



ORACLE

Fast Formula Reference Guide



Oracle HCM Cloud Absence Management

September 20 20, Version 2.0

Copyright © 2021, Oracle and/or its affiliates.

Oracle Fastformula Student Guide

Priya Nathan



Oracle Fastformula Student Guide:

Using Oracle 11i Jim Crum, BOSS Corporation, 2002 Annotation The must have reference for users and implementers of Oracle Release 11i This book provides the critical information required to configure and operate the Release11i applications in one book Several readers have told us they saved tens of thousands of dollars after reading the previous edition of this book Special Edition Using Oracle 11i has about 40% new content over the previous version including a new projects chapter a new order management chapter screen shots tips and Release11i specific material This book is the most complete reference available for the latest release of the Oracle financial manufacturing HRMS and projects applications Part 1 introduces the Oracle ERP applications and Release11i concepts Part 2 educates the reader on proven techniques for implementing these complex and integrated systems Part 3 discusses configuration and usage of each of the financial distribution manufacturing HRMS and project applications Part 4 discusses working with Oracle Support consulting firms and compatible software vendors The appendixes review the employment market consulting opportunities and provide the reader with an implementation checklist All of Release11i s new features are covered in depth and in practical terms Not only will readers understand Oracle s new capabilities they will be able to apply them right away The authors are highly respected consultants from BOSS Corporation They have worked with the Oracle Applications for over eight years since Release 9 Each chapter is written and edited by an expert consultant on that topic The authors have published many white papers and newsletters about the Oracle Applications BOSS Corporation is an active sponsor of the Oracle Applications User Group OAUG The authors have attended the last 14 national conferences presented more than a dozen white papers at OAUG conferences participated in the vendor exhibit hall identified key words for white paper classification and edited articles that are included in OAUG publications **Computerworld** ,2004-12-20 For more than 40 years Computerworld has been the leading source of technology news and information for IT influencers worldwide Computerworld s award winning Web site Computerworld com twice monthly publication focused conference series and custom research form the hub of the world s largest global IT media network R11i Navigating Oracle Applications Deborah Steffen,2000 **Oracle 8** Jim Dilanni,1998 **Oracle Developer** ,1999 **Oracle Developer** ,1999 *Oracle Developer* ,1999 **Introduction to Oracle for Experienced SQL Users** Christian Bauwens,1999 **Introduction to Oracle** ,1998 **Oracle 9i** Priya Nathan,2001 **The Oracle Channel** E. Leta Davis,Natalie Schulkers,Oracle Corporation,1996 **Oracle Developer** Christian Bauwens,1999 **Oracle U.S. Federal Financials Workshop Release 11.02** Constance M. Avery,Oracle,1999 **Oracle8** ,1998 *Introduction to Oracle* Neena Kochhar,Eileen Lad, *The Oracle* Troy State College,Gary C. Dickey,1966 Study Guide for 1z0-047 Matthew Morris,2012-04-05 This Study Guide is targeted at IT professionals who are looking to become an Oracle Database Certified SQL Expert The book provides information covering all of the exam topics for the Oracle Expert exam 1Z0 047 Oracle Database SQL Expert This book has been updated to include the topics

added to the exam for 12c The books in the Oracle Certification Prep series are built in lockstep with the test topics provided by Oracle Education s certification program Each book is intended to provide the information that will be tested in a clean and concise format The guides introduce the subject you ll be tested on follow that with the information you ll need to know for it and then move on to the next topic They contain no drills or unrealistic self tests to bump the page count without adding value The series is intended to provide a concentrated source of exam information that is compact enough to be read through multiple times This series is ideal for experienced Oracle professionals that are familiar with the topic being tested but want a means to rapidly reinforce their existing skills and bridge any gaps in their knowledge It is also an excellent option as a second source of information for candidates pursuing certification **Oracle8** Jim Dilanni, Peter Robson, 1998

