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Integrating Clinical Research into Epidemic Response - National Academies of Sciences, Engineering, and Medicine 2017-07-26

The 2014â€"2015 Ebola epidemic in western Africa was the longest and most deadly Ebola epidemic in history, resulting in 28,616 cases and 11,310 deaths in Guinea, Liberia, and Sierra Leone. The Ebola virus has been known since 1976, when two separate outbreaks were identified in the Democratic Republic of Congo (then Zaire) and South Sudan (then Sudan). However, because all Ebola outbreaks prior to that in West Africa in 2014â€"2015 were relatively isolated and of short duration, little was known about how to best manage patients to improve survival, and there were no approved therapeutics or vaccines. When the World Health Organization declared the 2014-2015 epidemic a public health emergency of international concern in August 2014, several teams began conducting formal clinical trials in the Ebola affected countries during the outbreak. Integrating Clinical Research into Epidemic Response: The Ebola Experience assesses the value of the clinical trials held during the 2014â€"2015 epidemic and makes recommendations about how the conduct of trials could be improved in the context of a future international emerging or re-emerging infectious disease events.

March's Advanced Organic Chemistry - Michael B. Smith 2007-01-29
The Sixth Edition of a classic in organic chemistry continues its tradition of excellence Now in its sixth edition, March's Advanced Organic

Chemistry remains the gold standard in organic chemistry. Throughout its six editions, students and chemists from around the world have relied on it as an essential resource for planning and executing synthetic reactions. The Sixth Edition brings the text completely current with the most recent organic reactions. In addition, the references have been updated to enable readers to find the latest primary and review literature with ease. New features include: More than 25,000 references to the literature to facilitate further research Revised mechanisms, where required, that explain concepts in clear modern terms Revisions and updates to each chapter to bring them all fully up to date with the latest reactions and discoveries A revised Appendix B to facilitate correlating chapter sections with synthetic transformations

Entrepreneurship - Bruce R. Barringer 2008

Undergraduate course in Entrepreneurship and New Venture creation. Entrepreneurship 2/e takes students on the entire journey of launching a new venture, with a unique emphasis on the front end of the entrepreneurial process.

Edexcel International GCSE (9-1) Biology Student Book (Edexcel International GCSE (9-1)) - Jackie Clegg 2021-11-12

Exam Board: Edexcel Level & Subject: International GCSE Biology and Double Award Science First teaching: September 2017 First exams: June 2019

The Road from Nanomedicine to Precision Medicine - Shaker A. Mousa
2020-01-17

The enormous advances in nanomedicine and precision medicine in the past two decades necessitated this comprehensive reference, which can be relied upon by researchers, clinicians, pharmaceutical scientists, regulators, policymakers, and lawyers alike. This standalone, full-color resource broadly surveys innovative technologies and advances pertaining to nanomedicine and precision medicine. In addition, it addresses often-neglected yet crucial areas such as translational medicine, intellectual property law, ethics, policy, FDA regulatory issues, nano-nomenclature, and artificial nano-machines—all accomplished in a user-friendly, broad yet interconnected format. The book is essential reading for the novice and the expert alike in diverse fields such as medicine, law, pharmacy, genomics, biomedical sciences, ethics, and regulatory science. The book's multidisciplinary approach will attract a global audience and serve as a valuable reference resource for industry, academia, and government.

Book of Data - Nuffield-Chelsea Curriculum Trust 1984

This popular text contains physics and chemistry data suitable for all A Level Physics and Chemistry students.

The Orbitofrontal Cortex - Edmund Rolls 2019

'The Orbitofrontal Cortex' explores a part of the brain that is important in human emotion, pleasure, decision-making, valuation, and personality.

The book is unique in providing a coherent multidisciplinary approach to understanding the functions of one of the most interesting regions of the human brain, in both health and in disease.

Maternal-fetal Medicine - Robert K. Creasy 1989

What Video Games Have to Teach Us About Learning and Literacy. Second Edition - James Paul Gee 2007-12-26

Argues that video games go beyond entertainment and examines the principles that make these games valuable tools of learning and literacy.

