

plan of the agency, with specific reference to mission-critical occupations or areas of critical shortage deficiencies; and

(I) number of offers accepted compared to the number of offers made for permanent positions;

(2) hiring manager assessment, including—

(A) manager satisfaction with the quality of the applicants interviewed and new hires;

(B) manager satisfaction with the match between the skills of newly hired individuals and the needs of the agency;

(C) manager satisfaction with the hiring process and hiring outcomes;

(D) any mission-critical deficiency closed by new hires and the connection between mission-critical deficiencies and annual agency performance; and

(E) manager satisfaction with the length of time to fill a position;

(3) applicant satisfaction with the hiring process, including—

(A) the clarity of the announcement of the vacant position;

(B) the reasons for withdrawal of any application;

(C) the user-friendliness of the application process;

(D) communication regarding status of application; and

(E) the timeliness of hiring decision; and

(4) new hire assessment, including—

(A) new hire satisfaction with the hiring process, including—

(i) the clarity of the announcement of the vacant position;

(ii) the user-friendliness of the application process;

(iii) communication regarding status of application; and

(iv) the timeliness of hiring decision;

(B) satisfaction with the onboarding experience, including—

(i) the timeliness of onboarding after the hiring decision;

(ii) the welcoming and orientation processes; and

(iii) being provided with timely and useful new employee information and assistance;

(C) new hire attrition;

(D) investment in training and development for employees during their first year of employment; and

(E) other indicators and measures as required by the Office of Personnel Management.

(b) REPORTS.—

(1) IN GENERAL.—Each agency shall submit on an annual basis and in accordance with regulations prescribed under subsection (c) the information collected under subsection (a) to the Office of Personnel Management.

(2) AVAILABILITY OF RECRUITING AND HIRING INFORMATION.—Each year the Office of Personnel Management shall provide the information submitted under paragraph (1) in a consistent format to allow for a comparison of hiring effectiveness and experience across demographic groups and agencies to—

(A) Congress before that information is made publicly available; and

(B) the public on the website of the Office not later than 90 days after the submission of the information under paragraph (1).

(c) REGULATIONS.—Not later than 180 days after the date of enactment of this Act, the Director of the Office of Personnel Management shall prescribe regulations directing the methodology, timing, and reporting of the data described in subsection (a).

#### SEC. 10. REGULATIONS.

(a) IN GENERAL.—Except as provided under section 9(c), not later than 120 days after the date of enactment of this Act, the Director of the Office of Personnel Management shall prescribe regulations as necessary to carry out this Act.

(b) CONSULTATION.—The Director of the Office of Personnel Management shall consult the Chief Human Capital Officers Council in the development of regulations under this section.

### SUBMITTED RESOLUTIONS

#### SENATE RESOLUTION 276—EXPRESSING SUPPORT FOR THE GOALS AND IDEALS OF NATIONAL INFANT MORTALITY AWARENESS MONTH OF 2011

Mr. CARDIN (for himself, Mr. BURR, and Mr. MENENDEZ) submitted the following resolution; which was considered and agreed to:

S. RES. 276

Whereas “infant mortality” refers to the death of a baby before his or her first birthday;

Whereas the United States ranks 41st among industrialized countries in the rate of infant mortality;

Whereas high rates of infant mortality are especially prevalent in communities with large minority populations, high rates of unemployment and poverty, and limited access to safe housing and medical providers;

Whereas premature birth is a leading cause of infant mortality;

Whereas according to the Institute of Medicine of the National Academies, premature birth costs the United States more than \$26,000,000,000 annually;

Whereas infant mortality can be substantially reduced through community-based services such as outreach, home visitation, case management, health education, and interconceptional care;

Whereas support for community-based programs to reduce infant mortality can result in lower future spending on medical interventions, special education, and other social services that may be needed for infants and children who are born with a low birth weight;

Whereas the Department of Health and Human Services, through the Office of Minority Health, has implemented the “A Healthy Baby Begins With You” campaign;

