congressional clients on alleged scientific misconduct and reform at university laboratories; science, mathematics, and engineering education in the United States and abroad; the use of scientific information and data and issues of privacy; and the plans, goals, and strategic management of federal agencies under the Government Performance and Results Act (GPRA).

Space Policy and Telecommunications: CRS experts provided support to Congress on NASA’s budget, its mission, projects, and programs. They assisted during discussion of the commercialization of existing satellite systems, testified before congressional committees on commercial space activities, undertook extensive analysis on the status of the International Space Station and Shuttle launches, and provided extensive assistance on satellite export controls.

The Congress consulted with CRS regarding consideration of amendments to the Satellite Home Viewer Act that authorized the retransmission by satellite television operators of local television stations and distant network signals, a proposal to include religious programming within the types of material permitted to be broadcast by noncommercial educational broadcast licensees, foreign ownership of telecommunications licenses, “reciprocal compensation” arrangements for the termination of Internet Service Provider (ISP) bound telephone calls, and legal and regulatory questions related to the imposition of “open access” requirements on cable television broadband transmission facilities.

Superfund: The Service continued to assist committees and Members on reauthorization of the Superfund law (Comprehensive Environmental Response, Compensation, and Liability Act — CERCLA), the nation’s principal toxic waste cleanup measure. Analysts performed research, provided hearing support and comparisons of various bills for interested Members. In addition, CRS worked closely with congressional staff to explore alternative approaches to “brownfields,” a key concern related to Superfund; and provided analysis of the Small Business Liability Relief Act, prior to floor action on September 26, 2000.

Technology Policy: Two longer-range projects were begun on technology during the past year: preparation of a history of federal funding of basic research, examples of federal funding of basic research that resulted in technology development, and potential hurdles in technology development in the twenty-first century; and an examination of the effects of U.S. patent policy, innovation, and R&D on the pharmaceutical industry.

Transportation and Industry: CRS analysts assisted Members and congressional committees as they worked on funding transportation programs for FY2001; they addressed amendments to the pipeline safety law, examined the response of the National Highway Traffic Safety Administration to the Firestone tire recall, considered suspending part or all of the federal fuel tax in the face of high prices for gasoline and diesel fuels, and assessed various options for reducing the high costs of prescription drugs for senior citizens.

CRS also provided support to the Congress as it considered the FY2001 Department of Transportation appropriations bills. Analysts worked on a number of other transportation-related issues, including airline passenger consumer rights; the creation of a new agency within DOT, the Federal Motor Carrier Safety Administration (the Motor Carrier Safety Improvement Act of 1999 with a focus on truck and bus safety; the dispute with the European Union over older, hush-kitted aircraft; the reauthorization of the federal railroad safety program; the safety of highway-railroad grade crossings; rail competition issues; high speed rail; and Amtrak operations and funding issues.

Industry analysts assisted Members of Congress and staff with analysis of proposals to provide senior citizens with affordable access to prescription drugs; issues related to prescription drug sales through Internet pharmacies; international telecommunications issues; issues related to the Microsoft trial; and options for dealing with the rapid increase in fuel prices during 2000.

INFORMATION RESEARCH

Significant work in information research was devoted to Web development and in-person assistance:

- New enhancements to the CRS appropriations Web page, which was among the top six CRS pages consulted by congressional staff in FY2000.
- Updated and improved Web pages on grants and on tracking distribution of federal funds, incorporating information from the 2000 census.
- Continued in-person assistance by staff in the CRS Research Centers to meet the myriad information research needs of the Congress.

In addition to the research and analysis support to the Congress, CRS librarians and information research specialists worked throughout the year to provide information research in support of legislative issues, including charitable choice, the aged, the Panama Canal Treaty, gun control, child support, the digital divide, e-commerce, and year 2000 computer concerns. Besides providing individual customized responses, specialists worked closely with analysts on major issues, preparing products in both printed and electronic formats. Other specific efforts in support of legislative activities included the following.

Budget and Appropriations: Support for congressional consideration of the FY2001 budget and appropriations bills was significantly enhanced by improvements in the appropriations/budget section of the CRS Web site. This Web page, which consistently received a heavy volume of visits, was enhanced and streamlined for ease of use. Improvements included direct access to the CRS appropriations report series, allowing linkages from the appropriations overview to the more detailed CRS reports available for each of the appropriations bills. Adjustments allow the date of the last legislative action to appear at the top of the page, and a new “framed” version enables the congressional user to see the source of the legislation (House or Senate, committee, subcommittee) no matter where on the page the user is positioned.

Housing: Despite the strong economy, or perhaps because of its effect on housing prices, there was a noticeable increase in the number of congressional requests for information on housing assistance programs, low-cost loans for first-time home owners, and loans available for home repair. Information specialists prepared a report on sales and prices of homes as well as home ownership rates.

Population Counts and Federal Funds: The Census Bureau’s publicity campaign to encourage a high response rate for census 2000 emphasized that federal program funds are linked to population counts. This effort, in turn, increased questions from the Congress about the amounts of federal funds distributed to states and congressional districts, and the potential effects of changes in population counts on specific federal programs. A CRS information specialist developed a page “Tracking the Geographic Distribution of Federal Funds” for the CRS Web site to provide descriptions and links to information on tracking federal funding in local areas.

Prescription Drug Costs: An issue of continuing congressional interest was the high cost of prescription drugs and the possible creation of a Medicare prescription drug coverage benefit. CRS developed a new Info Pack on Medicare prescription drug proposals to provide an overview of the issue and helped prepare a report offering a side-by-side comparison of selected prescription drug bills.

World War II POWs/MIAs: The Congress considered whether there was a way for U.S. civilian internees and military personnel held as POWs by Japan during WWII to receive compensation for their mistreatment, even though the treaty ending World War II signed by Japan

and the United States prohibited it. Survivors raised the issue of compensation, especially in light of allegations that other countries' agreements with Japan ending WWII provided for more favorable treatment of veterans' and civilians' compensation claims. An information specialist provided information research support for individual requests and for a Senate hearing, and prepared a CRS report on the issue.

Web Services: Information specialists identified and evaluated electronic resources available through the Internet in response to individual congressional requests and provided demonstrations to Members and staff highlighting various features and links on the CRS Web site. Staff in the CRS Research Centers in House and Senate office buildings frequently assisted congressional staff in use of the CRS Web site and other electronic resources.

The "In the Mailbag" page of the CRS Web site has items that are of current interest and help congressional offices answer requests from constituents. During the year CRS added a number of items: the FBI's Carnivore e-mail surveillance system, texts of the constitutional requirement for the census and the statutory authority for it, the presidential inaugural parade, the National Commission on Terrorism report on international terrorism, and the alleged per-minute charges that the FCC would impose for using Internet service providers.

Product Distribution: Staff in the CRS Product Distribution Center (PDC), the Service's centralized distribution point for all CRS products, provided and maintained active and updated products throughout the year. PDC staff continued to respond to inquiries from congressional staff within 24 hours and to process e-mail orders for CRS products.

III. IMPROVEMENTS IN TECHNOLOGY AND INFORMATION RESOURCES

CRS has sought to harness new developments in information technology to meet the congressional demand for rapid, reliable, and nonpartisan public policy research and analysis. During FY2000 a number of CRS systems were upgraded, and the Service worked to improve speed, efficiency, and networked research capability. Enhanced security and CRS staff training in security procedures continued to be a priority. CRS also made great strides in developing cost-efficient information resources to enable staff to better serve the Congress.

A NETWORKED ENVIRONMENT

CRS staff works in a fully networked environment. CRS continues to provide its staff with efficient work stations through upgrades in hardware and software, network enhancement, data sharing, and improvements in communications technology. The network is critical to enhancing the research applications available to CRS analysts and information specialists.

By the end of 1999 the CRS Technology Office ensured that all elements of the CRS Y2K planning process were in place. The 1999 Y2K remediation effort successfully addressed all CRS critical systems. During FY2000 CRS technology staff continued to test network operating systems to ensure they were Y2K compliant.

Increasing dependence on the Internet, experiments in providing audio and video Web content, exploration of geographic information systems, and multiple users of large data sets all require higher bandwidth. CRS, together with the Library's Information Technology Services (ITS), continued to upgrade its wiring to enable access to higher bandwidth, upgrading to faster Ethernet technology. Two divisions and two offices were upgraded to this Fast Ethernet during FY2000.

IMPROVEMENTS IN ONLINE SERVICES

CRS made important progress in technological enhancements to existing online services.

The CRS Web site continued to be a popular resource for Members of Congress and their staff. In FY2000 a CRS planning team completed its examination of client usage of the CRS Web site and made recommendations for improvements. This team prepared a detailed strategic plan, which included congressional interviews and factor analysis. Following submission of the plan in April 2000, the Web Task Force was created to redesign the CRS Web site based on the principles outlined in the plan: to optimize client service, fully support the current range of CRS products and services, and facilitate interaction between CRS staff and the Congress. The Task Force was directed to select, hire, and supervise the work of a contractor having expertise in human-factors, client-centered ergonomic Web design and to implement the new design by the beginning of the 107th Congress.

The Web Task Force worked with a contractor to redesign the Web site. By September 30, 2000, initial designs and first and second rounds of usability testing with congressional staff had been completed. The new design divided the site in to seven areas: Home, Place Request, Contact Expert, Services, Products, Events, and Reference Desk. The new Home page highlighted topical access to CRS products, offering "featured" CRS products such as electronic briefing books; a new section entitled "Current Legislative Issues" offering access to key CRS products on issues likely to be active

in the 107th Congress; and a single search box from which a user could search either of two CRS product databases. Page coding, content transfer, and site implementation were scheduled for completion in FY2001.

