

## Eb1 Recommendation Letter Sample

**Non-Native Prosody: Phonetic Description and Teaching Practice** is a response to the increasing interest in the field of prosody in second language acquisition and teaching. The volume presents an overview of the state of the art in second language prosody learning and teaching and brings together linguistic research on the description and modelling of non-native prosodic structures with L2 teaching methods and practices. The first part comprises descriptions of non-native prosodic structures (including intonation, stress and speech rhythm) as well as methodological considerations of research in second language acquisition written by experts in the field. These overviews of current theoretical models and results from empirical studies are presented in a format accessible to language teachers. In the second part, some of the leading teaching practitioners and developers of phonological learning materials present a variety of methods and exercises in the area of prosody. The accompanying audio examples on a CD-ROM make a useful addition illustrating the descriptions and exercises for various target and source languages.

This is a concise one-volume reference covering all the key areas of immigration law and containing appendices with forms and other practical information.

This text provides the necessary tools and up-to-date information on the morphological approach and most current use of ancillary techniques in the diagnosis and treatment of malignant tumors. The work is divided by sub specialty areas so that the reader can easily obtain the information desired. Features of histopathological lesions are presented in each area, as well as an up-to-date use of the different immunohistochemical stains and molecular biology features, when applicable, which are commonly used to determine treatment modalities. All sub specialty sections are written by sub specialty pathologists with experience in tumor pathology and who work in a cancer center. Each chapter is richly illustrated and properly referenced. **Oncological Surgical Pathology** will be of use not only for pathologists (including pathology residents and fellows), but also for oncological surgeons, oncologists and interventional radiologists.

**The Handbook of Water and Wastewater Treatment Plant Operations** is the first thorough resource manual developed exclusively for water and wastewater plant operators. Now regarded as an industry standard, this fourth edition has been updated throughout, and explains the material in easy-to-understand language. It also provides real-world case studies and operating scenarios, as well as problem-solving practice sets for each scenario. Features: Updates the material to reflect the developments in the field Includes new math operations with solutions, as well as over 250 new sample questions Adds updated coverage of energy conservation measures with applicable case studies Enables users to properly operate water and wastewater plants and suggests troubleshooting procedures for returning a plant to optimum operation levels Prepares operators for licensure exams A complete compilation of water science, treatment information, process control procedures, problem-solving techniques, safety and health information, and administrative and technological trends, this text serves as a resource for professionals working in water and wastewater operations and operators preparing for wastewater licensure exams. It can also be used as a supplemental textbook for undergraduate and graduate students studying environmental science, water science, and environmental engineering.

**Handbook of Polymers, Second Edition**, presents normalized, up-to-date polymer data in a consistent and easily referenceable layout. This new edition represents an update of the available data, including new values for many commercially available products, verification of existing data, and removal of older data where it is no longer useful. The book includes data on all major polymeric materials used by the plastics industry and all branches of the chemical industry, as well as specialty polymers used in the electronics, pharmaceutical, medical, and

space fields. The entire scope of the data is divided into sections to make data comparison and search easy, including synthesis, physical, mechanical, and rheological properties, chemical resistance, toxicity and environmental impact, and more. The data enables engineers and materials scientists to solve practical problems, be that in applications, research and development, or legislation. The most current grades of materials have been selected to provide readers with information that is characteristic of currently available products. Includes practical data on the most widely used polymers for engineers and materials scientists in design, manufacture, and applications research Presents data on polymer synthesis, properties, chemical resistance, processing, and their related environmental impacts Provides a comprehensive update to the data, including new information and the verification of existing datasets

First Published in 1998. Routledge is an imprint of Taylor & Francis, an informa company. This book constitutes the joint refereed proceedings of the 20th International Conference on Next Generation Teletraffic and Wired/Wireless Advanced Networks and Systems, NEW2AN 2020, and the 13th Conference on Internet of Things and Smart Spaces, ruSMART 2020. The conference was held virtually due to the COVID-19 pandemic. The 79 revised full papers presented were carefully reviewed and selected from 225 submissions. The papers of NEW2AN address various aspects of next-generation data networks, with special attention to advanced wireless networking and applications. In particular, they deal with novel and innovative approaches to performance and efficiency analysis of 5G and beyond systems, employed game-theoretical formulations, advanced queuing theory, and stochastic geometry, while also covering the Internet of Things, cyber security, optics, signal processing, as well as business aspects. ruSMART 2020, provides a forum for academic and industrial researchers to discuss new ideas and trends in the emerging areas.

