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Language Acquisition and the Multilingual Ideal Taylor & Francis

This book is a comprehensive guide on how to teach sustainable consumption in higher education. Teaching and Learning Sustainable Consumption: A Guidebook systematizes the themes, objectives, and theories that characterize sustainable consumption as an educational field. The first part of the book discusses approaches to teaching and learning sustainable consumption in higher education, including reflections on how learning occurs, to more practical considerations like how to set objectives or assess learning outcomes. The second part of the book is a dive into inspiring examples of what this looks like in a range of contexts and towards different aims – involving 57 diverse contributions by teachers and practitioners. Building on the momentum of a steady increase in courses addressing sustainable consumption over the past decade, this guidebook supports innovative approaches to teaching and learning, while also bringing to the fore conceptual debates around higher education and sustainability. Overall, this book will be a seminal resource for educators teaching about sustainability and consumption. It will help them to navigate the specifics of sustainable consumption as a field of scholarship, and design their teaching approaches in a more informed, competent, and creative way.

Investment Banking Interview Questions and Answers - English IAP

Are you unsure what to ask in a psychiatric clinical interview and how to ask it? Are you a medical student or trainee doctor that needs a fast hands-on guide to psychiatry? This handbook sets out clinical interviewing skills and clinical tips so you can deliver essential psychiatric care with confidence. Almost all medical graduates will encounter patients with mental health issues in general medical and surgical settings. Practical Psychiatry for Students and Trainees provides the foundational skillset you need for interviewing, assessing, and initially managing a patient with mental health issues. Organised into 19 short chapters, this resource leads you logically from how to interview a patient, to the psychiatric conditions likely to be encountered and their treatments. Packed with practical tips and clinical cases from a variety of medical professionals, this text delivers clear guidance and skills. Written by an experienced psychiatrist and a psychiatric trainee, this book provides you with the core knowledge and skills needed to deliver self-assured care to patients with mental health needs.

Python Concurrent Futures Interview Questions Elsevier Health Sciences

This Research Topic explores issues that are central to the continued relevance of organizational and vocational psychology, and equally central to the well-being of individuals and communities. The cohering theme of this publication revolves around the question of how people can establish meaningful lives and meaningful work experiences in light of the many challenges that are reducing access to decent work. Another essential contextual factor that is explored in this volume is the Decent Work Agenda (International Labour Organization, 2008), which represents an initiative by the International Labour Organization. In this book, we hope to enrich the Decent Work Agenda by infusing the knowledge and perspectives of psychology into contemporary discourses about work, and well-being. Another inspiration for this project emerged from the UNESCO Chair in Lifelong guidance and counseling, recently established in Poland in 2013 under the leadership of Jean Guichard, which has focused on advancing research and policy advocacy about decent work. This new era calls for an innovative perspective in constructing decent work and decent lives: the passage from the paradigm of motivation to the paradigm of meaning, where the sustainability of the decent life project is anchored to a meaningful construction. During this period when work is changing so rapidly, leaving people yearning for a sense of connection and meaning, it's fundamental to create a framework for an explicitly psychological analysis of decent work.

This Bright Future Lulu.com

This new edition of the best-selling job-hunting book of all time should be your essential companion if you are looking for a job. Dealing with the whole process, from creating an outstanding CV and answering the most dreaded interview questions to negotiating a salary, it is suitable for job-seekers at any stage of their career. Great Answers to Tough Interview Questions is full of

examples of tough questions that interviewers like to throw at you, showing you how to answer them in a way that will advance your application and help you to secure your dream job.