Among several new features of the CRS Web site released during the fiscal year was an interactive site devoted to analysis and interpretation of the U.S. Constitution. This site provides text of the original Constitution, amendments and proposed amendments not ratified, as well as acts of Congress held unconstitutional, state acts held unconstitutional, Supreme Court cases overturned, and statutory authorization. CRS staff also developed Web pages on grants information and on distribution of federal funds.

Planning that started in the First Session of the 106th Congress to place more products in electronic formats on the CRS Web site continued during the Second Session. During FY2000 approximately two-thirds of all active products were put into digital portable document format, many of which were updated numerous times during the year. Additionally, a content-enhancing format continued to improve the utility of CRS electronic products. Other enhancements include visually improved maps and an increased number of products available online in hypertext, with a "clickable" table of contents and cross links to other products.

CRS continued to explore the use of advanced graphics, as well as streaming of audio and video products to enhance the availability, effectiveness, and utility of Web site information for Members and staff. These efforts have been delayed by the limited capability (bandwidth) of both Library and congressional infrastructures to support the high volume of data that must be transferred. The first CRS "Web cast" using streaming video technology was a CRS seminar on the Middle East in FY2000. The experiment demonstrated that, while existing systems are adequate for distribution on much (but not all) of the Library's network, improvements will be needed to the overall Capitol Hill infrastructure before CRS can routinely broadcast such events to congressional offices.

ELECTRONIC BRIEFING BOOKS

The Service is dedicated both to responding expeditiously to congressional requests and to delivering its products and services in formats that the Congress finds most useful. With congressional interest increasingly turning to electronic resources, CRS continued to develop its newest product, the electronic briefing book. Electronic briefing books created for the CRS Web site since 1998 offer analytic and information resources on agriculture policy and the farm bill, banking and financial services, campaign finance reform, electric utility restructuring, global climate change, social security, taxation, terrorism, and welfare reform. In FY2000 new electronic briefing books were prepared on issues related to trade and kindergarten through twelfth grade education. These products, written exclusively for the Web, bring together integrated CRS research and analysis, legislation, key documents, and historical data from a variety of sources on related issues.

LEGISLATIVE INFORMATION SYSTEM (LIS) ENHANCEMENTS

The LIS retrieval system made a successful transition to the year 2000. No major problems related to Y2K were encountered, and use by congressional staff continued to increase.

Because of increasing concerns raised by attacks on Web-based information systems, the LIS development team made security and data integrity a major focus. Efforts included the establishment

of backup servers, installation of system monitoring software, improvements in the Library's firewall, and the development of methods to test the integrity of data. Staff responsible for data exchange with the House and Senate established daily quality control checks and other monitoring procedures to ensure the highest level of accuracy and timeliness.

In response to user requests, the development team added links to commercial services that provide timely summaries of committee markup sessions, created improved displays in the Bill Summary and Status file, and truncated social security numbers in the Senate Nominations file to protect the privacy of individual nominees. The team enhanced the search functions of the House Executive Communications file; improved the software for processing the *Congressional Record* so that it is more reliable, provides better html (hyper-text marking language) displays of the data, and makes it easier for Member offices to create links to the *Record*; and began work on a congressional alerting service, which will enable users to be notified automatically by e-mail of new bills introduced and changes in the status of bills.

The development team also worked closely with the Clerk of the House, the Secretary of the Senate, and the Government Printing Office to assess the feasibility of xml (extensible marking language, a single language applicable to all systems) as a data standard for legislative information. Toward the end of the fiscal year the team began another assessment of systems to support the archiving and display on demand of congressional information, such as hearings, published in video formats.

INQUIRY STATUS AND INFORMATION SYSTEM (ISIS)

The Inquiry Status and Information System (ISIS) is used by CRS to manage its workload of congressional requests. It provides immediate access for tracking information on congressional inquiries and provides reliable statistical data for budget, program, and personnel planning in order to keep pace with the changing concerns of the Congress. Numerous enhancements were made to ISIS during FY2000.

A significant development was planning to establish a secure Web-based system for Members and staff to submit research requests to CRS electronically, 24 hours a day, seven days a week. Implementation of the system was planned for January 2001. Work also progressed on delivery of ISIS to the desktops of attorneys and researchers in the American Law Division, with implementation expected in early 2001.

Another new component of ISIS, the Products System, was introduced in February 2000. It provides consistent, timely, and reliable CRS product distribution data for workload management and for reporting to the Congress. Requests for products, whether received through the CRS Web site or through traditional telephone inquiries, are now consolidated in a single database, which greatly facilitates resource management.

INFORMATION SECURITY

Information security continued to be a major focus of CRS technological support. The security of CRS systems is crucial due to the nature of the CRS confidential relationship with the Congress and the potentially sensitive nature of the information that CRS transmits or that resides in the Service's electronic systems. The importance of such security is made even more paramount

by the structural intertwining of CRS, Library, and congressional systems through the Capitol Hill intranet known as CAPNET.

Efforts to improve information security in FY2000 included acquisition of additional backup servers, system monitoring software, improvements in firewall protection, regular internal and external testing of the integrity of data, and work on security guidelines for all staff.

The Service completed the initial version of its Computer and Information Security Guide, which documents CRS policies, standards, and procedures for maintaining computer security at a high and consistent level throughout the Service. Selected portions of the Guide are available both in hard copy and online to allow easy access to appropriate full text by CRS staff and technicians. The Guide is designed to be an evolving document that will undergo revisions as technologies, security threats, and CRS needs change. All staff received training on the new guidelines. Plans are under way to develop an expanded set of policies and procedures and to continue staff training on computer security as new guidelines are developed. Periodic checks are run to determine if all desktop equipment has been turned off after work hours. CRS also began investigating products to provide an encrypted link to the House and Senate so that e-mail can be transmitted securely.

To further improve security, CRS moved its multi-user servers into a special facility with stronger controls for physical access. CRS conducted a six-month test of new desktop security monitoring software that prevents damage from malicious codes transmitted through Web sites. This new desktop security software will be installed throughout CRS in 2001 to supplement the current antivirus software.

INFORMATION RESOURCES

CRS staff working in the Bill Digest Section, a legislative mandated component of CRS, conducted in-house strategic planning and outreach sessions, which provided the impetus for several initiatives to improve services to the Congress and to CRS research divisions through the Service's Bill Summary and Status System (BSS). Staff also initiated the CRS Text Analysis Project to identify and compare similar legislation. Through Bill Digest, CRS continued to give top priority to congressional requests for enhancements to the BSS, resulting in corresponding improvements in the Legislative Information System (LIS). Bill Digest staff worked closely with the House and Senate on quality control of both the BSS and LIS data; on enhanced data exchanges with the Senate, House and Government Printing Office; and on the conversion of Bill Digest data from early Congresses.

Information resource specialists undertook four major initiatives in FY2000 designed to provide cost-efficient support to the CRS staff who serve the Congress.

To provide CRS research staff with an integrated location for their research needs, management created two of three planned Information Resource Centers. These centers became fully operational during the year, managed by experienced librarians. One center supporting research on government and finance, defense, foreign affairs, trade, and social policy opened in April 2000, while the other, which opened in September 2000, contains collections supporting resources, science, and industry. Between January and September these two Information Resource Centers received more than 3,000 visits from CRS staff. The third center is scheduled to open during fiscal 2001 and will facilitate access to congressional documents.

The second initiative was the launching of a new Web site for CRS staff: the Virtual Resource Center (VRC) Web site. Concentrating all subject content in one central electronic location, the VRC provides librarian, bulletin board, and other services. Also undertaken in FY2000 was a series of training efforts for CRS staff in the use of electronic resources, including programs for National Library Week, orientations for interns, and training on the new Voyager system — the Library of Congress' online catalog.

Third, CRS substantially increased staff access to electronic resources by enhancing existing resources and acquiring new enterprise-wide resources. CRS actively sought partners and consortium opportunities by working with FEDLINK, the Federal Library and Information Center committee, other Library of Congress service units, and other legislative branch agencies. Trials of new resources varied from participation by limited user groups within CRS to participation by groups in the Library or the legislative branch, depending on resource content. The legislative branch trial of ProQuest, a news and literature electronic resource covering both domestic and international titles, resulted in acquisition of this resource by CRS, the Library, the Congressional Budget Office, the General Accounting Office, and the Senate. Substantial savings were realized by all participating agencies. In addition to reducing FY2000 expenditures through joint acquisitions, CRS was able to acquire resources for FY2001 by using available FY2000 funds through a new FEDLINK program. FY2001 resources acquired with the FY2000 funds include CQ.COM, a legislative resource now available on all CRS desktops, and a four-month subscription to DIALOG, a large aggregation service including news, literature, and legal and international information.

During FY2000 Lexis-Nexis (an electronic news clipping service) and Westlaw (a legal database) access increased from approximately 150 desktops each to 335 and 310, respectively. Also expanded was Commerce Clearing House, from a two-title CRS subscription to a Library-wide menu of business, human resources, and taxation databases through participation with the Library of Congress' Law Library and Library Services division. These expansion and funding activities are a result of the Service's mandate to explore opportunities for cost-effective resource acquisition, to the extent possible, by coordinating with other Library service units and legislative branch agencies. FY2000 commercial electronic resource expansion has greatly enhanced the ability of CRS staff to support the research activities of the Congress.

Fourth, CRS and the Integrated Library System (ILS) Program Office have entered into a formal Memorandum of Understanding under which CRS library collections will be catalogued and made accessible through a separate database of the Library of Congress Online Catalog. Books, serials, and other materials in the Information Research Centers and the Congressional Reading Rooms and Research Centers are currently being catalogued by CRS; much of the collection will be made available with the next release of the Library's online catalog, Voyager 2000. Under the terms of this agreement, CRS and the ILS Program Office are jointly developing standards, procedures, and interfaces for the new CRS Integrated Library System, and the Service participates in several ILS Program Office teams that oversee the development of the Library's online catalog. Moreover, the Service has formed a CRS-ILS Steering Committee to review the development effort.