This book deals with the rapid progress in the area of myelodysplastic syndromes (MDS). MDS are a group of age-associated heterogeneous malignant bone marrow stem cell disorders. MDS are characterized by ineffective hematopoiesis, which leads to refractory cytopenias and to clonal instability. Patients with MDS have myeloid dysplasia, intramedullary apoptosis and an increased risk of transformation to acute myeloid leukemia (AML). The use of next generation sequencing has allowed for the identification of molecular mutations in several genes in about 90% of MDS patients. Several mutations will likely be incorporated into future prognostic scoring systems for MDS. About 50% of MDS cases are characterized by the presence of cytogenetic abnormalities. The correct morphological and cytogenetic analysis interpretation plays an important role in diagnosis and prognosis of these disorders. Cell death and an inflammatory gene signature are associated with MDS. Better understanding of the genetic and molecular mechanisms of MDS pathogenesis provides an opportunity for new treatment strategies to be developed. Promising novel therapies targeting pathophysiological mechanisms of MDS are being studied but the drugs currently used in MDS therapy remain limited. The only curative therapy for MDS is allogeneic hematopoietic stem cell transplantation. Recent advances in strategies to minimize transplant-related toxicity make this treatment possible for more MDS patients who are sufficiently fit.

In the wake of September 11, 2001, the Department of Homeland Security (DHS) was created to prevent terrorist attacks in the US. This led to dramatic increases in immigration law enforcement - raids, detentions and deportations have increased six-fold. Immigration Nation critically analyses the human rights impact of this tightening of US immigration policy. Golash-Boza reveals that it has had consequences not just for immigrants, but for citizens, families and communities. She shows that even though family reunification is officially a core component of US immigration policy, it has often torn families apart. This is a critical and revealing look at the real life - frequently

devastating - impact of immigration policy in a security conscious world.

At an all-boys' boarding school deep in the mountains, hapless transfer student Takashi Tono joins the Photography Club, only to learn too late that the club's main extracurricular activity is offering its sexual services to the student body! Now that Takashi's surrounded by bedroom aces, can this virgin survive a day—much less the whole school year—as part of the school's most lascivious club? -- VIZ Media

This recommended practice provides short-circuit current information including calculated short-circuit current duties for the application in industrial plants and commercial buildings, at all power system voltages, of power system equipment that senses, carries, or interrupts short-circuit currents.

A much-needed "people skills" primer and master class in all facets of workplace communication Do you know how to ask for help at work without sounding dumb? Do you know how to get valuable and useful feedback from your colleagues? Have you mastered your professional elevator pitch so that every time you meet someone, they remember and are impressed by you? If you answered "no" to any of these questions, you need Great on the Job. In 2008, Jodi Glickman launched Great on the Job, a communications consulting firm whose distinguished client list includes Harvard Business School, Wharton, The Stern School of Business, Merrill Lynch, and Citigroup. Now, Glickman's three-step training program is available in book form for the first time. With case studies, micro strategies, and example language, readers will learn communication skills that can be practiced and implemented immediately. In today's economy, it's not typically the smartest, hardest working or most technically savvy who succeed. Instead, the ability to communicate well is often the most important precursor to success in the workplace. So whether you're a star performer or a struggling novice, Great on the Job will give you the building blocks you need for every conversation you'll have at work.