The Interview Question & Answer Book Vibrant Publishers

In a cogent and easily accessible style, it provides superb guidelines for observing, interpreting, and understanding the subtle and complex nuances of an organization's culture. The integration of qualitative research methods with cultural analyses makes this text distinctive and valuable addition to any organizational communication class - Linda Putnam, Texas A&M University The authors skillfully weave together theory, application, and their professional experiences to create a wonderfully useful book that meets the needs of students and practitioners. Anyone who takes cultural analysis seriously should read this book - Phillip G Clappitt, University of Wisconsin-Green Bay and Metacomm Organizational Culture in Action fills a real resource gap. It is a "workbook" in the most positive sense of the word. It offers enough step-by-step guidance to give students the confidence they need to move forward independently. At the same time, it does not sidestep the theoretical complexities, conflicts, and confusions surrounding the world of organizational culture and cultural analysis. The book is well conceived, usefully structured, and filled with application exercises that really make sense and are pedagogically justified. My students found it to be both accessible and stimulating - John Gribas, Idaho State University What is organizational culture? And how might knowledge of culture improve our organizational performances? This stimulating workbook guides students through data collection, analysis, interpretation, and application of organizational culture data using a practical five-step process. It begins by explaining theories on which organizational culture is based. It then provides guides for gathering information to help improve organizational performance. Based on more than 20 years of experience in using this approach with hundreds of students, the authors help students apply cultural insights to fostering diversity, supporting organizational change, making leadership more dynamic, exploring the link between ethics and culture, and making organizations more effective overall.

Common IT Interview Questions and Answers - English Frontiers Media SA

225 HR Interview Questions Strategies to respond to Interview Questions Real life SCENARIO-BASED questions NEW examples added HR Interview Questions You'll Most Likely Be Asked is a perfect companion to stand ahead of the rest in today's competitive job market. An Interview is the most crucial of all processes of recruitment as it concludes with either an offer letter or a good-bye handshake. This book is ideal for you if you are preparing for THE interview. It covers the basic to the most infamous interview questions along with proven answers and tricks to mould them in line with your professional career. HR questions likely to be asked by an interviewer are segregated into 15 pertinent categories namely Creativity, Leadership, Teamwork, Deadlines and Time Management, Dedication and Attitude, Personality, Decision making, Goals, Creative Questions, Customer Service, Background and Experience, Business Skills and Knowledge, Communication, Job Searching and Scheduling and Knowledge of the company. With all these you are all geared up for your next big Interview! Includes a) 225 HR Interview Questions, Answers and proven strategies for getting hired b) Dozens of examples to respond to interview questions c) Includes most popular Real Life Scenario Questions

Practical Psychiatry for Students and Trainees Bloomsbury Publishing

Based on research focusing on the experience of having confused speech and being with confused speakers, this book begins with everyday, commonly understood ideas such as "talking too much" and examines how confused speech is "brought off" as a collaborative activity by the people involved. The author became involved in this project because she was interested in how "confusion" seemed to be something that everyone is not only involved in but also recognizes as part of ordinary life. At the same time, "confusion" is a word that is used somewhat as a blanket category for some people considered permanently incompetent and "set apart" from ordinary members of society. Her study analyzes how talk between confused and normal speakers throws light on this tension. Manual for Leaders, Pioneers Twelve

How well do you know the ThreadPoolExecutor and ProcessPoolExecutor in Python? The concurrent.futures

module provides the ability to launch parallel and concurrent tasks in Python using thread and process-based concurrency. Importantly, the ThreadPoolExecutor and ProcessPoolExecutor offer the same modern interface with asynchronous tasks, Future objects, and the ability to wait on groups of tasks. The concurrent.futures module with the ThreadPoolExecutor and ProcessPoolExecutor classes offers the best way to execute ad hoc tasks concurrently in Python, and few developers know about it, let alone how to use it well. * Do you know how to handle task results in the order tasks finish? * Do you know how to wait for the first task to fail? * Do you know how many workers are created by default? Discover 130+ interview questions and their answers on the concurrent.futures module. * Study the questions and answers and improve your skill. * Test yourself to see what you really know, and what you don't. * Select questions to interview developers on a new role. Prepare for an interview or test your ThreadPoolExecutor and ProcessPoolExecutor skills in Python today.

Preparing the Next Generation of Teacher Educators for Clinical Practice How2Become Ltd

Packed full of the toughest interview questions and the savvy answers today's managers are looking for, this is the definitive guide to landing a job.

