

## Haramaya University Letter Of Sponsorship

Retaining Valued Employees briefly summarizes the current research in the area of employee turnover, and provides practical guidelines to implement proven strategies for reducing unwanted turnover.

A history of the Oromo peoples of Ethiopia; their culture, religion and political institutions.

This book presents an international perspective on health education and specifically the influence that context has on this aspect of education. The focus includes both formal and non-formal health education and the factors that impact upon its effectiveness, particularly in non-Western and non-English-speaking contexts (i.e., outside the UK, USA, Australia, NZ, etc.). An important feature of the book is that it draws upon the experiences and research of local experts, representing the perspectives of an extremely diverse cohort across the world (22 countries and 2 regions in total). The book addresses topics such as: the development and implementation of health education in different countries; the influence of political, cultural, societal or religious mores; governmental or ministerial drives; economic or other pressures driving curriculum reform; and the influence of external assessment regimes on health education. By embedding discussions of health education in local contexts and representing a diversity of perspectives on this important topic this book highlights both barriers and enablers to improving health education across the globe.

Previous Praise for Winning Grants Step by Step "Warning: this book works. It provokes you to ask the right questions, hand-holds you through practical exercises, and offers a map that includes paths to develop strategic relationships with funders." —E. Eduardo Romero, Nonprofit Roundtable "Winning Grants Step by Step is a very practical A-to-Z resource that speaks to the importance of staying focused on your mission every step of the way. The third edition is artfully updated with words of wisdom from grantmakers themselves, as well as updates on the latest processes and buzzwords all grantseekers need to know." —Heather Iloff, Maryland Association of Nonprofit Organizations "With solid advice and clear examples, nonprofit leaders will find it a page turner!" —Clarence Hauer, senior director, strategy and organizational development, St. Louis Nonprofit Services Consortium "Winning Grants Step by Step is a gift to nonprofit organizations. The valuable insights and hands-on tools will instantly make any proposal more competitive." —Alex Carter, Your Nonprofit Coach "Developing great grant proposals is essential for nonprofit leaders. Winning Grants Step by Step provides important guidance to those who are new to fundraising as well as to anyone who needs a refresher. This new edition of Winning Grants brings updated tips and vivid examples. As an experienced fundraising consultant, I believe it will help my clients and colleagues alike." —Maria Gitin, CFRE, Maria Gitin & Associates "As an executive director, fundraising is on my mind every day. It's great to have a resource like Winning Grants Step by Step to use and share with my board, staff, and peers." —Deborah Menkart, executive director, Teaching for Change

Peri-urban interfaces - the zones where urban and rural areas meet - suffer from the greatest problems to humans caused by rapid urbanization, including intense pressures on resources, slum formation, lack of adequate services such as water and sanitation, poor planning and degradation of farmland. These areas, home to hundreds of millions of people, face unique problems and need distinctive and innovative approaches and solutions. This book, authored by top researchers and practitioners, covers the full breadth and depth of the impacts of rapid urbanization on livelihoods, poverty and resources in the peri-urban zones in diverse African, Asian, Latin American and Caribbean contexts. Topics include peri-urban resource sustainability, ecosystems and societies and environmental changes in peri-urban zones. Rich case studies cover production systems and livelihoods including the impacts of irrigated vegetable production, horticulture, dairy enterprises, waste-fed fisheries and pastoral livelihoods. Also addressed are planning and development issues in the peri-urban interface including the difficulty in achieving sustainability, conflict and cooperation over resources, and a fresh look at the relationship between people and their environment. The final part of the book presents policies and strategies for promoting and measuring sustainability in peri-urban zones including community-based waste management, the co-management of watersheds and empowerment of the poor. This book is the most comprehensive examination of the challenges and solutions facing the people and environments of peri-urban zones and is essential reading for all practitioners, students and academics in geography and development.

For courses in Industrial/Organizational Psychology and Psychology of Work Behavior. This inviting, comprehensive, student-oriented introduction to industrial/organizational psychology emphasizes the connections between theory and practice across the full spectrum of personnel issues, worker issues, work group and organizational issues, and work environment issues. Its focus on career information, employee-centered issues, and cutting-edge research ensures that students get and stay motivated--right from the beginning.