Are current testing practices consistent with the goals of the reform movement in school mathematics? If not, what are the alternatives? How can authentic performance in mathematics be assessed? These and similar questions about tests and their uses have forced those advocating change to examine the way in which mathematical performance data is gathered and used in American schools. This book provides recent views on the issues surrounding mathematics tests, such as the need for valid performance data, the implications of the Curriculum and Evaluation Standards for School Mathematics for test development, the identification of valid items and tests in terms of the Standards, the procedures now being used to construct a sample of state assessment tests, gender differences in test taking, and methods of reporting student achievement.

Visa options for physicians is one of the most complex areas of immigration law. To help practitioners, AILA has revived its Occupational Guidebook series with the second edition of Immigration Options for Physicians. This must-have resource for immigration cases involving doctors incorporates analyses and practical advice concerning:--Waivers \*IGA Waivers (with emphasis on HHS and VA Waivers) \*Hardship Waivers \*National Interest Waivers --O-1 Visas for Physicians --H-1B Visas for Physicians --Permanent Residence/Labor Certification for Physicians --Licensing Issues --J-2 Physician Issues --Complementary and Alternative Health Care Get practical guidance from the leading experts in this area with Immigration Options for

Physicians, 2nd Edition.

At a time when every country is concerned with global pollution and environmental damage, governments and industries are currently working hard to identify areas of leakage and formulate a range of solutions to achieve major improvements. The chemical, oil and gas industries have made significant progress in improving their performance. This has resulted in a reduction in leakages to atmosphere and also reductions in product losses - benefits which have meant real savings in materials. Companies who are at the forefront of these developments are achieving a competitive advantage by pursuing a policy of improvement.

"A step-by-step guide to obtaining U.S. residency by various non-work related means, such as political asylum, the visa lottery or a family member"--Provided by publisher. A straightforward and easy-to-follow introduction to the main concepts and techniques of the subject. It is based on numerous courses given by the author to students and researchers in the health sciences and is written with such readers in mind. A "user-friendly" layout includes numerous illustrations and exercises and the book is written in such a way so as to enable readers learn directly without the assistance of a classroom instructor. Throughout, there is an emphasis on presenting each new topic backed by real examples of a survival analysis investigation, followed up with thorough analyses of real data sets. Each chapter concludes with practice exercises to help readers reinforce their understanding of the concepts covered, before going on to a more comprehensive test. Answers to both are included. Readers will enjoy David Kleinbaums style of presentation, making this an excellent introduction for all those coming to the subject for the first time.

This interdisciplinary work is a collection of major essays on reasoning: deductive, inductive, abductive, belief revision, defeasible (non-monotonic), cross cultural, conversational, and argumentative. They are each oriented toward contemporary empirical studies. The book focuses on foundational issues, including paradoxes, fallacies, and debates about the nature of rationality, the traditional modes of reasoning, as well as counterfactual and causal reasoning. It also includes chapters on the interface between reasoning and other forms of thought. In general, this last set of essays represents growth points in reasoning research, drawing connections to pragmatics, cross-cultural studies, emotion and evolution.

A guide to writing effective, easy-to-understand letters of agreement between artists and gallery owners, publishers, and agents features a detailed explanation of each letter and a selection of ready-to-use letters. Original.

This is the second edition of a well-received book. It provides an up-to-date, concise review of essential topics in the physics of matter, from atoms and molecules to solids, including elements of statistical mechanics. It features over 160 completely revised and enhanced figures illustrating the main physical concepts and the fundamental experimental facts, and discusses selected experiments, mainly in spectroscopy and thermodynamics, within the general framework of the adiabatic separation of the motions of electrons and nuclei. The

book focuses on what can be described in terms of independent-particle models, providing the mathematical derivations in sufficient detail for readers to grasp the relevant physics involved. The final section offers a glimpse of more advanced topics, including magnetism and superconductivity, sparking readers' curiosity to further explore the latest developments in the physics of matter. .

