



Academic discourse: genre



- Essays
- Reports, problem-solution reports, case studies
- Research reports and dissertations and their parts
- ESAP formats: legal, scientific, engineering, medical
- Reflective writing
- (Academic textbook chapters)
- (Journal articles)
- (Technical/specific journalism)
- Seminars, (lectures)

Academic discourse: What texts have in common

- Impact
- Drawing between **practical**←→**theoretical**
- Evidence-based (supported) claims
- Criticality: ideas not just explained, but examined & contested.
 Protocols for being collegial/adversarial, e.g. hedging
- Style is dry (neutral and objective) BUT...
- Academic voice and referencing and concepts within 'discussion' (social process): writers and readers form 'discourse communities'

Typical EAP approach Presented or shared, Features and own results reflected on Move from a product approach towards a process approach towards a process approach Focus on 'journey', regular informal feedback, peer/feacher collaboration. Suderiar research & write own gener sample. Teacher conferencing Reconstruct Reconstruct Controlled production

Discourse: introductions

Orientation to the topic

general topic or background show relevance or importance define or classify any terms explore previous literature raise a question or problem

- Thesis or purpose main argument/proposition to prove (descriptive essays just have purpose)
- Outline
 Previews essay structure/moves
- Scope
 Possible limits or special focus chosen





In today's globalised business world, diversity is no longer a buzzword; it is a universal consideration across human resource management. It permeates every level of business and is embraced by companies wishing to draw on the rich perspectives that can be found in ethnic, age and gender differences. In order to exploit the advantages of diversity, equal opportunities procedures should be applied to internal promotions, external recruitment and all HRM matters involving people. This essay will outline the components of equal opportunities protocols, argue the importance of implementing them and provide case studies that have worked and that have



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English is currently used as a means of communication in an increasingly international forum. Moreover, there are a substantial number of communities where English is used 'intranationally' (Strevens 1980) even though it is not the mother tongue. These include communities in South Asia and Africa for instance. In such cases, new varieties of English develop largely from the largely institutionalised varieties (Kachru 1983), a phenomenon that does not occur where English is spoken solely for international purposes. This essay deals with one of these emergent varieties - Nigerian English - considering it from both a historical and linguistic perspective to demonstrate clearly that ican be considered a standard form of the language.



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Over recent decades, European countries have witnessed a growing divide between the young and old in their populations. While the elderly steadily increase in proportion, the young continue to be on the decline. This raises immediate concern of a deficiency in European labour supply. It threatens Europe's future position as a neconomically productive and competitive continent in the global world economy. The liberal press often suggest formulating an open-door immigration policy to ensure a secure stream of labour supply, for a future robustness of Europe. Critics are quick to respond however that such an approach may be potentially corrosive to European cultural identity in the short-term and fail to appease labour market demands regardless, as imgrant communities integrate, mature and refuse menial work, in the long-term. This essay will examine the impact of an ageing population on Europe and suggest options worth considering to deal with this challenge. It will also assert that while an open-door immigration policy may appear enticing for states in dire need of taxpaying human-power, it might end up being simply a temporary fix with side effects that distort the enlightenment-based social fabric and political climate in the European Union.

Open-door migration policy is the best option for an ageing European population.' Discuss





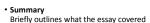
The World Bank's influence over education initiatives in the developing world has been persistently heightened by its increased involvement in educational research agenda-setting, with its escalation to becoming the most significant external funder. This has contributed to the endorsement and proliferation of the Bank's view of education as a tool for economic growth. This conceptualisation, focusing on the development of human capital, fails to recognise the most valuable aspects of education. Advocated from the Bank's position of power, it also serves to silence or marginalise alternative perceptions and voices thus perpetuating an 'anti-dialogue' dependency sometimes deemed 'neo-colonialismi' (Watson, 1992). Despite evolving recommendations over the decades and a recent adjustment in its rhetoric, the World Bank continues to direct, prescribe and impose: educational policies which prioritise Western-centric instruction; vocational inclination, almed at industrial employment; and a lack of recognition of local values, concerns and initiatives. The case in Jordan will be examined.



