

Professionally, Doc was very active with state organizations. He was appointed in 2003 by Michigan Secretary of State Terri Lynn Land to a 30 member State Plan Advisory Committee formed to address election reform pursuant to the federal Help America Vote Act. He is president of the Michigan Association of County Clerks. He is a past president of the Michigan Chiropractic Council and has served on the Board of Directors for the International Chiropractors' Association.

Mr. Speaker, I extend our entire community's sincere appreciation and gratitude to G. William Caddell for his fine service to our community and our country; and wish him, his wife Beverly, son Jonathan, son Geoff and daughter-in-law Heather, and grandchildren Clinton Derek, Luke Jordan, and Sydney Adelaid, the brightest future of continued blessings the God Lord allows.

LEGISLATION TO PROVIDE RELIEF
FOR NANCY P. GILBERT

HON. MAC COLLINS

OF GEORGIA

IN THE HOUSE OF REPRESENTATIVES

Thursday, November 18, 2004

Mr. COLLINS. Mr. Speaker, yesterday, I introduced private legislation to posthumously promote Nancy Gilbert, formerly of Marietta, Georgia, to the position of Supervisory Investigator at the Atlanta District Office of the United States Equal Employment Opportunity Commission. While this legislation would not confer any additional pay or benefits to Mrs. Gilbert's family, it would rightly recognize her service at the EEOC and rightly recognize that she was worthy of a promotion for which she was passed over in July 2001.

Nancy Gilbert began her career with the EEOC in 1979 in Memphis, Tennessee. Her career with the EEOC saw her ably perform in assignments in Washington, D.C., Miami, Florida and Atlanta, Georgia. During her career, she was awarded a Masters Degree in Race Relations and a Bachelors Degree in Sociology. Her last assignment was in the Atlanta District Office of the Equal Employment Opportunity Commission ("ATDO"). While in this office, Mrs. Gilbert served in several units involving Enforcement, Intake and Mediation. Her last Government service level was as a GS 12, Step 10. By all accounts and by her record of consistent promotions, Mrs. Gilbert's service to the government was competent and admirable.

In April 2001, the position of Supervisory Investigator, GS-13, in the ATDO became available. Mrs. Gilbert made the decision to apply for this position and her name was placed on the Merit Promotion Referral List. After an extremely brief and truncated interview process, Mrs. Gilbert was passed over for this position, which was awarded to another EEOC employee. Mrs. Gilbert, believing she had been discriminated against on the basis of her race, gender and age, requested a hearing, which she was granted (Agency Case No. 0-0100067-AT) before Administrative Judge Richard H. Fine on August 29 and 30, 2002. Judge Fine, after a thorough examination of the evidence, determined that Mrs. Gilbert had been unlawfully discriminated against when she was denied the promotion to the position of Supervisory Investigator.

Regrettably, the EEOC, determined to use its own power to deny its wrongdoing, overturned Judge Fine's well-reasoned and clearly delineated decision in Mrs. Gilbert's favor. In so doing, the EEOC not only undermined but disregarded the very legal process instituted to protect the integrity of its employment decisions. Ironically, the very agency designed to ensure justice and fairness in hiring for our nation's workforce denied justice and fairness to one of its very own employees—not once, but twice. It is difficult to imagine a fair process in which the loser in a legal proceeding is given the opportunity to unilaterally overturn the result. However, this is the very thing the EEOC did in the case of Mrs. Gilbert.

After the Judge's decision was overturned by the EEOC on appeal, the last option available to Mrs. Gilbert was to appeal this adverse agency decision to U.S. District Court. Sadly, before she could seek justice in her case in our federal courts, Mrs. Gilbert became ill and passed away earlier this year. To her credit, and in spite of the EEOC's actions against her, Mrs. Gilbert continued her faithful service as an investigator, carrying out her duties on behalf of others. It was only when her illness made her unable to work that she ultimately retired from her position.