Great Answers to Tough Interview Questions Taylor & Francis

The definitive career guide for grad students, adjuncts, post-docs and anyone else eager to get tenure or turn their Ph.D. into their ideal job Each year tens of thousands of students will, after years of hard work and enormous amounts of money, earn their Ph.D. And each year only a small percentage of them will land a job that justifies and rewards their investment. For every comfortably tenured professor or well-paid former academic, there are countless underpaid and overworked adjuncts, and many more who simply give up in frustration. Those who do make it share an important asset that separates them from the pack: they have a plan. They understand exactly what they need to do to set themselves up for success. They know what really moves the needle in academic job searches, how to avoid the all-too-common mistakes that sink so many of their peers, and how to decide when to point their Ph.D. toward other, non-academic options. Karen Kelsky has made it her mission to help readers join the select few who get the most out of their Ph.D. As a former tenured professor and department head who oversaw numerous academic job searches, she knows from experience exactly what gets an academic applicant a job. And as the creator of the popular and widely respected advice site The Professor is In, she has helped countless Ph.D.'s turn themselves into stronger applicants and land their dream careers. Now, for the first time ever, Karen has poured all her best advice into a single handy guide that addresses the most important issues facing any Ph.D., including: -When, where, and what to publish -Writing a foolproof grant application -Cultivating references and crafting the perfect CV -Acing the job talk and campus interview -Avoiding the adjunct trap -Making the leap to nonacademic work, when the time is right The Professor Is In addresses all of these issues, and many more.

Proceedings Navneet Singh

Take an exciting journey to success in your LPN/LVN career! Emphasizing leadership and clinical judgment skills, Success in Practical / Vocational Nursing: From Student to Leader, 10th Edition helps you navigate your way through nursing school, examinations, the job search, and success in professional practice. It describes the building blocks essential to a successful career, such as critical thinking, ethics, effective communication, and an understanding of your role in the nursing process. Also useful are review questions to help you get ready for the NCLEX-PN® examination. Written by educators Lisa Falgiatore Carroll and Janyce Collier, this edition adds new insight into the ways self-empowerment can help you achieve positive outcomes in class and on the job. - Basic career information includes the value of the LPN, workforce trends, state regulations governing LPN practice, and insight into safe practice and NCLEX-PN® success. - Learning features in each chapter include objectives and key terms with phonetic pronunciations, with definitions in the text and in the glossary. - Storytelling narratives at the beginning of specific chapters use real-life scenarios to provide context for the topic. - Get Ready for the NCLEX-PN® Examination section at the end of each chapter includes key points, critical thinking scenarios, additional learning resources, and review questions with answers at the back of the book. - Test-taking and interview preparation tips prepare students to take the NCLEX-PN Examination and guide you through the job search,

applications, and interviews — including electronic resumes. - Critical Thinking boxes provide opportunities to practice problem solving. - Coordinated Care boxes develop leadership and management skills with hints, tools, and activities. - Keep in Mind boxes introduce the underlying theme of each chapter. - Professional Pointers boxes give advice on nursing best practices in practice settings. - Try This! boxes challenge students to imagine, visualize, and think outside the box. - Full-color design makes this text visually appealing and easy to read. - References cite evidence-based information and can be found in the back of the book. - NEW! Next-Generation NCLEX® (NGN) Examination-style questions are provided at the end of each chapter. - NEW! Empowerment boxes introduce tools that can affect positive outcomes in class, clinicals, and professional practice. - NEW! Updated content includes delegation, preparing students for leadership positions immediately upon graduation, and the latest on clinical judgment. [Success in Practical/Vocational Nursing - E-Book](#) Univ of California Press

From the visionary head of Google's innovative People Operations comes a groundbreaking inquiry into the philosophy of work -- and a blueprint for attracting the most spectacular talent to your business and ensuring that they succeed. "We spend more time working than doing anything else in life. It's not right that the experience of work should be so demotivating and dehumanizing." So says Laszlo Bock, former head of People Operations at the company that transformed how the world interacts with knowledge. This insight is the heart of *Work Rules!*, a compelling and surprisingly playful manifesto that offers lessons including: Take away managers' power over employees Learn from your best employees-and your worst Hire only people who are smarter than you are, no matter how long it takes to find them Pay unfairly (it's more fair!) Don't trust your gut: Use data to predict and shape the future Default to open-be transparent and welcome feedback If you're comfortable with the amount of freedom you've given your employees, you haven't gone far enough. Drawing on the latest research in behavioral economics and a profound grasp of human psychology, *Work Rules!* also provides teaching examples from a range of industries-including lauded companies that happen to be hideous places to work and little-known companies that achieve spectacular results by valuing and listening to their employees. Bock takes us inside one of history's most explosively successful businesses to reveal why Google is consistently rated one of the best places to work in the world, distilling 15 years of intensive worker R&D into principles that are easy to put into action, whether you're a team of one or a team of thousands. *Work Rules!* shows how to strike a balance between creativity and structure, leading to success you can measure in quality of life as well as market share. Read it to build a better company from within rather than from above; read it to reawaken your joy in what you do.