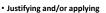
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Discourse: conclusions



Restating the thesis
 Confirms your thesis, main logical conclusion



- Sometimes, reference to relevant work
- Sometimes, limitations of the essay
- Final strong and general closure: identify any special relevant focus, implications (including speculation), or recommendations (for society, business, policy, or future research)

The risks to the health of national economies and practical labour market concerns have illustrated the need to protect and extend intellectual property rights. Industry scenarios and three future projections have clearly demonstrated this. This reflects deeper ethical issues regarding the safeguarding and maintaining of incentives for artistic expression and artists' rights to revenues. Extending intellectual property legislation should be prioritised across all forms of broadcasting. In line with the Burke report (2011), this will be a particularly exciting area of industry as the world continues to expand into new media.

Impact

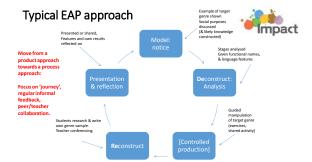
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The future of African independent educational development is largely dependent on increased African ownership of initiatives. This is reliant on renewed World Bank acceptance of implementing such retoric that recognises the great importance of local and indigenous involvement. Alternatively, African nations could stake a claim for greater autonomy through a decreased reliance on World Bank funds, but due to the current enconnic tilmate and the continued existence of an economic core and periphery this is not an short-run alternative. While recognising the significant role played by the World Bank in the global control of this nee-colonial relationship, Africans must now extend their ownership of this student to ensure sustainable Raypen (1990, p. 15). Indeed, Africans flowership control in the final analysis, responsibility for the education of Africa lies primarily with enlightened Africans.

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Impact

Needleman (in Dake 2001) suggests that making money is harmful when it becomes the priority in a society and when self-identity is dependent on wealth. He sees these as prevailing trends in American society "although Europe is moving in that direction too" (Dake 2001). In a money-making society, people may get caught up in an illusion of foreward may make a manner and imagining that more material wealth will bring greater happiness. Wants may increase in proportion to income and people become stuck on a "hedonic treadmil" (Easterlin 2001). However, as Myers (2001) shows, people in America may be twice as rich today (1998) as they were in 1957 but they are 'not a bit happier'.

The problem, as Needleman (2001) notes, is that it is not money in itself that is harmful but rather its tendency to replace or destroy what is really valuable to us. For this reason, be maintains that money should be respected and understood more. This underlines the importance of attitudes to money in a society, It is difficult to deny its importance in the modern world. However, it is worth noting here that at least one third of the world lives below the poverty line and is excluded from the modern money economy.

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It is widely recognised that knowledge is a valuable resource and Lazarova and Tarique (2005) assert that transferring knowledge across organisations is critical for the success of global companies operating in worldwide markets. Organisations are increasingly realising impact that "in the knowledge society, expatriates and repatriates become exporters, importers and local traders of expertise and knowledge, the most precious resource of all" (Inkson, Arthur, Pringle & Barry, 1997, p. 355).

Although expatriates were traditionally considered knowledge senders, whose primary role was to teach others, they are also knowledge recipients, and Oddou et al (2009) highlight that international assignments create the opportunity to acquire, create and transfer knowledge. They also claim that the importance of repatriate knowledge transfer has been proven by empirical research and linked to increased innovation (Subramanian & Venkatraman, 2001), greater diversification (Sambharya, 1996), improved communications between different organisational units (Downes & Thomas, 2000) and better overall corporate financial performance (Carpenter, Sanders & Gregersen, 2001). Berthoin-Antal (2000) believes that expartiates represent a resource for organisational learning, as they have a wider range of experiences and ideas which companies

Using the concept introduced by Argyris and Schon (1978), she suggests that repatriates can utilize their broadened perspective to stimulate single loop learning, by proposing incremental improvements to ...