OracleAS Discoverer 10g Nikos Psomas, 2004 **Quick Start Guide to Oracle Fusion Development** Grant Ronald, 2010 Get Started with Oracle Fusion Development Written by a Group Product Manager at Oracle this Oracle Press guide gets you up and running quickly with your first Oracle Fusion applications Quick Start Guide to Oracle Fusion Development provides only the essential information you need to build applications in a matter of hours Rapidly learn the building blocks and functionality you ll use most of the time The progression of topics closely matches the application building process taking you through a typical developer scenario from start to completion Quick Start Guide to Oracle Fusion Development features Concise and friendly format providing the essentials needed to start building applications right away Chapters that build on each other to illustrate a typical development scenario from start to finish Unique author insights gained from hours of one on one meetings with customers and work in Oracle s usability labs The perfect entry point to Oracle Fusion development Introduction to Fusion and the Fusion Technologies Introduction to JDeveloper and Oracle ADF Finding your Way Around JDeveloper Building Business Services Introducing ADF Business Components The Role of the Entity A View of your Data The View Object The Application Module Implementing Business Service Validation More View Object Features Building the User Interface Introducing ADF Face Rich Client ADF Model Building Typical ADF Pages Building Application Flow Menus Toolbars and Buttons Advanced UI Techniques Data Visualization and Other Rich UI Components Application Look and Feel Common Coding Patterns Common Business Service Coding Examples Common View Coding Examples

Uncover the mysteries within Crafted by is enigmatic creation, Discover the Intrigue in **Oracle Fastformula Student Guide**. This downloadable ebook, shrouded in suspense, is available in a PDF format (*). Dive into a world of uncertainty and anticipation. Download now to unravel the secrets hidden within the pages.

https://crm.allthingsbusiness.co.uk/results/book-search/default.aspx/Novel_Unit_For_When_My_Name_Was_Keoko.pdf

Table of Contents Oracle Fastformula Student Guide

1. Understanding the eBook Oracle Fastformula Student Guide
 - The Rise of Digital Reading Oracle Fastformula Student Guide
 - Advantages of eBooks Over Traditional Books
2. Identifying Oracle Fastformula Student Guide
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Oracle Fastformula Student Guide
 - User-Friendly Interface
4. Exploring eBook Recommendations from Oracle Fastformula Student Guide
 - Personalized Recommendations
 - Oracle Fastformula Student Guide User Reviews and Ratings
 - Oracle Fastformula Student Guide and Bestseller Lists
5. Accessing Oracle Fastformula Student Guide Free and Paid eBooks
 - Oracle Fastformula Student Guide Public Domain eBooks
 - Oracle Fastformula Student Guide eBook Subscription Services
 - Oracle Fastformula Student Guide Budget-Friendly Options
6. Navigating Oracle Fastformula Student Guide eBook Formats

- ePub, PDF, MOBI, and More
- Oracle Fastformula Student Guide Compatibility with Devices
- Oracle Fastformula Student Guide Enhanced eBook Features
- 7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Oracle Fastformula Student Guide
 - Highlighting and Note-Taking Oracle Fastformula Student Guide
 - Interactive Elements Oracle Fastformula Student Guide
- 8. Staying Engaged with Oracle Fastformula Student Guide
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Oracle Fastformula Student Guide
- 9. Balancing eBooks and Physical Books Oracle Fastformula Student Guide
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Oracle Fastformula Student Guide
- 10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
- 11. Cultivating a Reading Routine Oracle Fastformula Student Guide
 - Setting Reading Goals Oracle Fastformula Student Guide
 - Carving Out Dedicated Reading Time
- 12. Sourcing Reliable Information of Oracle Fastformula Student Guide
 - Fact-Checking eBook Content of Oracle Fastformula Student Guide
 - Distinguishing Credible Sources
- 13. Promoting Lifelong Learning
 - Utilizing eBooks for Skill Development
 - Exploring Educational eBooks
- 14. Embracing eBook Trends
 - Integration of Multimedia Elements
 - Interactive and Gamified eBooks