The Professor Is In SAGE Publications

Here are some common IT interview questions along with example answers: 1. Tell me about yourself. Answer: "I have a strong background in IT with over 5 years of experience in systems administration. I started my career in help desk support, where I developed strong troubleshooting skills. Over the years, I've advanced to roles focusing on network administration and cybersecurity, where I've implemented robust security measures to protect company data. I am skilled in managing IT infrastructures, optimizing systems performance, and ensuring seamless operations." 2. What do you consider your strengths in IT? Answer: "My strengths in IT include strong problem-solving abilities and a deep technical understanding. I excel in network administration, where I've implemented and maintained complex network environments. Additionally, I have a solid grasp of cybersecurity principles, implementing strategies to mitigate risks and ensure data integrity. I am also skilled in project management, successfully leading IT projects from inception to completion." 3. Can you describe a challenging IT project you've worked on? Answer: "One challenging project I worked on was migrating our company's email system to a cloud-based platform. It involved coordinating with multiple teams, ensuring minimal downtime during the transition, and migrating a large volume of data securely. I led the project team in planning, testing, and executing the migration, which involved troubleshooting compatibility issues and training users on the new platform. The project was successful, resulting in improved email reliability and reduced maintenance costs." 4. How do you stay updated with the latest IT trends and technologies? Answer: "I stay updated with the latest IT trends and technologies by regularly attending industry conferences and webinars. I also subscribe to IT publications and blogs, follow thought leaders on social media, and participate in online forums.

Additionally, I pursue relevant certifications to enhance my skills and stay current with industry best practices." 5. Describe a time when you resolved a critical IT issue under pressure. Answer: "In my previous role, our network experienced a sudden outage during business hours, affecting access to critical systems. I quickly assessed the situation, identified the root cause—a faulty network switch—and initiated troubleshooting steps. Under pressure, I efficiently replaced the defective switch and restored network connectivity within an hour, minimizing downtime and ensuring uninterrupted business operations." 6. How do you approach implementing new IT initiatives or upgrades? Answer: "When implementing new IT initiatives or upgrades, I begin by conducting a thorough needs assessment and gathering requirements from stakeholders. I develop a detailed project plan outlining objectives, timelines, and resource allocation. Throughout the implementation, I prioritize communication and collaboration with cross-functional teams to ensure alignment and address any challenges proactively. Post-implementation, I conduct thorough testing and user training to ensure smooth adoption and minimize disruptions." 7. What is your experience with IT security and compliance? Answer: "I have extensive experience in IT security and compliance, implementing robust security measures to protect organizational assets. I have conducted regular security audits, vulnerability assessments, and penetration testing to identify and mitigate risks. Additionally, I ensure compliance with industry regulations such as GDPR and HIPAA, implementing policies and procedures to safeguard sensitive data and maintain regulatory compliance." 8. How do you handle IT incidents and prioritize tasks during busy periods? Answer: "When handling IT incidents, I follow established incident management protocols to promptly assess, prioritize, and resolve issues based on their impact and urgency. During busy periods, I leverage task management tools and techniques such as the Eisenhower Matrix to prioritize tasks effectively. I also collaborate closely with team members to allocate resources efficiently and ensure critical issues are addressed promptly." 9. Describe your experience with cloud computing and virtualization technologies. Answer: "I have hands-on experience with cloud computing platforms such as AWS and Azure, where I've migrated applications and infrastructure to the cloud to improve scalability and reduce costs. I am proficient in configuring and managing virtualized environments using VMware and Hyper-V, optimizing resource utilization and enhancing system performance. I stay updated with cloud and virtualization trends to leverage emerging technologies for continuous improvement." 10. What are your career goals in IT? Answer: "My career goal in IT is to continue advancing in roles that allow me to leverage my technical expertise and leadership skills to drive innovation and enhance organizational efficiency. I aspire to obtain certifications in emerging technologies such as cybersecurity and cloud computing to stay at the forefront of industry trends. Ultimately, I aim to contribute to the strategic growth and success of the organization through my IT knowledge and experience." These answers are designed to provide a framework for discussing your experience, skills, and approach to IT-related challenges during an interview. Tailor your responses to reflect your specific experiences and achievements to make a strong impression.