In honor of Mrs. Gilbert's faithful service to our country and with respect for the rule of law, I introduced this legislation. Mrs. Gilbert should be posthumously promoted to a GS-13, the position she deserved before her passing. While this bill would not confer any benefits, financial or otherwise, upon her family, this bill would fulfill Mrs. Gilbert's pursuit of justice that was tragically cut short by her untimely passing. The agency responsible for ensuring equal opportunity to all Americans in the job market must be held to account when it fails to live up to that mission with its own employees. This legislation would do just that by recognizing Mrs. Gilbert with the government service level she deserved and bringing justice for Mrs. Gilbert's family and loved ones who stood with her through her fight against discrimination.

A SPECIAL TRIBUTE TO
BALLREICH'S POTATO CHIPS ON
THE OCCASION OF THEIR INCLUSION
IN THE GUINNESS BOOK OF
WORLD RECORDS

HON. PAUL E. GILLMOR

OF OHIO

IN THE HOUSE OF REPRESENTATIVES

Thursday, November 18, 2004

Mr. GILLMOR. Mr. Speaker, it is my great pleasure to pay special tribute to Ballreich's Potato Chips in Tiffin, Ohio on their inclusion in the Guinness Book of World Records. On August 8, 2003, a team of Ballreich's Potato Chip makers created the world's largest bag of potato chips, weighing in at 1,082.5 pounds.

Ballreich's Potato Chips has been synonymous with Tiffin, Ohio since its founding in 1920. Ballreich's Chips was formed by the thirteen Ballreich children and quickly grew. Ballreich's processes more than eight million pounds of potatoes into two million pounds of chips each year.

To celebrate the 150th birthday of the potato chip, Ballreich's created the world's largest potato chip bag at the 150th Ohio State

Fair. The bag, weighing 1,082.5 pounds, measured 8 feet tall, 5 feet wide and 5 feet deep. The ingredient's used were 700 pounds of soybean oil, 80 pounds of salt, and of course, 4,250 pounds of Ohio potatoes. The event was recorded for the Food Network and aired on the "Unwrapped" show.

Mr. Speaker, Ballreich's was recognized by the Guinness Book of World Records for the creation of the world's largest bag of potato chips. However, Ballreich's does more than make great chips and earn world records. Ballreich's is a loyal employer of Tiffin citizens, a family owned business, and a mainstay in the Fifth District.

Mr. Speaker, I ask my colleagues to join me in paying tribute to Ballreich's Potato Chips for their recognition by the Guinness Book of World Records and their 84 years of service to the people of Tiffin, Ohio. On behalf of the people of the Fifth District of Ohio, I am proud to recognize the great achievements of Ballreich's Potato Chips. We wish the employees and management of Ballreich's continued success into the future.

CELEBRATING 35-YEAR CONGRES-
SIONAL CAREER OF THE HONOR-
ABLE PHILIP M. CRANE OF ILLI-
NOIS

SPEECH OF

HON. DONALD M. MANZULLO

OF ILLINOIS

IN THE HOUSE OF REPRESENTATIVES

Wednesday, November 17, 2004

Mr. MANZULLO. Mr. Speaker, I rise today to pay tribute to Representative PHILIP M. CRANE. Let me share with you remarks by Edwin J. Feulner, President of The Heritage Foundation that express his gratitude to a man who has given so much to Eighth District of Illinois and the House of Representatives.

Phil Crane's Congressional colleagues will expand on his extraordinary 35-year record of legislative achievements. Others will speak of his unswerving commitment to sensible conservative economic policy based on the principles of limited government and federalism. Still others will discuss his contributions to developing sound American foreign and defense policy.

For me, however, Phil Crane will be the Member of Congress who has—more than any other Member I've known in my forty years in Washington—fundamentally understood the power of ideas and the relationship of ideas to changes in the laws that govern the American people.

Philip M. Crane is a man of ideas. His first book, published in March 1964, is entitled *The Democrat's Dilemma*. The book jacket notes the influence of extremist views and organizations on the Democratic Party. If this sounds familiar to every American who has been awake for the last several months, it's because Phil Crane's message is as timely today, for the 2004 election, as it was then, for the 1964 election.