Oracle Fastformula Student Guide Introduction

Oracle Fastformula Student Guide Offers over 60,000 free eBooks, including many classics that are in the public domain. Open Library: Provides access to over 1 million free eBooks, including classic literature and contemporary works. Oracle Fastformula Student Guide Offers a vast collection of books, some of which are available for free as PDF downloads, particularly older books in the public domain. Oracle Fastformula Student Guide : This website hosts a vast collection of scientific articles, books, and textbooks. While it operates in a legal gray area due to copyright issues, its a popular resource for finding various publications. Internet Archive for Oracle Fastformula Student Guide : Has an extensive collection of digital content, including books, articles, videos, and more. It has a massive library of free downloadable books. Free-eBooks Oracle Fastformula Student Guide Offers a diverse range of free eBooks across various genres. Oracle Fastformula Student Guide Focuses mainly on educational books, textbooks, and business books. It offers free PDF downloads for educational purposes. Oracle Fastformula Student Guide Provides a large selection of free eBooks in different genres, which are available for download in various formats, including PDF. Finding specific Oracle Fastformula Student Guide, especially related to Oracle Fastformula Student Guide, might be challenging as theyre often artistic creations rather than practical blueprints. However, you can explore the following steps to search for or create your own Online Searches: Look for websites, forums, or blogs dedicated to Oracle Fastformula Student Guide, Sometimes enthusiasts share their designs or concepts in PDF format. Books and Magazines Some Oracle Fastformula Student Guide books or magazines might include. Look for these in online stores or libraries. Remember that while Oracle Fastformula Student Guide, sharing copyrighted material without permission is not legal. Always ensure youre either creating your own or obtaining them from legitimate sources that allow sharing and downloading. Library Check if your local library offers eBook lending services. Many libraries have digital catalogs where you can borrow Oracle Fastformula Student Guide eBooks for free, including popular titles. Online Retailers: Websites like Amazon, Google Books, or Apple Books often sell eBooks. Sometimes, authors or publishers offer promotions or free periods for certain books. Authors Website Occasionally, authors provide excerpts or short stories for free on their websites. While this might not be the Oracle Fastformula Student Guide full book , it can give you a taste of the authors writing style. Subscription Services Platforms like Kindle Unlimited or Scribd offer subscription-based access to a wide range of Oracle Fastformula Student Guide eBooks, including some popular titles.

FAQs About Oracle Fastformula Student Guide Books

How do I know which eBook platform is the best for me? Finding the best eBook platform depends on your reading preferences and device compatibility. Research different platforms, read user reviews, and explore their features before

making a choice. Are free eBooks of good quality? Yes, many reputable platforms offer high-quality free eBooks, including classics and public domain works. However, make sure to verify the source to ensure the eBook credibility. Can I read eBooks without an eReader? Absolutely! Most eBook platforms offer web-based readers or mobile apps that allow you to read eBooks on your computer, tablet, or smartphone. How do I avoid digital eye strain while reading eBooks? To prevent digital eye strain, take regular breaks, adjust the font size and background color, and ensure proper lighting while reading eBooks. What the advantage of interactive eBooks? Interactive eBooks incorporate multimedia elements, quizzes, and activities, enhancing the reader engagement and providing a more immersive learning experience. Oracle Fastformula Student Guide is one of the best book in our library for free trial. We provide copy of Oracle Fastformula Student Guide in digital format, so the resources that you find are reliable. There are also many Ebooks of related with Oracle Fastformula Student Guide. Where to download Oracle Fastformula Student Guide online for free? Are you looking for Oracle Fastformula Student Guide PDF? This is definitely going to save you time and cash in something you should think about.

Find Oracle Fastformula Student Guide :

novel unit for when my name was keoko

number devil study guide questions answers

~~numerical methods using matlab~~

~~nsm wizard jukebox manual~~

~~novel stars answer key~~

nuclear energy solution manual

now vn900 custom vulcan 900 custom 07 11 service repair workshop manual

novanet chemistry answers

now yamaha yz80 yz 80 1991 91 service repair workshop manual

novell netware 65 cna exam cram 2

~~nrp 6th edition study notes~~

numerical recipes example book c the art of scientific computing

notes to all of me on keyboard

notifier dvc installation manual

numerical expressions wall clock answers using 4

Oracle Fastformula Student Guide :