The Principles of Chemical Equilibrium - K. G. Denbigh 1981-03-26

Sample Text

Edexcel A2 Biology - Ann Fullick 2009

The complete package from Edexcel to support the concept-led approach for the new GCE Biology specification

Introduction to Instrumentation and Measurements - Robert B. Northrop
2018-09-03

Weighing in on the growth of innovative technologies, the adoption of new standards, and the lack of educational development as it relates to current and emerging applications, the third edition of Introduction to Instrumentation and Measurements uses the authors' 40 years of teaching experience to expound on the theory, science, and art of modern instrumentation and measurements (I&M). What's New in This Edition: This edition includes material on modern integrated circuit (IC) and photonic sensors, micro-electro-mechanical (MEM) and nano-electro-mechanical (NEM) sensors, chemical and radiation sensors, signal conditioning, noise, data interfaces, and basic digital signal processing (DSP), and upgrades every chapter with the latest advancements. It contains new material on the designs of micro-electro-mechanical (MEMS) sensors, adds two new chapters on wireless instrumentation and microsensors, and incorporates extensive biomedical examples and problems. Containing 13 chapters, this third edition: Describes sensor dynamics, signal conditioning, and data display and storage Focuses on means of conditioning the analog outputs of various sensors Considers noise and coherent interference in measurements in depth Covers the traditional topics of DC null methods of measurement and AC null measurements Examines Wheatstone and Kelvin bridges and potentiometers Explores the major AC bridges used to measure inductance, Q, capacitance, and D Presents a survey of sensor mechanisms Includes a description and analysis of sensors based on the giant magnetoresistive effect (GMR) and the anisotropic magnetoresistive (AMR) effect Provides a detailed analysis of mechanical gyroscopes, clinometers, and accelerometers Contains the classic means of measuring electrical quantities Examines digital interfaces in measurement systems Defines digital signal conditioning in instrumentation Addresses solid-state chemical microsensors and

wireless instrumentation Introduces mechanical microsensors (MEMS and NEMS) Details examples of the design of measurement systems Introduction to Instrumentation and Measurements is written with practicing engineers and scientists in mind, and is intended to be used in a classroom course or as a reference. It is assumed that the reader has taken core EE curriculum courses or their equivalents.

Index Medicus - 2004-10

Vols. for 1963- include as pt. 2 of the Jan. issue: Medical subject headings.

Maintenance Engineering Handbook - Keith Mobley 2008-04-20

Stay Up to Date on the Latest Issues in Maintenance Engineering The most comprehensive resource of its kind, Maintenance Engineering Handbook has long been a staple for engineers, managers, and technicians seeking current advice on everything from tools and techniques to planning and scheduling. This brand-new edition brings you up to date on the most pertinent aspects of identifying and repairing faulty equipment; such dated subjects as sanitation and housekeeping have been removed. Maintenance Engineering Handbook has been advising plant and facility professionals for more than 50 years. Whether you're new to the profession or a practiced veteran, this updated edition is an absolute necessity. New and updated sections include: Belt Drives, provided by the Gates Corporation Repair and Maintenance Cost Estimation Ventilation Fans and Exhaust Systems 10 New Chapters on Maintenance of Mechanical Equipment Inside: • Organization and Management of the Maintenance Function • Maintenance Practices • Engineering and Analysis Tools • Maintenance of Facilities and Equipment • Maintenance of Mechanical Equipment • Maintenance of Electrical Equipment • Instrumentation and Reliability Tools • Lubrication • Maintenance Welding • Chemical Corrosion Control and Cleaning

Guidelines for Drinking-water Quality - World Health Organization 1997

This volume describes the methods used in the surveillance of drinking water quality in the light of the special problems of small-community supplies, particularly in developing countries, and outlines the strategies

necessary to ensure that surveillance is effective.

