

# **Raymond James National Conference For Professional Development 2014**

**Eve Sprunt Ph.D.**

*Human Resource Management* Elizabeth D.

Fredericksen, Stephanie L. Witt, W. David Patton, Nicholas P. Lovrich, 2015-09-16 Sound HRM practices matter—they are a sine qua non of effective governance in democratic government—equally so at the local, regional, state and national levels of government. The NASPAA (Network of Schools of Public Policy, Affairs, and Administration) accreditation standards demand critical competencies for public managers that are vital to human resource managers and supervisors at all levels. These competencies include: skills to lead and manage in public governance; to participate in and contribute to the policy process; to analyze, synthesize, think critically, solve problems and make decisions; to articulate and apply a public service perspective; and to communicate and interact productively with a diverse and changing workforce and citizenry. This second edition of *Human Resource Management* is designed specifically with these competencies in mind to: Introduce and explore the fundamental purposes of human resource management in the public service and consider the techniques used to accomplish these purposes Provide exercises to give students practice for their skills after being introduced to the theory, foundation, and practices of public and nonprofit sector HRM Facilitate instruction of the material by introducing important topics and issues with readings drawn from the professional literature Provide information and examples demonstrating the interrelatedness of many of the topics in public sector HRM and the trends shaping public and nonprofit management, especially diversity, ethics, and technology. Demonstrate and describe differences among HRM practices in public, for-profit and nonprofit organizations, and between the levels of government. *Human Resource Management* is

organized to provide a thorough discussion of the subject matter with extensive references to relevant literature and useful teaching tools. Thus, students will consider the issues, purposes, and techniques of HRM and conceptualize how varied their roles are, or will be, whether a personnel specialist in a centralized system or a supervisor managing in one of the increasingly common decentralized systems. Each chapter includes a thorough review of the principles and practices of HRM (including the why and the how), selected readings, important themes, diverse examples, key terms, study questions, applied exercises, case studies, and examples of forms and processes would-be managers will encounter in their roles.

**Evolution of Cyber Technologies and Operations to 2035** Misty Blowers, 2015-12-28 This book explores the future of cyber technologies and cyber operations which will influence advances in social media, cyber security, cyber physical systems, ethics, law, media, economics, infrastructure, military operations and other elements of societal interaction in the upcoming decades. It provides a review of future disruptive technologies and innovations in cyber security. It also serves as a resource for wargame planning and provides a strategic vision of the future direction of cyber operations. It informs military strategist about the future of cyber warfare. Written by leading experts in the field, chapters explore how future technical innovations vastly increase the interconnectivity of our physical and social systems and the growing need for resiliency in this vast and dynamic cyber infrastructure. The future of social media, autonomy, stateless finance, quantum information systems, the internet of things, the dark web, space satellite operations, and global network connectivity is explored along with the transformation of the legal and ethical considerations which surround them.

The international challenges of cyber alliances, capabilities, and interoperability is challenged with the growing need for new laws, international oversight, and regulation which informs cybersecurity studies. The authors have a multi-disciplinary scope arranged in a big-picture framework, allowing both deep exploration of important topics and high level understanding of the topic. Evolution of Cyber Technologies and Operations to 2035 is as an excellent reference for professionals and researchers working in the security field, or as government and military workers, economics, law and more. Students will also find this book useful as a reference guide or secondary text book.

**A Guide for Dual-Career Couples** Eve Sprunt

Ph.D.,2016-05-02 This book discusses the major challenges facing dual-career couples—a substantial proportion of modern society—and suggests ways for both individuals to achieve career success by re-evaluating traditional styles of working and focusing on productivity, flexibility, and negotiating win-win solutions. Women are becoming increasingly influential in the workforce; the era of men being the primary or only income-earner in a partnership is all but gone. Today, people tend to meet their spouse or domestic partner at school or at work. High achievers tend to pair with other high achievers, often in similar fields. This leads to couples in which both individuals are strongly motivated to have successful careers. What happens when they become parents or when one—or both—individuals need to consider relocating for their job? Many mid-career, college-educated people, especially women as well as undergraduate and graduate students, are concerned about developing a plan to mesh their career with a partner and are seeking guidance. This book offers a gender-neutral guide for 21st-century couples that will benefit men as much as women. The author provides career-management

guidance for people in dual-career relationships in which both parties are ambitiously attempting to pursue equally important, high-powered careers, presenting examples of alternative solutions and arguing that many women's issues—including parenting and limited geographic mobility—are more appropriately managed in a gender-neutral way as dual-career couple issues. Readers will understand how to make better decisions regarding difficult situations, such as whether to accept an opportunity that adversely impacts their personal lives, choosing to take a leave of absence or to quit, investing a large amount of one person's salary for domestic assistance and childcare, taking paternity leave, and leveraging flexible work arrangements—for example, telecommuting.