[warriner s handbooks courses combined grammar usage](#) - Aug 28 2022

web warriner s handbook fourth course grade 10 student text only holt traditions 020040 our price 48 60 item out of print or expired by vendor qty add to wishlist

warriner s handbook second course grammar usage - Feb 19 2022

web literature language arts fourth course grade 10 holt literature language arts warriners handbook hs 9780030992384 solutions and answers quizlet

warriner s handbook fourth course grammar usage - Apr 04 2023

web jan 1 1982 teacher s manual with answer keys fourth course warriner s english grammar composition john e warriner on amazon com free shipping on

holt traditions warriner s handbook language and sentence - Oct 30 2022

web jan 1 2008 warriner s handbook grammar usage mechanics sentences 4th course teacher s edition warriner on amazon com free shipping on qualifying offers

warriner s english grammar and composition - Oct 10 2023

web find step by step solutions and answers to warriners handbook fourth course grammar usage mechanics sentences 9780030990038 as well as thousands of

teacher s manual with answer keys fourth course warriner s - Jan 01 2023

web warriner s guidebook fourth study grade 10 student text alone holt traditions reissue as a holt traditions pricing there been a numbering of components which

[warriner s english grammar and composition series goodreads](#) - Mar 03 2023

web list of file teachers manual with answer keys fourth course warriners english grammar composition page title 1 warriner s handbook 2 holt traditions warriner s handbook

[warriners handbook fourth course grammar usage](#) - Sep 09 2023

web warriner s english grammar and composition fourth course by warriner john e harcourt brace jovanovich publication date 1986 topics english language english

holt traditions warriner s handbook student edition fourth - Jun 25 2022

web default of literature 4th course language handbook printouts grade 10 to rinehart and winton holt 4 5 clicks to opened expanded view holds traditions

[warriner s english grammar and composition teacher s pdf](#) - Jun 06 2023

web warriner s english grammar and composition series 5 primary works 5 total works english grammar and composition is a

series of 6 books with each book containing an

holt handbook fourth course grammar usage - Aug 08 2023

web mar 8 2021 warriner s english grammar and composition teacher s manual complete course pdf john e warriner 1977

276 pages 35 53 mb english english

chapter tests with answer key for warriner s handbook first - Jan 21 2022

warriner handbook fourth course answers will dean copy - Apr 23 2022

web jan 1 2008 amazon com chapter tests with answer key for warriner s handbook first course holt traditions

9780030998447 holt rinehart and winston books

holt traditions warriner s handbook language and sentence - Mar 23 2022

web chapter tests a softcover consumable workbook provides short answer questions for each chapter in the student edition

handbook an answer key to the tests is included

holt traditions warriner s handbook teacher s edition grade 10 - Dec 20 2021

literature language arts fourth course grade 10 holt quizlet - Nov 18 2021

warriner s handbook fourth course grade 10 student text - Sep 28 2022

web jan 1 2008 holt traditions warriner s handbook student edition fourth course 1st edition by rinehart and winston holt

author 4 9 4 9 out of 5 stars 25 ratings

teachers manual with answer keys fourth course warriners english - Nov 30 2022

web the store will not work correctly in the case when cookies are disabled

warriner s handbook fourth course grade 10 student text - May 25 2022

web warriner s english grammar and composition fourth course 1977 5 37 pm page t19 warriner was also attuned to the

needs of individual students within a class

warriner s handbook grammar usage mechanics sentences - Jul 27 2022

web warriner handbook fourth course answers right here we have countless ebook warriner handbook fourth course answers

and collections to check out we

warriner s handbook grammar usage mechanics - May 05 2023

web dec 9 2022 warriners handbook fourth course grammar usage mechanics sentences by john e warriner 2008 holt

mcdougal edition warriners handbook

warriners handbook fourth course grammar usage mechanics - Feb 02 2023

web holt traditions warriner s handbook language and sentence skills practice answer key grade 10 fourth course holt rinehart winston 9780554001111 grammar

warriner s english grammar and composition fourth course - Jul 07 2023

web may 30 2007 warriner s handbook fourth course grammar usage mechanics sentences john e warriner holt rinehart and winston may 30 2007 juvenile

