

meetings conducted over VIT instead of having employees travel around the state to one central location. Many committees of the state legislature conduct public hearings via interactive television, so they can collect input from citizens without forcing them to travel to Montpelier.

A more recent innovation is the Vermont Manufacturing Extension Center, a joint venture among VTC, the state's Department of Economic Development, and a couple of units of the U.S. Department of Commerce. In three years, this center has worked with more than 500 Vermont manufacturers in projects involving a number of trade associations, colleges, and other non-profit organizations.

The center has been in the forefront of efforts to raise Vermonters' awareness about the potential problems of Y2K or the Millennium Bug, which could cause most computers to malfunction on Jan. 1, 2000, because they may not be able to recognize the date. VMEC is closely affiliated with the state's Y2K Council and it's working with manufacturers to identify and head off any computer problems that could occur.

Whenever his institution lacks the expertise to pull off a full-fledged training program on its own, Clarke develops partnerships with other post-secondary institutions. Too many exist to name here, but VTC currently has 18 such joint projects with the University of Vermont alone.

Meanwhile, back on the campus, Clarke encourages innovation, but he runs a tight ship. Too tight for some faculty members, who over the years have chafed at the directions he wants to take the school, the speed with which he likes to make changes, and his impatience with those who disagree with him.

Early in his tenure, one teacher who was vocally less than enthusiastic about Clarke's plans did not have his contract renewed, despite the strong support of the rest of the faculty, who felt he was an outstanding teacher. Incensed, the faculty called for Clarke's resignation by a two-to-one margin. Clarke refused to resign, and he was wholeheartedly backed by the state-college trustees. That ended the faculty rebellion, but left many teachers with a long-simmering dislike and distrust of the president.

Some faculty leaders now argue that Clarke has changed since that confrontation. They think he's a bit more fair-minded and can now consider others' points of view, even when he disagrees with them. "He's developed a delicate touch in personnel matters," says Russ Mills, the veteran faculty member, who thinks that, if confronted with the same situation again, Clarke would react differently today.

Nonetheless, there's no question that Clarke likes to be in control of what's happening on his campus. Even today, he boasts that he personally interviews all finalists for campus jobs.

A quick review of several campus innovations by Clarke and his academic colleagues offers some idea of the breadth of his interests and concerns:

Several years ago, the college took over the state's training programs for Licensed Practical Nurses. It continued to offer the standard one-year program at four sites throughout the state, but added a second year for students interested in becoming Registered Nurses. And it offers academic credit for its programs, so that nursing students who wish to get bachelor's degrees can transfer to a four-year institution.

In 1989, the Vermont Academy of Science and Technology was founded. Under that program, gifted Vermont high-school students can enroll at VTC and simultaneously complete their final year of high school and

their first year of college work. VTC is accredited as a private high school for that purpose. Students who complete that year's work can continue there or transfer to another college.

The college plays host every summer to a Women-in-Technology program. About 250 young women spend a week on campus, where they engage in classes, seminars and workshops with female scientists and engineers, as a way of providing role models and encouraging more young women to consider careers in science and technology.

The Vermont Automobile Dealers' Association, worried about a critical shortage of auto technicians who can deal with the technology of modern cars, built and equipped an automotive technology center on the VTC campus, so that the college could add a two-year degree program in automotive technology. It now also provides scholarships for auto tech students.

Clarke seems to be willing to talk with just about any interest group that could conceivably help his institution. He once struck a deal with the state to buy a farm adjacent to the campus where officials wanted to locate a veterans' cemetery. He agreed to manage the cemetery—and VTC still does—in order to get the remainder of the land for campus expansion.

Not all such proposals come to fruition, however. Clarke offered land to the Woodstock-based Vermont Institute of Natural Science when it was looking for a new home last year (it decided to move elsewhere) and he had serious negotiations with Gifford Hospital in Randolph (where he once served on the board) to establish a nursing home that didn't work out, either. It was during that time, when negotiations were also under way for an early-childhood education program, that one faculty wag observed at a VTC meeting: "Now we can have it all—cradle to grave, without leaving campus."

What's next on the agenda for Clarke? For starters, he says he's committed to staying in Vermont. He admits that when he first took the job, he viewed it as a stepping stone, but he says the people here have been so welcoming and unlike the flinty New Englander stereotype, that he and his wife Glenda have fallen in love with the state and plan to stay. The college provides housing on the campus for the president, so the Clarkes built a "weekend" home in Addison, near Lake Champlain.

On the college front, he's planning more relationships with businesses. He's working to develop one with IDX, the Burlington-based medical-software company, which recently announced an expansion. He hopes to provide a six-month program of technical training to liberal-arts graduates.

