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Field Manual for Small Animal Medicine Feb 18 2024 Field Manual for Small Animal Medicine offers anyone working in resource-limited environments a practical resource for delivering veterinary care outside the traditional hospital or clinic setting. Offers the only comprehensive resource for best practices when practicing veterinary medicine in resource-limited environments Integrates practical and cost-effective protocols where the ideal solution may not be available Presents information on vital topics such as operating a field spay/neuter clinic, emergency sheltering, sanitation and surgical asepsis, preventive care practices, zoonotic diseases, and euthanasia Serves as a quick reference guide for common surgical procedures, cytology interpretation, anesthesia and treatment protocols, and drug dosing

Chevrolet Small Block Parts Interchange Manual - Revised Edition Feb 11 2021 If you're building a salvage yard stroker motor, looking to make a numbers-matching engine, saving money on repurposing factory parts, or simply looking to see which parts work together, this book is a must-have addition to your library! This updated edition provides detailed interchange information on cranks, rods, pistons, cylinder heads, intake manifolds, exhaust manifolds, ignitions, carburetors, and more. Casting and serial number identification guides are included to help you through the myriad of available parts in salvage yards, at swap meets, and on the internet. Learn what parts can be combined to create various displacements, which parts match well with others, where factory parts are best, and where the aftermarket is the better alternative. Solid information on performance modifications is included where applicable. The first and second generation of small-block Chevy engines have been around for more than 60 years, and a byproduct of the design's extremely long production run is that there is a confusing array of configurations that this engine family has seen. Chevy expert Ed Staffel delivers this revised edition on everything you need to know about parts interchangeability for the small-block Chevy. Build your Chevy on a budget today!

Small Sawmill Operator's Manual Dec 24 2021

Running a Small Library Mar 19 2024 How can a small library with a few (or even one) staff members and very limited resources be managed successfully? Learn the issues facing all types of small libraries.

New Mini Performance Manual Mar 27 2022 Since its launch in 2001, the New Mini has been a spectacular sales success in all its major markets, carving out its own identity in a marketplace full of increasingly bland small hatchbacks. It is a car that still turns heads, and has inspired a burgeoning aftermarket tuning and accessory industry, leading to the availability of a wide range of both official and aftermarket tuning packages. Written in down-to-earth language, this extensively illustrated manual is a practical enthusiast's guide to realistic Mini tuning, providing advice on how to make the best of the options available.

Small Town Manual for Community Action! Mar 15 2021

Small Fragment Set Manual Jul 19 2021 Operation on fractures of shafts and joints is chiefly indicated in the upper arm, forearm, femur and tibia. Injuries in these areas can almost always be successfully treated by the techniques described in the "AS IF Manual of Internal Fixation," followed by early exercises. The fixation of small fragments which are of such biomechanical importance, has hitherto given indifferent results, especially when the distal parts of the hand and foot are involved. The implants and instruments developed by Dr. Heim and tried out by AS IF members during recent years have now been assembled into a "small fragment set," which is now available. These implants have significantly expanded the scope of AS IF instrumentation for internal fixation. Pannike first compared the application of the small fragment set with the conventional methods used in hand surgery. Heim and Pfeiffer in cooperation with Meuli, illustrate in this Volume the small fragment set, elucidating in a didactic manner the composition of the set, the indications for its use, and its method of application to all suitable fractures. Enough good results have been secured to establish the usefulness of this development. The following volume may therefore be regarded as an important supplement to the ASIF Manual. It makes it clear again that every internal fixation requires a high level of technical skill, a sense of responsibility, and very gentle handling of the soft tissues.

Manual of Small Animal Soft Tissue Surgery Aug 12 2023 Gain the benefit of 20 years' experience in small animal soft tissue surgery. In this book, Karen Tobias explains the tips and tricks that experienced surgeons use to make a procedure easier, faster and more successful. She provides clear, concise, detailed and well-illustrated instructions on how to complete all the common procedures performed in small animal practice. Hundreds of high-quality color photographs and detailed line drawings are included to provide step-by-step instructions, giving you confidence when attempting these techniques. Key Features: Organized by procedure type and includes sections on surgery of the skin, abdomen, digestive system, reproductive tract, perineal, head and neck, and miscellaneous procedures Each chapter contains an introduction, tips for preoperative management, surgery, and surgical techniques, and postoperative considerations A practical manual useful for small animal veterinarians at all stages of their training and career