CRS anticipates that the new CRS-ILS database will eliminate unnecessary duplication of materials, reduce systems costs, increase the efficiency of CRS cataloging and circulation, offer CRS staff desktop access to their library collections, and provide better service to CRS analysts and the Congress.

IV. MANAGEMENT INITIATIVES

Throughout the year a key objective for the Service was to facilitate effective congressional use of CRS as a pooled resource and as an extension of congressional staff. CRS thus focused on improving client services and aligning its work to best meet congressional needs. Improving quality of client services involved communicating effectively with congressional clients; refining products and services; and offering the highest level of public policy analysis. Improving services and aligning the CRS workload with that of the Congress included effective vertical and horizontal communication within the Service; sustaining the CRS product infrastructure; sharing resources; replacing retiring analytical and research staff; planning for legislative issues of the 107th Congress; and adapting the institution to both anticipated and unanticipated challenges.

REALIGNMENT

In FY2000 CRS management and staff continued to implement the organizational realignment of the Service launched in FY1999, which promoted improved communications within CRS as well as enhanced interdisciplinary collaboration, particularly on complex public policy issues that cut across research division and office boundaries. The realignment has required, among other efforts, extensive relocation of staff and the creation of more efficient work stations. The relocations are expected to be completed by early in FY2001.

SUCCESSION INITIATIVE

CRS continued to face the prospect of extensive turnover of its research staff due to retirement and pursued efforts to attract, retain, and train a talented and diverse work force. To accomplish this goal, management implemented enhanced outreach programs to recruit new analysts and researchers. Besides its CRS Graduate Recruit Program, CRS also conducted Law Recruit Programs aimed at attracting a diverse group of high-caliber attorneys. The Service also participated in the government-wide Presidential Management Intern Program. The succession initiative resulted in the hiring of a number of new CRS analysts, attorneys, and librarians in preparation for the 107th Congress to fill the void created by staff who have retired or plan to do so in the near future. Working under the direction of senior CRS analysts, these staff are already making significant contributions to the work of the Congress. They are conducting in-depth research on issues of legislative interest, writing analytical reports and memoranda in response to congressional requests, participating in CRS-sponsored seminars and briefings, and performing valuable information research services in CRS reading rooms and research centers. The CRS Office of Workforce Development, created in FY1999, continued its efforts to coordinate management of this initiative and other human resource efforts within CRS.

PLANNING FOR THE 107th CONGRESS

CRS began legislative planning for the 107th Congress in FY2000. This planning included organizing CRS teams and preparing materials to provide briefings to new Member staff and developing materials for informing the Congress about the enhanced CRS Web site and its new features, such as placing requests for CRS products. Planning began for Legislative Issues and Procedures: The CRS Seminar for New Members, sponsored by the U.S. House of Representatives and CRS and scheduled for January 2001. CRS worked closely with House leadership on this

program to provide legislative policy and procedure orientation for new Members. The Service also began to prepare for presentations as part of the Public Policy Issues Institute scheduled for February and March 2001 focusing on issues of interest to the 107th Congress.

INFORMATION AND RESEARCH SERVICES TASK GROUP

In June 1999 the CRS director formed a team that studied how to ensure the full and appropriate application of certain staff disciplines and skills to serving the Congress with maximum efficiency. The team focused on identifying and defining the nature and type of work that information services staff provide, both directly to the Congress and through contributions to and support of CRS research and analytical services.

The team identified a number of unmet needs and trends that could affect future information support. Areas found to benefit from additional resources were technical information support (graphics, html, data management, and spreadsheet expertise), research assistance (e.g., survey skills and project-specific information support), and cost-effective, timely access to legislatively relevant public policy information (development of noncommercial databases to support public policy information). Trends that could affect information services support in the near future were identified as higher skill levels of congressional staff using electronic resources; increased need for electronic resources, such as assistance in conducting effective searches and designing effective gateway access; and staff turnover, both in CRS and in the Congress. The team made several recommendations for action to address these concerns, including collaboration and cooperation among CRS divisions to make information available to all staff, training, streamlining the inquiry assignment process for research and information requests, and review of workforce development in line with changes in the information environment.

FUTURE DIRECTIONS

In July 2000 the CRS Director launched an agency-wide strategic planning effort called "Future Directions." This planning effort will continue through the summer of 2001, when the Service will propose a five-year CRS strategic plan in consultation with the Congress.

This planning initiative was undertaken in response to changes in the needs of the Congress. Increasing congressional demands for sophisticated technology have fundamentally changed the way the Congress does its work, from the nature of the public policy issues being debated to the ways in which Members and congressional staff conduct their daily business. At the same time, the nature of CRS research and analysis is changing from a print-based to an electronically based environment, and the Service is facing a significant transition in its work force as nearly half of its staff becomes eligible to retire during this same five-year period. The strategic plan, once approved by the Congress, will guide the Service's efforts to manage change in the next few years and enable CRS to continue to anticipate and respond to Members and committee requests in an efficient, timely, and cost-effective manner.

At the end of the fiscal year CRS staff throughout the Service participated in brainstorming sessions, which generated numerous ideas and suggestions on how CRS can both better assist the Congress and continue to maintain its tradition for excellent service in this new environment. As the year ended, management had begun considering these suggestions and developing an overall framework for the five-year strategic plan.

APPENDIXES

A. FY2000 BUDGET, RESOURCES, AND OTHER FUNDING

In FY2000 CRS had an authorized staffing level of 696 full-time equivalents (FTEs) and an appropriation of \$70,793,273. Approximately 88 percent of the budget supported personnel salaries and benefits.

During this fiscal year CRS received payments totaling \$200,480 from a \$1,629,000 grant awarded in FY1999 by the Robert Wood Johnson Foundation. This grant provides partial support for an integrated program of projects, workshops, and seminars to enhance CRS analytical capacity and enrich the CRS resources available to the Congress in health policy issue areas that are, and likely will remain, high on the legislative agenda.

Also in FY2000 CRS received an \$80,000 grant from the Henry Luce Foundation and a \$50,000 grant from the Retirement Research Foundation. The grant from the Luce Foundation was to provide partial support for the January 2001 New Member Seminar for House Members of the 107th Congress. The Retirement Research Foundation grant has provided partial funding for a chart book that CRS will use to help support the Congress as it considers the issues surrounding long-term care.

B. HUMAN RESOURCES AND STAFF DEVELOPMENT

Throughout FY2000 CRS worked to increase the diversity of its staff, fill key senior-level management positions, and provide training and staff development opportunities.

RECRUITMENT AND SELECTION

During the year, as part of its regular hiring process, CRS filled 29 permanent positions and two indefinite positions using the Library's merit selection process. Of these merit selection hires, 20 (65 percent) were women and 11 (36 percent) were minorities. The Service also hired 18 temporary staff. Of these temporary hires, 11 (62 percent) were women and 12 (67 percent) were members of minority groups.

To strengthen its corps of senior-level managers, CRS completed the hiring process for the Deputy Assistant directors of the Domestic Social Policy Division; the Foreign Affairs, Defense, and Trade Division; and the Government and Finance Division. The hiring process was also completed for the positions of Associate Director for Workforce Development and Coordinator of Legislative Information Systems for the Office of Information Resources Management. Three of the five selectees for these positions were women and two were minorities.

As part of its succession planning initiative, CRS continued to fill positions at the entry level and mid-level under the Graduate Recruit Program and the Law Recruit Program. Under the Graduate Recruit Program CRS conducted intensive recruitment from graduate public policy schools throughout the country. These students represent a pool of strong candidates, with good grounding in advanced methodological techniques — traits which are necessary to provide the Congress with a firm foundation for policy decisions. Some graduate recruits have come to CRS for a summer between their first and second year of graduate school. Successful second year students are placed in a permanent position at the end of the summer. Under the Graduate Recruit Program first-year students return to school and are considered for permanent placement upon completion of their graduate degree. Under the Law Recruit Program, third-year law students are recruited through a number of job fairs to include those that focus on minorities. Successful candidates for this program are hired in the fall of the year they complete their law degree and pass the bar.

In an effort to provide upward mobility opportunities for CRS staff in nonresearch positions to move into such positions, and as an adjunct to the Graduate Recruit Program, CRS filled three mid-level analyst positions under vacancy announcements limited to CRS staff. One of the selectees was a woman. In addition, CRS completed the hiring process for a reference librarian under the Career Opportunity Program. The program is designed to offer on-the-job training and upward mobility opportunities for current staff.

CRS also participated in the Library's Affirmative Action programs. The hiring process was completed for two technical support assistants under the auspices of the Affirmative Action Intern Program with the selection of two African American men. This program is designed to further the career development of Library staff in clerical or technical positions by preparing them for movement into professional positions. Under the auspices of the Affirmative Action Detail Program CRS posted a detail opportunity and selected an African American woman to serve for a one-year period as an administrative officer. This program encourages the interest of talented staff in administrative or managerial work, especially women, minorities, and persons with disabilities.

The Service selected three high school seniors for worker-trainee positions under the Library's Work-Study Program. This program is a progressive, career development program for high school students, which combines on-the-job training with classroom instruction and training. The program allows students to earn a salary and receive developmental work experience related to individual career interests and goals.

Among other programs, the Service selected two Hispanic women to work as interns under the auspices of the Hispanic Association of Colleges and Universities' National Intern Program. This program provides Hispanic undergraduate and graduate students with professional work experience in a wide variety of fields. The two interns conducted research on domestic social policy issues. CRS also brought in four detailees, two as part of the U.S. Air Force Fellows Program and two as independent research fellows.

