

CASE STUDY: Conifer Corp.

By Steven L. McShane, Curtin University (Australia) and University of Victoria (Canada);
and David Lebeter

Conifer Corp. is a sawmill operation in Oregon that is owned by a major forest products company but operates independently of the parent company. It was built 30 years ago and completely updated with new machinery five years ago. Conifer receives raw logs from the area for cutting and planning into building-grade lumber, mostly 2-by-4 and 2-by-6 pieces of standard lengths. Higher-grade logs leave Conifer's sawmill department in finished form and are sent directly to the packaging department. The remaining 40 percent of sawmill output are cuts from lower-grade logs, requiring further work by the planning department. Page 242

Conifer has 1 general manager, 16 supervisors and support staff, and 180 unionized employees. The unionized employees are paid an hourly rate specified in the collective agreement, whereas management and support staff are paid a monthly salary. The mill is divided into six operating departments: boom, sawmill, planer, packaging, shipping, and maintenance. The sawmill, boom, and packaging departments operate a morning shift starting at 6:00 a.m. and an afternoon shift starting at 2:00 p.m. Employees in these departments rotate shifts every two weeks. The planer and shipping departments operate only morning shifts. Maintenance employees work the night shift (starting at 10:00 p.m.).

Each department, except for packaging, has a supervisor on every work shift. The planer supervisor is responsible for the packaging department on the morning shift, and the sawmill supervisor is responsible for the packaging department on the afternoon shift. However, the packaging operation is housed in a separate building from the other departments, so supervisors seldom visit the packaging department. This is particularly true for the afternoon shift, because the sawmill supervisor is the furthest distance from

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Curriculum Design and Classroom Management: Concepts, Methodologies, Tools, and Applications Management Association, Information Resources, 2015-04-30 Educational pedagogy is a diverse field of study one that all educators should be aware of and fluent in so that their classrooms may succeed Curriculum Design and Classroom Management Concepts Methodologies Tools and Applications presents cutting edge research on the development and implementation of various tools used to maintain the learning environment and present information to pupils as effectively as possible In addition to educators and students of education this multi volume reference is intended for educational theorists administrators and industry professionals at all levels *Online Course Management: Concepts, Methodologies, Tools, and Applications* Management Association, Information Resources, 2018-03-02 The rapid growth in online and virtual learning opportunities has created culturally diverse classes and corporate training sessions Instruction for these learning opportunities must adjust to meet participant needs Online Course Management Concepts Methodologies Tools and Applications is a comprehensive reference source for the latest scholarly material on the trends techniques and management of online and distance learning environments and examines the benefits and challenges of these developments Highlighting a range of pertinent topics such as blended learning social presence and educational online games this multi volume book is ideally designed for administrators developers instructors staff technical support and students actively involved in teaching in online learning environments **Molecular Epidemiology** Timothy R. Rebbeck, Christine B. Ambrosone, Peter G. Shields, 2016-04-19 This volume comprises the investigation of factors that may predict the response to treatment outcome and survival by exploring design considerations in molecular epidemiology including case only family based approaches for evaluation of genetic susceptibility to exposure and addiction pharmacogenetics incorporation of biomarkers in clinical trials *Driving Innovation and Business Success in the Digital Economy* Oncioiu, Ionica, 2016-12-12 Advancements in the digital world are bringing about rapid waves of change in organizational management As such it is increasingly imperative to discover ways for businesses to adapt to changes in the markets and seize various digital market opportunities Driving Innovation and Business Success in the Digital Economy is an essential reference source for the latest research on the impact of digital computing and emerging technological innovations in the realm of business success Featuring extensive coverage across a range of relevant perspectives and topics such as IT outsourcing sustainable development and online advertising this publication is ideally designed for researchers professionals and students seeking current research on the complex scope of the new economy The Crosslinguistic Study of Language Acquisition Dan Isaac Slobin, 2014-03-05 In this final volume in the series the contributors attempt to expand the contexts in which child language has been examined crosslinguistically The chapters build on themes that have been touched on anticipated and promised in earlier volumes in the series The study of child language has been situated in the disciplines of psychology and linguistics and has been most responsive to dominant issues