Saunders Manual of Small Animal Practice - E-Book May 21 2024 Meticulously organized by body system for optimal readability and ease of reference, the 3rd edition of this best-selling manual provides quick, comprehensive, and practical guidance on evaluating and managing a full range of common medical and surgical conditions encountered in small animal practice. Medical chapters discuss etiology, clinical signs, diagnoses and treatment, while surgical chapters discuss anatomy, preoperative considerations, procedures and postoperative care. It also contains an entire section devoted to avian and exotic pets and a comprehensive drug formulary. A consistent outline format provides easy access to information on etiology, clinical signs, diagnosis, and treatment for each disease or disorder, as well as anatomy, preoperative conditions, techniques, and postoperative care for surgical procedures. Key Points draw attention to helpful tips and key concepts. Includes a comprehensive section covering diagnosis, treatment, and surgery for avian and exotic pets. Features new chapters that cover key topics such as physical therapy and rehabilitation, pain management, vaccination guidelines, and syncope. Includes the latest information on drugs and clinical equipment throughout.

Veterinary Technician's Manual for Small Animal Emergency and Critical Care Oct 02 2022 Veterinary Technician's Manual for Small Animal Emergency and Critical Care provides a comprehensive reference on emergency and critical care medicine for veterinary technicians of all skill levels. Beginning with information on initial patient assessment and triage, the first section covers shock and initial stabilization, venous access, monitoring, and cardiopulmonary cerebral resuscitation. A section on specific conditions such as cardiovascular and respiratory emergencies is organized by system, with a final section highlighting select topics like anesthesia and analgesia, transfusion medicine, and critical care pharmacology. Case studies, review questions, and images are provided on a companion website at www.wiley.com/go/norkus. Coverage focuses on dogs and cats, with special considerations for handling exotic and avian emergencies covered in a dedicated chapter. This in-depth material in an easy-to-navigate format is an essential resource for veterinary technicians and assistants, emergency and critical care veterinary technician specialists, and veterinary technician students.

The Owner's Manual for Small Business Sep 13 2023

Manual of Small Animal Emergency and Critical Care Medicine Oct 14 2023 Manual of Small Animal Emergency and Critical Care Medicine, Second Edition presents essential information on common emergencies in small animals using a concise, practical outline format. Offering a thorough update to this classic reference, the new edition provides new chapters on orthopedic injuries and wound management, significant revisions to the treatment protocols, and expanded toxicology information, as well as new references and drug information. The book retains its logical division into two parts, the first covering initial stabilization and the second offering a systems approach to specific conditions. As in the previous edition, chapters are extensively indexed and cross-referenced to facilitate ease of use in emergency situations. With many formulas, tables, drug dosages, and illustrations, Manual of Small Animal Emergency and Critical Care Medicine is an indispensable, convenient resource for busy emergency clinicians, whether they are new graduates or seasoned professionals.

A Technical Services Manual for Small Libraries Jun 10 2023

Small Wars Manual Oct 22 2021

Life Cycle Design Feb 06 2023 Small and medium-sized enterprises can serve as promising cradles for challenging ideas and pioneering initiatives. That is exactly what is required in order to make progress towards sustainable levels and patterns of production and consumption. Of all the continents of the world, Europe is most likely to lead the way towards a more sustainable relation with the environment. Having been the cradle of the industrialized world as we know it today, Europe again will lead the way in the journey of discovery to sustainable industrial practice, that is, if suitable conditions exist, and engaged and motivated entrepreneurs take the challenge and the role of the pioneer. Essential to these conditions is a set of values regarding the availability and properties of resources, the functioning of products and the impact upon the environment, now and well into the future, in Europe as well as globally. Furthermore, imagination, information and encouragement will be essential. This manual provides ideas, tools, examples and guidance for small and medium-sized enterprises (SMEs) that wish to develop products with the environment and the future in mind. It addresses product development and design with consideration for the whole life cycle of the product. This cycle is a process ranging from the identification and formulation of a need at the early stage of product development to the disposal of the product, after repeated usage, at the end of its life. A particular focus has been given to principles and criteria in the design of complex products.