Lawyers as Peacemakers can teach lawyers new ways of finding satisfaction in their practice and providing comprehensive, solution-focused services to clients; sometimes it's not about winning, it's about finding the best possible answer for everyone involved. These practices focus on a more holistic, humanistic, solution-based approach to resolving legal problems, an approach that many clients want and need.

This volume in the NATO Science for Peace and Security Series contains the papers of the Advanced Training Course (ATC) 'Legal Aspects of Combating Terrorism'. The purpose of this course was to support NATO on defence issues related to terrorism and united experts from various disciplines to give participants an understanding of how the various dimensions of the laws and their application fit together. In addition to the lectures that can be found in this book, the course was divided into three modules: the legal response to terrorism in general terms; combating terrorism using lawful means; and harmonizing the Law of Armed Conflict (LAC), national laws and NATO in the fight against terrorism. One of the main questions dealt with in this work is whether, in the face of the new threat, terrorism should still be countered through the ordinary means of criminal law, or whether there should be a significant shift in enforcement methods, including a less multilateral approach to decision-making and an increased use of military force.

This book on Improving Agricultural Extension: a Reference Manual offers a critical review and inventory-analysis of the "State of the Art" in agricultural extension theory and best practices written by internationally known agricultural extension practitioners, educators and scholars. A total of 38 authors from 15 countries contributed to the 23 chapters of this book and thus they

provided broad international perspectives, covering both theory and practice, as well as micro and macro issues related to agricultural extension. It is the third edition of a classic reference manual on agricultural extension published by the Food and Agriculture Organization (FAO) of the United Nations. Aimed at agricultural extension planners, managers, trainers, educators, and field practitioners, this book could be useful in improving the quality of agricultural extension and in generating new ideas and methods for increasing further the cost-effectiveness of agricultural extension programmes. It provides many sound and practical suggestions for developing and improving the conceptual, technical, and operational methods and tools in order to strategically plan, efficiently manage, and scientifically evaluate a problem-solving, demand-driven and needs-based agricultural extension programmes.

The premier reference in obstetrics for more than a century – now even more relevant to today's practice Williams Obstetrics is the most detailed, comprehensive, and rigorously referenced text on the subject. Written by an author team from the world-renowned Parkland Hospital, the hallmarks of this classic are its thoroughness, scientific basis, and practical applicability for the obstetrician at the bedside. This edition of Williams Obstetrics continues to emphasize the scientific-based underpinnings and evidence-based practices of the specialty. This is accomplished by using incorporating more than 3,000 new literature citations and guidelines from the most trusted professional and academic organizations. One of the important features of the twenty-fourth edition is a greater focus on the fetus as a patient and an expanded discussion of fetal diagnosis and therapy. This is complemented by more than 100 new sonographic and MR images of common fetal abnormalities. A new reorganization of the text enables the book to highlight more effectively the myriad disorders that may complicate pregnancy. Williams Obstetrics provides a convenient, clinically relevant text of value to the busy practitioner. The book summarizes important new data that has influenced evidence-based management to improve pregnancy outcomes. Much of this data is conveniently distilled into newly created tables and diagnostic and treatment algorithms. During discussion, numerous sources are cited to provide evidence-based options for patient management. Additionally, nearly 900 images complement the text, many of which are new or enhanced. These include sonograms, MR images, photographs, diagrams, and graphs. This edition of Williams Obstetrics continues to provide clinicians with everything they need to know about the practice of obstetrics with a level of authority and quality of presentation not found in any other resource.

A portrait of the twentieth-century American woman who has been credited with bringing Zen Buddhism to the western world discusses her relationships with such individuals as Burton Watson, Gary Snyder, and Alan Watts; studies under master Nanshinken; and contributions to the development of the First Zen Institute in New York City.

Grant Writing For Dummies, 3rd Edition serves as a one-stop reference for readers who are new to the grant writing process or who have applied for grants in the past but had difficulties. It offers 25 percent new and revised material covering the latest changes to the grant writing process as well as a listing of where to apply for grants. Grant writers will find: The latest language, terms, and phrases to use on the job or in proposals. Ways to target the best websites to upload and download the latest and user-friendly application forms and writing guidelines. Major expansion on the peer review process and how it helps improve one's grant writing skills and successes. One-stop funding websites, and state agencies that publish grant funding opportunity announcements for seekers who struggle to find opportunities. New to third edition.