in those fields such as nativism and learning comprehension and production errors input and universals of morphology and syntax The context has primarily been that of the individual child interacting with a parent and deciphering the linguistic code The code has been generally treated in these volumes as a system of morphology and syntax with little attention to phonology and prosody Attention has been paid occasionally to the facts that the child is acquiring language in a sociocultural setting and that language is used in contexts of semantic and pragmatic communication In addition there has been a degree of attention paid to the interactions between language and cognition in the process of development As for individual differences between children they have been discussed in those studies where they could not be avoided but such variation has rarely been the focus of systematic attention Differences between individual languages have been of great interest but these differences have not often been placed in a framework of systematic typological variation And although languages and their grammars change over time the focus of attention on the individual child learner has generally led to neglect of explanatory principles that are best found on the level of linguistic diachrony rather than the level of innate ideas or patterns of learning and cognition in the individual child The chapter authors seek to explore these neglected contexts in more depth

JPHMP's 21 Public Health Case Studies on Policy & Administration Lloyd Novick, 2017-11-15 JPHMP's 21 Public Health Case Studies on Policy Administration compiled by the founding editor and current editor in chief of the Journal of Public Health Management and Practice provides you with real life examples of how to strategize and execute policies and practices when confronted with issues such as disease containment emergency preparedness and organizational management and administrative problems

The Cambridge Handbook of Consumer Psychology Cait Lamberton, Derek D. Rucker, Stephen A. Spiller, 2023-04-06 In the last two years consumers have experienced massive changes in consumption whether due to shifts in habits the changing information landscape challenges to their identity or new economic experiences of scarcity or abundance What can we expect from these experiences How are the world's leading thinkers applying both foundational knowledge and novel insights as we seek to understand consumer psychology in a constantly changing landscape And how can informed readers both contribute to and evaluate our knowledge This handbook offers a critical overview of both fundamental topics in consumer psychology and those that are of prominence in the contemporary marketplace beginning with an examination of individual psychology and broadening to topics related to wider cultural and marketplace systems The Cambridge Handbook of Consumer Psychology 2nd edition will act as a valuable guide for teachers and graduate and undergraduate students in psychology marketing management economics sociology and anthropology

Police and YOUTH Everette B. Penn, Shannon A. Davenport, 2022-02-02 This book brings the knowledge gained from the Teen And Police Service Academy TAPS which has been implemented internationally to create partnerships with at risk teens and police proactively addressing some of the most pressing conditions in their communities Readers will learn about the nuances of both youth culture and police culture and will better understand the conflict stemming from race

and social class Straightforward solutions stemming from the President s Task Force on 21st Century Policing are demonstrated to provide useful strategies for communities struggling with police youth relations This book is especially germane to Texas schools and law enforcement which are to comply with Community Safety Education Act of Texas It mandates instruction for all peace officers high school seniors those applying for their driver s license and those required to take corrective driver instruction Police and YOUth is ideal as a primer for students instructors police officers and citizens who stand to benefit from improving police youth relations It provides the tools needed to educate all parties and ultimately improve relations between police and the communities they serve Missing Persons Karen Shalev Greene,Llian

Alys,2016-10-14 A missing person is an individual whose whereabouts are unknown and where there is some concern for his or her wellbeing In the UK around 250 000 people are reported missing every year with the majority being children under the age of 18 Despite the fact that missing persons are a social phenomenon which encompasses vast areas of interest relatively little is known about those who go missing what happens to them while they are missing and what can be done to prevent these incidents from occurring This groundbreaking book brings together for the first time ideas and expertise across this vast subject area into one interconnected publication It explores the subjects of missing children missing adults the investigative process of missing person cases and the families of missing persons Those with no prior knowledge or professionals with focused knowledge in some areas will be able to expand their understanding of a variety of topics relevant to this field through detailed chapters which advance our understanding of this complex phenomenon discuss what is unknown and suggest the best and most important steps forward to further advance our knowledge **Hunted** L.J.

Breedlove,2022-01-25 Someone is Hunting Them Nine year old Jazzy needs the Video Man her own private superhero because Ms Carroll has gone missing Cage Washington doesn t think he s a superhero at all but he s got friends and they ll do their best to rescue Carroll But it isn t just Carroll they re hunting There is a forced conversion therapy camp operating somewhere outside of Portland And for a price they ll kidnap your LGBTQIA kid and fix them And they want Carroll Gilligan With Carroll it s not about family or fixing her It s about revenge Book 12 in the political suspense series Newsroom PDX Foul language some sex lots of politics Because it s Portland

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