2010 criminal law bar exam q a compilation pdf scribd - Dec 05 2022

web 2010 criminal law bar exam q a compilation docx free download as word doc doc docx pdf file pdf text file txt or read online for free 2010 criminal law bar

p1085 audi code meaning causes symptoms tech notes - Jan 26 2022

web labor 1 0 the cost to diagnose the p1085 audi code is 1 0 hour of labor the diagnosis time and labor rates at auto repair shops vary depending on the location make and

direct positive regulation of pten by the p85 subunit of - May 30 2022

web mar 3 2010 the ability of p85 to bind and directly regulate both p110 pi3k and pten pi3 phosphatase allows us to explain the paradoxical insulin signaling phenotypes observed

p85 exam 2010 help environment harvard edu - Nov 23 2021

web p85 exam 2010 this is likewise one of the factors by obtaining the soft documents of this p85 exam 2010 by online you might not require more grow old to spend to go to the

p85 exam 2010 clifton f conrad copy - Jun 11 2023

web p85 exam 2010 this is likewise one of the factors by obtaining the soft documents of this p85 exam 2010 by online you might not require more times to spend to go to the ebook

pi3k p110 α mediates the oncogenic activity induced by loss of - Feb 24 2022

web jul 7 2017 because p85 stabilizes the p110 subunit and recruits it to the cell membrane it seems paradoxical that a reduction in p85 might lead to increased pi3k output our data

singapore immigration and checkpoints authority - Mar 08 2023

web 1 you are required to produce your stp card and passport to the immigration officer at the checkpoint each time you leave singapore and return 2 under regulation 8 5 e of

claims practice cii co uk - Sep 02 2022

web p85 method of assessment 15 short answer questions total of 130 marks two hours are allowed for this exam candidates will be examined on the basis of english law and

installment sales tutee exam pdf inventory financial - Aug 13 2023

web in 2011 a 2010 contract was defaulted and the merchandise was repossessed at the time of default the repossessed merchandise had a fair value of p2 500 the repossessed

p85 exam 2010 rhur impacthub net - Nov 04 2022

web sep 28 2023 june 21st 2018 this test known as the true or false t or f exam v38 n2 p85 90 mar apr 2010 health related popular articles are easily found among media

what is a p85 freeagent - Jun 30 2022

web what is a p85 definition of p85 a p85 is a form that you need to send to hmrc if you re a taxpayer in the uk and plan to move abroad the p85 form asks questions about your

p1085 fault code meaning faultcodes co - Mar 28 2022

web you can find information about the p1085 fault code on this page

p85 exam 2010 pdf virtualb60 boskone - Jul 12 2023

web p85 exam 2010 a practical manual of diabetes in pregnancy fitness measures and health outcomes in youth the chemistry of fragrances caregiving for alzheimer s disease

p85 exam 2010 db csda - Oct 15 2023

web 2 p85 exam 2010 2022 05 21 approach that reflects best practice in the treatment of diabetes in pregnancy the revised second edition includes new chapters on the very

the regulatory subunits of pi3k p85 α and p85 β interact nature - Aug 01 2022

web published 28 march 2010 the regulatory subunits of pi3k p85 α and p85 β interact with xbp 1 and increase its nuclear translocation sang won park yingjiang zhou justin

the regulation of class ia pi 3 kinases by inter subunit - Apr 28 2022

web the p85 regulatory and p110 catalytic domains of class ia pi 3 kinase are both multi domain proteins fig 1 the crystal structure of p110a huang et al 2007

p85 exam 2010 pdf full pdf status restek wwu - Jan 06 2023

web jeffrey m wooldridge 2010 10 01 the second edition of a comprehensive state of the art graduate level text on microeconomic methods substantially revised and updated

claims practice the pfs - Sep 14 2023

web or equivalent exams summary of learning outcomes 1 know key aspects of the regulatory environment of insurance claims 2 understand how to determine the existence of cover

p85 exam 2010 download only hudsonshillcountry - Apr 09 2023

web p85 exam 2010 is available in our book collection an online access to it is set as public so you can get it instantly our digital library spans in multiple countries allowing you to get

p85 exam 2010 2023 mail lafamigliawv - Feb 07 2023

web p85 exam 2010 downloaded from mail lafamigliawv com by guest santos selah handbook of biologically active peptides academic press the highly successful

professional engineering examination 2010 peb - May 10 2023

web professional engineers registration examination ppe 2010 9 final results and notification examination results will be given to candidates on a pass fail basis a

p85 exam 2010 ahmed samei huda - Dec 25 2021

web merely said the p85 exam 2010 is universally compatible behind any devices to read textbook of diabetes richard i g holt 2017 03 06 now in its fifth edition the textbook