The Mobile Learning Voyage - From Small Ripples to Massive Open Waters Tom H. Brown, Herman J. van der Merwe, 2015-10-14 This book constitutes the proceedings of the 14th International Conference on Mobile and Contextual Learning, mLearn 2015, held in a cruise ship leaving from and arriving to Venice, Italy, in October 2015. The 22 revised full papers and 6 short papers presented were carefully reviewed and selected from 81 submissions. The papers deal with the topics related to the theme of the conference: The mobile learning voyage: from small ripples to massive open waters. The conference theme paid tribute to the developments that brought mobile learning from its infancy steps in the early 2000s to maturity in 2015, while simultaneously paving the way for the broad and open waters ahead with new developments and progress in mobile learning, and emerging ambient technologies.

*Handbook of Test Development* Suzanne Lane, Mark R. Raymond, Thomas M. Haladyna, 2015-10-08 The second edition of the Handbook of Test Development provides graduate students and professionals with an up-to-date,

research-oriented guide to the latest developments in the field. Including thirty-two chapters by well-known scholars and practitioners, it is divided into five sections, covering the foundations of test development, content definition, item development, test design and form assembly, and the processes of test administration, documentation, and evaluation. Keenly aware of developments in the field since the publication of the first edition, including changes in technology, the evolution of psychometric theory, and the increased demands for effective tests via educational policy, the editors of this edition include new chapters on assessing noncognitive skills, measuring growth and learning progressions, automated item generation and test assembly, and computerized scoring of constructed responses. The volume also includes expanded coverage of performance testing, validity, fairness, and numerous other topics. Edited by Suzanne Lane, Mark R. Raymond, and Thomas M. Haladyna, *The Handbook of Test Development*, 2nd edition, is based on the revised Standards for Educational and Psychological Testing, and is appropriate for graduate courses and seminars that deal with test development and usage, professional testing services and credentialing agencies, state and local boards of education, and academic libraries serving these groups.

*ECIE 2022 17th European Conference on Innovation and Entrepreneurship* Pantelis Sklias, Nikolaos Apostolopoulos, 2022-09-15

**Proceedings of the Fourteenth Annual Conference of the Cognitive Science Society** Cognitive Science Society (US) Conference, 2014-05-12 This volume features the complete text of all regular papers, posters, and summaries of symposia presented at the 14th annual meeting of the Cognitive Science Society.

The Future of the Corpse Karla Rothstein, Christina

Staudt,2021-10-22 This book reviews the spectrum of death, from when the living person turns to corpse until the person lives in the memory of mourners, and its impact on the ecology of the socio-cultural community and physical environment. This book demonstrates that American society today is in a pivotal period for re-imaging end-of-life care, funerary services, human disposition methods, memorializing, and mourning. The editors and contributors outline the past, present, and future of death care rituals, pointing to promising new practices and innovative projects that show how we can better integrate the dying and dead with the living and create positive change that supports sustainable stewardship of our environment. Individual chapters describe prevailing practices and issues in different settings where people die and in postmortem rituals; disposition and current ecologically and, in urban areas, spatially unsustainable methods; law of human remains; customs and trends among key stakeholders, such as cemeteries and funeral directors; and relevant technological advances. The book culminates in a presentation of emerging sustainable disposition technologies and innovative designs for proposed public memorial projects that respond to shifting values, beliefs, and priorities among an increasingly diverse population.

**Community Gardening as Social Action** Claire

Nettle,2014-02-12 Drawing on case studies and social movement theory Claire Nettle provides a new empirical and theoretical understanding of community gardening by applying a contextual framework that considers the activity as a way for people to engage in collective social action. Through this a richer, more complete understanding of community gardening as a form of social activity and of its potential contributions to activism, community, democracy and culture can be reached.

## **Resources in Education ,1998**

### **Bridging the Gaps** James E. Rosenbaum,Caitlin E.

Ahearn,Janet E. Rosenbaum,Janet Rosenbaum,2017-09-02

College-for-all has become the new American dream. Most

high school students today express a desire to attend

college, and 90% of on-time high school graduates enroll in higher education in the eight years following high school.

