

the needs and interests of Montana's recreating public. In 1985 she was selected as the FWP General License Section Supervisor. Her capable leadership led to substantive changes in regulations and license fees during the time that outdoor recreation became a major economic influence in Montana.

Because of her in-depth knowledge and ability to bring diverse interests together, Nancy was assigned to a team of FWP experts charged with the task of designing a system to automate the licensing processes. Recognizing that the transition to computers from a paper process was a major undertaking, she worked tirelessly to ensure the myriad regulations, drawing systems, fee schedules, and calendar requirements were accurately reflected in the system design.

In her final assignment Nancy was selected to be the Licensing Bureau Chief with responsibility for the collection of fees exceeding \$30 million annually. Shortly after FWP celebrated its 100th anniversary, Nancy and her team embarked on one of the biggest challenges in state government—providing ongoing services with no down time while changing systems affecting over 400,000 customers.

Over the past 2 years Nancy helped lead the transition to the new Automated Licensing System. Within eight months of implementation, the system processed over one million license sales with error rates below 1 percent, and produced a steady increase in customer satisfaction. This shining example of perseverance and poise under pressure is a reflection of the quiet competence that Nancy Kraft brings to her workplace every day for the people of Montana.

Nancy's contributions to the State's highly complex and important licensing functions cannot be overstated. Her staff's accurate forecasting and collection of millions of dollars each year allow FWP to perform its primary mission while preparing for future uses of Montana's special natural resources. Such achievements are a clear testament to how she has, for more than 30 years, enhanced the fishing, hunting, and parks experience held in such high esteem by the people of Montana and our many visitors.

As a well known and highly regarded member of the Helena community, Nancy's ability and knowledge, her willingness to find solutions, and her congenial way of dealing with people from all walks of life will be most difficult to replace.

It is a great honor for me to present the credentials of Nancy Kraft to the Senate today. All of her actions reflect a devoted public servant with a sense of purpose.

As Nancy departs from public service I ask my colleagues to join with me in delivering this tribute to Nancy for her outstanding career and service to the State of Montana and the Nation, and our best wishes for a productive and rewarding retirement.●

RECOGNITION OF OUTSTANDING PROFESSORS MR. JAMES ADAMS AND DR. DENNIS C. JACOBS

● Mr. BAYH. Mr. President, I rise today to congratulate fellow Hoosiers Mr. James Adams and Dr. Dennis C. Jacobs on their recent selection as Professors of the Year. It is a major accomplishment as only four awards are given out nationally, one for each classification of institution. Mr. Adams was recognized as Outstanding Baccalaureate College Professor of the Year and Dr. Jacobs was recognized as Outstanding Research and Doctoral University Professor of the Year.

I am particularly proud, Mr. President, because Mr. Adams and Dr. Jacobs are two of four national Professors of the Year, and my home state of Indiana is the home for both. Both Mr. Adams and Dr. Jacobs represent the very best in higher education and Hoosier values.

Mr. James Adams is a professor of art at Manchester College in North Manchester, Indiana. During 42 years at Manchester, Mr. Adams has taught in the Art, English, Music, and Spanish departments, driven by his interest in new technologies, integrating service with learning, and interdisciplinary approaches to subjects. He has truly set an example to the rest of the teaching community.

In addition, Mr. Adams has been an exchange professor to Germany and Spain, and was instrumental in creating study-abroad programs on his campus. His international interest has also led him to supervise an Indiana University summer program in England, serve as faculty-in-residence for DePauw University in Spain, and he has conducted at least 20 student tours to Mayan sites.

Mr. James Adams' hobbies have also brought him success. He is a practicing painter and photographer who has exhibited throughout the United States and in England, Mexico, and Spain. A contributor to his community, Mr. Adams is a frequent lecturer at the Fort Wayne Museum of Art, and he also does pro bono work with the local Department of Motor Vehicles office, serving as a translator for Latino residents new to the area.

Mr. Adams earned undergraduate degrees at George Washington University and the Concoran School of Art, with a double major in Art and Modern Languages. He holds a Master of Fine Arts at the Instituto Allende, which is affiliated with the University of Guanajuato, Mexico, and he spent three years at the Ruskin School of Art at Oxford University.

Dr. Dennis C. Jacobs is a professor of chemistry at the University of Notre Dame in South Bend, Indiana. At Notre Dame, he has won several teaching awards and the Presidential Award for dedicated service to the University. His contribution to the learning community is evident.