significance of p85 expression as a prognostic factor for patients - Oct 03 2022

web jul 18 2014 cox proportional hazards analysis showed that p85 protein expression was not an independent prognostic factor further large scale studies are required to

leadership in a diverse and multicultural environment developing - Feb 25 2022

web developing awareness knowledge and skills it is categorically easy then previously currently we extend the connect to buy and create bargains to download and install

leadership in a diverse and multicultural environment sage - Mar 09 2023

web chapter 7 a training program to lead from multicultural awareness to knowledge and skills establishing the objectives for multicultural awareness knowledge and skills

leadership in a diverse and multicultural environment - Feb 08 2023

web mar 2 2005 although much of the research related to multiculturalism has focused on expatriates and international assignments the book also focuses on leaders in domestic

leadership in a diverse and multicultural environment - Dec 26 2021

web mar 2 2005 coupon rent leadership in a diverse and multicultural environment developing awareness knowledge and skills 1st edition 9780761988601 and save

leadership in a diverse and multicultural environment - Aug 02 2022

web leadership in a diverse and multicultural environment developing awareness knowledge and skills connerley mary l free download borrow and streaming

leadership in a diverse and multicultural environment - Jan 27 2022

web mar 2 2005 leadership in a diverse and multicultural environment is well grounded in solid research but written in an easy to comprehend style that provides a culture

leadership in a diverse and multicultural environment - May 11 2023

web jan 1 2005 the model emphasizes that 1 knowledge implies that one s thoughts and behaviors can be inconsistent and people may be unaware of their inconsistencies 2

leadership in a diverse and multicultural environment - Oct 04 2022

web select search scope currently catalog all catalog articles website more in one search catalog books media more in the stanford libraries collections articles journal

leadership in a diverse and multicultural environment - Apr 29 2022

web leadership in a diverse and multicultural environment developing awareness knowledge and skills downloaded from opendoors cityandguilds com by guest

leadership in a diverse and multicultural environment - Jan 07 2023

web leadership in a diverse and multicultural environment developing awareness knowledge and skills authors mary l connerley paul pedersen summary

leadership in a diverse and multicultural environment - Aug 14 2023

web leadership in a diverse and multicultural environment is an ideal supplemental text for undergraduate or graduate level international management leadership or diversity related courses taught in the business curriculum it could also be used in leadership courses

leadership in a diverse and multicultural environment - Jul 01 2022

web mar 2 2005 leadership in a diverse and multicultural environment developing awareness knowledge and skills kindle edition by connerley mary l pedersen

leadership in a diverse and multicultural environment - Jul 13 2023

web mar 2 2005 leadership in a diverse and multicultural environment developing awareness knowledge and skills authors mary l connerley paul b pedersen

leadership in a diverse and multicultural environment - Nov 05 2022

web honing your knowledge skills looks at how to define knowledge working and identifies the practical skills of knowledge management needed by line managers this book shows

leadership in a diverse and multicultural environment developing - Nov 24 2021

leadership in a diverse and multicultural environment - May 31 2022

web jan 26 2022 diverse and multicultural environment diversity leadership means recognizing that cultural preferences differ and adapting strategies and processes that

leadership in a diverse and multicultural environment - Jun 12 2023

web dec 20 2013 leadership in a diverse and multicultural environment developing awareness knowledge and skills

leadership in a diverse and multicultural

leadership in a diverse and multicultural environment - Sep 03 2022

web a training program to lead from multicultural awareness to knowledge and skills establishing the objectives for multicultural awareness knowledge and skills

leadership in a diverse and multicultural environment - Apr 10 2023

web mar 2 2005 chapter 1 making the business case for increased awareness knowledge and skills multiculturalism and diversity multiculturalism is inclusive and broadly

leadership in a diverse and multicultural environment - Dec 06 2022

web mar 2 2005 leadership in a diverse and multicultural environment developing awareness knowledge and skills mary l connerley virginia polytechnic institute

leadership in a diverse and multicultural environment - Mar 29 2022

web may 26 2022 view flipping ebook version of leadership in a diverse and multicultural environment developing awareness knowledge and skills dr mary l connerley