

1. Record Nr.	UNINA9910966768303321
Titolo	Building a resilient workforce : opportunities for the Department of Homeland Security, workshop summary / / Heather M. Colvin and Rachel M. Taylor, Rapporteurs, Planning Committee on Workforce Resiliency Programs, Board on Health Sciences Policy, Institute of Medicine of the National Academies
Pubbl/distr/stampa	Washington, D.C., : National Academies Press, c2012
ISBN	9786613721440 9780309255141 0309255147 9781280880131 1280880139 9780309255127 0309255120
Edizione	[1st ed.]
Descrizione fisica	xvi, 231 p. : ill
Altri autori (Persone)	ColvinHeather M TaylorRachel M
Disciplina	613.6209
Soggetti	Labor supply - United States - Evaluation Organizational effectiveness Personnel management - United States Resilience (Personality trait)
Lingua di pubblicazione	Inglese
Formato	Materiale a stampa
Livello bibliografico	Monografia
Note generali	Bibliographic Level Mode of Issuance: Monograph
Nota di bibliografia	Includes bibliographical references.
Nota di contenuto	Introduction and overview -- Overview of the Department of Homeland Security resilience issues and programs -- An operational definition of resilience -- Factors influencing workforce effectiveness and resilience -- Resilience programs and interventions -- Leveraging existing services and programs to support resilience -- Understanding individual and organizational resilience and performance measures -- Perspectives on priorities and next steps.
Sommario/riassunto	Every job can lead to stress. How people cope with that stress can be influenced by many factors. The Department of Homeland Security

(DHS) employs a diverse staff that includes emergency responders, border patrol agents, federal air marshals, and policy analysts. These employees may be exposed to traumatic situations and disturbing information as part of their jobs. DHS is concerned that long-term exposure to stressors may reduce individual resilience, negatively affect employees' well-being, and deteriorate the department's level of operation readiness. To explore DHS workforce resilience, the Institute of Medicine hosted two workshops in September and November 2011. The September workshop focused on DHS's operational and law enforcement personnel, while the November workshop concentrated on DHS policy and program personnel with top secret security clearances. The workshop brought together an array of experts from various fields including resilience research, occupation health psychology, and emergency response. Building a Resilient Workforce: Opportunities for the Department of Homeland Security: Workshop Summary Defines workforce resilience and its benefits such as increased operational readiness and long-term cost savings for the specified population; Identifies work-related stressors faced by DHS workers, and gaps in current services and programs; Prioritizes key areas of concern; and Identifies innovative and effective worker resilience programs that could potentially serve as models for relevant components of the DHS workforce. The report presents highlights from more than 20 hours of presentations and discussions from the two workshops, as well as the agendas and a complete listing of the speakers, panelists, and planning committee members.

2. Record Nr.	UNINA9910974606603321
Autore	Fine John V. A (John Van Antwerp), <1939->
Titolo	When ethnicity did not matter in the Balkans : a study of identity in pre-nationalist Croatia, Dalmatia, and Slavonia in the medieval and early-modern periods / / John V.A. Fine
Pubbl/distr/stampa	Ann Arbor, MI : , : University of Michigan Press, , c2006
ISBN	1-282-59157-6 9786612591570 0-472-02560-0
Edizione	[1st ed.]
Descrizione fisica	1 online resource (669 p.)
Disciplina	305.8/0094972
Soggetti	National characteristics, Croatian Ethnicity - Croatia Croatia History To 1102 Croatia History 1102-1527 Croatia History 1527-1918
Lingua di pubblicazione	Inglese
Formato	Materiale a stampa
Livello bibliografico	Monografia
Note generali	Bibliographic Level Mode of Issuance: Monograph
Nota di bibliografia	Includes bibliographical references (p. 569-626) and index.
Nota di contenuto	Intro -- Contents -- Maps -- Introduction -- One: The Setting, Including the Slavic and Croat Migrations -- Two: Croats and Slavs to 1102 -- Three: Slavonia, Dalmatia, and "Velebitia" after 1102 -- Four: Perceptions of Slavs, Illyrians, and Croats, 1500 to 1600 -- Five: Perceptions of Slavs, Illyrians, and Croats in Dalmatia, Dubrovnik, and Croatia Proper, 1600 to 1800 -- Six: Slavonia, 1600 to 1800 -- Conclusions -- Monarchs of Croatia to 1800 by Ian Mladjov -- Simplified Genealogy of the Frankapans, Šubić, and Zrinski -- Bibliography -- Index.
Sommario/riassunto	This is history as it should be written. In When Ethnicity Did Not Matter in the Balkans, a logical advancement on his earlier studies, Fine has successfully tackled a fascinating historical question, one having broad political implications for our own times. Fine's approach is to demonstrate how ideas of identity and self-identity were invented and evolved in medieval and early-modern times. At the same time, this book can be read as a critique of twentieth-century historiography-and

this makes Fine's contribution even more valuable. This book is an original, much-needed contribution to the field of Balkan studies. - Steve Rapp, Associate Professor of Caucasian, Byzantine, and Eurasian History, and Director, Program in World History and Cultures

Department of History, Georgia State University Atlanta When Ethnicity Did Not Matter in the Balkans is a study of the people who lived in what is now Croatia during the Middle Ages (roughly 600-1500) and the early-modern period (1500-1800), and how they identified themselves and were identified by others. John V. A. Fine, Jr., advances the discussion of identity by asking such questions as: Did most, some, or any of the population of that territory see itself as Croatian? If some did not, to what other communities did they consider themselves to belong? Were the labels attached to a given person or population fixed or could they change? And were some people members of several different communities at a given moment? And if there were competing identities, which identities held sway in which particular regions? In When Ethnicity Did Not Matter in the Balkans, Fine investigates the identity labels (and their meaning) employed by and about the medieval and early-modern population of the lands that make up present-day Croatia. Religion, local residence, and narrow family or broader clan all played important parts in past and present identities. Fine, however, concentrates chiefly on broader secular names that reflect attachment to a city, region, tribe or clan, a labeled people, or state. The result is a magisterial analysis showing us the complexity of pre-national identity in Croatia, Dalmatia, and Slavonia. There can be no question that the medieval and early-modern periods were pre-national times, but Fine has taken a further step by demonstrating that the medieval and early-modern eras in this region were also pre-ethnic so far as local identities are concerned. The back-projection of twentieth-century forms of identity into the pre-modern past by patriotic and nationalist historians has been brought to light. Though this back-projection is not always misleading, it can be; Fine is fully cognizant of the danger and has risen to the occasion to combat it while frequently remarking in the text that his findings for the Balkans have parallels elsewhere.

John V. A. Fine, Jr. is Professor of History at the University of Michigan.