Bridge Resource Management for Small Ships (PB) Jan 05 2023 Your vessel may be equipped with the most advanced technology and the most powerful engines, but the failure to apply the basic principles of bridge resource management can still prevent you from getting where you are going. Satellite systems, ARPA, electronic charts, AIS, sophisticated communication equipment and integrated navigational systems—all these advanced technologies provide valuable capabilities. But accidents still happen, and they usually involve human error. This simple fact has made Bridge Resource Management (BRM) training a requirement for watchkeepers worldwide. Bridge Resource Management for Small Ships: The Watchkeeper's Manual for Limited-Tonnage Vessels is the first book to address the unique needs of operators of small ships (limited-tonnage vessels) including tugs, ferries, yachts, and other passenger-carrying vessels. Features: Case histories to illustrate important points A complete course in BRM, suited for studying on your own as well as a complement to your classwork Topics include: Introduction to BRM, Standard Operating Procedures, Passage Planning, Implementing the Passage Plan, Building a Passage Plan, Situational Awareness and Human Factors, including: Overreliance, Distraction, Stress, Fatigue, Complacency, and Transition; and Human Interactions, including Communications, Teams and Teamwork, Decision Making and Leadership, and Human Error

Small Wars Manual Jun 22 2024 The Small Wars Manual is a manual on tactics and strategies for engaging in certain types of military operations created by the United States Marine Corps. The purpose of this work is sharing experience and preserving the achievements of tactics and organization of small wars, or different military operations of the United States in countries where government is "unstable, inadequate, or unsatisfactory for the preservation of life and of such interests as are determined by the foreign policy" of the United States. The book starts with the definition of the term "small war" and continues into more than 500 pages on tactics, personnel structure, communication chain, transportation and logistics, military-civil relationship, psychological side of war, training, and support of native armed organizations and much more. The book is extremely interesting as a manual on tactics, whether it is used for a military operation or any other sort of massive campaign involving a large part of population, like elections. For example, it contains a chapter telling how to plan and organize legally the disarmament of local population. It tells what laws should be issued and what organizations form, what sort of personnel should be involved and what should be their roles. A reader will find guidelines on how to distribute and spare resources needed for a campaign, and how to properly cross a river in a dangerous area. Given the book's organization, structure and abundance of important information, covering different aspects of civil and military campaigns, this volume is a must-read for any person engaged in a state service or a student considering career in serving their country.

The Manual For Living Jan 17 2024 THE MANUAL FOR LIVING is the first and best primer for living the best possible life -- as helpful in the twenty-first century as it was in the first. Epictetus's teachings rank among the greatest wisdom texts of human civilization. Epictetus taught that philosophy is a way of life and not just a theoretical discipline. To Epictetus, all external events are beyond our control; we should accept calmly and dispassionately whatever happens. However, individuals are responsible for their own actions, which they can examine and control through rigorous self-discipline. By putting into practice the ninety-three wise instructions that make up The Art of Living, readers learn to successfully meet the challenges of everyday life.

Manual of Internal Fixation in Small Animals Dec 04 2022 This second revised and enlarged edition addresses current techniques concerned with the implementation of the AO/ASIF System in small animal orthopaedic surgery. Surgeons who have used the system over the years have now considerable knowledge and experience which they have made available in this text. The same individuals have designed and modified special implants which are now available to the Small Animal Orthopaedic Surgeon. Sections have been added or modified concerned with severe trauma, implant removal and a system for recording fracture type and treatment. The book will serve to inform the experienced surgeon of the current situation, and at the same time it is still a basic text for the newcomer to veterinary small animal orthopaedics in general and the AO/ASIF system in particular.

A Manual for Small Archives Jul 31 2022

The Small Business Fraud Prevention Manual Nov 22 2021 "Small business owners and managers cannot afford losses due to fraud, yet many of these types of businesses are the most common victims. The ACFE's Small Business Fraud Prevention Manual provides information on the most common internal and external fraud schemes committed by customers, employees and vendors against small businesses as well as tips on how to prevent these schemes from happening to you." -- Back cover.