Clarke also wants to assist Vermont businesses to get into what he calls "e-commerce," selling their wares over the Internet. "We know the technology and we can help," he says. "Most businesses are barely scratching the surface."

And he wants to encourage the state to come up with a coordinated effort to deal with vocational-technical education.

He applauds the efforts of the Higher Education Financing Commission on which he sat, but feels the key to having its recommendations work is a multi-year commitment by the state. For example, he notes that the new Trust Fund just passed by the Legislature is about \$8 million to start and its use is limited to the earnings from the amount.

"It's an important first step," he says, "but one that will have marginal impact until it grows." For each of the state colleges, the fund will produce about \$20,000 a year for scholarships as it now stands. He's disappointed, however, that there are no

"workforce development" funds. Most states provide funds for training and re-training workers, but in Vermont the cost must be borne entirely by the companies.

Unless, of course, some clever entrepreneur somewhere—someone like Bob Clarke—can find the money and the backing to put a package together. ●

HONORING COLORADO STATE SENATOR TILMAN BISHOP

● Mr. ALLARD. Mr. President, I'd like to take a moment to honor an individual who, for so many years, has exemplified the notion of public service and civic duty and an individual the western slope of Colorado will find difficult to replace.

Senator Tilman Bishop, a true Colorado native, represented Colorado's 7th District in the Colorado State Senate for 24 years and before that, 4 years in the Colorado House of Representatives. From 1993 to 1998 he also served as president pro tem of the senate. His years of service rank him 4th in the State's history for continuous years of service and he is the longest serving senator from the western slope of Colorado.

Senator Bishop has, for decades, selflessly given of himself and has always placed the needs of his constituents before his own. I had the honor of serving with Senator Bishop in the Colorado State Senate from 1983 to 1990 and have always valued his advice and counsel.

The numerous honors and distinction that Senator Bishop has earned during his years of outstanding service exemplify his dedication to the legislature and his constituents. Senator Bishop's wisdom and knowledge will be sorely missed.

Senator Bishop's tenure in the State legislature ended in 1998. There are too few people in elected office today who are prepared to serve in the selfless and diligent manner of Tilman Bishop. His constituents owe him a debt of gratitude and I wish him and his wife Pat the best in their well-deserved retirement. ●

TRIBUTE TO TONY BURNS OF FLORIDA

● Mr. GRAHAM. Mr. President, I rise today to salute a special milestone involving one of America's premier business and civic leaders, Mr. Anthony "Tony" Burns of Miami, Florida.

A quarter-century ago, Tony Burns began his career with Ryder System, Inc. in 1974, as the Director of Planning and Treasurer. Under his guidance, Ryder expanded to become the largest truck leasing and rental company in the world, and the largest public transit management company in the United States. Now serving as Chairman, President and Chief Executive Officer, Tony celebrates his 25th anniversary with the firm on June 3, 1999.

While elevating Ryder's corporate status, Tony has helped lead the effort to make the workplace more family

friendly. He has implemented programs such as Kids' Corner, the Diversity Council, and a flextime policy to allow parents greater schedule flexibility.

In addition, Tony Burns personifies community involvement, including service to the Boy Scouts of America.

Mr. President, as we approach a new millennium and look back on the all-but-completed Twentieth Century, we are reminded of the importance of the dedicated people who strive to improve both their workplace and their community. I commend Tony Burns for his business acumen, his leadership, and his commitment to his company and the south Florida community. As he prepares to celebrate his 25th anniversary with Ryder, I ask you to join me and his many friends in extending congratulations and best wishes.●

ON BEHALF OF THE LATE JIM BETHEL, DEAN EMERITUS OF THE UNIVERSITY OF WASHINGTON'S COLLEGE OF FOREST RESOURCES

● Mr. GORTON. Mr. President, I rise to acknowledge the passing of an eminent teacher, scientist and academic administrator in my state. On Tuesday, May 18, Jim Bethel, Dean Emeritus of the University of Washington's College of Forest Resources, died in a Seattle hospital.

Dean Bethel was one of the Nation's most prominent and influential forestry leaders and was recognized both nationally and internationally. During his 17-year tenure as Dean from 1964 to 1981, he was a principal architect of creative educational innovations and related research programs that have endured in one way or another to this day. Furthermore, his extensive experience and leadership in international forestry affairs has contributed greatly to the College's involvement in international academic and research activities.

As an administrator, Dean Bethel set an undeniably high standard for his successors, faculty and administrators to emulate. Dean Bethel was responsible for initiating the College's pulp and paper program and the Center for Quantitative Science. Under his leadership, the College was repeatedly ranked among the top five forestry institutions in the U.S. Incidentally, while Dean, Bethel never gave up teaching two undergraduate courses, conducting personal research and advising graduate students.