Whereas the Maternal and Child Health Bureau of the Health Resources and Services Administration has provided national leadership on the issue of infant mortality;

Whereas public awareness and education campaigns on infant mortality are held during the month of September each year; and

Whereas September 2011 has been designated as “National Infant Mortality Awareness Month”: Now, therefore, be it

*Resolved*, That the Senate—

(1) supports the goals and ideals of National Infant Mortality Awareness Month 2011;

(2) supports efforts to educate people in the United States about infant mortality and the factors that contribute to infant mortality;

(3) supports efforts to reduce infant deaths, low birth weight, pre-term births, and disparities in perinatal outcomes;

(4) recognizes the critical importance of including efforts to reduce infant mortality and the factors that contribute to infant mortality as part of prevention and wellness strategies; and

(5) calls upon the people of the United States to observe National Infant Mortality Awareness Month with appropriate programs and activities.

#### SENATE RESOLUTION 277—RECOGNIZING THE MONTH OF OCTOBER 2011 AS “NATIONAL PRINCIPALS MONTH”

Mr. FRANKEN (for himself, Mr. LUGAR, Mr. AKAKA, Mr. BAUCUS, Mr. BEGICH, Mr. CARDIN, Mrs. MURRAY, Mr. WARNER, and Mrs. FEINSTEIN) submitted the following resolution; which was considered and agreed to:

S. RES. 277

Whereas the National Association of Secondary School Principals and the National Association of Elementary School Principals have declared the month of October 2011 as “National Principals Month”;

Whereas principals are educational visionaries, instructional and assessment leaders, disciplinarians, community builders, budget analysts, facilities managers, and administrators of legal and contractual obligations;

Whereas principals work collaboratively with teachers and parents to develop and implement a clear mission, high curriculum standards, and performance goals;

Whereas principals create school environments that facilitate great teaching and learning and continuous school improvement;

Whereas the vision, actions, and dedication of principals provide the mobilizing force behind any school reform effort; and

Whereas the celebration of “National Principals Month” would honor elementary school, middle school, and high school principals, and recognize the importance of principals in ensuring that every child has access to a high-quality education: Now, therefore, be it

*Resolved*, That the Senate—

(1) recognizes the month of October 2011 as “National Principals Month”; and

(2) honors the contribution of principals in the elementary schools, middle schools, and high schools of our Nation by supporting the goals and ideals of “National Principals Month”.

#### SENATE RESOLUTION 278—DESIGNATING SEPTEMBER 2011 AS “NATIONAL PROSTATE CANCER AWARENESS MONTH”

Mr. SESSIONS (for himself, Mr. CARDIN, Mr. INHOFE, Mr. WICKER, Mr. BROWN of Massachusetts, Mr. KERRY, Mr. SHELBY, Mr. CRAPO, Mr. JOHNSON of South Dakota, Mr. LEE, Mr. CHAMBLISS, Mr. AKAKA, Mrs. BOXER, Mr. KIRK, Mr. WYDEN, Mr. JOHANNES, and Mr. BLUNT) submitted the following resolution; which was considered and agreed to:

S. RES. 278

Whereas countless families in the United States live with prostate cancer;

Whereas 1 in 6 males in the United States will be diagnosed with prostate cancer in his lifetime;

Whereas prostate cancer is the most commonly diagnosed non-skin cancer and the second most common cause of cancer-related deaths among males in the United States;

Whereas in 2011, the American Cancer Society estimates that 240,890 males in the United States will be diagnosed with prostate cancer, and 33,720 males will die from the disease;

Whereas 30 percent of newly diagnosed prostate cancer cases occur in males under the age of 65;

Whereas approximately every 14 seconds, a male in the United States turns 50 years old

and increases his odds of developing cancer, including prostate cancer;

Whereas African-American males suffer from a prostate cancer incidence rate that is up to 65 percent higher than White males and have double the prostate cancer mortality rate of White males;

Whereas obesity is a significant predictor of the severity of prostate cancer;

Whereas the probability that obesity will lead to death and high cholesterol levels is strongly associated with advanced prostate cancer;