"The Guide, in Part I, begins with a brief description of generalized CEA and how it relates to the two questions raised above. It then considers issues relating to study design, estimating costs, assessing health effects, discounting, uncertainty and sensitivity analysis, and reporting results. Detailed discussions of selected technical issues and applications are provided in a series of background papers, originally published in journals, but included in this book for easy reference in Part II." (from the back cover).

Making Choices in HealthWHO Guide to Cost-effectiveness AnalysisWorld Health Organization

Business process management is usually treated from two different perspectives: business administration and computer science. While business administration professionals tend to consider information technology as a subordinate aspect in business process management for experts to handle, by contrast computer science professionals often consider business goals and organizational regulations as terms that do not deserve much thought but require the appropriate level of abstraction. Matthias Weske argues that all communities involved need to have a common understanding of the different aspects of business process management. To this end, he details the complete business process lifecycle from the modeling phase to process enactment and improvement, taking into account all different stakeholders involved. After starting with a presentation of general foundations and abstraction models, he explains concepts like process orchestrations and choreographies, as well as process properties and data dependencies. Finally, he presents both traditional and advanced business process management architectures, covering, for example, workflow management systems, service-oriented architectures, and data-driven approaches. In addition, he shows how standards like WfMC, SOAP, WSDL, and BPEL fit into the picture. This textbook is ideally suited for classes on business process management, information systems architecture, and workflow management. This 3rd edition contains a new chapter on business decision modelling, covering the Decision Model and Notation (DMN) standard; the chapter on process choreographies has been streamlined, and numerous clarifications have been fetched throughout the book. The accompanying website [www.bpm-book.com](http://www.bpm-book.com) contains further information and additional teaching material.

Provides diagnosis and repair procedures for appliances, including dishwashers, garbage disposals, water heaters, washing machines, dryers, electric ranges, and refrigerators

The development of "intelligent" systems that can take decisions and perform

autonomously might lead to faster and more consistent decisions. A limiting factor for a broader adoption of AI technology is the inherent risks that come with giving up human control and oversight to “intelligent” machines. For sensitive tasks involving critical infrastructures and affecting human well-being or health, it is crucial to limit the possibility of improper, non-robust and unsafe decisions and actions. Before deploying an AI system, we see a strong need to validate its behavior, and thus establish guarantees that it will continue to perform as expected when deployed in a real-world environment. In pursuit of that objective, ways for humans to verify the agreement between the AI decision structure and their own ground-truth knowledge have been explored. Explainable AI (XAI) has developed as a subfield of AI, focused on exposing complex AI models to humans in a systematic and interpretable manner. The 22 chapters included in this book provide a timely snapshot of algorithms, theory, and applications of interpretable and explainable AI and AI techniques that have been proposed recently reflecting the current discourse in this field and providing directions of future development. The book is organized in six parts: towards AI transparency; methods for interpreting AI systems; explaining the decisions of AI systems; evaluating interpretability and explanations; applications of explainable AI; and software for explainable AI.

This book serves as a training tool for individuals in industry and academia involved with heat transfer applications. Although the literature is inundated with texts emphasizing theory and theoretical derivations, the goal of this book is to present the subject of heat transfer from a strictly pragmatic point of view. The book is divided into four Parts: Introduction, Principles, Equipment Design Procedures and Applications, and ABET-related Topics. The first Part provides a series of chapters concerned with introductory topics that are required when solving most engineering problems, including those in heat transfer. The second Part of the book is concerned with heat transfer principles. Topics that receive treatment include Steady-state Heat Conduction, Unsteady-state Heat Conduction, Forced Convection, Free Convection, Radiation, Boiling and Condensation, and Cryogenics. Part three (considered the heart of the book) addresses heat transfer equipment design procedures and applications. In addition to providing a detailed treatment of the various types of heat exchangers, this part also examines the impact of entropy calculations on exchanger design, and operation, maintenance and inspection (OM&I), plus refractory and insulation effects. The concluding Part of the text examines ABET (Accreditation Board for Engineering and Technology) related topics of concern, including economics and finance, numerical methods, open-ended problems, ethics, environmental management, and safety and accident management. This book contains the papers presented at the 5th International Conference on Practical Aspects of Knowledge Management organized by the Department of Knowledge Management, Institute of Computer Science and Business Informatics, University of Vienna. The event took place on December 02–03,