In the foreword to *The Democrat's Dilemma*, Jameson G. Campaigne, the then-editor of the Indianapolis Star, wrote, "Revolutions are normally organized and engineered by small groups of men and women." Phil's book is an insightful account of how a small band of dedicated souls changed the world. While Phil recounts in fascinating detail the growing influence of the Fabian Socialists on the Democratic Party, even

then—in 1964—Mr. Campaigne noted in his foreword that the Fabians were seeing “their power threatened by a smaller, but equally aggressive and growing, group of conservatives.”

I first met Phil Crane in the summer of 1964 at an Intercollegiate Studies Institute summer school at Lake Forest College in Illinois. Phil was a graduate of Hillsdale College, an Army Veteran, and a bright young professor of history at Bradley University in Peoria, having recently received his Ph.D. from Indiana University where “his academic record had never been excelled.”

Ever the teacher, for more than forty years, on America’s college and university campuses, and in his committees, on the Floor of the House of Representatives, and before countless audiences around the Nation, a singular leader of that “aggressive and growing group of conservatives” has been Phil Crane.

Looking back on the period since the Goldwater/Johnson election in 1964, the conclusion is inescapable that Phil Crane’s intellectual and political leadership has been crucial to the rise of conservative ideas in this country, and that his dedication to our shared ideas of freedom and free enterprise, limited government, traditional values and a strong national defense has truly changed the world.

From the day in December 1969, shortly after he won the special election to succeed Don Rumsfeld, in the old 12th District, when he asked me to be one of the first employees on his Congressional staff, I have witnessed Phil lead his colleagues in legislative battles. Some of them have been successful, even if forgotten, like eliminating the New Deal prohibition on the individual citizen’s right to own gold.

Others were successful in their own right, and led to much bigger things later on, like stopping President Nixon’s so-called “family assistance plan”, which led to the eventual overhaul of our whole federal welfare system.

Still others were, shall we say, “ahead of their time,” like his efforts to prohibit federal operating subsidies for mass transit, and to repeal the private express statutes.

But there was always one thing that his legislative initiatives, like his speeches, and his participation in floor debates had in common: they were always based on solid conservative principles.

Phil Crane has always known that with a principled position and a determination to focus his efforts, he could make a difference.

Building unlikely coalitions ranging across the political spectrum in a bipartisan way, Phil broke down barriers and created new alliances to expand the free society.

His early leadership role in the founding of the Republican Study Committee as a voice for the majority viewpoint within the then minority and, for the last ten years, majority party, is recounted today in political science textbooks.

Undergirding Phil’s legislative achievements and his House procedural and structural reforms was his fundamental understanding that ideas have consequences.

His understanding of the Founding Fathers and the system they so carefully designed resulted in the publication of his second book, which still should be a primer for conservatives interested in the basic principles of our system, *The Sum of Good Government*.

Ahead of his time as a conservative idea leader, Phil wrote in that book, “Once people are willing to admit the possibility of alternatives, the battle is more than half won and the time for refinements of a ‘conservative reform platform’ will be at hand.”

Phil, your work has been critical in finding, endorsing, and fighting for the possibility of those conservative alternatives.

Because of you, those conservative ideas are now the mainstream of the American political debate.

And because of you, and your trail-blazing leadership, the future is bright for conservative ideas in America.

As you retire, and as a self-appointed spokesman for all of those who have had the honor of serving on your staff over the last 35 years, we salute you, we always will admire you, and we look forward to continuing to work together with you to advance our ideas in the years ahead.

CONGRATULATING PROFESSOR
BRIAN COPPOLA

HON. JOHN D. DINGELL

OF MICHIGAN

IN THE HOUSE OF REPRESENTATIVES

Thursday, November 18, 2004

Mr. DINGELL. Mr. Speaker, I rise today to congratulate and pay tribute to University of Michigan Professor Brian Coppola on his selection as the 2004 Michigan Professor of the Year. Professor Coppola was chosen for his dedication to teaching and commitment to his students.