The monarchy certainly has no place in modern Britain as it is a categorically undemocratic institution, with the Queen unelected. Despite this fact, it is often argued that the Queen has no real power. However, according Welsh and Bales (2004), Britain could go to war without even consulting the elected parliament (cited in Burns 2009). Furthermore, while some would argue that the best democracies may be constitutional monarchies (e.g. Jones 1995), the hereditary system is actively upheld by the monarchy and does not ensure individual merit; therefore it clearly goes against the democratic principal.



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It may not have gone unnoticed that consecutive Australian governments have ostensibly lauded but patronised China, with terms like 'successful trading partner' and 'opportunity' frequently seen to be littering public and media rhetoric (Deans 2009), especially as it appears to have been recognised by their halls of government as not much beyond these exploitative notions. In fact, the ongoing clambering for stronger US positioning by the Abbott government might have succeeded in sending signals to China in the first instance, and indonesia in the second, that Australia remain the belligerent, non-inclusive, xenophobic, middle-power of the Asia-Pacific (Matthews 2012, p.34). As insulting as this may look, it has also conceivably allowed another negative message to be sent: unless a state overty sides with the US, Australia will maintain a greater political distance.

Notwithstanding the damage inherent in this, and conceding to the caveats against the approach, an alternative and less pessimistic perspective can also be gleaned from these relations, if the following broader context is taken into consideration. ...



Organising them: Block or Chain



 ARG ARG • ARG • ARG CA CA • Ref CA • CA CA • Ref • REF CA REF • Ref REF

Typical EAP approach iduct approach vards a process approach: Focus on 'joi

Context of the incident
This report will outline a critical incident which occurred in Week 9, Semester 2 in my clinical tutorial. The incident was installed
by my tutor, who announced that she would provide individual feedback to students on their performance of clinical tutorial
discussions. She also stated that she would be producing written comments on each student's behaviour, writing an operation of the producing without provided in the student provide

Details of the incident
At the end of my clinical tutrial my tutor arranged for us to meet briefly in order for her to discuss her feedback with me. She
stated that over the semester she had noticed that I very rarely spoke in the tutorisks and did not appear to engage with the
stated She was concerned that I appeared to lack confidence, and explained that being able to express opinions
clearly and confidently was essential in my future career as a doctor. In her view the only way to develop confidence was to
participate regulate.) She asked me have I feet about this, and if there was a reason why I almost never spoke in class. I
seplained that in my cuture students were not always encouraged to speak, and for that reason I did not find it easy, I also
mentioned that I comertine feet all'y.

Thoughts, feelings and concerns
At the time of this incident, many emotions were running through me. I felt embarrassed that my lack of confidence was so obvious to her, and also concerned about what impact it might have on my results. I was worried that she would write negath comments about my behaviour and attitude, and that these comments would be available for other fecturers to read. At the same time, I realised that her concerns were justified – I had been aware of my lack of contribution throughout the semester, and had even avoided going to some tutorials because of those feelings.

This was also an unfamiliar situation for me, as I had always done very well at school and achieved good marks, so I had never had to talk with a teacher in this way before. Although I understood that her intention was to help me to do better, I felt very uncomfortable and even ashamed to have to acknowledge my poor performance in this area. I felt guilty when I realized that in her opinion I had contributed so little to the class.

Impact on studies
Although this incident caused me discomfort and added pressure in the short term, I realise that it was a very sport and event in my studies. As a result of the conversation with my tutor! was forced to reconsider my behaviour in tutorials and because nor a ware of how others viewed me. In that becen used to his that It was "invisible in tutorials, to more leadies that not taking actually in the program of more. Fortunately, the tutor gave me advice on how to gradually develop the confidence! needed, and I also sought help from some of my friends. I even or granted to have some informal tutorials with friends to give me a chance to practice. Over the first line weeks of the semester! managed to talk at least once in every clinical tutorial, either asking a question or making a comment. I have started trying to tatak in other tutorials also, in other subjects. I have set myself the good fallary at least once every tutorial.