2004 in Vienna. The PAKM conference series offers a communication forum and meeting ground for practitioners and researchers engaged in developing and deploying advanced business solutions for the management of knowledge and intellectual capital. Contributions pursuing integrated approaches which consider organizational, technological and cultural issues of knowledge management have been elected for presentation. PAKM is a forum for people to share their views, to exchange ideas, to develop new insights, and to envision completely new kinds of solutions for knowledge management problems. The accepted papers are of high quality and are not too specialized so that the main issues can be understood by someone outside the respective field. This is crucial for an interdisciplinary exchange of ideas. Like its predecessors, PAKM 2004 featured two invited talks. It is a real joy seeing the visibility of the conference increase and noting that knowledge management researchers and practitioners from all over the world submitted papers. This year, 163 papers and case studies were submitted, from which 48 were accepted.

This edition, updated by Arlene O'Sean and Antoinette Schleyer of the American Mathematical Society, brings Ms. Swanson's work up to date, reflecting the more technical reality of publishing today. While it includes information for copy editors, proofreaders, and production staff to do a thorough, traditional copyediting and proofreading of a manuscript and proof copy, it is increasingly more useful to authors, who have become intricately involved with the typesetting of their manuscripts.

This book features high-quality papers presented at the International Conference on Computational Intelligence and Communication Technology (CICT 2019) organized by ABES Engineering College, Ghaziabad, India, and held from February 22 to 23, 2019. It includes the latest advances and research findings in fields of computational science and communication such as communication & networking, web & informatics, hardware and software designs, distributed & parallel processing, advanced software engineering, advanced database management systems and bioinformatics. As such, it is of interest to research scholars, students, and engineers around the globe.

This book contains a selection of articles from The 2015 World Conference on Information Systems and Technologies (WorldCIST'15), held between the 1st and 3rd of April in Funchal, Madeira, Portugal, a global forum for researchers and practitioners to present and discuss recent results and innovations, current trends, professional experiences and challenges of modern Information Systems and Technologies research, technological development and applications. The main topics covered are: Information and Knowledge Management; Organizational Models and Information Systems; Intelligent and Decision Support Systems; Big Data Analytics and Applications; Software Systems, Architectures, Applications and Tools; Multimedia Systems and Applications; Computer Networks, Mobility and Pervasive Systems; Human-Computer Interaction; Health Informatics; Information Technologies in Education; Information Technologies in

Radio communications.

**PRESENTATION: ROLEX DAY-DATE, THE “PRESIDENT’S WATCH”** The Rolex Day-Date is the first wristwatch which indicates the date and the day of the week. In 1956 Rolex presents one of its most successful and most popular watches ever: the Day-Date,. This model is one of the world’s most famous Rolex watches; classic, beautiful, functional, useful and elegant. In 2008 a new chapter of this watch, the Day-date II (ø 41 mm) and in 2015 the new Day-Date 40. Known as “President’s Watch”, this Rolex Day-Date has characterized and influenced the history of horology with developments and innovations during the years. With high definition unreleased images, technical details, dials variants, history and updated price of every model, this book analyses every reference from 1956 until today. **TOPICS** In this book the authors examine calibers, dials, cases, bracelets and many more components of every model. You’ll find all dials with their variants of color (Stella dial) and material(lapis lazuli, root wood, meteorite, etc). Furthermore: the first Rolex Day-Date, 1800 series, “pie-pan” dials, 18000 series, personalized dials, special series, vintage advertisements, box, papers, Oysterquartz Day-Date, 18200 and 18300 series,Day-Date II, Day-Date 40 and much more. We can read from an official Rolex document: « THE BIRTH OF THE “DATEJUST” AND THE “DAY-DATE” Not satisfied with having realized a selfwinding waterproof watch, we decided to dedicate ourselves to studying the calendar watch. This is how the “Datejust”, which clearly indicates the date on the dial in a small aperture with a Cyclops lens which enlarges it so as to make it easier to read, was born. The next stage was the launch of the “Day-Date”, a perfected model which also indicates, with letters, the days of the week. The day and the date automatically change every evening at midnight. » These are the words of Roger Federer, a living tennis legend, about his Day-Date II: “The reason I like my Day-Date so much is because it is a legendary watch, elegant but with a certain spirit, with a touch of modernity added to its stylish black dial”.