STAFF TRAINING AND DEVELOPMENT

CRS supports and attempts to meet the training and career development needs of its employees in order to improve performance and maintain state-of-the-art technical skills and professional expertise. During FY2000 CRS staff completed a total of 1,146 training classes, including university courses, in-house training (both CRS and Library-sponsored courses), seminars, and conferences. Research analysts continued to receive training in their areas of expertise in order to remain current in their fields and to assure the Service's ability to provide the Congress with superior-quality service. Other staff received training in using technology, oral and written communication skills, supervisory and managerial skills, administrative functions, and other work-related topics.

STAFF RECOGNITION

It is CRS policy to acknowledge its employees' superior performance in the achievement of organizational program goals, and the Service understands that an effective recognition program contributes to maximum staff performance and satisfaction. As a result, for the period October 1, 1999 to September 30, 2000, CRS presented 187 awards to employees in recognition of their exceptional contributions during the year. This consisted of 182 special achievement awards, 1 meritorious service award, and 4 superior service awards. In addition, 72 employees received outstanding performance ratings for their exemplary work, and 36 received quality step increases. Twenty-six employees received both outstanding performance ratings and quality step increases.

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

Throughout FY2000 CRS supported the Congress with analysis, research, and information, presented in the formats described below.

CONGRESSIONALLY DISTRIBUTED PRODUCTS PROVIDING RESEARCH AND ANALYSIS ON LEGISLATIVE ISSUES

Reports for Congress: Reports for Congress, analyses or studies on specific issues of congressional legislative interest, are often prepared in response to numerous congressional inquiries. Reports may take many forms: policy analysis, economic studies, statistical reviews, legal analyses, historical studies, chronologies, and two-page fact sheets. Reports clearly define the issue in the legislative context. The basic requirements of these and other CRS written products are accuracy, balance, and utility. CRS analysts define and explain technical terms and concepts, frame the issues in understandable and relevant context, and provide appropriate, accurate, and valid quantitative data. A summary appears on the first page of each report. CRS reports are distributed upon request throughout the congressional community; some are published by committees to ensure broader distribution. Reports are updated as subsequent events occur for issues that are of ongoing interest to the Congress and withdrawn when they are no longer accurate or useful. Reports are available both in printed form and electronically on the CRS Web site. In FY2000 CRS produced 780 new report titles; 3,819 active reports (titles) were available at the end of the fiscal year.

All short reports — those of six pages or fewer — can be obtained by fax through the CRS Fax-on-Demand system. Short and long reports can be obtained electronically through the CRS Web site. (See the heading “Electronically Accessible Products and Services” below).

Issue Briefs: Issue briefs, a unique CRS product, are concise briefing papers (16 pages maximum) on issues considered to be of major legislative importance to the Congress. Briefs are available both in printed form and digitally on the CRS Web site. They are updated as events unfold; the date on the cover of each issue brief is the CRS confirmation that the information contained therein is current as of the posted date. Briefs provide background information, contain the most recent developments, and analyze policy options for legislative issues. They frequently describe introduced bills and show the status of current legislation. In many issue briefs a chronology of key events is provided, and a short bibliography of additional references is listed. Briefs also contain a one-page summary of the issue. Emphasis is on timeliness and brevity. While analytical findings on an issue may be drawn, issue briefs, like other CRS products, do not make legislative policy recommendations. There were 17 new issue briefs initiated in FY2000; 170 active issue briefs were available at the end of the fiscal year.

Info Packs: Info packs are selected collections of printed background information and analysis composed of CRS reports and issue briefs, and selected excerpts from relevant external sources designed to provide general background on an issue and to enable congressional staff to answer constituent requests conveniently. Ten new info packs were developed during FY2000, and 111 info pack titles were available at the end of the fiscal year.

Congressional Distribution Memoranda: These memoranda are prepared when the interest of a relatively small number of congressional readers (generally fewer than 50) is anticipated or when the transiency of the issue and the product makes its inclusion as an advertised CRS product

inappropriate. Each bears a label distinguishing it from CRS confidential memoranda. If an issue becomes important to a larger congressional audience, the product may be recast as an issue brief or a CRS report, as appropriate.

ELECTRONICALLY ACCESSIBLE PRODUCTS AND SERVICES

CRS Web Site (<http://www.loc.gov/crs>): The CRS Web site provides 24-hour access to an array of CRS services including full text of issue briefs and reports, a weekly "Legislative Alert," updates and analyses of the annual appropriations legislation, an interactive guide to the legislative process, online registration for CRS seminars, and complete information on other CRS services. The CRS Web site also offers links to a selection of other Internet sites providing public policy, legislative, legal, and quick reference information. In operation since the 104th Congress, the CRS Web site is accessible only to House and Senate offices and other legislative branch agencies. At the end of FY2000 a redesign of the CRS Web site was well under way to optimize client services. The redesign plan included a new simplified Web address (www.crs.gov) and automatic linkage from old to new Web addresses.

Legislative Information System (<http://www.congress.gov>): At the beginning of the 105th Congress a new Legislative Information System (LIS) was available for the first time on Capnet. The system provides Members of Congress and their staff with access to the most current and comprehensive legislative information available. It can be accessed only by the House and Senate and the legislative support agencies. The LIS has been developed under the policy direction of the Senate Committee on Rules and Administration and the House Committee on House Administration. It has been a collaborative project of the offices and agencies of the legislative branch, including the Secretary of the Senate and the Clerk of the House; House Information Resources and the Senate Sergeant at Arms; the Government Printing Office; the General Accounting Office; the Congressional Budget Office; the Congressional Research Service; and the Library of Congress. CRS has responsibility for the overall coordination of development of the retrieval system; the Library of Congress is responsible for its technical development and operation.

Legislative Alert: The Legislative Alert, a weekly compendium of CRS products relevant to scheduled or expected floor action in the House and Senate, was available on the CRS Web site and through e-mail subscription to all Members, committees, subcommittees, and CRS staff. Desktop delivery of the full text of all CRS products listed on the Alert was accessible electronically from the e-mail and Web site versions through hyperlinks. The Legislative Alert page is one of the most popular pages on the CRS Web site. Individual subscribers to the CRS Alert listserve numbered over 950 at the end of the fiscal year, a number that does not reflect the congressional subscribers automatically forwarding the Alert through their offices at the time of receipt.

Electronic Briefing Books: These Web products bring together integrated research, information, analysis, key documents, and historical perspectives from a variety of sources on selected issues before the Congress. Designed to allow users to customize their online research and provide an experience that could not be duplicated in a print environment, these unique CRS products allow the user to peruse a wealth of information, including a list of CRS expert contacts, relevant legislation, and policy options on selected issues. During FY2000 eleven electronic briefing books were available online, with regular updatings.

Fax-on-Demand: The CRS Fax-on-Demand system enables congressional and committee offices on Capitol Hill to order by phone selected CRS products, which are faxed directly to them.

The system contains full text of all active short CRS reports (those with six or fewer pages) written since January 1993 and the Weekly Update. The Weekly Update was distributed to congressional offices in both electronic and print versions. Toward the end of FY2000 plans were under way to eliminate the print version and retain the weekly updated list of products on the CRS Web site.

TAILORED RESPONSES TO QUESTIONS

CRS also responds to individual Member and staff questions with custom services. Frequently this is done by CRS analysts in the form of confidential policy and legal analyses, usually in memorandum format; consultations in person or by phone; and briefings on virtually all legislative and policy issues, each tailored to address specific questions directed to CRS by requesting Members, committees, and staff.

Confidential Memoranda: Confidential memoranda are prepared to meet a specific congressional request, and are often designed to meet the needs of the congressional reader with a high level of expertise in a given topic. These memoranda are prepared for the use of the congressional requester and are not distributed further unless permission has been given. The memorandum format is often used by CRS attorneys, for example, to respond to focused inquiries about the legal implications of statutory provisions, proposed legislation, or executive actions. CRS will also prepare “directed writing” that makes a case or incorporates the viewpoints or assumptions of the congressional requester for use in his or her own name. Such directed writing may not be cited as CRS analysis.

Individual Staff Briefings: Individual or group staff briefings constitute another form of tailored response to congressional inquiries. CRS staff provides in-person briefings to Members and committees on specific policy issues. These briefings, for example, might focus on bills in formulation, foreign or domestic public policy issues before the Congress, the legislative process, congressional office operations, committee matters, or general orientation to CRS.

Briefing Books: Briefing books may be prepared for use by congressional delegations traveling abroad and are collections of materials that support specific purposes of the trip. They may contain a variety of materials such as maps, selected products, such as CRS reports, and brief tailored written work, which can contain background and current issues regarding U.S. relations with specific countries on the trip, as well as questions Members might ask when meeting with government and other officials.

Telephone Responses: Telephone responses to inquiries are a vital element in the CRS information exchange with the Congress. CRS information specialists and analysts are directly accessible by phone; on a given day analysts will respond to numerous 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 response to an issue. CRS goals in these instances are to provide expertise, ease of access, and personalized immediate response.

GENERAL SEMINARS AND BRIEFINGS

In February 2000 CRS sponsored its twenty-second Public Policy Issues Institute (PPI). This four-day program provided comprehensive reviews of major issue areas expected to be legislatively

active during the upcoming session of the Congress. CRS recorded 432 attendances by congressional staff at the PPI seminars this fiscal year.

The semiannual series of briefings by CRS attorneys on current legal issues of interest to the Congress, the "Federal Law Update" series, was presented in March and September. Other highlights of the year were the one-day legislative process institutes, advanced legislative process institute series, and the District/State Staff Institutes. In FY2000 CRS held 171 seminars on public policy and the budget process and 13 one-day and advanced institutes on congressional processes. Member and staff attendance at these events was 5,974.

Throughout the year CRS conducted seminars for Members and staff on timely policy issues. These seminars featured a combination of CRS and outside experts to explore various facets of an issue. Highlights of the year included public policy seminars on such topics as changing farm and rural economies, transition in Indonesia, the presidential election in Russia, defense outsourcing, low-power FM radio service, Northern Ireland, Medicaid and SCHIP and the ability of these programs to reach children, the North-South Korea summit, and U.S.-Mexico relations.

