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this research study seeks to understand the nature of organisational change with respect to offshore outsourcing of information technology services in a multinational pharmaceutical company and to examine the effectiveness of approaches used to manage this change so that lessons may be drawn from these experiences despite the abundant literature on effective organisational change management the key factors that need to be managed properly at different stages of the offshore outsourcing process are not well understood the research adopts a processual view to paint a broad picture of the issues involved in these different stages a generic process model of change based on the review of the change literature was first developed to represent how change was intended to occur this model focuses on the following four stages in the change process context diagnosis and planning implementation and institutionalisation the research employs an interpretive case study approach and draws on

fieldwork from three independent information systems departments cases of the company where offshore outsourcing programmes were implemented qualitative data from semi structured interviews direct observation and document analysis are analysed by applying the generic process model to produce a detailed account of the way in which change was managed in the case organisations the findings reveal that a combination of contextual factors both external and internal to the company influenced the adoption and use of offshore outsourcing in the case organisations externally the economic forces were found to be the main catalyst for the change while internally the role of the executive leadership and the lack of internal resources further explain the motivations behind the adoption of offshore outsourcing the study illustrates that achieving successful outcomes from offshore outsourcing activities critically depends on the organisation adequately addressing a number of factors such as conveying a sense of urgency developing and communicating the vision identifying the benefits of change and how they will be delivered generating short term wins providing education and training developing a fit between the change and organisational culture etc throughout the change process the findings also highlight the effects of offshore outsourcing on the case organisations including change in job roles and responsibilities and organisational learning activities that enable corrective actions to improve change management efforts an important contribution of this research is the development of a model providing a more comprehensive understanding of the change process associated with the implementation of offshore it outsourcing recommendations for policy makers and change managers to improve change management practice based on the research findings as well as recommendations for further research form a significant part of the conclusions

as the magazine of the texas exes the alcalde has united alumni and friends of the university of texas at austin for nearly 100 years the alcalde serves as an intellectual crossroads where ut s luminaries artists engineers executives musicians attorneys journalists lawmakers and professors among them meet bimonthly to exchange ideas its pages also offer a place for texas exes to swap stories and share memories of austin and their alma mater the magazine s unique name is spanish for mayor or chief magistrate the nickname of the governor who signed ut into existence was the old alcalde

many pre service and beginning early childhood teachers question if critical literacy is do able with young children particularly in the current top down educational climate critical literacies and young learners shows how it is possible even in the context of the mandates and pressures so many teachers experience and honors the sophisticated and complex social theorists that young children are featuring a mix of groundbreaking work by iconic researchers and teachers and original contributions by emerging scholars and educators in the field the text illustrates a range of approaches to doing critical literacy with young children and at the same time addresses the common core standards part i provides several orienting frameworks on critical literacy giving

specific attention to its relationship to the common core standards part ii features chapters describing critical literacy in practice grouped in 4 thematic clusters using texts from popular culture and everyday life focusing on issues oriented texts and cultural identity functional linguistic analysis of texts interdisciplinary that engage young learners in critical social action projects part iii addresses the micro political contexts of teaching critical literacy

pittsburgh has a rich and diverse theatrical tradition from early frontier performances by officers stationed at fort pitt through experimental theater at the end of the twentieth century pittsburgh in stages offers the first comprehensive history of theater in pittsburgh placing it within the context of cultural development in the city and the history of theater nationally by the time the first permanent theater was built in 1812 pittsburgh had already established itself as a serious patron of the theatrical arts the city soon hosted new york and london based traveling companies and gained a national reputation as a proving ground for touring productions by the early twentieth century numerous theaters hosted popular priced productions of vaudeville and burlesque and theater was brought to the masses soon after pittsburgh witnessed the emergence of myriad community based theater groups and the formation of the federation of non commercial theatres and the new theater league guilds designed to share resources among community producers the rise of local theater was also instrumental to the growth of african american theatrical groups though victims of segregation their art flourished and was only later recognized and blended into pittsburgh s theatrical melting pot pittsburgh in stages relates the significant influence and interpretation of urban socioeconomic trends in the theatrical arts and the role of the theater as an agent of social change dividing pittsburgh s theatrical history into distinct eras lynne conner details the defining movements of each and analyzes how public tastes evolved over time she offers a fascinating study of regional theatrical development and underscores the substantial contribution of regional theater in the history of american theatrical arts

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