From women's participation in national elections to female decision-making in community livelihood initiatives, this book highlights three main approaches to strengthening women's leadership and participation: Overcoming structural barriers, supporting women, and encouraging women to carry out leadership roles effectively for progressive purposes.

An introduction to marketing concepts, strategies and practices with a balance of depth of coverage and ease of learning. Principles of Marketing keeps pace with a rapidly changing field, focussing on the ways brands create and capture consumer value. Practical content and linkage are at the heart of this edition. Real local and international examples bring ideas to life and new feature 'linking the concepts' helps students test and consolidate understanding as they go. The latest edition enhances understanding with a unique learning design including revised, integrative concept maps at the start of each chapter, end-of-chapter features summarising ideas and themes, a mix of mini and major case studies to illuminate concepts, and critical thinking exercises for applying skills.

Modern cases highlight the legal principles involving parties and situations that are entrepreneurial in nature in this one-of-a kind text. Students are presented with solid doctrine in the various disciplines covered in Entrepreneurship Law and come to understand their interrelatedness. A chronological approach, from the conception of the idea through all stages of the business, includes potential exit strategies such as the sale of the venture or an initial public offering. Hypotheticals, in the form of a running case study based on the authors' vast experience as practicing attorneys, focus on the very real issues entrepreneurs face. The authors teach at Northwestern Law, well-known for its entrepreneurship course, which is one of the longest-running in the United States. Entrepreneurship Law: Cases and Materials is the only law school casebook of its kind. New to the Second Edition: New cases and readings reflecting changing doctrine in employment law, intellectual property, and securities law (including crowdfunding) Greater attention to social entrepreneurs, including the addition of public benefit corporations, L3Cs, and nonprofits to the chapter on creating an entity Refreshed and updated readings and materials reflecting current trends and practices in financing of entrepreneurial ventures Updates reflecting feedback from current adopters and students in the authors' course at Northwestern Professors and student will benefit from: Modern cases that highlight the legal principles involving parties and situations that are entrepreneurial in nature Presents solid doctrine in the various disciplines covered in Entrepreneurship Law while also emphasizing their interrelatedness Provides a chronological approach to the subject, from the conception of the idea through all stages of the business, including potential exit strategies such as the sale of the venture or an initial public offering Contains hypotheticals and involved, practice-oriented skills-based problems that focus on actual issues entrepreneurs face that are informed by the authors' real experiences as practicing attorneys Classroom tested by faculty at multiple law schools. Authors teach at Northwestern Law, well-known for its entrepreneurship course, one of the longest-running in the United States The only law school casebook of its kind Teaching materials Include: Website for adopting faculty with resources including sample syllabi, practice problems, and other curricular materials

This publication contributes to the scientific understanding of gender, women, and tobacco in the context of efforts to control the global tobacco epidemic. Topics covered include determinants of starting to use tobacco; exposure to second-hand smoke; the impact that tobacco use has on health; addiction and cessation; treatment programs; and gender and human rights policy. The

publication also addresses national economic policy with regard to tobacco control, international treaties, and strategies for tobacco-free mobilization at the regional and international levels. Special attention is paid to an analysis of policies that affect girls and women throughout the life course. Men's responsibility to protect women against second-hand smoke is also highlighted.--Publisher's description.