CRS held 47 briefings on CRS services for new congressional staff and 131 orientations on the Service and its functions for congressional interns. The briefings were given to 249 new professional staff and 3,431 interns.

LEGISLATIVE SUMMARIES, DIGESTS, AND COMPILATIONS

For 65 years CRS has had statutory responsibility for preparation of nonpartisan digests of all legislation. As a bill is amended, revised summaries reflecting the changes are also prepared. CRS identifies short and popular titles, identical bills, subject indexing terms, and citations to the *Congressional Record* for debates, texts of measures, and Member introductory remarks on measures.

The information prepared by the CRS Bill Digest Section is available in an online legislative database that is accessible to the Congress on the CRS Web site and through the Legislation Information System (LIS).

For historical research, CRS also maintains similar legislative information from the current session of Congress back to the 93rd Congress (1973 through 2000).

OTHER SERVICES

Audiovisual Products and Services: The CRS Technology Office's Application Development Section undertakes a broad range of projects in support of services to the Congress. During FY2000 the Section prepared a combined total of 27 new video and audio tapes; 11 audio tapes and 20 video tapes were available as of the end of the year. The Service distributed 253 copies of the section's video programs and 70 copies of its audio programs. Audio and video tapes on policy and legislative issues addressed in seminars are available through the CRS Product Distribution Center. CRS also provides two hours of television programming each weekday on channel 6 of the House and channel 5 of the Senate closed-circuit cable systems.

Language Support: Language Services staff in the Foreign Affairs, Defense, and Trade Division offers language support to the Congress through translations of technical documents, newsletters, speeches, and other materials. In-house staff offers assistance with French, German, Greek, Italian, Latin, and Portuguese. For languages not covered in-house, special arrangements can be made for translations. Staff also assist with protocol in foreign languages, research, and other linguistic services.

D. CRS ORGANIZATIONAL STRUCTURE

CRS has established an organizational structure that facilitates flexibility, responsiveness, and interdisciplinary cooperation. A high value is placed on direct interaction between CRS staff and congressional clients. The Director is assisted in the management of the Service by the Deputy Director and Associate Directors for Finance and Administration, Policy and Quality Assurance, Research Operations, Information Resources Management, and Workforce Development. These officials, together with the Assistant Directors representing the research divisions, comprise the Service's Research Policy Council (RPC).

The following descriptions of divisions and offices reflect the realigned components and their responsibilities.

RESEARCH DIVISIONS

American Law Division

The American Law Division responds to congressional requests for legal analysis and information involving federal and state statutory and case law. The division's work spans the range of legal questions from constitutional questions of separation of powers and legislative-executive relations to inquiries arising out of federal, state, and international law. Analysis of litigation affecting the work of Congress and the congressional response to judicial developments also forms the basis of much of the division's work. Staff have expertise in fields such as constitutional law, congressional ethics, civil rights law, environmental law, criminal law, administrative law, and congressional practices and procedures. In addition, the division prepares *The Constitution of the United States of America — Analysis and Interpretation* (popularly known as the *Constitution Annotated*).

Domestic Social Policy Division

The Domestic Social Policy Division provides research and analysis in the broad area of domestic social policies and programs. Analysts use multiple disciplines in their research, including program and legislative expertise, quantitative methodologies, and economic analysis. Issue and legislative areas include education and training, health care and medicine, social security, public and private pensions, welfare, nutrition, housing, immigration, civil rights, drug control, crime and criminal justice, labor and occupational safety, unemployment and workers compensation, and other issues related to children, persons with disabilities, the aged, the poor, veterans, and minorities.

Foreign Affairs, Defense, and Trade Division

The Foreign Affairs, Defense, and Trade Division is organized into seven regional and functional sections. Analysts follow worldwide political and economic developments including U.S. relations with individual countries and transnational issues such as terrorism, refugees, global economic problems, and global institutions such as the International Monetary Fund and the World Trade Organization. They also address U.S. foreign aid programs, strategies, and resource allocations; State Department budget and functions; international debt; public diplomacy; and legislation on foreign relations. Other work includes national security policy, military strategy,

weapons systems, military compensation, the defense budget, and U.S. military bases. Trade-related legislation, policies, and programs and U.S. trade performance and investment flows are covered, as are trade negotiations and agreements, export promotion, import regulations, tariffs, and trade policy functions.

Government and Finance Division

The Government and Finance Division responds to congressional requests for assistance on all aspects of the Congress: its congressional budget and appropriations process, its legislative process; legislative branch agencies, and executive-legislative relations. Among the financial issues covered by the division are banking, insurance, and securities; taxation and public finance; fiscal and monetary policy; and macroeconomic analysis of such issues as saving, the balance of payments, and the interaction of taxes with interest rates. In addition, the division responds to requests on the organization and management of the executive branch; the Presidency and Vice Presidency; intergovernmental relations and state and local governments; District of Columbia; statehood and territories; economic development; survey research and public opinion polls; census, reapportionment, and redistricting; elections, lobbying, and political parties; U.S. and constitutional history; and information policy including privacy issues.

Information Research Division

The Information Research Division responds to requests for information research and reference assistance. The division serves the Congress by extending research techniques beyond the limitations of traditional library tools by drawing on automated files, the wide range of the Internet, local and state governments, private organizations and institutions, as well as the resources of the Library of Congress. Responses are presented in a number of different formats, including written reports, memoranda, tailored packets, info packs, and electronic files readily accessible through the CRS Web site. Staff in the congressional reading rooms and research centers provides telephone reference service and in-person consultation on resources and research strategies for congressional staff. The Product Distribution Center provides document delivery service for CRS products.

Resources, Science, and Industry

The Resources, Science, and Industry Division covers an array of legislative issues involving natural resources and environmental management; science and technology; and industry and infrastructure. Resources work includes policy analysis on public lands and other natural resources issues; environment; agriculture, food, and fisheries; and energy and minerals. Science coverage includes policy analysis on civilian and military research and development issues; information and telecommunications; space; earth sciences; and general science and technology. Support on industry issues includes policy analysis on transportation and transportation infrastructure issues; industrial market structure and regulation; and sector-specific industry analysis.

OFFICES

Office of Finance and Administration

The Office of Finance and Administration maintains oversight of the financial and administrative activities and programs of the Service; directs the fiscal operations of the Service, including appropriation requests and related budget estimates, budget execution, external contracting, fund-raising, and procurement; and represents the Director in handling issues involving the Service's status, role, activities, and interaction with other Library entities in relevant areas of budget and administration.

Office of Information Resources Management

The Office of Information Resources Management develops and maintains information services that support both the Congress and CRS staff. These services include the congressional legislative information retrieval system (LIS), which provides access to a wide variety of products produced by CRS and other government sources, and the Bill Digest, an online legislative documentation database for the Congress that analyzes summarizes, and tracks the status of congressional legislation. The office provides information support to CRS staff through its provision of library management, reference services, procurement of electronic and print resources, training in the use of electronic resources, and Intranet resource development. The Office also oversees the operation of the Information Resource Centers.

Office of Policy and Quality Assurance

The Office of Policy, through the Office of Review, the Office of Policy Implementation, and the Electronic Research Products Office, plans, develops, and coordinates matters relating to internal CRS policies, particularly as they affect the Service's relationships with congressional clients and other legislative support agencies; provides final CRS review and clearance of all CRS products; ensures that the Service complies with applicable guidelines and directives contained in the Reorganization Act, in statements by appropriations and oversight committees, and in Library regulations and CRS policy statements; and edits, produces, and distributes electronic CRS documents.