Yet, degree completion rates remain low for non-traditional students—students who are older, low-income, or have poor academic achievement—even at community colleges that endeavor to serve them. What can colleges do to reduce

dropouts? In *Bridging the Gaps*, education scholars James

Rosenbaum, Caitlin Ahearn, and Janet Rosenbaum argue

that when institutions focus only on bachelor's degrees and

traditional college procedures, they ignore other pathways

to educational and career success. Using multiple

longitudinal studies, the authors evaluate the shortcomings

and successes of community colleges and investigate how

these institutions can promote alternatives to BAs and

traditional college procedures to increase graduation rates

and improve job payoffs. The authors find that sub-

baccalaureate credentials—associate degrees and college

certificates—can improve employment outcomes. Young

adults who complete these credentials have higher

employment rates, earnings, autonomy, career

opportunities, and job satisfaction than those who enroll but

do not complete credentials. Sub-BA credentials can be

completed at community college in less time than

bachelor's degrees, making them an affordable option for

many low-income students. *Bridging the Gaps* shows that

when community colleges overemphasize bachelor's

degrees, they tend to funnel resources into remedial

programs, and try to get low-performing students on track

for a BA. Yet, remedial programs have inconsistent success



rates and can create unrealistic expectations, leading struggling students to drop out before completing any degree. The authors show that colleges can devise procedures that reduce remedial placements and help students discover unseen abilities, attain valued credentials, get good jobs, and progress on degree ladders to higher credentials. To turn college-for-all into a reality, community college students must be aware of their multiple credential and career options. Bridging the Gaps shows how colleges can create new pathways for non-traditional students to achieve success in their schooling and careers.

**Chase's Calendar of Events 2014** Editors of Chase's Calendar of Events, 2013-10-04 As featured on The Today Show! 12,500 entries. 196 countries. 365 days. Find out what's going on any day of the year, anywhere across the globe! If you're looking to tie a promotional event to a special month, create a suggested reading list based on a literary birth anniversary, travel to a music festival halfway around the world, blog about a historical milestone or do a celebrity birthday round-up on your radio show or Twitterfeed, Chase's Calendar of Events is the one resource that has it all. For broadcasters, journalists, event planners, public relations professionals, librarians, editors, writers or simply the curious, this is one reference you can't do without! Chase's Calendar of Events 2014 brings you: Major sporting events such as the Games of the XXII Winter Olympiad at Sochi, Russia (Feb 7-23), and the FIFA World Cup in Brazil (June 12-July 13). Milestones such as the 450th birth anniversary of William Shakespeare; the 200th anniversary of The Star-Spangled Banner; the 100th anniversaries of the beginning of World War I and the opening of the Panama Canal; the 75th anniversary of the beginning of World War II; the 50th anniversaries of the Civil Rights Act of 1964 and Beatlemania and much more. New

birthday entries for sports stars such as Mo Farah (Mar 23), Ryan Lochte (Aug 3) and Gabrielle Douglas (Dec 31); actors such as Kerry Washington (Jan 31), Lena Dunham (May 13) and Mads Mikkelsen (Nov 22); musical artists such as Carly Rae Jepsen (Nov 21) and Psy (Dec 31); and authors such as Téa Obreht (Sept 30) and Ann Patchett (Dec 2) and many others. Special days such as National Ferret Day (Apr 2), World Lindy Hop Day (May 26), Extra Mile Day (Nov 1), Lost and Found Day (Dec 12) and more. Search Chase's Any Way You Want! Whether you want to target a specific date, location or subject, our fully searchable CD-ROM (PC and MAC-compatible) makes your research quick and easy. Also included is a free installer, so you can load Chase's directly to your hard drive.

*Leave It in the Ground* John C. Berg, 2019-09-03

Employing scientific explanations and hard data, this book shows why coal is such a problem, how the pro-coal forces got to be so powerful, and how those forces might be defeated through political activism. Coal provided the energy to build modern civilization. This energy source raised standards of living, multiplied the earth's population, and enabled people in developed countries to enjoy leisure time. Today, we know that if we burn all the coal available, climate change will continue to increase. But the use of coal isn't purely an environmental issue; there are also political and economic forces at play. This book examines the politics and environmental impact of coal production and distribution, presenting a clear point of view—that we must shift away from coal use—backed by hard data and supplying specific prescriptions for opposing and regulating the coal industry. Author John C. Berg explains how ending the burning of coal (and of oil and natural gas) is a political problem rather than a technical one; explodes the clean coal myth, providing scientific documentation of how

burning coal emits more greenhouse gases per unit of energy than any other fuel; and describes how controlling coal use in the United States will also serve to restore the possibility of a meaningful international climate agreement. Additionally, readers will understand the critical importance of activism-from local to international-in spurring government regulation to control the coal industry, which can only be defeated politically.

