

sulphate 8.0 gpa psu Other Download 7. 1. The interview process was described in our study (Krause et al., 2012). Briefly, 18 of the interviewees (members of the screening/interview committee) were asked to form a screening committee, composed of 2--3 panel members each. The screening committee performed a systematic inspection of all the results sent by the NRF or screened by the reference screening committee members. This led to the selection of 50 applicants with highest potential for the corresponding outreach project. In a second step, we invited the 50 applicants to take part in an extended personal interview; each of the 18 interviewers was allowed to form a personal selection committee, allowing for a better assessment of the applicants and finally selecting 32 applicants. From these, we chose the final selection of 17 applicants. All interviewers received 4 training hours; this included multiple practice interviews. The interviews took place in a neutral atmosphere and were recorded with a video camera. After each interview, the video and the interview text were transcribed. Finally, the applicants received individual feedback on the recorded interviews. The NRC clearly defined the procedure and responsibilities of the interviewers during the training. The interviewers had access to questions in advance of the interviews to prepare for the NRF applicants' past educational and professional background and motivations. However, they were able to ask and discuss any other question that arose during the interview. The interviewers reported that there were no problems during the interviews. In contrast, they experienced the extended selection committee selection process on three occasions and reported some difficulties with the decision-making process. 2. All applicants were asked to visit the NRC facility to be interviewed by a member of the selection committee and his wife/partner. This visit was described by the interviewees as an important step in the application process, as the NRF applicants were allowed to see the work environment at the NRC facility and meet the NRF staff who were involved in the screening and selection process. Prior to their visit, the applicants were briefed about the infrastructure of the NRC facility, including the operation of the facility and the possible reaction of the staff if the applicants did not behave properly. The applicants were informed about the organization of the interview and the procedure during the interview, including a standard practice where an applicant could be asked to leave at any moment, as well as details on confidentiality. 3. The NRC used questionnaires to measure the applicants' knowledge, motivation and skills. These



