ASSESSMENT AND SELECTION – FACETS OF A COMPLEX SITUATION

Target group: Early stage researchers in collaborative research centres and research training groups

Even if they take place regularly, assessment and selection processes are exceptional situations for everybody involved. “Peer Review” implies that an assessment is done by peers – by coequal persons. Nevertheless, applicants for scientific positions or grants from funding agencies often perceive these situations as imbalanced. Apart from differing professional points of view, this can be due to different communication structures. Research on assessment and selection processes could verify that gender-specific differences play an important role in this.

This regards the delivery and perception of scientific contents as well as – in interactive processes such as the presentation in front of a review board - the performance part. It is estimated that the spoken word of speakers has a share of 20 per cent of the overall impression an audience gets from listening. This shows that, apart from the professional competence, the capability to perform convincingly is of central importance.

The lecture addresses the content dimension and target group perspective in assessment and selection processes, as well as the performance aspects. The aim is to make the participants understand the facets of assessment and selection processes, so that they are able to successfully participate in the implementation of such and to attain more equal opportunities.

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