Office of Research Operations

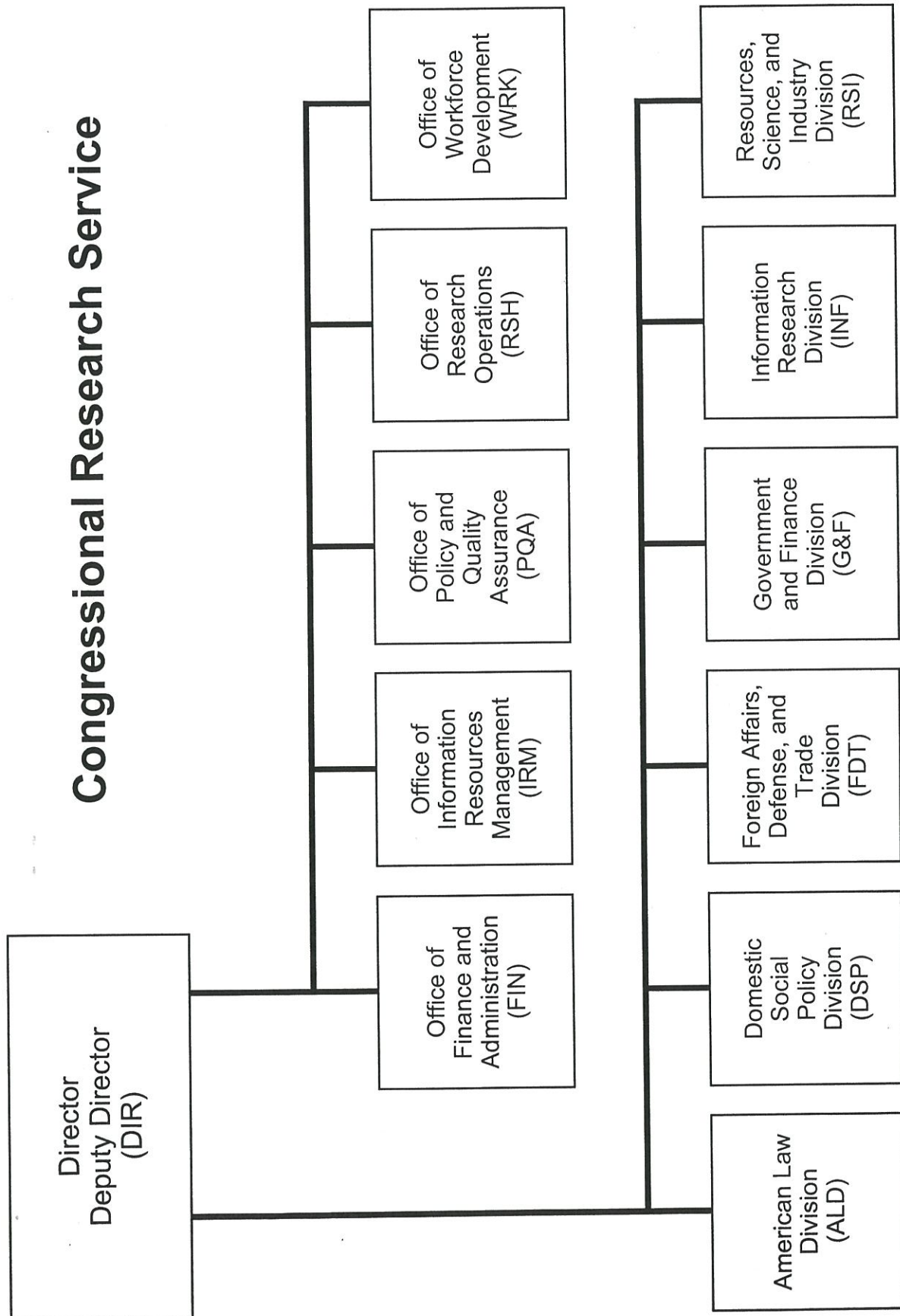
The Office of Research Operations provides operational support for CRS research performed for the Congress. Within the Office, the Legislative Relations Office receives, assigns, and tracks congressional inquiries to the research divisions; works with the divisions to plan and carry out institutes, seminars, and briefings for Members, committees, and their staffs; and takes the lead in developing, strengthening, and implementing outreach to congressional offices. The Management Information Office within Research Operations records, tracks, and reports data on congressional inquiries and CRS responses. This Office also develops and refines systems designed to provide managers with statistical information needed to analyze subject coverage, client service, and the use of resources. The Technology Office builds and maintains the technology infrastructure of the Service as a whole, develops and applies new technologies to enhance CRS research capability and

productivity, and develops and implements information technology (including the Internet) to enhance communication of CRS research to its clients.

Office of Workforce Development

The Office of Workforce Development administers the Service's recruitment, staffing, and workforce development programs, including succession planning, merit selection, and other employment programs, special recruitment programs, upward mobility programs, diversity efforts, mentoring, special recognition programs, training and travel, position classification, and performance management programs and activities. The Office represents the Director in issues involving the Service's status, role, activities, and interaction with other Library entities in relevant areas of human resources administration, management, and development. Overall, the goal of the Office is to enhance the Service's ability to attract and retain the human resources talent it needs to respond to the dynamic research, analysis, and information needs of the Congress.

E. CRS ORGANIZATIONAL CHART



**F. LISTING OF ALL SENIOR LEVEL POSITIONS BY TITLE, GRADE LEVEL,
BUDGET NUMBER AND INCUMBENT
AT THE BEGINNING AND END OF FY2000**

<u>Position</u>	<u>As of October 1, 1999</u>		<u>As of September 30, 2000</u>		
	<u>Grade</u>	<u>Incumbent</u>	<u>Position</u>	<u>Grade</u>	<u>Incumbent</u>
Director, Congressional Research Service	Statutory Rate	Daniel P. Mulhollan	Same	Same	Same
Deputy Director CRS	SL	Angela Maria G. Evans	Same	Same	Same
Associate Director Office of Finance and Administration and Senior Specialist in Social and Information Sciences	SL	Susan C. Finsen	Same	Same	Same
Associate Director Office of Information Resources Management and Senior Specialist in Social and Information Sciences	SL	Stephanie Williams	Same	Same	Same
Associate Director Office of Policy and Quality Assurance and Senior Specialist in Social and Information Sciences	SL	Hugh L. Elsbree, Jr.	Same	Same	Same
Associate Director Office of Research Operations and Senior Specialist in American Public Law	SL	Kent M. Ronhovde	Same	Same	Same
Associate Director Office of Workforce Development and Senior Specialist in Social and Information Sciences	SL	Vacant	Same	Same	Bessie E.H. Alkisswani ¹
Assistant Director American Law Division and Senior Specialist in American Public Law	SL	Richard C. Ehlke	Same	Same	Same
Assistant Director Domestic Social Policy Division and Senior Specialist in Social Legislation	SL	P. Royal Shipp	Same	Same	Same
Assistant Director Foreign Affairs, Defense and Trade Division and Senior Specialist in International Policy	SL	Charlotte P. Preece	Same	Same	Same
Assistant Director Government and Finance Division and Senior Specialist in American National Government	SL	Michael L. Koempel	Same	Same	Same

<u>Position</u>	<u>As of October 1, 1999</u>		<u>Position</u>	<u>As of September 30, 2000</u>	
	<u>Grade</u>	<u>Incumbent</u>		<u>Grade</u>	<u>Incumbent</u>
Assistant Director Information Research Division and Senior Specialist in Social and Information Sciences	SL	Lynne K. McCay	Same	Same	Same
Assistant Director Resources, Science and Industry Division and Senior Specialist in Environmental Policy	SL	John L. Moore	Same	Same	Same
Senior Specialist in US Foreign Policy	SL	Vacant	Same	Same	Same
Senior Specialist in Social Legislation	SL	Vacant	Same	Same	Same
Senior Specialist in Environmental Policy	SL	Vacant	Same	Same	Same
Senior Specialist in Economic Policy (Transportation)	SL	Vacant	Same	Same	Same
Senior Specialist in American Public Law (International)	SL	Vacant	Same	Same	Same
Senior Specialist in American Public Law	SL	Charles Doyle	Same	Same	Same
Senior Specialist in Taxation and Fiscal Policy	SL	Vacant	Same	Same	Same
Senior Specialist in American Public Law	SL	Johnny H. Killian	Same	Same	Same
Senior Specialist in American Public Law	SL	Vacant	Same	Same	Same
Senior Specialist in Social Legislation	SL	Vacant	Same	Same	Same
Senior Specialist in Social Legislation	SL	Vacant	Same	Same	Same
Senior Specialist in Social Legislation	SL	William H. Robinson	Same	Same	Same
Senior Specialist in American National Government and Public Administration	SL	William W. Ellis	Same	Same	Same
Senior Specialist in Economic Policy	SL	William A. Cox ²	Same	Same	Vacant
Senior Specialist in National Defense	SL	Vacant	Same	Same	Same

As of October 1, 1999			As of September 30, 2000		
<u>Position</u>	<u>Grade</u>	<u>Incumbent</u>	<u>Position</u>	<u>Grade</u>	<u>Incumbent</u>
Senior Specialist in International Affairs — National Security	SL	Vacant	Same	Same	Same
Senior Specialist in Post-Soviet Economics	SL	John P. Hardt	Same	Same	Same
Senior Specialist in International Relations	SL	Vacant	Same	Same	Same
Senior Specialist in Science and Technology	SL	Vacant	Same	Same	Same
Senior Specialist in American National Government and Public Administration	SL	Stanley Ira Bach	Same	Same	Same
Senior Specialist in Economic Policy	SL	Jane G. Gravelle	Same	Same	Same
Senior Specialist in American National Government — Separation of Powers	SL	Louis Fisher	Same	Same	Same
Senior Specialist in American National Government and Public Administration	SL	Walter J. Oleszek	Same	Same	Same
Senior Specialist in Science and Technology	SL	Eric A. Fischer	Same	Same	Same
Senior Specialist in Agricultural Policy	SL	Charles E. Hanrahan	Same	Same	Same
Senior Specialist in Science and Technology Policy	SL	Richard E. Rowberg	Same	Same	Same
Coordinator Management Studies and Specialist	SL	Roger S. White	Same	Same	Same
Assistant Chief, Economics Division and Specialist in Economics	SL	Vacant	Same	Same	Same
Coordinator Legislative Information Systems	SL	Vacant	Same	Same	Jeffrey C. Griffith ³
Coordinator of Review and Specialist in Social and Information Sciences	SL	Joan M. Davenport	Same	Same	Same
Coordinator for Policy Implementation and Specialist in American Public Law	SL	Douglas A. Warshof	Same	Same	Same

As of October 1, 1999			As of September 30, 2000		
<u>Position</u>	<u>Grade</u>	<u>Incumbent</u>	<u>Position</u>	<u>Grade</u>	<u>Incumbent</u>
Deputy Associate Director Office of Information Resources and Specialist in Social and Information Sciences	SL	Martha Miller Dexter	Same	Same	Same
Deputy Assistant Director American Law Division and Specialist in American Public Law	SL	Ellen M. Lazarus	Same	Same	Same
Deputy Assistant Director Domestic and Social Policy Division and Specialist in Social Legislation	SL	Vacant	Same	Same	Sharon L. House ⁴
Deputy Assistant Director Foreign Affairs, Defense and Trade Division and Specialist in International Policy	SL	Vacant	Deputy Assistant Director Foreign Affairs, Defense and Trade Division and Specialist in Foreign Affairs	Same	Leneice N. Wu ⁵
Deputy Assistant Director Government and Finance Division and Specialist in American National Government	SL	Vacant	Same	Same	L. Nye Stevens ⁶
Deputy Assistant Director Information Research Division and Specialist in Social and Information Sciences	SL	Donna Scheeder	Same	Same	Same
Deputy Assistant Director Resources, Science and Industry Division and Specialist in Environmental Policy	SL	John E. Blodgett	Same	Same	Same
Specialist in American Public Law	SL	Morton Rosenberg	Same	Same	Same
Specialist in American Public Law	SL	Vacant	Same	Same	Same
Specialist in American Public Law	SL	Paul S. Wallace	Same	Same	Same
Specialist in American Public Law	SL	Vacant	Same	Same	Same