Whereas males in the United States with 1 family member diagnosed with prostate cancer have a 1 in 3 chance of being diagnosed with the disease, males with 2 family members diagnosed have an 83 percent chance, and males with 3 family members diagnosed have a 97 percent chance;

Whereas screening by a digital rectal examination and a prostate-specific antigen blood test can detect the disease at the early stages, increasing the chances of survival for more than 5 years to nearly 100 percent;

Whereas only 33 percent of males survive more than 5 years if diagnosed during the late stages of the disease;

Whereas there are no noticeable symptoms of prostate cancer while it is still in the early stages, making screening critical;

Whereas ongoing research promises further improvements in prostate cancer prevention, early detection, and treatment; and

Whereas educating people in the United States, including health care providers, about prostate cancer and early detection strategies is crucial to saving the lives of males and preserving and protecting families: Now, therefore, be it

*Resolved*, That the Senate—

(1) designates September 2011 as “National Prostate Cancer Awareness Month”;

(2) declares that steps should be taken—

(A) to raise awareness about the importance of screening methods for, and treatment of, prostate cancer;

(B) to increase research funding that is commensurate with the burden of prostate cancer so that—

(i) screening and treatment for prostate cancer may be improved;

(ii) the causes of prostate cancer may be discovered; and

(iii) a cure for prostate cancer may be developed; and

(C) to continue to consider ways for improving access to, and the quality of, health care services for detecting and treating prostate cancer; and

(3) calls on the people of the United States, interested groups, and affected persons—

(A) to promote awareness of prostate cancer;

(B) to take an active role in the fight to end the devastating effects of prostate cancer on individuals, families, and the economy; and

(C) to observe National Prostate Cancer Awareness Month with appropriate ceremonies and activities.

#### SENATE RESOLUTION 279—EXPRESSING SUPPORT FOR THE DESIGNATION OF SEPTEMBER 24, 2011, AS “WORLDWIDE DAY OF PLAY”

Mrs. GILLIBRAND (for herself and Ms. AYOTTE) submitted the following resolution; which was considered and agreed to:

S. RES. 279

Whereas according to the Centers for Disease Control and Prevention, since 1980, obesity prevalence among children has almost

tripled and approximately 12,500,000, or 17 percent, of children and adolescents in the United States are obese;

Whereas according to the American Academy of Pediatrics study entitled “The Importance of Play in Promoting Healthy Child Development and Maintaining Strong Parent-Child Bonds”—

(1) play is essential to development because play contributes to the cognitive, physical, social, and emotional well-being of children and youth;

(2) play offers an ideal opportunity for parents to engage fully with children; and

(3) despite the benefits derived from play for both children and parents, time for free play has been significantly reduced for some children and youth in the United States;

Whereas Worldwide Day of Play is the centerpiece of The Big Help, the long-term commitment of Nickelodeon to empower children and families by providing the tools and information children and families need to take action on the issues children and families care about;

Whereas in each of the 50 States and in 13 countries, including at United States military bases around the globe, children and families celebrate Worldwide Day of Play;

Whereas on September 24, 2011, Nickelodeon will host the 8th annual Worldwide Day of Play;

Whereas in 2011, in collaboration with the Let's Move! campaign started by First Lady Michelle Obama and the President's Council on Fitness, Sports and Nutrition, the Nickelodeon Worldwide Day of Play will be held on the Ellipse in Washington, District of Columbia;

Whereas September 24, 2011, would be an appropriate date to designate as Worldwide Day of Play: Now, therefore, be it

*Resolved*, That the Senate supports the designation of September 24, 2011, as “Worldwide Day of Play”.