Saline Water Conversion Jun 17 2021

Veterinary Technician's Manual for Small Animal Emergency and Critical Care Dec 16 2023 Veterinary Technician's Manual for Small Animal Emergency and Critical Care, Second Edition provides an in-depth and cutting-edge, yet easy-to-navigate, reference on emergency and critical care for veterinary paraprofessionals of all skill levels. Provides a comprehensive reference on emergency and critical care medicine for veterinary technicians of all skill levels, and veterinary assistants. Veterinary Technician's Manual for Small Animal Emergency and Critical Care, Second Edition provides an in-depth and cutting-edge, yet easy-to-navigate, reference on emergency and critical care for veterinary paraprofessionals of all skill levels. Written by leading veterinary technician specialists (VTS) in emergency and critical care Completely revised and substantially updated, with new emphases on anatomy, physiology, nursing skills, and evidence based medicine Features five new chapters covering mechanical ventilation, pain management, renal replacement therapy, nursing skills and procedures, and life as an emergency veterinary technician, including topics such as salary, compassion fatigue, and scheduling Includes access to a companion website with chapter review questions and the images from the book for download in PowerPoint

BSAVA Manual of Avian Practice: A Foundation Manual Aug 20 2021 Authored by vets with experience in all aspects of avian care, this manual is an essential tool for those in general practice who do not often see birds. Subjects including anatomy and physiology, husbandry, behaviour, examination, surgical techniques are covered in detail; common presentations are also dealt with in individual chapters. Includes Quick Reference Guides Informative and detailed appendices Clinical signs-based section, exploring particular conditions in detail

Tactical Manual Jul 11 2023 This Tactical Manual (TM) is the result of more than a quarter century of experience at the highest professional levels, based on a solid foundation of SOF selection and training, reinforced by deployments to multiple conflict zones spanning pre-9/11 and the current Global War On Terror. The contents of the TM are combat proven and time tested small unit tactics employed on Light Infantry, Special Operations and Paramilitary deployments. The TM is intended to support training and operations for small tactical units. The TM utilizes a number of sources, including United States and British Army doctrine, mixed with training and operational best practices and lessons learned. The TTPs laid out are ideal for special operations, light infantry and paramilitary tactical organizations, based on proven tactical principles. Max Velocity Tactical operates the Velocity Training Center (VTC) tactical and leadership training facility near to Romney, West Virginia, where we provide training for US Special Operations Forces and Responsible Citizens. MVT has established a reputation on the leading edge of tactical live fire and force on force training; we are dedicated to developing tactical excellence.

Manual of Small Animal Endocrinology Apr 15 2021 Small animal endocrinology has advanced rapidly over the last few years, with the recognition of previously unreported disorders, improvements in diagnostic tests, and the emergence of novel options and refinements for treatment. In recognition of these advances, this second edition of the BSAVA Manual of Small Animal Endocrinology has been completely rewritten by a panel of international experts. This expanded edition offers a fresh approach, with the emphasis on clinical aspects, and a wealth of tables, algorithms and colour photographs. It provides the most comprehensive information available today in a format designed specifically for the busy small animal practitioner. BSAVA, BVNA and FECAVA members can claim their member discount by ordering direct from: British Small Animal Veterinary Association Woodrow House, 1 Telford Way, Waterwells Business Park, Quedgeley, Gloucester, GL2 4AB, Tel: 01452 726709, Fax: 01452 726701, E-mail: publications@bsava.com

The Complete Manual of Small-Scale Food Processing Apr 20 2024 Written by an experienced food technologist and author, this book provides comprehensive technical and business information on all aspects of small-scale food processing in a single text. It is written in simple language suitable for the non-specialist and also for people who have English as a second language.

Manual of Small Animal Postoperative Care Sep 01 2022 This practical text discusses clinical and nursing techniques required for the perioperative management of veterinary surgical patients. Information is included on monitoring, laboratory follow-up, restraint, bandaging, wound care and post-operative complications. Part One of this two-part work deals with general principles of nursing care. Part Two deals with specific surgical procedures by

body region. The text is intended for veterinarians and students.

The Owner's Manual for Driving Your Adolescent Brain May 29 2022 "Witness the processing power of your brain"--Cover.