Economic Development of Low Earth Orbit - Alexander MacDonald 2016-07-11

This collection of papers identifies a number of important policy questions that will be of rising importance as NASA transitions human spaceflight in LEO to the private sector, as well as a number of economic analysis methods for addressing those questions. Life off of the Earth is a new field of social and economic organization that will have vast implications for our evolution and our future. Economic development in orbit is necessary for that future growth. It is our hope that this volume may serve to guide decisions and spark the intellectual curiosity of space policy makers, NASA program managers, economic researchers, and all others interested in the continued economic development of human spaceflight.

Sage for Undergraduates - Gregory V. Bard 2015-02-16

As the open-source and free competitor to expensive software like Maple™, Mathematica®, Magma, and MATLAB®, Sage offers anyone with access to a web browser the ability to use cutting-edge mathematical software and display his or her results for others, often with stunning graphics. This book is a gentle introduction to Sage for undergraduate students toward the end of Calculus II (single-variable integral calculus) or higher-level course work such as Multivariate Calculus, Differential Equations, Linear Algebra, or Math Modeling. The book assumes no background in computer science, but the reader who finishes the book will have learned about half of a first semester Computer Science I course, including large parts of the Python programming language. The audience of the book is not only math majors, but also physics, engineering, finance, statistics, chemistry, and computer science majors.

Oxford Exam Excellence - 2006-11-30

All key exam topics and vocabulary covered. Practice of all main test task types in Reading, Listening, Use of English, Writing, and Speaking. Exam techniques, preparation strategies, and useful study tips. Multi-ROM containing recorded material for the Listening tasks and tapescripts.

Word Bank with key vocabulary, Speaking Bank with useful communicative phrases, and Writing Bank with model texts and advice. Smart answer key that explains why an answer is correct.

Margaret Thatcher on Leadership - Nile Gardiner 2013-10-01

This inspirational and practical guide for conservatives combines stories from Lady Thatcher's life with principles and strategies conservatives can apply to their challenges today. Nile Gardiner and Stephen Thompson outline the critical lessons conservatives can learn from Lady Thatcher on articulating conservative principles to a broader audience, cutting through bureaucratic messes to achieve goals, and standing up to aggressive regimes.

Principles of Medical Biochemistry E-Book - Gerhard Meisenberg 2016-09-28

For nearly 30 years, Principles of Medical Biochemistry has integrated medical biochemistry with molecular genetics, cell biology, and genetics to provide complete yet concise coverage that links biochemistry with clinical medicine. The 4th Edition of this award-winning text by Drs. Gerhard Meisenberg and William H. Simmons has been fully updated with new clinical examples, expanded coverage of recent changes in the field, and many new case studies online. A highly visual format helps readers retain complex information, and USMLE-style questions (in print and online) assist with exam preparation. Just the right amount of detail on biochemistry, cell biology, and genetics - in one easy-to-digest textbook. Full-color illustrations and tables throughout help students master challenging concepts more easily. Online case studies serve as a self-assessment and review tool before exams. Online access includes nearly 150 USMLE-style questions in addition to the questions that are in the book. Glossary of technical terms. Clinical Boxes and Clinical Content demonstrate the integration of basic sciences and clinical applications, helping readers make connections between the two. New clinical examples have been added throughout the text.

Enhancing the Resilience of the Nation's Electricity System -

National Academies of Sciences, Engineering, and Medicine 2017-10-25
Americans' safety, productivity, comfort, and convenience depend on the

reliable supply of electric power. The electric power system is a complex "cyber-physical" system composed of a network of millions of components spread out across the continent. These components are owned, operated, and regulated by thousands of different entities. Power system operators work hard to assure safe and reliable service, but large outages occasionally happen. Given the nature of the system, there is simply no way that outages can be completely avoided, no matter how much time and money is devoted to such an effort. The system's reliability and resilience can be improved but never made perfect. Thus, system owners, operators, and regulators must prioritize their investments based on potential benefits. Enhancing the Resilience of the Nation's Electricity System focuses on identifying, developing, and implementing strategies to increase the power system's resilience in the face of events that can cause large-area, long-duration outages: blackouts that extend over multiple service areas and last several days or longer. Resilience is not just about lessening the likelihood that these outages will occur. It is also about limiting the scope and impact of outages when they do occur, restoring power rapidly afterwards, and learning from these experiences to better deal with events in the future.