<u>Position</u>	<u>As of October 1, 1999</u>		<u>Position</u>	<u>As of September 30, 2000</u>	
	<u>Grade</u>	<u>Incumbent</u>		<u>Grade</u>	<u>Incumbent</u>
Coordinator of Division Research and Specialist in Social Legislation	SL	Sharon L. House ⁷	Same	Same	Vacant
Specialist in Health Policy	SL	Vacant	Same	Same	Same
Specialist in Social Legislation	SL	Karen Spar	Same	Same	Same
Specialist in Income Maintenance	SL	Vacant	Same	Same	Same
Specialist in Education Finance	SL	Vacant	Same	Same	Same
Specialist in Immigration Policy	SL	Joyce C. Violet ⁸	Same	Same	Vacant
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 US Foreign Policy	SL	Vacant	Same	Same	Same
Specialist in Foreign Affairs and National Defense	SL	Richard P. Cronin	Same	Same	Same
Specialist in National Defense	SL	Vacant	Same	Same	Same
Coordinator of Division Research and Specialist in National Security	SL	Leneice N. Wu ⁹	Same	Same	Vacant
Specialist in Industry and Trade	SL	Dick K. Nanto	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
Senior Specialist in Economic Policy	SL	Vacant	Same	Same	Same
Specialist in Economic Policy	SL	F. Jean Wells ¹⁰	Same	Same	Vacant

As of October 1, 1999			As of September 30, 2000		
<u>Position</u>	<u>Grade</u>	<u>Incumbent</u>	<u>Position</u>	<u>Grade</u>	<u>Incumbent</u>
Specialist in Economic Policy	SL	Gail E. Makinen	Same	Same	Same
Coordinator of Division Research and Specialist in American National Government	SL	Clay H. Wellborn ¹¹	Section Head and Specialist in American National Government	Same	Same
Coordinator of Division Research and Specialist in Economic Policy	SL	Walter Eubanks ¹²	Specialist in Economic Policy	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 Science and Technology Policy	SL	Genevieve J. Knezo	Same	Same	Same
Specialist in Information Technology Policy	SL	Jane Bortnick Griffith	Same	Same	Same
Specialist in Life Sciences	SL	Vacant	Same	Same	Same
Specialist in Environmental Policy	SL	James E. McCarthy	Same	Same	Same
Specialist in Earth Sciences	SL	Vacant	Same	Same	Same
Specialist in Aerospace and Telecommunications	SL	Marcia S. Smith	Same	Same	Same

¹ Promoted to this position 11/07/99.

² Retired 1/28/00.

³ Promoted to this position 10/24/99.

⁴ Reassigned to this position 12/19/99.

⁵ Reassigned to this position 12/19/99.

⁶ Appointed to this position 4/09/00.

⁷ Reassigned to Deputy Assistant Director 12/19/99.

⁸ Retired 12/31/99.

⁹ Reassigned to Deputy Assistant Director 7/02/00.

¹⁰ Retired 7/31/00.

¹¹ Reassigned 7/31/00.

¹² Reassigned 4/23/00.

**G. LISTING OF ALL SPECIALIST AND SENIOR SPECIALIST
PERSONNEL ACTIONS IN FY2000**

Bessie E. H. Alkisswani was promoted to Associate Director Office of Workforce Development and Senior Specialist in Social and Information Sciences 11/07/99.

William A. Cox retired 01/28/00.

Walter Eubanks was reassigned to Specialist in Economic Policy 04/23/00.

Jeffrey C. Griffith was promoted to Coordinator Legislative Information Systems 10/24/99.

Sharon L. House was reassigned to Deputy Assistant Director Domestic and Social Policy Division and Specialist in Social Legislation 12/19/99.

L. Nye Stevens was appointed to Deputy Assistant Director Government and Finance Division and Specialist in American National Government 04/09/00.

Joyce C. Violet retired 12/31/99.

Clay H. Wellborn was reassigned to Section Head and Specialist in American National Government 07/31/00.

F. Jean Wells retired 07/31/00.

Leneice N. Wu was reassigned to Deputy Assistant Director Foreign Affairs, Defense and Trade Division and Specialist in International Policy 12/19/99.

H. LISTING OF ALL SENIOR LEVEL POSITION CHANGES IN FY2000

As of <u>October 1, 1999</u>		As of <u>September 30, 2000</u>	
<u>Position</u>	<u>Grade</u>	<u>Position</u>	<u>Grade</u>
Deputy Assistant Director Foreign Affairs, Defense and Trade Division and Specialist in International Policy	SL	Deputy Assistant Director Foreign Affairs, Defense and Trade Division and Specialist in Foreign Affairs	Same
Coordinator of Division Research and Specialist in American National Government	SL	Section Head and Specialist in American National Government	Same
Coordinator of Division Research and Specialist in Economic Policy	SL	Specialist in Economic Policy	Same

I. NEW CRS PRODUCTS IN FY2000

This bibliography lists CRS reports to Congress, issue briefs, info packs, and video programs prepared in FY2000. The products are arranged alphabetically by selected categories and occasionally appear in more than one category.

Congressional users may view the full text of products by going to the CRS Web site (<http://www.crs.gov>). They may either print or order products via the Web or they may obtain copies of the listed CRS products by calling CRS at 202-707-7132 and requesting items by the title and the product number (e.g., RL30673, RS20428, IB10062 or IP542C). Video programs, which have a VB product code (e.g., VB60025) are available on loan. The program time is provided after the date of the program in the entry.

This is a list of CRS products available for general distribution to congressional offices. It does not include the many CRS products prepared at the specific request of individual Members of Congress, which are not disseminated further without permission of the requesting office.

Abortion

Partial-birth abortion: recent developments in the law, by Jon O. Shimabukuro. 8 p . . . **RL30415**

Aged

Aging: profile and issues; info pack **IP541A**

Alzheimer's disease and caregiver burden, by Beverly Johnson and Carol V. O'Shaughnessy. 10 p **RL30664**

Elder abuse: incidence and prevention, by Linel I. Soto-Aquino. 3 p **RS20414**

Long-term care: selected Internet sites, by Frances F. Larkins and M. Alexandra Salinas. 3 p **RS20573**

Older workers: trends in employment and retirement, by Patrick Purcell. 26 p **RL30629**

Social security: a discussion of some issues affecting the early retirement age, by Geoffrey C. Kollmann. 22 p **RL30558**

VISTA and the Senior Volunteer Service Corps: description and funding levels, by Ann M. Lordeman. 2 p **RS20419**

Agriculture

Agricultural export programs: the Dairy Export Incentive Program (DEIP), by Geoffrey S. Becker. 6 p **RS20402**

Agricultural export programs: the Export Enhancement Program (EEP), by Geoffrey S. Becker. 6 p **RS20399**

Agricultural export programs: the Market Access Program and Foreign Market Development Cooperator Program, by Geoffrey S. Becker. 6 p **RS20415**

Agricultural quarantine: Congress debates reform of plant protection authorities, by Alejandro E. Segarra and Jean M. Rawson. 6 p . . **RS20401**

Agriculture and the 106th Congress: a summary of major issues, by Jean Yavis Jones. 6 p **RS20452**

Animal agriculture: current issues; issue brief, by Jerry Heykoop and Alejandro E. Segarra **IB10063**

Appropriations for FY2001: U.S. Department of Agriculture and related agencies. Coordinated by Ralph M. Chite. 30 p **RL30501**

Biosafety protocol for genetically modified organisms: overview, by Alejandro E. Segarra and Susan R. Fletcher. 9 p **RL30594**

Conservation reserve payments and self-employment taxes, by Marie B. Morris. 4 p **RS20564**

Exempting food and agriculture products from U.S. economic sanctions: status and implementation, by Remy Jurenas . . **IB10061**

Farm labor shortages and immigration policy, by Linda Levine. 15 p **RL30395**

Farm support programs and world trade commitments, by Geoffrey S. Becker. 19 p **RL30612**

Federal marketing orders for fruits, vegetables, and specialty crops, by Brenda Marie Branaman. 5 p **RS20512**

Hemp for industrial uses, by Jean M. Rawson. 6 p **RS20559**

Labeling of genetically modified foods, by Donna U. Vogt and Brian A. Jackson. 6 p . . . **RS20507**

Merger and antitrust issues in agriculture, by Jerry Heykoop and Alejandro E. Segarra. 6 p **RS20562**

Precision agriculture and site-specific management:
current status and emerging policy issues, by
Tadlock Cowan. 23 p **RL30630**

Precision agriculture: a primer, by Tadlock Cowan.
5 p **RS20515**

The President's FY2001 budget request for the U.S.
Department of Agriculture. Coordinated by
Ralph M. Chite. 6 p **RS20464**

USDA settlement of discrimination suit by Black
farmers, by Jean Yavis Jones. 6 p . **RS20430**

Vital wheat gluten: U.S. industry performance and
foreign trade implications of Section 201
quotas, by Jasper Womach and Charles E.
Hanrahan. 33 p **RL30610**

Water quality initiatives and agriculture, by Claudia
Copeland. 29 p **RL30437**

Air pollution

Advanced vehicle technologies: energy,
environment, and development issues, by
Brent D. Yacobucci. 13 p **RL30484**

Air quality and electricity: enforcing new source
review, by Larry Parker and John E. Blodgett.
23 p **RL30432**

Air quality and electricity: initiatives to increase
pollution controls, by Larry Parker and John E.
Blodgett. 6 p **RS20553**