Clinical Manual of Small Animal Endosurgery Mar 07 2023 A practical and comprehensive guide to rigid endoscopy and endosurgery in small animal practice. Fully illustrated throughout, it covers the clinical treatment of small animals from pre-operative through to post-operative care. With reference to specific procedures, this manual includes guidance on the selection of equipment, surgical techniques, anaesthesia and possible complications. A specialist chapter advising on the treatment of birds, reptiles and small mammals is also included. Clinical Manual of Small Animal Endosurgery will enable veterinarians to develop and improve their endoscopic techniques in clinical practice, as well as providing guidance on referral options for more complex cases. KEY FEATURES • Provides comprehensive information on how to perform rigid endoscopic investigations and procedures. • The focus is on dogs and cats with a specialist chapter covering the treatment of exotic small animals • Contains many full colour clinical photographs • Written and edited by experts in the field

BSAVA Manual of Small Animal Clinical Pathology Apr 27 2022 ...This book offers the clinician a comprehensive guide to current clinical pathology procedures and assays, together with techniques that may be available in the near future.

BSAVA Manual of Small Animal Practice Management and Development Nov 15 2023 This is more than just a management book! Written by a range of experienced authors who have designed and built surgeries, managed veterinary staff, bought and used the equipment, and 'cleaned the floors', this Manual brings ideas and guidelines that will be useful in improving and running a small animal veterinary business, whether established or new. Following a brief foray into the construction planning process, each area of the practice, both clinical and non-clinical, is considered in detail -- its design, equipment and maintenance, and the organization and management of the clinical and support teams. The second part of the Manual deals with communication and people management issues, including leadership skills and self-management, together with the ethical and legal framework within which vets and vet nurses work. Thirdly, the business aspects of veterinary practice are explored, including planning, finance, marketing, the client experience and clinical governance. As well as being a daily source of information for veterinary surgeons and managers in companion animal practice, the Manual help support studies for certificates in practice management. It will aid preparation for PSS and VMD inspections, and will be of benefit to all practitioners wanting to improve their quality of service, premises and facilities, and the management of their clinical and support teams. Examples of forms, protocols and SOPs are given throughout and the book has a wealth of images to complement and enhance the text. The first BSAVA Manual of Practice Improvement was published in 1972; this completely new Manual will inspire and support a new generation of veterinary surgeons in their careers in small animal practice.

The Small Business Success Manual Feb 23 2022

Manual of Small Animal Soft Tissue Surgery May 09 2023 A practical manual for veterinarians at all stages of their training and career, Manual of Small Animal Soft Tissue Surgery, Second Edition Offers expanded coverage of additional procedures and updates reflecting the latest thinking on surgical techniques Provides clear, concise instructions on how to complete common soft tissue surgical procedures Pairs step-by step instructions with hundreds of high-quality color photographs and drawings Aids small animal veterinary practitioners and students in learning and applying the tips and tricks that experienced surgeons use to make each procedure easier and faster

Small Munsterlander. Small Munsterlander Complete Owners Manual. Small Munsterlander Book for Care, Costs, Feeding, Grooming, Health and Training. Nov 03 2022 Written by a professional dog whisperer and dog owner, the Small Munsterlander Complete Owner's Manual has the answers you may need when researching this versatile gun breed. Learn about this intelligent hunting dog that was originally bred as a hunting, pointing and retrieving dog for noble families to work with falcons and find out whether this highly trainable dog will be the best choice for you and your family. Learn everything there is to know, including little known facts and secrets and how to care for every aspect of the Small Munsterlander's life. This manual contains all the information you need, from birth to the Rainbow Bridge, including transitioning through house breaking, care, feeding, training and end of life, so that you can make a well-informed decision about whether or not this dog is the breed for you. If you already have a Small Munsterlander, this book will teach you everything you need to know to make your dog a happy dog and to make you a happy dog owner. The author George Hoppendale is an experienced writer and a true animal lover. He enjoys writing animal books and advising others how to take care of their animals to give them a happy home. Co-Author Asia Moore is a professional Dog Whisperer, Cynologist and Author, living on Vancouver Island, off the west coast of British Columbia, in Canada, who believes that all humans and dogs can live together in harmony. She and her dog whispering team, which includes an 8-year-old Shih Tzu named Boris, teach dog psychology to humans, to help alleviate problem behaviors that arise between humans and their canine counterparts so that everyone can live a happy and stress-free life together. Covered in this book: - Temperament - Pros and Cons - Vital statistics - Before you buy - Choosing the right dog - Finding a breeder - Puppy proofing your home - The first weeks - Health and common health problems - Medical care & safety - Daily care - Feeding - Bad treats and snacks - Good treats and snacks - House training - Grooming - Training - Poisonous Foods & Plants - Caring for your aging dog and much more.