Successful vegetable production in a modern competitive market requires an understanding of many more factors than the biology of crops and the production techniques involved. This major new textbook brings the science and practice of vegetable production right up to date by addressing modern culture techniques and the recent challenges of consumer demand facing producers today. It introduces vegetable production from the perspective of producing high quality produce that satisfies the needs of the modern consumer. Beginning with the basics of how vegetables are grown using high and low input methods, including organic and sustainable production techniques, the book goes on to introduce and discuss many topics covered less comprehensively in older texts, including Good Agricultural Practices to improve quality, reduce biological contamination and secure food safety; water management; cropping systems; plasticulture; protected culture and mineral nutrition. Vegetable Production and Practices also introduces the use of molecular biology for genetic improvement of crops. Issues specific to individual vegetable crops are addressed by family, including their diseases, harvesting, quality attributes and other issues of increasing importance to consumers, including the role of vegetables in human health. Professor Gregory E. Welbaum has a long history of teaching successful courses in horticulture at Virginia Tech and other universities in the US and worldwide. Vegetable Production Practices has been specifically designed to accompany courses in vegetable crop production, so is ideally suited to inspire students in crop and horticultural sciences, as well as provide a useful reference for experienced practitioners.

Arabia was certainly the most mysterious country in the world during the historical era, an impenetrable and unknowable realm capable of stimulating the imagination and indeed the wildest fancies of the European intellectual elite. While the Hejaz region, where the two holy cities of Islamic Mecca and Medina are located, is still simply off-limits to non-Moslems, the rest of this vast land was at least as inaccessible and dangerous with its terrible deserts populated by Bedouins, whose reputation was enough to discourage the most fearless traveller. A small handful did, however, risk their lives to journey through Arabia and return with the rare texts and images that form the subject of this publication. These works, or rather the most captivating and successful of them in historical, anthropological and aesthetic terms, are gathered together in Visions from Abroad. Historical and Contemporary Representations of Saudi Arabia and presented in a dozen thematic chapters. All the media and all the genres, including painting, sculpture, engraving and photography as well as installation and even comics, are represented in this extraordinary gallery of images, where the works of great orientalist artists like Léon Belly, Georg Emanuel Opiz and Émile Prisse d'Avesnes are fruitfully juxtaposed with those of famous contemporary photographers like Raymond Depardon, Abbas and Humberto Da Silveira. Running parallel to these images, the text enables us to see through Arabia, a land so difficult and complex to penetrate and decipher, through the eyes of the travellers who undertook to describe it in the works they have left to posterity. It also addresses the often uncommon personalities of these figures, like the Italian Ludovico di Varthema from Bologna, who did not hesitate to become a Mamluk in 1503 in order to set foot on Arabian soil, and the British naval officer and writer Richard Burton, who managed to pass himself off as an Afghan physician and magician to the same end in 1853.

Food fights might seem entertaining, but there's nothing funny about the fight staking place over food production. Resource limitations, animal welfare, and biotechnology are just a few issues cropping up to create confusion in the grocery store. Ultimately, both farmers and food buyers are making a personal choice, and author Michele Payn-Knoper calls for decorum instead of mayhem in the conversation around farm and food. In an effort to break stereotypes, one side of this book describes farmers who don't wear overalls but who do use technology in producing food and preserving the environment, dairy farmers who work on "cow comfort," and how hard farmers work on sustainability. On the other side, the book reminds farmers that only a tiny percentage of the population lives on a farm and urges farmers to tell their stories through social media and everyday conversation to correct mistaken beliefs about food production perpetuated by traditional media. The book's very design lends itself to exploring both sides of the issue. One side of No More Food Fights!is aimed at those who primarily consume food-chefs, health care professionals, foodies, dietitians, and retailers. Flipping the book reveals the other side, which is geared toward those who produce food-farmers, agricultural businesses, and ranchers. Throughout the book, the author intersperses personal stories from farmers, foods cientists, dietitians, and ranchers. She naturally guides readers from both sides to "reach across the plate" to honestly explore food concerns and the critical connection from farm gate to food plate. Bring peace to your plate-and your next trip to the grocery store-with No More Food Fights!as your guide.

Adolescent substance abuse is the nation's #1 public health problem. It originates out of a developmental era where experimentation with the world is increasingly taking place, and where major changes in physical self and social relationships are taking place. These changes cannot be understood by any one discipline nor can they be described by focusing only on the behavioral and social problems of this age period, the characteristics of normal development, or the pharmacology and addictive potential of specific drugs. They require knowledge of the brain's systems of reward and control, genetics, psychopharmacology, personality, child development, psychopathology, family dynamics, peer group relationships, culture, social policy, and more. Drawing on the expertise of the leading researchers in this field, this Handbook provides the most comprehensive summarization of current knowledge about adolescent substance abuse. The Handbook is organized into eight sections covering the literature on the developmental context of this life period, the epidemiology of adolescent use and abuse, similarities and differences in use, addictive potential, and consequences of use for different drugs; etiology and course as characterized at different levels of mechanistic analysis ranging from the genetic and neural to the behavioural and social. Two sections cover the clinical ramifications of abuse, and prevention and intervention strategies to most effectively deal with these problems. The Handbook's last section addresses the role of social policy in framing the problem, in addressing it, and explores its potential role in alleviating it.