In 1999, the Carnegie Foundation for the Advancement of Teaching named

him a Carnegie Scholar largely for completely redesigning an important introductory chemistry class. The redesign led to greater student success and engagement, and the course is considered a leading example of the trend toward peer-led curricula. This is a remarkable accomplishment.

Dr. Jacobs has also combined chemistry and service learning, creating a course in which students and community partners evaluate lead contamination in area homes. He is also a Fellow with the Center for Social Concerns, focusing on other methods of integrating community service into the curriculum.

His work has earned him great respect in his community. One of his colleagues has described him as "the kind of teacher who never stops growing, thinking, and changing."

Dennis Jacobs earned undergraduate degrees at the University of California at Irvine in physics and chemistry and a Ph.D. in physical chemistry at Stanford University.

NATIONAL WINNERS

Outstanding Baccalaureate Colleges: James Adams, Professor, Art, Manchester College, North Manchester, IN

Outstanding Community Colleges: Alicia Juarrero, Professor, Philosophy, Prince George's Community College, Largo, MD

Outstanding Doctor and Research Universities: Dennis Jacobs, Professor, Chemistry, University of Notre Dame, Notre Dame, IN

Outstanding Master's Universities and Colleges: Francisco Jimenez, Director of Ethnic Studies Program and Fay Boyle, Professor in the department of Modern Languages and Literatures, Santa Clara University, Santa Clara, CA

STATE WINNERS

Alabama: Natalie Davis, Professor, Political Science, Birmingham-Southern College

Alaska: Steven Johnson, Assistant Professor and Director of Debate, University of Alaska Anchorage

Arizona: Christopher Impey, Professor, Astronomy, University of Arizona

Arkansas: Gay Stewart, Associate Professor, Physics, University of Arkansas

California: Cecilia Conrad, Associate Professor, Economics, Pomona College

Colorado: Aaron Byerley, Professor, Aeronautical Engineering, United States Air Forces Academy

Connecticut: Bruce Saulnier, Associate Professor, Computer Information Systems

District of Columbia: James A. Miller, Professor, English and American Studies, The George Washington University

Florida: Llewellyn M. Ehrhart, Professor, Biology, University of Central Florida

Georgia: Evelyn Dandy, Professor and Director of Pathways, Education, University of Central Florida

Idaho: Todd Shallat, Professor, History, Boise State University

Illinois: Nancy Beck Young, Associate Professor, History, McKendree College

Indiana: Leah H. Jamieson, Professor and Co-director of EPICS Program, Purdue University

Iowa: Herman Blake, Professor, Educational Leadership and Policy Studies, Iowa State University

Kansas: Peer Moore-Jansen, Associate Professor, Anthropology, Wichita State University

Kentucky: John J. Furlong, Professor, Philosophy, Transylvania University

Louisiana: Kay C. Dee, Assistant Professor, Biomedical Engineering, Tulane University

Maine: Keith W. Hutchinson, Professor, Biochemistry, University of Maine

Maryland: Spencer Benson, Associate Professor, University of Maryland College Park

Massachusetts: Judith Miller, Professor, Biology and Biotechnology, Worcester Polytechnic Institute

Michigan: Mark Francek, Professor, Central Michigan University

Minnesota: Robin Hasslen, Professor, Child and Family Studies, St. Cloud State University

Mississippi: Robert McElvaine, Professor, Arts and Letters, Millsaps College

Missouri: Anthony Vazzana, Assistant Professor, Mathematics, Truman State University

Montana: Esther L. England, Professor, Music, The University of Montana-Missoula

Nebraska: James H. Wiest, Professor, Sociology, Hastings College

New Hampshire: Davina M. Brown, Professor, Psychology, Franklin Pierce College

New Jersey: Thomas Heed, Associate Professor of Accounting, New Mexico State University

New York: George J. Searles, Professor, Humanities, Mohawk Valley Community College

North Carolina: Richard A. Huber, Associate Professor, Curricular Studies, The University of North Carolina at Wilmington

North Dakota: Lorraine Willoughby, Associate Professor, Minot State University

Ohio: Dorothy Salem, Professor, History, Cuyahoga Community College

Oklahoma: Christopher Oehrlein, Professor, Mathematics, Oklahoma City Community College

Oregon: Nicole Aas-Rouxparis, Professor, French, Lewis and Clark

Pennsylvania: Roseanne Hofmann, Professor, Mathematics, Montgomery County Community College

South Carolina: Fred C. James, Professor, Biology, Presbyterian College

Tennessee: Donald Potter Jr., Professor, Geology, University of the South

Utah: Jan Sojka, Professor, Physics, Utah State University

Vermont: Andrie Kusserow, Assistant Professor, Sociology/Anthropology, Saint Michael's College