Professional Perspectives in Health Care AMACOM Examining the motivational development of Japanese language learners, this book investigates the relationship between their future self-image as Japanese speakers and their broader self-image as multilingual individuals. The book compares two groups of Japanese language learners, one from Australia and the other from South Korea. Questioning how motivation is influenced both by native languages and by the other languages which learners speak or study, Toshiyuki Nakamura uses dynamic systems theory (DST) to uncover how knowledge of English in these different contexts motivates the learning of Japanese. Employing the concept of 'domain of possible selves' as an analytical framework, the book also provides a detailed description of the development of the learners' visions of themselves as users of Japanese and uncovers various aspects of Japanese language learners' L2 self.

Interview Research in Political Science Navneet Singh Today, in many contexts the lack of attention to preparing the next generation of teacher educators as

well as having a critical mass of faculty who understand the current teacher education research problem lingers. Although the NCATE Blue Ribbon Panel Report (2010), the recent advent of the CAEP standards, and the new AACTE Clinical Practice Commission Report (2017) challenge those responsible for teacher preparation to rethink the design as well as their work within clinical practice, there is much too little discussion about how to prepare the next generation of teacher educators to work differently. Just like Zeichner found almost 20 years ago, teacher education still too often remains "a tangential concern for most and the major concern of only a few" (Zeichner, 1999, p. 11). These concerns raise important questions for those who are currently responsible for pivoting, reinventing, and researching teacher preparation. This book offers insights from teacher education researchers that illustrate the ongoing benefits and persistent challenges of educating and preparing university and school-based teacher educators. This is an important step in understanding the complex roles, practices, and responsibilities associated with high quality teacher education that emphasizes clinical practice.

Ace Your Interview APEX INFO

The job interview is probably the most important step you will take in your job search journey. Because it's always important to be prepared to respond effectively to the questions that employers typically ask at a job interview Petrogav International has prepared this eBooks that will help you to get a job in oil and gas industry. Since these questions are so common, hiring managers will expect you to be able to answer them smoothly and without hesitation. This eBook contains 290 questions and answers for job interview and as a BONUS web addresses to 295 video movies for a better understanding of the technological process. This course covers aspects like HSE, Process, Mechanical, Electrical and Instrumentation & Control that will enable you to apply for any position in the Oil and Gas Industry.

[Technical Assistant Accountant Interview Questions and Answers - English](#) Springer Science & Business Media

In the competitive landscape of today's job market, the power to secure your dream job lies in your ability to master the art of the interview. "Ace Your Interview" is your indispensable guide to acing interviews, unlocking your potential, and landing the career you've always aspired to. Unveiling the secrets to interview success, this book equips you with the strategies, knowledge, and confidence you need to stand out in any interview setting. Whether you're a recent graduate seeking your first job, a seasoned professional exploring new horizons, or someone looking to make a career pivot, this comprehensive guide offers the tools to help you shine. Drawing from the author's extensive experience and insights from seasoned professionals, "Ace Your Interview" is a practical and empowering resource that will transform your interview anxiety into confidence. This book is designed to empower you to articulate your unique strengths and experiences, ultimately helping you secure the job of your dreams. Don't let job interviews be a source of stress; let them become an opportunity to shine. "Ace Your Interview" is your comprehensive handbook for turning your next interview into a stepping stone to success. Prepare, perform, and prosper with "Ace Your Interview." Your future career begins here.

Job interview questions and answers for employment on Offshore Oil & Gas Platforms Firewall Media

Here are some general Financial Planning & Analysis (FP&A) interview questions that you might encounter: Technical Skills & Knowledge Explain the differences between FP&A and accounting. What are the key components of a financial model? How do you forecast revenue for a company? Explain the concept of working capital. What are some common financial ratios used in FP&A? How would you approach a variance analysis? Describe a time when you had to work with large data sets. How did you manage and analyse the data? What is the importance of sensitivity analysis in financial modelling? How do you evaluate the financial health of a company? What is the difference between cash flow and profit? How do you handle discrepancies between budgeted and actual results? Behavioural Questions Tell me about a time when you had to influence a decision based on your financial analysis. Describe a situation where you had to present complex financial information to non-financial stakeholders. How do you prioritize your tasks when you have tight deadlines? Tell me about a time when you identified a significant error in a financial report. What did you do? Describe a challenging forecasting situation you've faced. How did you resolve it? Scenario-Based Questions If a key revenue stream dropped by 10%, how would you handle the situation in your financial planning? Imagine you're in charge of creating a budget for a new product launch. Walk me through your process. How would you approach a scenario where the company needs to reduce