These guidelines have been developed to enable professionals to assist women who are pregnant, or have recently had a child, and who use alcohol or drugs or who have a substance use disorder, to achieve healthy outcomes for themselves and their fetus or infant. They have been developed in response to requests from organizations, institutions and individuals for technical guidance on the identification and management of alcohol, and other substance use and substance use disorders in pregnant women. They were developed in tandem with the WHO

recommendations for the prevention and management of tobacco use and second-hand smoke exposure in pregnancy.

Who's pulling for you? Who's got your back? Who's putting your hat in the ring? Odds are this person is not a mentor but a sponsor. Mentors can build your self-esteem and provide a sounding board—but they're not your ticket to the top. If you're interested in fast-tracking your career, what you need is a sponsor—a senior-level champion who believes in your potential and is willing to advocate for you as you pursue that next raise or promotion. In this powerful yet practical book, economist and thought leader Sylvia Ann Hewlett—author of ten critically acclaimed books, including the groundbreaking *Off-Ramps and On-Ramps*—shows why sponsors are your proven link to success. Mixing solid data with vivid real-life narratives, Hewlett reveals the “two-way street” that makes sponsorship such a strong and mutually beneficial alliance. The seven-step map at the heart of this book allows you to chart your course toward your greatest goals. Whether you're looking to lead a company or drive a community campaign, *Forget a Mentor, Find a Sponsor* will help you forge the relationships that truly have the power to deliver you to your destination.

Non-formal educational strategy for rural development in Niger and Senegal.

Within this parameter, the main objective of the FSS research project was to identify the regulatory framework, institutional arrangements and established practices pertaining to governance, academic freedom and conditions of service of higher-education t

*Forget a Mentor, Find a Sponsor*The New Way to Fast-Track Your CareerHarvard Business Review Press

By one analysis, a 12 percent annual increase in data processing budgets for U.S. corporations has yielded annual productivity gains of less than 2 percent. Why? This timely book provides some insights by exploring the linkages among individual, group, and organizational productivity. The authors examine how to translate workers' productivity increases into gains for the entire organization, and discuss why huge investments in automation and other innovations have failed to boost productivity. Leading experts explore how processes such as problem solving prompt changes in productivity and how inertia and other characteristics of organizations stall productivity. The book examines problems in productivity measurement and presents solutions. Also examined in this useful book are linkage issues in the fields of software engineering and computer-aided design and why organizational downsizing has not resulted in commensurate productivity gains. Important theoretical and practical implications contribute to this volume's usefulness to business and technology managers, human resources specialists, policymakers, and researchers.

Heneman and Judge's *Staffing Organizations, 7/e*, is based on a comprehensive staffing model. Components of the model include staffing models and strategy, staffing support systems (legal compliance, planning, job analysis and rewards), core staffing systems (recruitment, selection, employment), and staffing system and retention management. Up-to-date research and business practices are the hallmarks of this market leading text. In-depth applications (cases and exercises) at the end of chapters provide students with skill-building and practice in key staffing activities and decision-making. A comprehensive running case involving a fictitious retailing organization provides even greater opportunity for in-depth analysis and skill building. Students also have the opportunity to address ethical issues at the end of each chapter.

This book constitutes the proceedings of the Second International Conference on Information and Communication Technology for Development for Africa, ICT4DA 2019, held in Bahir Dar, Ethiopia, in May 2019. The 29 revised full papers presented were carefully reviewed and selected from 69 submissions. The papers address the impact of ICT in fostering economic development in Africa. In detail they cover the following topics: artificial intelligence and data science; wireless and mobile computing; and Natural Language Processing.