The Professors of the Year Award Program was created in 1981 to increase awareness of the importance of undergraduate instruction at all types of higher education institutions. The program rewards outstanding professors for their devotion to higher education. They seek excellence in their recipients not only in their involvement and interest in students, but also in their contribution to the academic community. Professor Coppola demonstrates an incredible involvement with his students, as well as using his innovative teaching techniques to contribute to the university and the teaching profession as a whole.

Professor Coppola contributes immeasurably to both the University of Michigan and to the field of teaching and learning through his commitment to students and teaching. In his classes he strives for a more involved role for students—instead of a traditional lecture format he encourages student-to-student learning—forcing students to understand and apply what they have heard and read. He has researched his innovative method of teaching, and has found that 80 percent of the students in his classes who have been critiquing their peers and thinking on their own develop analytical abilities comparable to second and third-year graduate students. This number is in contrast to 10 percent of students in a traditional lecture course. Through his unique and involved focus on individual students, he challenges undergraduates to express ideas clearly and apply them to case studies, thus helping them to develop skills that will help them throughout their future careers.

Professor Coppola has extended his ideas to the academic community as a whole. He has published 83 articles on teaching and learning, making his findings available to colleagues across the country. He supplements his written findings with numerous lectures, both as an invited speaker and by organizing his own education symposia. In addition to his impressive publication record, he has been involved with 38 successfully funded external grants related to teaching that total over \$8.5 million. These grants have allowed him to con-

tinue building on his research while teaching various undergraduate courses, ranging from large introduction classes to smaller, studio format, groups of students.

Professor Coppola is highly esteemed not only at the University of Michigan, but in the larger academic community. His work in the field of teaching and learning should be applauded. Mr. Speaker, I ask that all of my colleagues join me in congratulating Professor Coppola for his accomplishments and his dedication to the future of this great Nation.

PREVENTION OF AND RESPONSE
TO SEXUAL ASSAULT AND DOMESTIC
VIOLENCE IN THE MILITARY ACT

HON. LOUISE McINTOSH SLAUGHTER

OF NEW YORK

IN THE HOUSE OF REPRESENTATIVES

Thursday, November 18, 2004

Ms. SLAUGHTER. Mr. Speaker, I have introduced the Prevention of and Response to Sexual Assault and Domestic Violence in the Military Act. This bill will address the ongoing problem of violence against women in our U.S. Armed Forces. There have been at least 261 reported cases of sexual assault in current operations in Iraq, Kuwait, Afghanistan and Bahrain between August 2002 and November 2004, as well as at least 27 cases of sexual assault prior to deployment. My legislation will help address this issue by improving prevention programs, enhancing victim treatment services and changing the Uniform Code of Military Justice to more effectively deal with perpetrators of these crimes.

For too long, the problem of sexual assault in the military has been brushed under the rug. Women and men who report sexual assault are often ignored or demoted, while perpetrators go unpunished—or are even promoted. We cannot continue to tolerate this culture of abuse, which has destroyed lives, careers and families. A soldier’s job is perilous enough—how can they serve with a criminal in their own ranks?

My bill seeks to transform the process used by the military to handle abuse of its own soldiers. It will make important changes to the Uniform Code of Military Justice to make certain that those who commit crimes are dealt with swiftly and harshly. The legislation will ensure that victims are protected and have access to both physical and mental treatment and care. We must change entirely the culture that permits this kind of abuse to occur. It is my hope that this bill is a first step in that direction.

This legislation updates and revises the Uniform Code of Military Justice to incorporate Federal statutes addressing sexual assault, domestic violence, family violence and stalking. The definition of sexual assault is expanded to include a wider range of sexual misconduct. The bill also closes loopholes in Federal law relative to interstate domestic violence and enforcement of protection orders.

Moreover, the bill establishes two senior executive level offices, Director of Special Investigations and Office of the Victims’ Advocate. The Director of Special Investigations would support timely and appropriate investigations of sexual assault, domestic violence, family violence and stalking and would implement and