

paragraph, and separate each one into a numbered line. Then read each sentence again slowly. Within each sentence, underline the key words.

"Then you will understand the position," she said. (This works, but "simple" does not mean "quick." It can easily take hours. If you ever had to explicate poems in English class, you get the idea.) Do the same thing with the "qualifications" section, which will probably cover five or six things. "Those key words must be in your résumé," Troutman said. "Don't be creative."

Something else to keep in mind: If the qualifications don't make sense to you after careful study, perhaps you're just not qualified. "Private industry people many times do not have the qualifications for federal jobs," Troutman said.

If that's the case, your work still wasn't a waste. If you dream of a fed job, make acquiring those qualifications your goals, she said. "Make this list your list, taking classes, volunteering."

But lack of qualifications isn't always the problem. Sometimes it's just a language barrier—or a cultural one. "People from the private sector can't understand this language," Troutman said. "They just can't believe it." Others just "don't know how to play this paper game."

Max Stier, president of the nonprofit Partnership for Public Service, said that job seekers need to remember that all federal agencies are all different—right down to their job ads.

"A lot of agencies still provide descriptions of job openings that are convoluted," he said, but not all. "Some agencies get it. Some understand."

But if you don't understand, he said, pick up the phone and call the agency. Announcements on USAJobs, the government's primary avenue for advertising new jobs, include contact information for the appropriate human resources officer.

"Even in the age of the Web, finding someone to speak with can help," Stier said.

And be patient. "There are more and more good tools out there," he said, "but obviously it's still not a hiring nirvana."

#### GLOBAL CHANGE RESEARCH IMPROVEMENT ACT

Ms. SNOWE. Mr. President, I am pleased to join with Senator KERRY in introducing the Global Change Research Improvement Act of 2007, that amends and strengthens the existing U.S. climate change research and assessment program that will ultimately benefit all of the citizens of our Nation. Our intent is to improve upon the basic research and products that the Federal Government develops on climate change and its inherent impacts. We believe our legislation would refocus the emphasis of the nations' climate change program and fulfill the need for relevant information for States, and local and nongovernmental decision-makers.

In addition, the creation of a new National Climate Service within the National Oceanic and Atmospheric Administration, NOAA, will provide climate change forecasting on a regular basis to end-users, and create a permanent network for the delivery of such information so that decision makers in every city and town, county and State, and the Federal Government can make

timely planning decisions to deal with impacts and develop adaptation methodologies.

The legislation also calls for an Abrupt Climate Change Research Program within NOAA—a program I have been supporting for at least 5 years now—so that scientists can gather more knowledge about a change in the climate that occurs so rapidly or unexpectedly that human or natural systems have difficulty adapting to the change. I am proud to say that my alma mater, the University of Maine at Orono, has a world renowned abrupt climate change research program under the direction of Dr. Paul Mayewski. He and his colleague Dr. George Denton, UMaine Libra Professor of Geological Sciences have been major contributors to research on abrupt climate change. There is a need for a national research program to coordinate and further research on past climate shifts so that scientists can better predict what future climate change holds for our fragile planet.

The Global Change Research Program, GCRP, the country's climate research and assessment program, was established in law by the Global Change Research Act of 1990. Consider what has happened technologically since then, what was generally unheard of at that time. We now drive hybrid cars, we are tuned into iPods, we use hand held blackberries for instant communication, we have much more advanced and high speed computers for modeling and, most importantly for our legislation, more comprehensive knowledge and understanding of climate change through 17 more years of peer-reviewed scientific research, monitoring, and assessments. Our nation's climate change research program needs restructuring so that we can turn that knowledge into timely and useful information for decisionmakers. This is exactly what our bill does.

Unfortunately, the overall GCRP program's budget has been steadily declining since fiscal year 2004, which is alarming since, at the same time, we have a growing need, a truly urgent need, to better understand and predict climate change. Over the past several years, independent reports, including a review by the National Academy of Sciences, have documented weaknesses and gaps in the current implementation of the GCRP. In fact, a Federal district court found that the current administration had failed to comply with the statute's mandate to provide regular assessments of the impacts of climate change on critical resources; no such assessment has been published since October 31, 2000.

Our legislation makes important changes to address these weaknesses and gaps, making important changes to strengthen the mandate to provide assessments, enabling the GCRP to perform critical climate observations and research on climate systems; improve our ability to predict climate impacts at national, regional and local levels;

and, importantly, to communicate those impacts in a timely and useful fashion to State and local decision-makers, resource managers, and other stakeholders.

Back in the 14th century, a Franciscan friar William of Ocklam came up with the principle that has, through the ages, been called Occam's razor. The Latin explanation "entia non sunt multiplicanda praeter necessitatem," which paraphrased means, "All things being equal, the simplest solution tends to be the right one." This is what Senator KERRY and I are attempting to accomplish with this bill, to simply focus rather than to continue to multiply and to dilute how our climate change research programs are currently carried out with no real usable information for the decisionmakers who must deal with the problems of global warming. We hope our colleagues agree with these necessary improvements and will join us with their support.

#### TRIBUTE TO DON DIXON

Mr. CRAPO. Mr. President, it is with mixed emotions that I bid farewell to a longtime member of my staff but, more importantly, a trusted friend of many years. Don Dixon has served as my State director of agriculture for the past 12 years. His service has been exemplary; nothing less can be imagined from Don—he is a man of the highest character, a man whose honesty, trustworthiness, kindness, intelligence, dependability and wisdom are firmly rooted in a foundation of humility. He came to me with a well-established reputation for fairness and extensive knowledge of Idaho agriculture. Throughout more than a decade of public service, I can honestly say that I have learned more from him than he from me. I have the highest regard for Don; he is irreplaceable. Fortunately, it is just Senate employment that he is leaving, and I get to enjoy his friendship and insight for years to come.

As a farmer with firsthand knowledge of the challenges faced by producers, Don has been reliable counsel to the agriculture community, the Idaho delegation and others as he has worked for sound agriculture policy. Don has been recognized for his dedication to agriculture through awards, such as the Governor's Excellence in Agriculture Award and induction in the Eastern Idaho Agricultural Hall of Fame. It is also nearly impossible to find an aspect of Idaho agriculture that Don has not been involved with through membership of organizations and councils, service on boards, and continuous outreach.

In addition to his experience, Don brings contagious enthusiasm and energy to everything he undertakes, and serves as not only a strong advocate for the U.S. Department of Agriculture, but also provides exemplary counsel to fellow farmers and ranchers. Don's easy going personality is complemented by a sharp mind and quick