Washington: Suzanne Wilson Barnett, Professor, History, University of Puget Sound

West Virginia: Elizabeth Fones-Wolf, Associate Professor, History, West Virginia University

Wisconsin: Cecelia Zorn, Professor, Nursing, University of Wisconsin-Bau Claire

TRIBUTE TO ERV NEFF, PRESIDENT, MINNESOTA STATE RETIREE COUNCIL, AFL-CIO

Mr. DAYTON. Mr. President, I rise to honor Erv Neff, a longtime friend and current President of the Minnesota State Retiree Council, AFL-CIO. On December 4, Erv will step down as the President of the Retiree Council after six years of dedicated service. Under Erv's leadership, the Minnesota State Retiree Council, AFL-CIO, has grown from 19 affiliated organizations in 1996 to 115 affiliated organizations today. Erv established the goal to expand the membership and the mission of the Retiree Council, and he succeeded admirably.

Erv has a lifetime of distinguished accomplishments. They include his stewardship of the Twin Cities Musicians Union and his service as an invaluable advisor to dozens of prominent public officials. His legacy will be enhanced by his post-retirement activities. Many people view retirement as an opportunity to relax after a lifetime of hard work and personal and professional accomplishments. Not Erv Neff. Erv recognized the potential positive contributions Minnesota retirees could make toward improving the quality of life in our state. He joined the AFL-CIO Retiree Council and was quickly elected to leadership positions within the organization. Since his election as President of the Council in 1996, Erv has demonstrated that the Council could play an active role in promoting legislative initiatives that would benefit senior citizens and working men and women. He led the Council's efforts to pass improved prescription drug benefits for senior citizens at the state and national levels. He arranged for prominent speakers to appear at monthly Council meetings to educate members on a wide variety of issues. By demonstrating the ability of the Council to play an effective role in improving the lives of senior citizens, Erv was able to build the Council into one of the most vigorous advocacy organizations in Minnesota.

I hope that Erv will look back with deserved pride on his service to working men and women and senior citizens. He has accomplished much throughout his life, and thousands of Minnesotans owe him their gratitude.

I wish Erv and his wife, Betsy, the very best this life has to offer.

POLITICAL REFORM IN EGYPT

• Mr. BUNNING. Mr. President, I rise today to address an important area for

American foreign policy: much needed political reform in Egypt.

In the past, Egypt has proven to be a helpful ally. Egypt showed courage in becoming the first Arab nation to sign a peace treaty with Israel after the Camp David talks in 1978. Egypt fought with the broad international coalition we led as part of the Gulf War in 1990-91. And I believe that at times Egypt has helped to provide a moderate and thoughtful voice to discussions with more radical Arab states about Middle East and international issues. In fact, Egypt was banned from the Arab League for a number of years for some of its stands, and President Sadat was assassinated for his role in the Camp David talks.

However, I am very concerned about political repression in Egypt and the effect that this could have on the direction that nation takes in the future and on the larger issue of Middle East peace.

We have seen in recent years how political and economic repression in many Arab states have fueled the fires of Islamic radicalism. Arab communities that have little or no hope of economic progress, and where views are stifled by autocratic authorities, have proven to be fertile ground for radicals like Osama bin Laden and others who play to their fears, and use their anger and frustration as weapons. We know that radical Islamic fundamentalism and terrorism thrive in nations struggling with oppression and poverty. I think there is a clear link between the motives we have seen of those individuals involved in the September 11 attacks, the bombing of the Khobar towers and other terrorist acts with the repressive environments in their home nations.

Now I am afraid that the lack of political and legal reform in Egypt has become a growing problem, and this could further add to other mounting obstacles we now see in the Arab world. Consequently, the Egyptian government needs to seriously address democratic and institutional reform and it needs to do so quickly.

Since holding out an olive branch to Israel at Camp David, Egypt has received a great deal of American economic and military assistance. While many roads and infrastructure projects have been built over the years, now is the time to press Egypt to embrace and enact political reforms. This will have a positive impact on both Egyptian civil society and the economy.

For instance, as a Washington Post editorial recently pointed, Egypt needs to develop a responsible media that objectively reports news and information instead of government-backed anti-American and anti-Semitic propaganda that does nothing but fuel tensions throughout the region.

Also, Egypt needs to do a better job of strengthening the rule of law. This is fundamental not only to the development of a market economy, but to more robust social expression. I believe