The Accelerated Learning Handbook: A Creative Guide to Designing and Delivering Faster, More Effective Training Programs - Dave Meier 2013-06-21

Discover how today's corporations are benefiting from accelerated learning to speed training time, improve results, and reduce costs. Accelerated learning is the use of music, color, emotion, play, and creativity to involve the whole student and enliven the learning experience. The Accelerated Learning Handbook is the first definitive book to explain state-of-the-art accelerated learning techniques to trainers and teachers, and features 40 techniques designed to save money while producing far better results. Leading expert Dave Meier provides an overview of the background and underlying principles of accelerated learning, and reviews the latest supporting research results. Training professionals will look to The Accelerated Learning Handbook to: Improve the long-term value of training Cut course development time

by half Discover tips for music- and computer-based learning
Graph Representation Learning - William L. Hamilton
2022-06-01

Graph-structured data is ubiquitous throughout the natural and social sciences, from telecommunication networks to quantum chemistry. Building relational inductive biases into deep learning architectures is crucial for creating systems that can learn, reason, and generalize from this kind of data. Recent years have seen a surge in research on graph representation learning, including techniques for deep graph embeddings, generalizations of convolutional neural networks to graph-structured data, and neural message-passing approaches inspired by belief propagation. These advances in graph representation learning have led to new state-of-the-art results in numerous domains, including chemical synthesis, 3D vision, recommender systems, question answering, and social network analysis. This book provides a synthesis and overview of graph representation learning. It begins with a discussion of the goals of graph representation learning as well as key methodological foundations in graph theory and network analysis. Following this, the book introduces and reviews methods for learning node embeddings, including random-walk-based methods and applications to knowledge graphs. It then provides a technical synthesis and introduction to the highly successful graph neural network (GNN) formalism, which has become a dominant and fast-growing paradigm for deep learning with graph data. The book concludes with a synthesis of recent advancements in deep generative models for graphs—a nascent but quickly growing subset of graph representation learning.

Elementary Principles of Chemical Processes, 3rd Edition 2005 Edition Integrated Media and Study Tools, with Student Workbook - Richard M. Felder 2005-02-02

This best selling text prepares students to formulate and solve material and energy balances in chemical process systems and lays the foundation for subsequent courses in chemical engineering. The text provides a realistic, informative, and positive introduction to the practice of chemical engineering. The Integrated Media Edition update provides a

stronger link between the text, media supplements, and new student workbook.

Nuclear Energy - Raymond L. Murray 2013-10-22

This expanded, revised, and updated fourth edition of *Nuclear Energy* maintains the tradition of providing clear and comprehensive coverage of all aspects of the subject, with emphasis on the explanation of trends and developments. As in earlier editions, the book is divided into three parts that achieve a natural flow of ideas: Basic Concepts, including the fundamentals of energy, particle interactions, fission, and fusion; Nuclear Systems, including accelerators, isotope separators, detectors, and nuclear reactors; and Nuclear Energy and Man, covering the many applications of radionuclides, radiation, and reactors, along with a discussion of wastes and weapons. A minimum of mathematical background is required, but there is ample opportunity to learn characteristic numbers through the illustrative calculations and the exercises. An updated Solution Manual is available to the instructor. A new feature to aid the student is a set of some 50 Computer Exercises, using a diskette of personal computer programs in BASIC and spreadsheet, supplied by the author at a nominal cost. The book is of principal value as an introduction to nuclear science and technology for early college students, but can be of benefit to science teachers and lecturers, nuclear utility trainees and engineers in other fields.