The four volume set LNCS 9947, LNCS 9948, LNCS 9949, and LNCS 9950 constitutes the proceedings of the 23rd International Conference on Neural Information Processing, ICONIP 2016, held in Kyoto, Japan, in October 2016. The 296 full papers presented were carefully reviewed and selected from 431 submissions. The 4 volumes are organized in topical sections on deep and reinforcement learning; big data analysis; neural data analysis; robotics and control; bio-inspired/energy efficient information processing; whole brain architecture; neurodynamics; bioinformatics; biomedical engineering; data mining and cybersecurity workshop; machine learning; neuromorphic hardware; sensory perception; pattern recognition; social networks; brain-machine interface; computer vision; time series analysis; data-driven approach for extracting latent features; topological and graph based clustering methods; computational intelligence; data mining; deep neural networks; computational and cognitive neurosciences; theory and algorithms.

This book is specifically designed to expand reader knowledge while avoiding complex statistical formulations. Emphasizing the quantitative issues of epidemiology, this book focuses on study design, measures of association, interaction, research assessment, and other methods and practice. The Second Edition takes readers who have a good understanding of basic epidemiological principles through more rigorous discussions of concepts and methods.

Now in its fourth edition, authors Greg Siskind and Elissa Taub provide the most up-to-date information regarding immigration for foreign physicians in *The Physician Immigration Handbook*. Physician immigration is perhaps the most complicated area of U.S. immigration law, but *The Physician Immigration Handbook, 4th Edition*, simplifies that process in a way that is easy to follow and understand. Updated annually, *The Handbook* explains what foreign physicians need to know to apply for graduate medical training at American teaching hospitals in the United States and how they can remain in the United States to pursue their careers. *The Physician Immigration Handbook* follows the typical American journey for the international medical graduate (IMG). First, the Handbook reviews the application process through which physicians receive ECFMG certification, eventually leading to admittance to U.S. graduate medical training programs. Then it discusses the two major immigration pathways open to IMGs who want to come to the United States for graduate medical training: the J-1 visa and the H-1B visa. The Handbook walks the IMG through training to post-training work, then on to permanent residency (the "green card" process) and ultimately to U.S. citizenship. It even delves into employment issues, such as layoffs, mergers, and acquisitions, while also discussing special benefits available to foreign physicians in the U.S. military. *The Physician Immigration Handbook* was written as a guide for IMGs, recruiters, human resource professionals, and even government officials who need to know how the U.S. immigration system works and the special rules applied to physicians within that framework. The Handbook includes 24 chapters in an easy-to-follow, question-and-answer format: Qualifying for Graduate Medical Training in the United States The J-1 and the H-1B Visas Seeking a Visitor Visa to Pursue Graduate Medical Training J-1 Visas for Graduate Medical Training The J-1 Home-Residency Requirement Conrad 30 Waivers 'Public Interest' Waivers Hardship and Persecution Waivers J-2 Status for Family Members of a J-1 Exchange Visitor The H-1B Visa Process Cap-Exemption Strategies for the H-1B Visa H-4 Family Members Accompanying an H-1B Visa Holder Consular Processing of Nonimmigrant Visas Lawful Permanent Residency Obtaining Permanent Residency Through PERM Labor Certification National Interest Waivers Other Paths to Achieving Permanent Residency Obtaining U.S. Citizenship The Impact of Employment Termination The Impact of Mergers and Acquisitions Immigration and the Locum Tenens The Role of Physician Recruiters Special Issues Affecting Canadian Physicians Hiring an Immigration Attorney. The Handbook also includes numerous helpful appendices and charts, plus sample questionnaires: Resources and Websites of Interest; Physician Licensing Requirements by State; Physician National Interest Waiver Chart; Preliminary Immigration Questionnaires for Physicians and Physician Employers; J-1 Interested Government Agency Physician Waiver Flowchart; Flowchart for Physicians on Training H-1Bs; Conrad 30 State Chart.