This incident was therefore very important, because without it I would still be remaining silent in my tutorials, and would have received negative written comments from my clinical tutor in my portfolio. More importantly, it has belied me to acknowledge and work on a nare for improvement which will be beneficial in all apaces of the occurse. Developing peater confidence at speaking in tutorials may lead to me being more confident in performing clinical assimilations on patients. It may also lead to me feeling more in control and experiencing less nevers during my Objective Structured Clinical Examination (OSCS) assessments.

Impact on career

My lature as given the stating that a doctor must be able to express opinions clearly and confidently. Good communication skills are
easential for doctors, and are important in nearly all aspects of medicine. Iteel that I will be more confident in dealing with patients and
more effective in stating patient history, for example. Developing greater confidence in how I communicate can lead to patients having
greater trust in me as their doctor. Improving my skills in this area will also make me more effective in discussing cases with colleagues,
and in participating in teams when necessary.

This incident made me realise that I can talk confidently once I overcome my initial lears. It demonstrated to me that in order to make progress or create positive change you must first acknowledge that a problem exists. This is a lesson which may be useful in better understanding palent behaviour and atflutible. Often the first step to improving a staustion, or dealing with a problem; is accepting that some change is necessary, and I may be more able to impart this information to patients having experienced this incident. Overall, this incident has had a positive impact no hot my studies and not the development of skills needed in my future career.

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This study was conducted at Yates Mill Pond, a research area owned by the North Carolina State Insistudy was conducted at Yates Mill Pond, a research area owned by the North Carolina State
University, on October 25th, 1936 Up research area was located along the edge of the pond and ond the was approximately 100 m in length and 25 m in width. The was no beaver activity observed by one of the was no tended to the post of the was no beaver activity observed by the size of the study area. Due to the large number of trees sampled, the work was evenly divided among four groups of students working in quadrants. Each group contributed to the overall data collected. Impact

A chi-squared test was undertaken to analyze the data with respect to beaver selection of certain tree species. T-tests were conducted to determine (1) if avoided trees were significantly further from the water than selected trees, and (2) if chewed trees were significantly larger or smaller than not chewed trees. Mean tree distance from the water and mean tree circumference were also recorded.

Overall, beavers showed a preference for certain species of trees, and their preference was based on distance from the central place. Measurements taken at the study site show that beavers avoided oaks and musclewood (Fig. 1) and show a significant food preference (x²=447.26, d.f.=9, P<.05). No avoidance or particular preference was observed for the other tree species. The mean distance of 8.42 m away from the water for not-chewed trees was significantly greater than the mean distance of 6.13 m for chewed trees (t=3.49, d.f=268, P<0.5) (Fig. 2). The tree species that were avoided were not significantly further from the water (t=4.27), d.f=268, P<0.5) than selected trees. For the selected were not significantly further from the water (t=4.27), d.f=268, P<0.5) than selected trees. For the selected tree species, no significant difference in circumference was found between trees that were not chewed (mean=16.03 cm) and chewed (mean=12.80 cm) (t=1.52, d.f=268, P>0.5) (Fig. 3).

Methods
This study was conducted at Yates Mill Pond, a research area owned by the North Carolina State
University, on October 25th, 1996. Our research area was located along the edge of the pond and
was approximately 100 m in length and 28 m in width. There was no beaver activity observed beyond this width. The
circumference, the species, status (chewed or not-chewed), and distance from the water were recorded for each tree in the
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Results
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For this qualitative study, a sample group of 360 employees from 3 state government departments was selected for the study, which took place during the month of November 2005 in Melboune. The departments were chosen on the basis of their identical staff-to-manager ratios. Only employees who had been with the department for more than 2 years were selected.



Three test instruments were used in this study: (1) a questionnaire for the employees, (2) an interview for management and (3) a 'management style' test. The employee questionnaire consisted of 3 parts: Part 1 asked for the participant's personal details including age, job title and employment status (full-time, permanent, casual). Part 2 elicited the participant's assessment of their manager's performance and behaviour with a set of True/False questions. Part 3 included 5 multiple-choice questions asking how the participant deals with stress in the workplace.