An Introduction to Linear Programming and Game Theory - Paul R. Thie 2011-09-15

Praise for the Second Edition: "This is quite a well-done book: very tightly organized, better-than-average exposition, and numerous examples, illustrations, and applications." —Mathematical Reviews of the American Mathematical Society An Introduction to Linear Programming and Game Theory, Third Edition presents a rigorous, yet accessible, introduction to the theoretical concepts and computational techniques of linear programming and game theory. Now with more extensive modeling exercises and detailed integer programming examples, this book uniquely illustrates how mathematics can be used in real-world applications in the social, life, and managerial sciences, providing

readers with the opportunity to develop and apply their analytical abilities when solving realistic problems. This Third Edition addresses various new topics and improvements in the field of mathematical programming, and it also presents two software programs, LP Assistant and the Solver add-in for Microsoft Office Excel, for solving linear programming problems. LP Assistant, developed by coauthor Gerard Keough, allows readers to perform the basic steps of the algorithms provided in the book and is freely available via the book's related Web site. The use of the sensitivity analysis report and integer programming algorithm from the Solver add-in for Microsoft Office Excel is introduced so readers can solve the book's linear and integer programming problems. A detailed appendix contains instructions for the use of both applications. Additional features of the Third Edition include: A discussion of sensitivity analysis for the two-variable problem, along with new examples demonstrating integer programming, non-linear programming, and make vs. buy models. Revised proofs and a discussion on the relevance and solution of the dual problem. A section on developing an example in Data Envelopment Analysis. An outline of the proof of John Nash's theorem on the existence of equilibrium strategy pairs for non-cooperative, non-zero-sum games. Providing a complete mathematical development of all presented concepts and examples, *Introduction to Linear Programming and Game Theory, Third Edition* is an ideal text for linear programming and mathematical modeling courses at the upper-undergraduate and graduate levels. It also serves as a valuable reference for professionals who use game theory in business, economics, and management science.

Teaching and Learning STEM - Richard M. Felder 2016-02-22
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 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.

From Stars to Stalagmites - Paul S. Braterman 2012

Explains the essence of chemistry to the layman while exploring such topics as the noble gases, wave-particle duality, and bonds.

[World Economic Situation and Prospects 2020](#) - United Nations 2020-01-16

This is the United Nations definitive report on the state of the world economy, providing global and regional economic outlook for 2020 and 2021. Produced by the Department of Economic and Social Affairs, the five United Nations regional commissions, the United Nations Conference on Trade and Development, with contributions from the UN World Tourism Organization and other intergovernmental agencies.

[Project Management](#) - Harold Kerzner 2013-01-22

A new edition of the most popular book of project management case studies, expanded to include more than 100 cases plus a "super case" on the Iridium Project. Case studies are an important part of project management education and training. This Fourth Edition of Harold Kerzner's Project Management Case Studies features a number of new cases covering value measurement in project management. Also included is the well-received "super case," which covers all aspects of project management and may be used as a capstone for a course. This new edition: Contains 100-plus case studies drawn from real companies to illustrate both successful and poor implementation of project management. Represents a wide range of industries, including medical and pharmaceutical, aerospace, manufacturing, automotive, finance and banking, and telecommunications. Covers cutting-edge areas of construction and international project management plus a "super case" on the Iridium Project, covering all aspects of project management. Follows and supports preparation for the Project Management Professional (PMP®) Certification Exam. Project Management Case Studies, Fourth Edition is a valuable resource for students, as well as practicing engineers and managers, and can be used on its own or with the new Eleventh Edition of Harold Kerzner's landmark reference, Project Management: A Systems Approach to Planning, Scheduling, and Controlling. (PMP and Project Management Professional are registered marks of the Project Management Institute, Inc.)

Edexcel Chemistry - Rob Ritchie 2010-10

Revise for AS & A2 Biology with confidence! Providing complete study support throughout the two A Level years, this Edexcel Chemistry study guide matches the curriculum content and provides in-depth course coverage. Written by experienced AS and A2 examiners this book includes invaluable advice on how to get the best results in the exams. Providing plenty of exam practice and frequent progress checks and questions to consolidate learning, this AS & A2 Edexcel Chemistry study guide contains invaluable advice and preparation for the exam. Extensive coverage of the Edexcel course: * AS & A2 specification checklists to organise your studies * tick boxes to record your progress and plan your

revision * in-depth coverage of core AS & A2 topics Also included in this book: * examiner's tips that reveal how to achieve higher marks * exam board labels that allow students to identify content relevant to their course * topics subdivided into short, manageable sections * highlighted key points and terminology, and examiner's hints to offer guidance * progress check questions to test recall and understanding * sample questions and model answers that reveal what examiners are looking for * exam-style questions and answers that provide crucial exam practice

