

The Photo Marketing Association's Hall of Fame in 1994.

Senator Baker is the recipient of the Nation's highest civilian award, the Presidential Medal of Freedom. He also received the Jefferson Award for Greatest Public Service Performed by an Elected or Appointed Official.

Senator Baker was married to the late Joy Dirksen and has two children, Darek Dirksen Baker and Cynthia Baker. He has four grandchildren.

ANNE D'HARNONCOURT (MRS. JOSEPH RISHEL)

Born September 7, 1943, Washington, D.C.

Present Position: The George D. Widener Director, Philadelphia Museum of Art.

Education: The Brearley School, New York City, 1949-1961.

Radcliffe College, Cambridge, MA, 1961-1965.

Majored in History and Literature of Europe and England since 1740, with additional course work in the history of architecture. B.A. thesis on comparative aspects of the poetry of Shelley and Holderlin.

Graduated B.A. magna cum laude, June 1965.

Courtauld Institute of Art, London University, 1965-1967.

First year course: seminar in European art since 1830. Second year: specialized research on the period 1900-1915 in Italy, France, and Germany. M.A. thesis on moral subject matter in mid-19th century British painting, with emphasis on the Pre-Raphaelites.

Graduated M.A. with distinction, June 1967.

Honors: Elected to Phi Beta Kappa in 1964. *Museum Experience:*

1966-1967—Tate Gallery, London. Six months of work as part of Courtauld M.A. thesis, preparing full catalogue entries on 30 Pre-Raphaelite paintings and drawings in the Tate collection.

1967-1969—Philadelphia Museum of Art Curatorial Assistant, Department of Painting and Sculpture.

1969-1971—The Art Institute of Chicago Assistant Curator of Twentieth-Century Art.

1971-1972—Philadelphia Museum of Art Associate Curator of Twentieth-Century Painting.

1972-1982—Philadelphia Museum of Art Curator of Twentieth-Century Art.

Exhibitions Organized:

Marcel Duchamp. The Philadelphia Museum of Art, The Museum of Modern Art, The Art Institute of Chicago, 1973-74. (Collaboration with Kynaston McShine, The Museum of Modern Art)

Philadelphia: Three Centuries of American Art. Philadelphia Museum of Art, 1976. (One of several collaborators under the direction of Derrel Sewell, Curator of American Art, Philadelphia Museum of Art)

Eight Artists. Philadelphia Museum of Art, 1978.

Violet Oakley. Philadelphia Museum of Art, 1979. (Collaboration with Ann Percy, Philadelphia Museum of Art)

Futurism and the International Avant-Garde. Philadelphia Museum of Art, 1980.

John Cage: Scores and Prints. Whitney Museum of American Art, Albright Knox Museum, Philadelphia Museum of Art, 1982. (Collaboration with Patterson Sims, Whitney Museum)

LOUIS V. GERSTNER, JR.

Louis V. Gerstner, Jr., was named Chairman and Chief Executive Officer of International Business Machines Corp. on April 1, 1993.

Prior to joining IBM, Mr. Gerstner served for four years as Chairman and Chief Executive Officer of RJR Nabisco, Inc. This was

preceded by an 11-year career at American Express Company, where he was President of the parent company and Chairman and CEO of its largest subsidiary, American Express Travel Related Services Company. Prior to that Mr. Gerstner was a director of the management consulting firm of McKinsey & Co., Inc., which he joined in 1965.

Born in Mineola, New York, on March 1, 1942, Mr. Gerstner received a B.A. in engineering from Dartmouth College in 1963 and an M.B.A. from Harvard Business School in 1965. In 1994 he was awarded an honorary doctorate of business administration from Boston College.

Mr. Gerstner is a director of The New York Times, Co., Bristol-Meyers Squibb Co., the Japan Society and Lincoln Center for the Performing Arts. He is a Vice Chairman of the New American Schools Development Corp. and a member of the Board of Directors of the Council on Foreign Relations.

A life-time advocate of the importance of quality education, Mr. Gerstner is a co-author of "Reinventing Education: Entrepreneurship in America's Public Schools" (Dutton, 1994), which documents public school reforms now underway designed to enable our children to handle the demands of today's complex global economy. At IBM, Mr. Gerstner has redirected a majority of the company's substantial philanthropic resources in the U.S. to the support of public school reform.

SMITHSONIAN INSTITUTION,
Washington, DC, December 13, 1995.

Hon. JOHN W. WARNER,

Chairman, Committee on Rules and Administration, U.S. Senate, Washington, DC.

DEAR MR. CHAIRMAN: I would like to take this opportunity to comment on the joint resolution providing for the reappointment of Dr. Homer Alfred Neal of Michigan to the Board of Regents, as well as on the resolutions providing for the appointment of Howard H. Baker, Jr., Louis Gerstner and Anne d'Harnoncourt as citizen Regents, filling current vacancies on the Board.