'Represents the culmination of an 18-month-long project that aims to be the definitive review of this important topic. Accompanied by a scholarly literature review, some new

analysis, and a wealth of evidence and insight... the report is a tour de force; a once-in-a-generation opportunity to take stock.' – Dr Steven Hill, Head of Policy, HEFCE, LSE Impact of Social Sciences Blog 'A must-read if you are interested in having a deeper understanding of research culture, management issues and the range of information we have on this field. It should be disseminated and discussed within institutions, disciplines and other sites of research collaboration.' – Dr Meera Sabaratnam, Lecturer in International Relations at the School of Oriental and African Studies, University of London, LSE Impact of Social Sciences Blog Metrics evoke a mixed reaction from the research community. A commitment to using data and evidence to inform decisions makes many of us sympathetic, even enthusiastic, about the prospect of granular, real-time analysis of our own activities. Yet we only have to look around us at the blunt use of metrics to be reminded of the pitfalls. Metrics hold real power: they are constitutive of values, identities and livelihoods. How to exercise that power to positive ends is the focus of this book. Using extensive evidence-gathering, analysis and consultation, the authors take a thorough look at potential uses and limitations of research metrics and indicators. They explore the use of metrics across different disciplines, assess their potential contribution to the development of research excellence and impact and consider the changing ways in which universities are using quantitative indicators in their management systems. Finally, they consider the negative or unintended effects of metrics on various aspects of research culture. Including an updated introduction from James Wilsdon, the book proposes a framework for responsible metrics and makes a series of targeted recommendations to show how responsible metrics can be applied in research management, by funders, and in the next cycle of the Research Excellence Framework. The metric tide is certainly rising. Unlike King Canute, we have the agency and opportunity – and in this book, a serious body of evidence – to influence how it washes through higher education and research.

Rethink traditional teaching methods to improve student learning and retention in STEM Educational research has repeatedly shown that compared to traditional teacher-centered instruction, certain learner-centered methods lead to improved learning outcomes, greater development of critical high-level skills, and increased retention in science, technology, engineering, and mathematics (STEM) disciplines. Teaching and Learning STEM presents a trove of practical research-based strategies for designing and teaching STEM courses at the university, community college, and high school levels. The book draws on the authors' extensive backgrounds and decades of experience in STEM education and faculty development. Its engaging and well-illustrated descriptions will equip you to implement the strategies in your courses and to deal effectively with problems (including student resistance) that might occur in the implementation. The book will help you: Plan and conduct class sessions in which students are actively engaged, no matter how large the class is Make good use of technology in face-to-face, online, and hybrid courses and flipped classrooms Assess how well students are acquiring the knowledge, skills, and conceptual understanding the course is designed to teach Help students develop expert problem-solving skills and skills in communication, creative thinking, critical thinking, high-performance teamwork, and self-directed learning Meet the learning needs of STEM students with a broad diversity of attributes and backgrounds The strategies presented in Teaching and Learning STEM don't require revolutionary time-intensive changes in your teaching, but

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rather a gradual integration of traditional and new methods. The result will be continual improvement in your teaching and your students' learning. More information about Teaching and Learning STEM can be found at <http://educationdesignsinc.com/book> including its preface, foreword, table of contents, first chapter, a reading guide, and reviews in 10 prominent STEM education journals.

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