costs by 15%? If you were asked to analyse the impact of a potential merger, what key factors would you consider? How would you assess whether a capital expenditure project is worth pursuing? Excel & Technical Tools What Excel functions do you find most useful for financial analysis? How would you automate a financial report in Excel? Describe your experience with financial software like Hyperion, SAP, or Anaplan. How do you use pivot tables and VLOOKUP in your financial analysis? Give an example of a complex financial model you 've built. What tools and techniques did you use? Industry & Company-Specific Questions How do you stay current with industry trends that could impact our company 's financial planning? What do you know about our company 's financial performance in the last year? How would you adjust your financial analysis based on the specific industry we operate in? What are the main challenges you expect to face in our industry over the next few years? How would you evaluate the impact of regulatory changes on our financial planning? These questions are designed to gauge both your technical abilities and your ability to apply financial concepts to real-world scenarios, as well as assess your soft skills and how well you fit into the company 's culture.

Work Rules! Pearson UK

Get the proven guidance you need to succeed in both nursing school and professional LPN/LVN practice with *Success in Practical/Vocational Nursing, From Student to Leader*, 9th Edition. Focusing on must-have leadership and problem-solving skills, this unique, market-leading text covers the soft skills that are essential for success in nursing school, in the job market, and in professional practice. Topics build on each other in a logical manner, beginning with tools you'll need for success in class, continuing to the skills needed in LPN/LVN practice, and culminating in the higher-level roles and responsibilities of the LPN/LVN as a leader. The newest feature box on empowerment introduces you to the concepts of self-reflection, self-growth, and power to enhance your student experience and accomplish positive outcomes in nursing school and in practice. Additionally, like in previous editions, Critical Thinking and Try This! boxes are incorporated throughout this ninth edition to challenge you in thinking outside of the box to solve personal, academic, and professional situations. There are also practice review questions at the end of each chapter help you prepare for the NCLEX-PN® examination and chapters on Workforce Trends and Nurse State Practice Acts to help you easily move from the academic to the practice setting. With all its proven guidance and insight, this text is must-have for any LPN/LVN student wanting to find success in today's demanding healthcare environment.

Aspects of Confused Speech Cornell University Press Interviews are a frequent and important part of empirical research in political science, but graduate programs rarely offer discipline-specific training in selecting interviewees, conducting interviews, and using the data thus collected. *Interview Research in Political Science* addresses this vital need, offering hard-won advice for both graduate students and faculty members. The contributors to this book have worked in a variety of field locations and settings and have interviewed a wide array of informants, from government officials to members of rebel movements and victims of wartime violence, from lobbyists and corporate executives to workers and trade unionists. The authors encourage scholars from all subfields of political science to use interviews in their research, and they provide a set of lessons and tools for doing so. The book addresses how to construct a sample of interviewees; how to collect and report interview data; and how to address ethical considerations and the Institutional Review Board process. Other chapters discuss how to link interview-based evidence with causal claims; how to use proxy interviews or an interpreter to improve access; and how to structure interview questions. A useful appendix contains examples of consent documents, semistructured interview prompts, and interview protocols. Contributors: Frank R. Baumgartner, The University of North Carolina at Chapel Hill; Matthew N. Beckmann, University of California, Irvine; Jeffrey M. Berry, Tufts University; Erik Bleich, Middlebury College; Sarah M. Brooks, The Ohio State University; Melani Cammett, Brown University; Lee Ann Fujii, University of Toronto; Mary Gallagher, University of Michigan; Richard L. Hall, University of Michigan; Marie Hojnacki, Pennsylvania State University; David C.

Kimball, University of Missouri, St. Louis; Beth L. Leech, Rutgers, the State University of New Jersey; Julia F. Lynch, University of Pennsylvania; Cathie Jo Martin, Boston University; Lauren Maclean, Indiana University; Layna Mosley, The University of North Carolina at Chapel Hill; Robert Pekkanen, University of Washington; William Reno, Northwestern University; Reuel R. Rogers, Northwestern University