Manual Small Incision Cataract Surgery Jun 29 2022 This book, in a concise format, explains how to perform manual small incision cataract surgery. The procedure is broken down into the chief elements and described in a step by step manner. Besides the description of the procedure, the book covers indications, necessary supplies, preparation, complication management, and postoperative care. The authors are experts from around the world, and the book will be of value both for surgeons new to this technique and for experienced surgeons who need a review of the procedure. While phacoemulsification surgery has now become the standard of care, understanding how to perform manual extracapsular cataract extractions competently is crucial when faced with complications during phacoemulsification surgery, when operating in a region of the world without access to phacoemulsification or femtosecond lasers, or when a manual approach may be a better choice for the patient.

The Small Business Owner's Manual Apr 08 2023 An Owner's Manual provides fast, practical, and direct advice and that's what you get with this book! The Small Business Owner's Manual is useful for newly minted entrepreneurs as well as seasoned business owners and can be read from cover-to-cover or to quickly look up information in the midst of a crisis. For example: Choose among 13 ways to get new financing and the 17 steps to building a winning loan package. Weigh the pros and cons among 8 legal structures, from corporations to LLCs. Write winning ads and analyze 16 advertising and marketing alternatives including the latest in Search Engine Marketing and Search Engine Optimization. Develop a powerful business plan in half the time. Learn to sell products and services by considering 10 possible sales and distribution channels. Discover the latest trends to quickly and inexpensively set up a website and e-store. Get taxes paid on time, collect from deadbeats, protect the business from litigation, and get legal agreements with teeth by effectively finding and partnering with CPAs and attorneys. Get a quick overview of the 14 top forms of business insurance including workers comp and medical. Looking to lease? Exploit a comprehensive review of the top 18 critical factors used to evaluate locations and 24 of the most important clauses in lease agreements. Understand the legal side of hiring, firing, and managing employees and contractors. Minimize taxes by learning the ins-and-outs of business income taxes, the top 5 payroll taxes, sales and use taxes, common tax dodges, and the latest loopholes for business owners. Filing schedules, form names, form numbers, and download links are also included. Credit cards are critical these days, so learn how the system really works and minimize chargebacks, disputes and headaches. Includes 35 important definitions and 12 ways to minimize fraud and lots more too! Joe Kennedy has more than twenty years of experience in operating and working with hundreds of small businesses, a degree in finance and an MBA. He knows how entrepreneurs think and their drive to get to the essence of an issue, make the right decision, and quickly move on. Impatient business owners will prefer this book since only the most relevant information is provided. A few bigger books are out there but this one is not puffed out with clutter and other information you already knew. With years of experience in the IT industry, Joe knows a lot about the Internet too so the content here is better than web-based searches. The Small Business Owner's Manual is great for those starting a business, operators of existing enterprises, or as a gift.

BSAVA Manual of Exotic Pets May 17 2021 This remains the Foundation Manual for information across the range of exotic pets, from small mammals, through birds, reptiles and amphibians, to invertebrates. Commoner pets, such as rabbits, rodents and budgies retain their place. However, the ever-increasing range of non-traditional pets encountered by the veterinary surgeon in practice is reflected in coverage of some new groups, such as marsupials, ratites and crocodilians.

How to Rebuild Small-Block Ford Engines Sep 20 2021 If you have a small-block Ford, then you need this book! This detailed guide covers the step-by-step rebuilding process of the popular small-block Ford engine. Parts inspection, diagnosis, reconditioning, and assembly are outlined in simple text. Hundreds of photos, charts, and diagrams visually walk you through the entire rebuild. You'll be able to completely disassemble your engine, recondition the block and cylinder heads, then reassemble and install the engine in your vehicle. There's even a section on how to perform tune-ups to maximize performance and economy. Sections on parts interchanging will help you identify all parts and determine which ones can and can't be swapped. This is truly a "hands-on" book. Don't put off your project any longer. Start rebuilding your small-block Ford today!

Manual of Small Animal Anesthesia Jan 25 2022 Here's the updated practical guide to small animal anesthetic principles and techniques. A concise outline format makes it easy for readers to find information. The 2nd Edition synthesizes current literature and clinical research*as well as new developments in drugs, equipment, and techniques*to offer a wide spectrum of up-to-date management choices.

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