Advanced Organic Chemistry - Jerry March 1985-03-11

This survey of advanced chemistry covers virtually all the useful reactions--600 all told--with the scope, limitations, and mechanism of each described in detail. Extensive general sections on the mechanisms of the important reaction types, and five chapters on the structure and stereochemistry of organic compounds and reactive intermediates are included as well. Of the more than 10,000 references included, 5,000 are new in this edition.

A Taxonomy for Learning, Teaching, and Assessing - Benjamin Samuel Bloom 2001

This revision of Bloom's taxonomy is designed to help teachers understand and implement standards-based curriculums. Cognitive psychologists, curriculum specialists, teacher educators, and researchers have developed a two-dimensional framework, focusing on knowledge and cognitive processes. In combination, these two define what students are expected to learn in school. It explores curriculums from three unique perspectives--cognitive psychologists (learning emphasis), curriculum specialists and teacher educators (C & I emphasis), and measurement and assessment experts (assessment emphasis). This revisited framework allows you to connect learning in all areas of curriculum. Educators, or others interested in educational psychology or educational methods for grades K-12.

Official Methods of Analysis of AOAC International - William Horwitz 2005-01-01

New 2015 A-Level Biology for AQA: Year 1 & AS Student Book with

Online Edition - CGP Books 2015-05-22

Hoosiers and the American Story - Madison, James H. 2014-10-01

A supplemental textbook for middle and high school students, *Hoosiers and the American Story* provides intimate views of individuals and places in Indiana set within themes from American history. During the frontier days when Americans battled with and exiled native peoples from the East, Indiana was on the leading edge of America's westward expansion. As waves of immigrants swept across the Appalachians and eastern waterways, Indiana became established as both a crossroads and as a vital part of Middle America. Indiana's stories illuminate the history of American agriculture, wars, industrialization, ethnic conflicts, technological improvements, political battles, transportation networks, economic shifts, social welfare initiatives, and more. In so doing, they elucidate large national issues so that students can relate personally to the ideas and events that comprise American history. At the same time, the stories shed light on what it means to be a Hoosier, today and in the past.

[Cambridge International AS and A Level Chemistry Coursebook with CD-ROM](#) - Lawrie Ryan 2014-07-31

Fully revised and updated content matching the Cambridge International AS & A Level Chemistry syllabus (9701). Endorsed by Cambridge International Examinations, the Second edition of the AS/A Level Chemistry Coursebook comprehensively covers all the knowledge and skills students need for AS/A Level Chemistry 9701 (first examination 2016). Written by renowned experts in Chemistry, the text is written in

an accessible style with international learners in mind. The Coursebook is easy to navigate with colour-coded sections to differentiate between AS and A Level content. Self-assessment questions allow learners to track their progression and exam-style questions help learners to prepare thoroughly for their examinations. Contemporary contexts and applications are discussed throughout enhancing the relevance and interest for learners.

Department of Defense Dictionary of Military and Associated Terms - United States. Joint Chiefs of Staff 1994

The Cigarette Century - Allan Brandt 2009-01-06

From agriculture to big business, from medicine to politics, *The Cigarette Century* is the definitive account of how smoking came to be so deeply implicated in our culture, science, policy, and law. No product has been so heavily promoted or has become so deeply entrenched in American consciousness. *The Cigarette Century* shows in striking detail how one ephemeral (and largely useless) product came to play such a dominant role in so many aspects of our lives—and deaths.

The Global Innovation Index 2014 - Cornell University 2014

The Global Innovation Index ranks the innovation performance of 143 countries and economies around the world, based on 81 indicators. This edition explores the role of the individuals and teams behind the innovation process. It sheds light on different aspects of human capital required to achieve innovation, including skilled labor; the intersection of human, financial and technological capital; talent retention; and the mobilization of highly educated people.