Employee turnover can be expensive, disruptive, and damaging to organizational success. Despite the importance of successfully managing turnover, many retention management efforts are based on misleading or incomplete data, generic best practices that don't translate, or managerial gut instinct at odds with research evidence. This book culminates volumes of academic research on employee turnover into a practical guide to managing retention. Turnover fictions are dispelled and replaced by research-based facts. Keys to diagnosing and managing employee turnover are presented such that you can effectively manage employee retention today. These ideas will be invaluable to you and anyone who cares about the impact of turnover on the organization, including the CEO who is looking at the impact on the bottom line, managers who suffer when their best talent leaves, and human resource professionals whose career success may depend on effectively managing turnover.

Understand the foundations and applications of healthpromotion *Introduction to Health Promotion* gives students a workingknowledge of health promotion concepts and methods and theirapplication to health and health behaviors, with a special emphasison the philosophical and theoretical foundations of healthpromotion. The textbook also identifies and discusses theinnovative health campaigns, strategies, and policies beingimplemented and enacted to improve health behaviors and practicesthat ultimately improve quality of life. Written by a professorwith more than two decades of experience teaching and researchinghealth promotion, this comprehensive resource goes beyond thebasics, delving into issues such as the application of behaviorchange theories, planning models, and current wellness topics likenutrition, physical activity, and emotional well-being, amongothers. Provides a clear introduction to the most essential topics inhealth promotion and education Explains behavior change theories and program planningmodels Explores health promotion's role tackling issues of stress,tobacco use, eating behaviors, and physical activity Includes chapters dedicated to professions, settings, andcredentials available in the health promotion field Looks at future trends of health promotion Ideal for students in health promotion, health education, andpublic health fields, *Introduction to Health Promotion*prepares students with a comprehensive overview of the foundations,history, and current perspectives of health promotion, as well as its key methods and applications.

This book comprises two parts. The first part deals with some aspects of wastewater treatment, encompassing various types of technologies for treating wastewater and evaluation. The technologies, biochemical as well as chemical, including evaluation of technologies are also discussed. Part 2 is on solid waste management. It includes both municipal and industrial waste management. The book is of interest to researchers and practitioners in the field of water resources, hydrology, environmental resources, agricultural engineering, watershed management, earth sciences, as well as those engaged in natural resources planning and management. Graduate students and those wishing to conduct further research in water and environment and their development and management find the book to be of value.

The story of significant events in the life of Ethiopia under Emperor Haile Selassie I, covering the first 25 years of his reign. Written by a dignitary who worked for His Imperial Majesty, this unique biography delves into all aspects of the Ethiopian Empire providing rarely disclosed information about the administration of Haile Selassie I.

This book constitutes the proceedings of the First International Conference on Information and Communication Technology for Development for Africa, ICT4DA 2017, held in Bahir Dar,

Ethiopia, in September 2017. The 31 revised full papers presented were carefully reviewed and selected from 72 submissions. The papers address the impact of ICT in fostering economic development in Africa. In detail they cover the following topics: e-services, natural language processing, intelligent systems, mobile and wireless communication, privacy and security. Part I: Africa's performance and prospects Chapter 1: Africa's macroeconomic prospects Chapter 2: External financial flows and tax revenues for Africa Chapter 3: Trade policies and regional integration in Africa Chapter 4: Human development in Africa Chapter 5: Political and economic governance in Africa Part II: Sustainable cities and structural transformation Chapter 6: The implications of Africa's urbanisation for structural transformation Chapter 7: How sustainable cities can contribute to Africa's development Chapter 8: National urban strategies for sustainable cities in Africa Part III: Country notes Statistical annex

The Open African Innovation Research and Training (Open A.I.R.) project focused on the intersection of innovation, intellectual property (IP), and development in Africa and this book offers its research findings. Its case studies cover nine African countries--Egypt, Nigeria, Ghana, Ethiopia, Uganda, Kenya, Mozambique, Botswana, and South Africa--looking at IP rights in a range of sites of innovation: agricultural production, biofuel technology, traditional medicine, research collaboration, automotive manufacturing, music production, and scholarly publishing.

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