The management style test consisted of 10 questions requiring an "agree" or "disagree" response. The interview employed 6 open-ended questions focussing on the manager's assessment of staff satisfaction and productivity.

Employees were given the questionnaire to complete and return within a 2-hour period from the insured a 97% response rate. Completed forms were them matched with participant's departmental results. The supervise all completed hem management style test, follows: I have been supervised as the supervised in the supervised supervised in the supervised supervised test, follows: The supervised s

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The data was collated and analysed according to the supervisor/employee groupings and according to the different management styles.

This research showed that scheduling blocks of shift-work together with education programmes for worker families would reduce the rate of accidents in the workplace and minimise psychological has to the shift-worker. This agrees with the research findings of losen et al. into the advantages of 'blocking' shift work (1998) as well as Patel & Gordon's recommendations on shift-worker family education programmes (1999).



The findings systop the hypothesis. Shift-workers with eight-week blocks of unsocial shifts, suffered fewer accidents and were absent less than orderes in permanent inte to five jobs, when their families received social support into shift-work culture, and training into recognising symptoms of the occupational hazards of shift work. These workers also reported higher than average sastisfaction with heir work than their inter-to-live control group counterparts.

One possible conclusion is that the rate of accidents might be more closely related to the regularity of shift adaptation than solely to the disruption. Perhaps working nights is not inherently distressful but the change in adapting constantly is. Furthermore, the accident rate may have resulted from undermined work satisfaction and social stress from social isolation.

While it appears that addressing these issues may be a small step in the improving of mental and physical occupational health and safety, caution must be exercised in applying these findings to a broader industry context. This is because the sample was restricted to penal system, supermarket and manufacturing personnel in predominantly Anglo-Saxon environments. It is possible that other industries with more established cultures of shift work, such as hospitality and catering, or more diverse ethno-cultural mixes, may produce varying results.

Such methodological problems notwithstanding, the implications for industry are clear: education and support programmes in shift 'culture' and longer blocks may reduce occupational stress and accident rates, and should be considered by employers.

The approach outlined in this study could be replicated across a broader range of industries and more diversely comprised workforces in order to build a model of preferable shift-work conditions.

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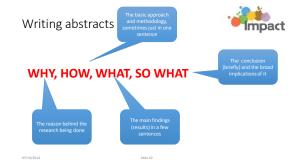
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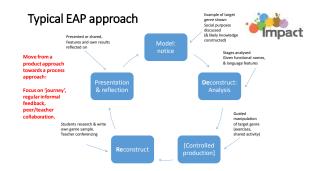
7

Polyploidy is a prominent process in plants and significant in the evolutionary history of vertebrates and other eukaryotes. In plants, interdisciplinary approaches combining phylogenetic and molecular genetic perspectives have enhanced our awareness of the myriad genetic interactions made possible by polyploidy. Here, processes and mechanisms of gene and genome evolution in polyploids are reviewed. Genes duplicated by polyploidy may retain their original or similar function, undergo diversification in protein function or regulation, or one copy may become silenced through mutational or epigenetic means. Duplicated genes also might interact through inter-locus recombination, gene conversion, or concerted evolution. Recent experiments appear to have illuminated important processes in polyploids that operate above the organizational level of duplicated genes. These include intergenomic information in ascent polyploids, inter-genomic invasion, and cytomiclear stabilization. Notwithstanding manly recent insights, much remains to be learned about many aspects of polyploid evolution, including the role of transposable elements in its elements of the control of the process of the

