

1. Record Nr.	UNINA9910817664803321
Autore	Chun Edna Breinig
Titolo	The new talent acquisition frontier : integrating HR and diversity strategy in the private and public sectors and higher education / / Edna Chun and Alvin Evans ; forewords by Andy Brantley and Benjamin D. Reese Jr
Pubbl/distr/stampa	Sterling, Virginia : , : Stylus Pub., LLC, , 2014
ISBN	1-00-344799-6 1-000-97315-8 1-003-44799-6 1-62036-085-3
Edizione	[First edition.]
Descrizione fisica	1 online resource (216 p.)
Altri autori (Persone)	EvansAlvin
Disciplina	658.3008
Soggetti	Diversity in the workplace Personnel management College personnel management
Lingua di pubblicazione	Inglese
Formato	Materiale a stampa
Livello bibliografico	Monografia
Note generali	Description based upon print version of record.
Nota di bibliografia	Includes bibliographical references and index.
Nota di contenuto	""Cover""; ""CONTENTS""; ""ILLUSTRATIONS""; ""FOREWORD 1""; ""FOREWORD 2""; ""ACKNOWLEDGMENTS""; ""1. THE BUSINESS CASE FOR INTEGRATING HR AND DIVERSITY STRATEGY""; ""The Global Imperative""; ""Diversity, Demography, and HR Strategy""; ""Driving Change From the Outside In""; ""Misconceptions About HR's Diversity Role""; ""Barriers to Integrated HR/Diversity Practices""; ""Ten Predominant Themes in HR/Diversity Transformation Across All Sectors""; ""Unifying Bureaucracy to Create Synergistic Talent Approaches""; ""Strategic and Tactical Questions for Further Discussion"" ""Case Study 1: Formation of the HR Outreach and Diversity Office in the State of Rhode Island""""Case Study 2: Leading a Global HR/Diversity Initiative at the Society for Human Resource Management""; ""References""; ""2. RECIPROCAL EMPOWERMENT: The Foundation of Inclusive Talent Practices""; ""Reciprocal Empowerment as Organizational Commitment""; ""Defining the Discourse of Diversity and

Inclusion"; ""Diversity Capability as a Core Intangible Asset"; ""HR's Diversity Evolution"; ""HR Redesign for Diversity"; ""The Pathway to Inclusion: Why Reciprocal Empowerment Matters""

""Strategic and Tactical Questions for Further Discussion"" Case Study 3: Building Diversity Capability at Ingersoll Rand"; ""Case Study 4: Strategic HR and Diversity Collaboration at Duke University"";

""References""; ""3. DIVERSITY COMPETENCIES OF THE HR LEADER"";

""The Six Competency Domains for Diversity"; ""Intercultural Sensitivity and Engagement""; ""The New Frontiers of Intelligence""; ""Creating Vanguard Organizations Through HR/Diversity Leadership""; ""Strategic and Tactical Questions for Further Discussion""; ""Case Study 5: Visioning and Planninga€?Diversity and HR at Sodexo""

""References"" 4. HR LEADERS AS ARCHITECTS OF DIVERSITY CHANGE"; ""HR Leader Self-Assessment""; ""Assessing Organizational Readiness for HR/Diversity Strategy Integration""; ""Creating Capacity for Transformational Change""; ""Mapping the Phases of Diversity Organization Development""; ""Barriers to Collaboration""; ""Challenges and Opportunities""; ""Strategic and Tactical Questions for Further Discussion""; ""Case Study 6: Integrating HR and Diversity Governmental Strategy at the U.S. Office of Personnel Management""; ""References""

""5. CREATING THE HR TALENT INFRASTRUCTURE FOR DIVERSITY"" The Talent Management Platform"; ""Talent Sustainability""; ""Talent Segmentation""; ""Global and Local: The Talent Challenge""; ""The Loss of Diverse Talent""; ""The Value of a Talent Compact""; ""The HR Vision, Mission, and Values Statements""; ""Systematic Gap Analysis""; ""Developing a Strategic HR/Diversity Talent Planning Process""; ""Strategic and Tactical Questions for Further Discussion""; ""Case Study 7: Launching a Transformative Diversity Initiative in the Largest HR Professional Association in Higher Education""