#### SENATE RESOLUTION 280—DESIGNATING THE WEEK BEGINNING SEPTEMBER 19, 2011, AS “NATIONAL HISPANIC-SERVING INSTITUTIONS WEEK” AND RECOGNIZING THE ACHIEVEMENTS OF THE HISPANIC ASSOCIATION OF COLLEGES AND UNIVERSITIES

Mr. MENENDEZ (for himself, Mr. CORNYN, Mr. REID of Nevada, Mr. UDALL of New Mexico, Mr. UDALL of Colorado, Mr. BEGICH, Mr. REED of Rhode Island, Mrs. MURRAY, Mrs. BOXER, Mr. BINGAMAN, Mr. NELSON of Florida, Mr. COONS, Mrs. GILLIBRAND, and Mrs. HUTCHISON) submitted the following resolution; which was considered and agreed to:

S. RES. 280

Whereas Hispanic-serving institutions play an important role in educating many underprivileged students and helping those students attain their full potential through higher education;

Whereas Hispanic-serving institutions are degree-granting institutions that have a full-time equivalent undergraduate enrollment of at least 25 percent Hispanic students;

Whereas in 2010, there were 307 Hispanic-serving institutions in the United States, enrolling 1,348,436 Hispanic students in non-profit postsecondary schools;

Whereas Hispanic-serving institutions are actively involved in stabilizing and improving the communities in which the Hispanic-serving institutions are located;

Whereas 54 percent of Hispanic students in the United States attend nonprofit, postsecondary Hispanic-serving institutions;

Whereas celebrating the vast contributions of Hispanic-serving institutions to the United States strengthens the culture of the United States;

Whereas the achievements and goals of Hispanic-serving institutions are deserving of national recognition;

Whereas 2011 marks the 25th anniversary of the establishment of the Hispanic Association of Colleges and Universities, an organization that works to improve the capacity of Hispanic-serving institutions in helping students across the United States succeed;

Whereas the Hispanic Association of Colleges and Universities fulfills its mission by promoting the development of member colleges and universities, improving access to, and the quality of, postsecondary educational opportunities for Hispanic students, and meeting the needs of business, industry, and government through the development and sharing of resources, information, and expertise; and

Whereas the week beginning September 19, 2011, would be an appropriate week for national recognition of Hispanic-serving institutions: Now, therefore, be it

*Resolved*, That the Senate—

(1) recognizes the achievements and goals of Hispanic-serving institutions across the United States;

(2) recognizes the achievements of the Hispanic Association of Colleges and Universities throughout the 25 years since the establishment of the organization;

(3) designates the week beginning September 19, 2011, as “National Hispanic-Serving Institutions Week”; and

(4) calls on the people of the United States and interested groups to observe the week with appropriate ceremonies, activities, and programs to demonstrate support for Hispanic-serving institutions.

#### SENATE RESOLUTION 281—DESIGNATING SEPTEMBER 24, 2011, AS “NATIONAL ESTUARIES DAY”

Mr. WHITEHOUSE (for himself, Mr. BROWN of Massachusetts, Mr. AKAKA, Mr. BLUMENTHAL, Mrs. BOXER, Mr. CARDIN, Ms. COLLINS, Mrs. GILLIBRAND, Mr. KERRY, Ms. LANDRIEU, Mr. LIEBERMAN, Mr. MERKLEY, Ms. MIKULSKI, Mrs. MURRAY, Mr. REED of Rhode Island, Ms. SNOWE, Mr. WARNER, Mr. WEBB, and Mr. WYDEN) submitted the following resolution; which was considered and agreed to:

S. RES. 281

Whereas the estuary regions of the United States comprise a significant share of the national economy, with 43 percent of the population, 40 percent of the employment, and 49 percent of the economic output of the United States located in the estuary regions of the United States;

Whereas coasts and estuaries contribute more than \$800,000,000,000 annually in trade and commerce to the United States economy;

Whereas more than 43 percent of all adults in the United States visit a sea coast or estuary at least once a year to participate in some form of recreation, generating \$8,000,000,000 to \$12,000,000,000 in revenue annually;

Whereas more than 28,000,000 jobs in the United States are supported by commercial and recreational fishing, boating, tourism, and other coastal industries that rely on healthy estuaries;

Whereas estuaries provide vital habitat for countless species of fish and wildlife, including many that are listed as threatened or endangered;