Impact

Massage is promoted to enhance sports performance by increasing Massage is promoted to enhance sports performance by increasing tissue extensibility, increasing circulation and decreasing pain from previous injury or strenuous competition, despite a lack of evidence of physiological benefit. The goal of this study was to determine the effect of sports massage, superficial heat, and no treatment on resting muscle stiffness in 14 college level at latiets. The trials included three specific sports massage techniques and a control, and Myotonometer measurements were taken pre and post for each, along with a pre and post treatment questionnaire to assess percievel eightness; a single levertical jump test was also used to assess performance after each; skin temperature was collected each minute for all trials. Data was analysed using repeated measures MANOV4 with bonferron i correction when appropriate. There were significant differences in resting muscle and connective tissue stiffness in the sports massage group ore to post at force 1.75 kg, and 2.00 kg (Impact appropriate in these were significant interests in testing into a first propriate and connective testifies in the sports massage group pre to post at froze F7 Sig and 2008 and significant interaction them there are very some state of the sports massage stars. T5 Sig and 2008 group on 500, p- 2008, yet no significant differences for vertical jump testing. The questionnaire found subjects preferring heat and sports massage stars, the region of the sport massage stars and sports massage stars are sport massage stars. when the control of t

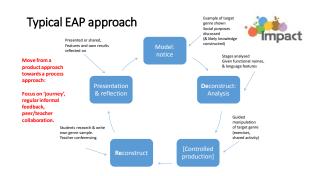
Massage ets promoted to enhance sports performance by increasing tissue estensibility, increasing criticalism and decreasing pain from previous injury or stremuous competition, despite a lack of evidence of physiological benefit. The goal of this study was to determine the effect of sports massage, superficial heat, and no treatment on resting muscle stiffness in 14 college level athletes. The trials included three specific sports massage techniques and a control, and Myotonometer measurements were taken pre and post for each, along with a pre and post treatment questionnaire to assess perceived lightness; a single ley vertical jump lest twas also used assess perceived lightness; a single ley vertical jump lest twas also used assess perceived massages manual for massages and so that the production of the control of the size o Impact bases are made to the properties of the properti motion and tolerance out of under the territories in the season and the superficial heat compared to sports massage in treatment leg. Sports massage significantly decreased muscle stiffness compared to superficial heat. Qualitative data however provide no support for perceived or functional improvements as a result of treatments. Implication no support for perceived or functional improvements as a result of treatments. Implications for practitioners are in informing the scope in which massage is efficaciously employed.



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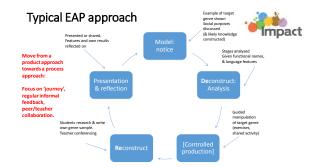
wed high levels of oxygen, which leads to an increased ductile-to-brittle to auter temperature that night was below freezing. The wrought iron rivers it with the iceberg. Low water temperatures contributed to this failure [Ga

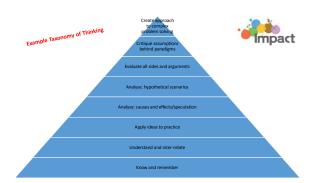
The Thunic carried lifebours for 1,178 people, a number that exceeded regulations of that time. However, the crew, which had never been deiled on the use of the lifebours, was inceperienced at filling and lowering them. The first lifebouts into the water were not even half full. In all, only 700 were sweed by the lifebouts. Those on Thunic who went into the icy waters when the high producted died which minutes—boar before the Cargradia, the first resteas they on the scene, was able to a surface.



What does it mean to speak a language? When someone says I can speak English does that mean the same thing for evaryanc? Ingus once said of Britain and the United States that they are two countries divided by a common language. How can two countries be already to the same language? In this lecture I am poing to tak about some of the things that can make the same language (specifically "English that the same language"). In this lecture I am poing to tak about some of the things that can make the same language (specifically "English that the particular point in the Istory, which could be over a period of several hundred years of longer. The second way is how a language varies at any particular point in the Istory, which could be over a period of several hundred years of longer. The second way is how a language varies at any particular point in the Istory carries. In the Istory is the Ist

Toolsik. By a possek even further, say a nousent years, to OM English, we find that is so different from concemporary English that it has to be studied. By we go provide the provided of the





Instructional language for assessment



- · Illustrate, summarise, define, state, describe, outline, review
- Compare, contrast, examine, explore, explain
- · Justify, account for, interpret
- Criticise, discuss, argue, critically evaluate, assess