Global climate change: the Kyoto protocol, by Susan
R. Fletcher. 10 p **RL30692**

Global climate change: the role of energy efficiency,
by Fred J. Sissine. 12 p **RL30414**

Animals

Presidential authority to create a national monument
on the coastal plain of the Arctic National
Wildlife Refuge, and possible effects of
designation, by Pamela Baldwin.
6 p **RS20602**

Budgets

The 0.38 percent across-the-board cut in FY2000
appropriations, by Robert Keith.
11 p **RL30443**

Advance appropriations, forward funding, and
advance funding, by Sandy Streeter.
2 p **RS20441**

Appropriations for FY2001: an overview, by Mary
Frances Bley. 39 p **RL30500**

Appropriations for FY2001: Commerce, Justice, and
State, the Judiciary, and related agencies.
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Appropriations for FY2001: Defense, by Stephen
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Appropriations for FY2001: Department of
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Coordinated by Robert S. Kirk.
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Appropriations for FY2001: District of Columbia, by
Eugene P. Boyd. 26 p **RL30513**

Appropriations for FY2001: energy and water
development. Coordinated by Marc Humphries
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Appropriations for FY2001: foreign operations,
export financing, and related programs, by
Larry Q. Nowels. 44 p **RL30511**

Appropriations for FY2001: Interior and related
agencies. Coordinated by Alfred R.
Greenwood. 65 p **RL30506**

Appropriations for FY2001: Labor, Health and
Human Services, and Education, by Paul M.
Irwin. 55 p **RL30503**

Appropriations for FY2001: legislative branch, by
Paul E. Dwyer. 42 p **RL30512**

Appropriations for FY2001: military construction, by
Mary Tyszkiewicz. 17 p **RL30510**

Appropriations for FY2001: Treasury, Postal
Service, Executive Office of the President, and
general government. Coordinated by Sharon S.
Gressle. 76 p **RL30502**

Appropriations for FY2001: U.S. Department of
Agriculture and related agencies. Coordinated
by Ralph M. Chite. 30 p **RL30501**

Appropriations for FY2001: VA, HUD, and
independent agencies. Coordinated by Dennis
W. Snook and E. Richard Bourdon.
47 p **RL30504**

Biennial budgeting: issues and options, by James V.
Saturno. 13 p **RL30550**

Budget for fiscal year 2001: info pack **IP538B**

The budget for fiscal year 2001: issue brief, by Philip
D. Winters **IB10052**

Budget FY2001: a chronology with Internet access,
by Pearl Thomas. 16 p **RL30499**

The budget reconciliation process: timing of
legislative action, by Robert Keith.
13 p **RL30458**

- Budget sequesters: FY1986-2000, by Robert Keith.
4 p **RS20398**
- CFTC reauthorization in 2000: derivatives
regulation reconsidered, by Mark Jickling.
14 p **RL30434**
- Challenges in collecting and reporting federal
research and development data, by
Michael E. Davey and Richard E. Rowberg.
26 p **RL30413**
- Changes in federal debt, 1996-1999, by Philip D.
Winters. 4 p **RS20645**
- Coast Guard: FY2001 budget issues, by Martin R.
Lee. 6 p **RS20600**
- Congressional budget resolutions: motions
to instruct conferees, by Robert Keith.
6 p **RS20480**
- Congressional budget resolutions: reporting
deadline in the Senate, by Robert Keith.
4 p **RS20541**
- Department of Energy Research and Development
budget for FY2001: description and analysis,
by Richard E. Rowberg. 39 p **RL30445**
- The economics of the federal budget surplus, by
Brian W. Cashell. 12 p **RL30583**
- The effect of surpluses on federal debt, by Philip D.
Winters. 2 p **RS20455**
- Electricity restructuring and tax-exempt bonds:
economic analysis of legislative proposals, by
Dennis Zimmerman. 20 p **RL30411**
- Electronic transfer accounts, by Pauline Hardy
Smale. 4 p **RS20601**
- Embassy security: background, funding, and the
FY2001 budget, by Susan B. Epstein.
11 p **RL30662**
- Examples of legislative provisions in omnibus
appropriations acts, by Robert Keith.
11 p **RL30619**
- Fact sheet on the Debt Relief Lock-box
Reconciliation Act for fiscal year
2001 (H.R. 5173), by Philip D. Winters.
2 p **RS20676**
- Federal debt: what it is, repayment methods,
debt limit, and surplus effects;
info pack **IP540F**
- The Federal Emergency Management Agency:
overview of funding for disaster relief and
other activities, by Keith Alan Bea.
19 p **RL30460**
- Federal outlays (FY1990-1999) by department and
agency and by budget function, by Philip D.
Winters. 13 p **RL30466**
- The fiscal year 2001 congressional budget resolution
and CBO baselines, by Philip D. Winters.
5 p **RS20591**
- Foreign aid authorization: the Technical Assistance,
Trade Promotion, and Anti-Corruption Act of
2000. Coordinated by Larry Nowels.
19 p **RL30530**
- Foreign policy budget FY2001: highlights and an
early assessment, by Larry Q. Nowels.
2 p **RS20461**
- Forest Service FY2001 budget issues, including
proposals for land sales and trust funds, by
Ross W. Gorte. 6 p **RS20496**
- Funding for major civil rights enforcement agencies,
by Garrine P. Laney. 6 p **RS20418**
- FY2000 Consolidated Appropriations Act: reference
guide, by Robert Keith. 4 p **RS20403**
- Immigration and Naturalization Service's FY2001
budget, by William J. Krouse. 6 p **RS20618**
- International affairs budget trends, FY1980-FY2000,
by Larry Q. Nowels. 25 p **RL30515**
- Juvenile justice: legislative activity and funding
trends for selected programs, by Edith Fairman
Cooper and David L. Teasley. 6 p **RS20576**
- The national debt: who bears its burden? by Gail E.
Makinen. 16 p **RL30520**
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background and issues for Congress, by
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- New U.S. dollar coin, by Pauline Hardy Smale.
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Davey **IB10051**
- The retirement of the national debt: will it increase
the economic size of the federal government?
by Marc Labonte and Gail E. Makinen.
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19 p **RL30363**

- State Children's Health Insurance Program (SCHIP): proposed funding changes in the 106th Congress, by Evelyn Baumrucker. 6 p **RS20628**
- State Department and related agencies: FY2001 appropriations, by Susan B. Epstein. 9 p **RL30591**
- Supplemental appropriations for FY2000: Plan Colombia, Kosovo, foreign debt relief, home energy assistance, and other initiatives, by Larry Q. Nowels, Stephen Daggett, Curt Tarnoff, Nina Maria Serafino and Melinda T. Gish. 24 p **RL30457**
- Tax proposals in President Clinton's fiscal year 2001 budget, by David Lee Brumbaugh. 6 p **RS20478**
- The U.S. fiscal position compared to selected industrial nations, by Gregg A. Esenwein. 7 p **RL30560**
- User fees: applicable budget enforcement procedures, by Bill Heniff. 6 p **RS20439**
- Welfare reform financing issues: supplemental grants, by Gene Falk, Holly Goodliffe and Vee Burke. 31 p **RL30675**
- What if the national debt were eliminated? Some economic consequences, by Marc Labonte. 20 p **RL30614**

Business

- Electricity restructuring and tax-exempt bonds: economic analysis of legislative proposals, by Dennis Zimmerman. 20 p **RL30411**
- Electronic commerce: an introduction, by Glenn J. McLoughlin. 6 p **RS20426**
- Electronic commerce; info pack. **IP539E**
- Fair conduct in franchise sales: H.R. 3308, 106th Congress, by Michael V. Seitzinger. 4 p **RS20511**
- Home heating oil: price and supply in the winter of 1999-2000, by Lawrence C. Kumins and Robert L. Bamberger. 9 p **RL30421**
- Internet and E-commerce statistics: what they mean and where to find them on the Web, by Rita E. Tehan. 15 p **RL30435**
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- Twenty-five mergers and acquisitions by corporations: 1999, by John Williamson. 3 p **RS20503**
- The world automobile and truck-building industry: consolidation and globalization, by John Williamson. 17 p **RL30633**

Children

- Child care: the federal role during World War II, by Emilie Stoltzfus. 6 p **RS20615**
- H.R. 2909: Hague Convention implementation legislation, by Douglas Reid Weimer. 6 p **RS20679**
- Head Start: background and funding, by Alice D. Butler and Melinda T. Gish. 6 p .. **RS20537**
- Juvenile justice: legislative activity and funding trends for selected programs, by Edith Fairman Cooper and David L. Teasley. 6 p . **RS20576**
- Juvenile justice: section-by-section analysis of S. 254, the Violent and Repeat Juvenile Offender Accountability and Rehabilitation Act of 1999 (as passed by the Senate), by Edith Fairman Cooper, William J. Krouse and David L. Teasley. 50 p **RL30436**
- Limiting and measuring the substitution of the State Children's Health Insurance Program (SCHIP) for private health insurance, by Debra Cohan. 41 p **RL30657**
- Major child support proposals considered in the 106th Congress, by Carmen D. Solomon-Fears. 6 p **RS20542**
- Medicaid and the State Children's Health Insurance Program (SCHIP): provisions in the Consolidated Appropriations Act for FY2000, by Jean Hearne and Elicia Herz. 9 p **RL30400**
- Reaching low-income, uninsured children: are Medicaid and SCHIP doing the job? by Elicia Herz and Evelyn Baumrucker. 28 p **RL30556**
- Reaching uninsured children: are Medicaid and SCHIP doing the job?: proceedings of a CRS seminar. Coordinated by Elicia Herz. - 10 p **RL30632**

State Children's Health Insurance Program (SCHIP):
proposed funding changes in the 106th
Congress, by Evelyne Baumrucker.
6 p **RS20628**

State Children's Health Insurance Program: a brief
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