Regents and the manner of appointment and terms of office of those other than Members of Congress are set forth in 20 U.S.C. 42 and 43. At its meeting in January, the Board of Regents voted unanimously to request the Congressional members of the Board to introduce legislation to provide for the reappointment of Dr. Neal. Likewise, in May, following a unanimous vote, the Congressional Regents were asked to sponsor legislation providing for the appointment of Messrs. Baker and Gerstner and Ms. d'Harnoncourt. Each resolution provides for a statutory term of six years, becoming effective upon enactment.

As their respective biographies attest, the candidates have distinguished themselves in careers of science and education, public service, corporate management, and museum administration and scholarship. The appointment of each of these accomplished individuals presents the opportunity for the Institution to enrich the experience and perspective of its governing board.

Enactment of the joint resolution would have no regulatory impact and entails no cost to the Government. I shall, of course, be happy to furnish any additional information you may require for your consideration.

Sincerely,

I. MICHAEL HEYMAN,
Secretary.

A SHUTDOWN'S OTHER COSTS

• Mr. SARBANES. Mr. President, as we are all well aware, the country is experiencing the second partial shutdown of

the Federal Government this year. Last November, 800,000 very dedicated men and women were prohibited from coming to work, were called non-essential and had to endure 6 long days full of stress and uncertainty. Now, with Christmas just a week away, I regret we find ourselves in the same situation.

While the current shutdown affects fewer Federal employees, some 280,000, their concerns and fears are no less real than they were 4 weeks ago. It is outrageous that Federal employees, many of whom are Marylanders, continue to be the unwilling victims of the ongoing budget battle between the congressional leadership and the administration. How are people who live from paycheck to paycheck going to meet their mortgage payments or tuition payments for their kids who are in school?

Yesterday, Mr. President, the Washington Post published an editorial which, in my view, clearly articulates the harmful effects of a shutdown on our work force. We have a national interest in having a first-rate Federal service. You do not want a second-rate Federal service. But, if you continue in effect to assault people, keep them in this state of agitation and anxiety and fear and apprehension, you are well on your way to bringing about a second-rate service. People have other opportunities. Good people have other opportunities and will leave to take them. Good people will not come in because they do not want to live in this environment and for that we will all suffer.

At some point I hope people will reach the conclusion that Federal employees have a reasonable role and place in the workings of our system and they ought to be treated with a measure of dignity. It is important that we consider seriously the implications of a shutdown, not only on the daily operations of the Federal Government, but on the long-term performance and perception of civil servants and the public service they provide. I ask that the text of the article be printed in the RECORD.

The article follows:

[From the Washington Post, Dec. 17, 1995]

A SHUTDOWN'S OTHER COSTS

There is more to the stalemate of the government than the failure of the President and the GOP to agree on a seven-year balanced-budget plan. The furloughing of federal employees exacts a terrible cost from a valuable work force. Nothing can be more demoralizing to the men and women who look out for the nation's veterans, hunt cures to deadly diseases, keep our air and water clean, send out the Social Security checks and otherwise serve the nation in ways most of us don't think about, than to be told that despite their fidelity and contribution, they are really "nonessential." That insult, being added to all the other guff federal workers catch in the halls of Congress, on talk shows and from television comics, comes as an undeserved kick in the teeth from their own government.

Federal employees have every right to feel as if they are the real pawns in this sorry mess. One day they are proud and productive

members of the federal government, protecting the health and safety of the nation; the next day they are handed a slip of paper and sent home with no idea when they will be paid. That is no way to motivate a work force, let alone demonstrate respect for it.

The daily payroll cost for the furlough of employees is no small matter—even if employees are paid retroactively for their days out of work. But there are consequences of the cavalier treatment of the federal work force that will be felt long after the government is back in business.

A government that is in gridlock—worse yet, shuttered—does little to bolster a political system already losing the public's confidence. It downright debilitates its own work force. As a furloughed federal economist said during the last interruption, "Can you imagine a Fortune 500 company operating like this? If they had a dispute between their board of directors and their president, and they sent everybody home?" And in addition to the effect on morale, can such interruption be supposed to be a help to the work they do?

In an open letter to federal employees, President Clinton and Vice President Gore signaled their recognition of the shabby treatment afforded the federal work force: "you remain good people caught in what Churchill called the 'worst system of government devised by the wit of man, except for all the others,'" they wrote. Good people—and they are—should not be made to pay for the failures of their leaders. Getting federal employees out of the middle and back on the job is the way to respect them.●

TRIBUTE TO MAYOR STEVE HETTINGER

● Mr. HEFLIN. Mr. President, Huntsville, AL, Mayor Steve Hettinger, announced in October that he would not seek reelection in 1996. He has been in Huntsville's top administrative post since 1988. Prior to becoming mayor, he was in the State legislature for 6 years, served for 4 years as an aide to former Congressman Ronnie Flipppo, and worked as an engineer.

Huntsville has witnessed dramatic growth and progress under the dynamic leadership of Mayor Hettinger. It has continued its long-range capital improvements program. He and other city leaders took an active role in persuading the Base Realignment and Closure Commission to move 2,600 Army jobs to Huntsville. Early in his tenure, he was instrumental in the passage of slope-development controls. Many urged him to mount a race for the Senate next year, but he declined.