Bethel received a BS degree from the University of Washington and advanced degrees at Duke University. In fact, he was one of the first individuals to be granted a Doctor of Forestry. Bethel held faculty appointments at Pennsylvania State University and Virginia Polytechnic University. During a 10-year stint at North Carolina State University, he was Professor and the Director of the Wood Products Laboratory and acting Dean of the Graduate School. He worked at the National

Science Foundation for three years prior to becoming the Associate Dean of the Graduate School at the University of Washington. He also served as Professor and subsequently the Dean of the College of Forest Resources.

Several organizations recognized Bethel's scientific contribution: he was elected fellow of the Society of American Foresters, the American Association for the Advancement of Science and the International Academy of Wood Sciences. He served on various boards and was a consultant to the National Academy of Sciences. Bethel also served on the President's Council on Environmental Quality. He was one of the founders of the Forest Products Research Society.

Bethel has significantly influenced the lives of many professional foresters. Perhaps his greatest and most enduring professional legacy are his graduate students who went on to responsible and successful positions, and the impressive list of professional journal articles and books.

Dean Bethel will be missed by those concerned about the scientific stewardship of forest resources in my State and the world.●

PLIGHT OF THE KURDISH PEOPLE

Mr. DODD. Mr. President, I rise today out of concern for the plight of the Kurdish people living in Northern Iraq and Eastern Turkey. They have been victims of some of the most egregious human rights abuses in recent years including brutal military attack, random murder, and forced exile from their homes. While American efforts in Northern Iraq have greatly improved the plight of the Kurds, there is certainly much room for improvement both there and in Turkey.

In 1988, the world was stunned by the horrific pictures of the bodies of innocent Kurds disfigured by the effects of a poison gas attack by Saddam Hussein. We may never know exactly how many people died in that particular attack due to Saddam Hussein's efforts to cover up his culpability. The number of victims, however, is most likely in the thousands.

This was certainly not Iraq's first deplorable attack on the Kurds and, sadly, it was not destined to be the last. Yet, this attack continues to represent a stark milestone in the long list of deplorable deeds Saddam Hussein has perpetrated against his own people.

In recent years, however, the United States has come to the aid of the Kurds of Northern Iraq. At the conclusion of the Gulf War, the United States and our allies established "no-fly" zones over Northern and Southern Iraq. These zones, plus the damage the Iraqi military sustained during Operation Desert Storm, have mercifully curtailed Saddam Hussein's ability to attack the Kurds in Northern Iraq. Mr. President, the men and women of the United States Air Force who risk Iraqi

anti-aircraft fire over Iraq each day in order to enforce these no-fly zones deserve our support and commendation. Not only do their efforts protect nations throughout the region and around the world from Saddam Hussein's aggression, but their daily flights serve as sentries against human rights abuses.

Mr. President, the United States has taken other, more direct actions to help the Kurds of Northern Iraq. Following the Gulf War, the United States Agency for International Development worked to provide important humanitarian assistance to Iraqi Kurds. When Iraqi incursions into the region once again threatened the lives of thousands of innocent civilians, the United States worked to evacuate more than 6,500 people to the safety of Guam. Many were later granted asylum in the United States.

Our relationship with the Kurdish people of Northern Iraq is not a one-way street. More than 2,000 of the Kurds who the United States evacuated in 1996 were either employees of American relief agencies or family members of those employees. Others have provided invaluable intelligence information to the United States.

As I mentioned earlier, many Kurds also live in Eastern Turkey. A minority of Turkish Kurds have taken up arms against the democratically elected Turkish government in a bid for independence. Unfortunately, both sides in this internal conflict are guilty of human rights abuses against innocent Kurdish civilians.

The Kurdistan Workers Party, or PKK, has devolved into a terrorist organization targeting not only Turkish military and police forces but innocent Kurdish civilians as well. While reliable estimates of the number of victims are extremely hard to come by, it is clear that thousands, probably tens of thousands, have died at the hands of the PKK.

As is often the case, neither side in the dispute holds a monopoly on human rights abuses. The PKK's actions unquestionably demand a response from the Turkish government. Rather than a measured and targeted response, however, Turkey has declared a state of emergency in a large portion of Eastern Turkey, directly affecting more than 4 million of its citizens.

Under the state of emergency, Turkey has severely rationed food, leading to great hardship amongst innocent civilians. In addition, Turkey has forced hundreds of thousands of people out of their homes, leaving more than 2,600 towns and villages mere ghost towns.

These actions are all aimed at suppressing the PKK's terrorism. Yet, the government has actively targeted not only known terrorists but those believed to agree with the PKK's goal of independence—although perhaps not their methods—as well. Even those who support neither the PKK's goals nor their means suffer at the hands of the Turkish military and police forces.