*Health Science Books, 1876-1982* ,1982

*Political Handbook of the World 2015* Tom

Lansford,2015-03-24 The Political Handbook of the World provides timely, thorough, and accurate political information, with more in-depth coverage of current political controversies than any other reference guide. The updated 2015 edition will continue to be the most authoritative source for finding complete facts and analysis on each country's governmental and political makeup. Compiling in one place more than 200 entries on countries and territories throughout the world, this volume is renowned for its extensive coverage of all major and minor political parties and groups in each political system. It also provides names of key ambassadors and international memberships of each country, plus detailed profiles of more than 30 intergovernmental organizations and UN agencies. And this annual update includes coverage of current events, issues, crises, and controversies from the course of this year.

**Handbook of Automated Scoring** Duanli Yan,André A. Rupp,Peter W. Foltz,2020-02-26 Automated scoring engines [...] require a careful balancing of the contributions of technology, NLP, psychometrics, artificial intelligence, and the learning sciences. The present handbook is evidence that the theories, methodologies, and underlying technology that surround automated scoring have reached

maturity, and that there is a growing acceptance of these technologies among experts and the public. From the Foreword by Alina von Davier, ACTNext Senior Vice President Handbook of Automated Scoring: Theory into Practice provides a scientifically grounded overview of the key research efforts required to move automated scoring systems into operational practice. It examines the field of automated scoring from the viewpoint of related scientific fields serving as its foundation, the latest developments of computational methodologies utilized in automated scoring, and several large-scale real-world applications of automated scoring for complex learning and assessment systems. The book is organized into three parts that cover (1) theoretical foundations, (2) operational methodologies, and (3) practical illustrations, each with a commentary. In addition, the handbook includes an introduction and synthesis chapter as well as a cross-chapter glossary.

#### The Human Rights-Based Approach to Higher Education

Jane Kotzmann, 2018-04-05 A human right to higher education was included in the International Covenant on Economic Social and Cultural Rights (ICESCR), which came into force in 1976. Yet the world has changed significantly since the ICESCR was drafted. State legislation and policies have generally followed a neoliberal trajectory, shifting the perception of higher education from being a public good to being a commodity able to be bought and sold. This model has been criticized, particularly because it generally reinforces social inequality. At the same time, attaining higher education has become more important than ever before. Higher education is a prerequisite for many jobs and those who have attained higher education enjoy improved life circumstances. This book seeks to determine: Is there still a place for the human right to higher education in the current international context? In seeking to answer this

question, this book compares and contrasts two general theoretical models that are used to frame higher education policy: the market-based approach and the human rights-based approach. In the process, it contributes to an understanding of the likely effectiveness of market-based versus human rights-based approaches to higher education provision in terms of teaching and learning. This understanding should enable the development of more improved, sophisticated, and ultimately successful higher education policies. This book contends that a human rights-based approach to higher education policy is more likely to enable the achievement of higher education purposes than a market-based approach. In reaching this conclusion, the book identifies and addresses some strategic considerations of relevance for advocates of a human rights-based approach in this context.

The Art of Agile Development James Shore, Shane Warden, 2021-10-12 Most companies developing software employ something they call Agile. But there's widespread misunderstanding of what Agile is and how to use it. If you want to improve your software development team's agility, this comprehensive guidebook's clear, concrete, and detailed guidance explains what to do and why, and when to make trade-offs. In this thorough update of the classic Agile how-to guide, James Shore provides no-nonsense advice on Agile adoption, planning, development, delivery, and management taken from over two decades of Agile experience. He brings the latest ideas from Extreme Programming, Scrum, Lean, DevOps, and more into a cohesive whole. Learn how to successfully bring Agile development to your team and organization--or discover why Agile might not be for you. This book explains how to: Improve agility: create the conditions necessary for Agile to succeed and scale in your organization Focus on value:

work as a team, understand priorities, provide visibility, and improve continuously Deliver software reliably: share ownership, decrease development costs, evolve designs, and deploy continuously Optimize value: take ownership of product plans, budgets, and experiments--and produce market-leading software

**Improv for Democracy** Don Waisanen, 2020-10-01

While much has been written about what democracies should look like, much less has been said about how to actually train citizens in democratic perspectives and skills. Amid the social and political crises of our time, many programs seeking to bridge differences between citizens draw from the surprising field of improvisational theater. Improv trains people to engage with one another in ways that promote empathy and understanding. Don Waisanen demonstrates how improv-based teaching and training methods can forward the communication, leadership, and civic skills our world urgently needs. Waisanen includes specific exercises and thought experiments that can be used by educators; advocates for civic engagement and civil discourse; practitioners and scholars in communication, leadership, and conflict management; training and development specialists; administrators looking to build new curricula or programming; and professionals seeking to embed productive, sustainable, and socially responsible forms of interaction in and across organizations. Ultimately this book offers a new approach for helping people become more creative, heighten awareness, think faster, build confidence, operate flexibly, improve expression and governance skills, and above all, think and act more democratically.

**The American Organist** , 2008

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