Other accomplishments include the city's community plan "Vision 2000," road construction, the establishment of community facilities and long-term investments, and improvements in public safety, public works, and government efficiency. In 1989, the city council passed a half-cent sales tax increase, the revenue from which was used to improve city schools. No other general tax increase has been enacted. Mayor Hettinger has represented the city of Huntsville well. He is on good terms with corporate executives and is close to key State legislators.

In a highly unusual development, Mayor Hettinger and the city council

were able to balance the 1995 city budget and carry over nearly \$8 million to the 1996 budget year. He made a promise to do everything in his power to hold down spending while at the same time retain the quality and level of service to which residents had come accustomed. The fiscal austerity that resulted from this wise promise was difficult, as is always the case when government programs are affected. The efforts of the mayor and city council paid off in a big way, however, as the books were balanced and a surplus resulted. In these times, this is truly an incredible feat. The citizens of Huntsville are now mulling over what to do with the extra money. We can only dream of such success at the Federal level. Mayor Hettinger should be commended for this budgetary success—success from which we could learn a thing or two.

Steve Hettinger moved to Huntsville in 1967 after graduating from Mississippi State University with a degree in engineering. He attended the University of Alabama in Huntsville and worked in the space program. He earned a master's degree in industrial and systems engineering from UAH in 1974. He is currently the president of the Alabama League of Municipalities.

I know that Mayor Hettinger still has a great deal he wants to accomplish before he leaves office, and I am sure that he will accomplish much over the next year. He is really the first mayor of modern Huntsville, coming as he does from the ranks of the technocrats, and I mean that in the best sense of the term. He has improved efficiency dramatically, and Huntsville is a much better city because of his leadership and contributions. I wish him all the best for the future.●

UTAH WILDERNESS BILL

Mr. BENNETT. Mr. President, as you know, I have joined with other members of the Utah delegation and Governor Leavitt in introducing S. 884, the Utah Public Lands Management Act, also known as the Utah wilderness bill. Since we introduced this bill earlier this summer, we have been criticized up and down by opponents of S. 884 that the extensive process we engaged in to study and eventually recommend over 1.8 million acres in 49 wilderness areas was not extensive enough. Since January, over 22,000 public comments have been submitted, over 45 public hearings were held and 600 personal testimonies were accepted. However, our critics choose to overlook this fact as well as the fact that it is time to bring to closure this 20-year-old debate.

Mr. President, I ask that the following document be printed in the RECORD at the proper place as proof that the public comment process has indeed been extensive. This is an excerpt from a publication by the Coalition for Utah's Future/Project 2000. It details the extensive process which the coalition, joined by members of Utah's

environmental community and county commissioners and citizens of Emery County, undertook to discuss and resolve the issue of wilderness. Unfortunately, cost and space limitations will prohibit the inclusion of the entire text. I would encourage those who are interested in the full report to contact the coalition at the address following the excerpt. I commend these folks for their tremendous efforts to reach consensus on one of the most difficult and contentious public lands issues in our State. I believe this report illustrates just how extensive the process has been. I wish to express my thanks to the Coalition for Utah's Future/Project 2000 for the time and effort they have spent in conceiving and implementing this pilot project.

The material follows:

A PROJECT OF THE COALITION FOR UTAH'S FUTURE/PROJECT 2000

INTRODUCTION

In twelve short months, a traditional rural community in Utah moved from what appeared to be a deeply seated, anti-environmental sentiment to a protection oriented public lands agenda. Involved Emery County leaders and citizens alike, are now publicly espousing the desire to work with disparate parties and land managers to solve problems and seek mutually beneficial land protection mechanisms. How did this rather dramatic transformation in the county's approach to public lands issues occur? The answer involves the willingness of several visionary county and environmental leaders to be the "guinea pig" in a cooperatively designed Community and Wild Lands Futures Pilot Project sponsored by the Coalition for Utah's Future/Project 2000 (CUF), a non-profit, multi-issue organization comprised of diverse community leaders interested in a quality future for all Utah citizens. It also involves the surfacing of values, long held within the county but unacknowledged, due to the acrimonious nature of environmental disputes throughout Utah and the West over the past fifteen years.

The pilot was conceived in the summer of 1993 when CUF's conflict resolution consultant, Susan Carpenter, put a hypothetical question before a group of some 25 disparate stakeholders interested in resolving the conflict over Utah's BLM wilderness designation issue. She asked participants to assume the year is 1999, and that a Utah BLM wilderness bill, which everyone could support, had just been signed into law. "What", she asked, "are the steps beginning in 1999 and then working backwards to 1993, that led to the passage of this bill?" The group's response to this question became the basis for the conceptualization of the Community and Wild Lands Futures Pilot Project (CWFP). CWFP, they hoped, could become a model for other rural Utah communities and interested parties in the West.

The word future is key here. Conservationists in the design group reasoned that helping communities articulate their values, visions, and goals for an "ideal" future, would enable citizens to move beyond current problems and contentious issues toward a more pro-active plan based on commonly shared community values and "sense of place". This, they also theorized would lay a more productive foundation for subsequent discussions regarding environmentally sensitive, adjacent public lands. Rural leaders in the design group supported this community-based, grassroots approach. They expressed