""References""

2. Record Nr.	UNINA9910300074803321
Titolo	Alcohol Use Disorders and the Lung : A Clinical and Pathophysiological Approach / / edited by David M. Guidot, Ashish J. Mehta
Pubbl/distr/stampa	New York, NY : , : Springer New York : , : Imprint : Humana, , 2014
ISBN	1-4614-8833-8
Edizione	[1st ed. 2014.]
Descrizione fisica	1 online resource (253 p.)
Collana	Respiratory Medicine, , 2197-7372
Disciplina	618.326861
Soggetti	Respiratory organs—Diseases Critical care medicine Psychiatry Internal medicine Pneumology/Respiratory System Intensive / Critical Care Medicine Internal Medicine
Lingua di pubblicazione	Inglese
Formato	Materiale a stampa
Livello bibliografico	Monografia
Note generali	Description based upon print version of record.
Nota di bibliografia	Includes bibliographical references and index.
Nota di contenuto	A Brief History of Alcohol Use and Abuse in Human History -- Overview of the Evolving Recognition of the Health Effects of Excessive Alcohol Use Over the Past Two Centuries Including the Classic Citations -- Current Definitions of Alcohol Use Disorders and the Use of Validated Questionnaires in Clinical Practice and Research -- The Epidemiology of Alcohol Abuse and Pneumonia -- The Epidemiology of Alcohol and Acute Respiratory Distress Syndrome -- Alcohol, the Upper Airway, and Mucociliary Dysfunction in the Conducting Airways -- Alcohol and the Alveolar Macrophage -- Alcohol and the Alveolar Epithelium -- Alcohol-Mediated Oxidative Stress in the Airway: The Unique Role of Thiol Depletion -- Alcohol and the Adaptive Immune Response in the Airway: Dendritic Cell and Lymphocyte Impairments -- Alcohol Impairment of Granulocyte Function During Lung Infection -- Disruption in the Dynamic Balance Between Transforming Growth Factor- and Granulocyte/Macrophage Colony-stimulating Factor Signaling within the Alveolar Space of the Alcoholic Lung: Impact on Epithelial and Macrophage Function -- Alcohol-mediated Zinc

Deficiency within the Alveolar Space: A Potential Fundamental Mechanism Underlying Oxidative Stress and Cellular Dysfunction in the Alcoholic Lung -- The Impact of Alcohol Abuse on Multiple Organ Dysfunction in the Surgical Patient -- Alcohol and HIV: Experimental and Clinical Evidence of Combined Impact on the Lung -- Maternal Alcohol Use and the Neonate.

Sommario/riassunto

Alcohol Use Disorders and the Lung: A Clinical and Pathophysiological Approach is an excellent resource for clinicians who care for individuals affected by alcohol use disorders in diverse settings. Although alcohol abuse alone does not cause acute lung injury, it renders the lung susceptible to dysfunction in response to the inflammatory stresses of sepsis, trauma, and other clinical conditions recognized to cause acute lung injury. In parallel, these same pathophysiological effects of alcohol abuse significantly increase the risk of a wide range of serious lung infections. Many clinicians involved in the primary treatment of alcohol use disorders, such as addiction psychiatrists, will find this text of interest as it will expand their understanding of the health consequences of alcohol use disorders. In parallel, clinicians who specialize in pulmonary and/or critical care medicine will have a unique resource that provides a comprehensive review of the pathophysiology of alcohol-related lung disorders and insights into evolving therapeutic options in these vulnerable individuals. Alcohol Use Disorders and the Lung: A Clinical and Pathophysiological Approach fills a gap in the literature and presents the evolving clinical research that may soon lead to novel therapies that can improve lung health in individuals with alcohol use disorders and co-existing conditions such as HIV infection.