

# Assessment of application for an academic position



In connection with your application for an academic position offered by the University of Southern Denmark an Assessment Committee has offered the following assessment.

## Personal data

First name	Spencer
Last name	Hazel
Birthdate	16/12/1966
Home address	Hyldegårdsvej 7, 3th
Postal code	2920
City	Charlottenlund

## Master's degree

University	Other educational institution in Denmark
Year completed	2008

## PhD degree

University	Roskilde University
Year completed	2013

## Assessment

### Presentation

The candidate presents himself as a researcher with distinguished expertise in videobased studies of multimodal communication using the theoretical and methodological framework of Conversation Analysis and Workplace Studies. He earned his Master of Arts in Applied Linguistics and TESOL at Newcastle University/UK (2004) with an earlier Bachelor Degree in Drama from Manchester University/UK (1993) and a Propædeuse Diploma in Psychology from Amsterdam/NL (1986). He received his PhD from Roskilde University/DK in communication/linguistics in 2013 and is currently employed at the same university as Assistant Professor/PostDoc in English and Humanities with a research project on Language and Interaction in the Global Corporation (LINGCORP/FKK funded).

## Scientific qualifications

Spencer Hazel's research career is based firmly on (ethnomethodological) Conversation Analysis (CA) and Workplace Studies investigating the multimodal organization of social interaction (including embodiment, objects) in authentic settings including a focus on institutional communication, L2 learning and identity. In this framework, the candidate conducts very fine-grained insightful analysis of the multimodal complexity of human conduct combined with an up-to-date holistic and dynamic view of communication. While the candidate's research methods are predominantly based on CA, they go well beyond the classical 'strict' CA integrating an ethnographic perspective and the interest in complex working environments.

His publications encompass 9 research papers (including collaborative texts) published with or submitted to relevant journals in the field of communication studies, such as *J of Pragmatics*, *J of Linguistic Anthropology*, *Text & Talk*. The candidate has experience in serving in the academic community for conference organization and as Nordling network committee representant. His experience in academic third party funded projects is completed by ample previous experience (since the 1990th) in management and leadership in non-academic projects in the creative industries (consultant, playwright, performer, musician). Fusing these academic and pre-academic interests and experiences, the presentation of the candidate' research outline on "Social Practices in the Creative Industries" is convincing, links the scientific and practical aspects of interactional studies and communication design and provides a range of links for future collaborations.

The chapter *Cultivating objects in interaction – visual motifs as meaning making practices* (22 pp.) examines the nature of the connectedness between multimodality on the one hand, and *Leitmotif* on the other, considering explicitly visual and verbal means, as well as reminiscence. This is a very original research framework and offers relevant news insights in the complexity and multilayeredness of face-to-face communication. The methodology is strictly CA, but CA of a very fine type. The paper argues for its case in a clear, precise and illuminating manner. It relates very well to the ongoing discussion on embodiment and provides thus highly relevant research, which will undoubtedly be referred to in future research.

The second chapter *Identities at odds – embedded and implicit language policing in the internationalized workplace* (17 pp.) is also firmly anchored to CA, but focuses on another important field of research: membership categorization. It examines the linguistic organization of membership categorization, concentrating on the fore- and backgrounding of identities in the international workplace. The candidate investigates the interactional organization of professional identities and institutional identities, looks at how membership categories are related to language choice and language policies in international organizations, and also considers the negotiation of language choice. The paper argues its case really well, and the research question is relevant to our present society.

The journal article *Embodying the institution – object manipulation in developing interaction in study counselling meetings* (2013, 20 pp.) is a co-authored piece of research (with Kristian Mortensen). It is published in the *Journal of Pragmatics*. It is based on an original and very interesting research question, considering delineation, transition and transition relevance places in embodied interaction in an informal setting with no pre-defined interaction rules that may constrain the interaction. It presents illuminating results and will certainly be followed-up in further

researches. As the other chapters and articles submitted, the work is anchored firmly to CA, but to a very type of holistically oriented CA. It is well written and the results of the analyses are presented in an enlightening manner.

The second journal article *Moving into interaction – social practices for initiating encounters at a help desk* (2014, 22 pp.) also reports on joint work (with Kristian Mortesen); as the previous one, it is published in the *Journal of Pragmatics*. Content-wise, the paper is related closely to the previous one; the context under investigation, however, is institutional. For this reason, it can be classified as a refinement and recontextualization. Again, the paper is sound: it is very well structured, very well written, the research design is original and the study is well situated in current up-to-date research topics. The authors also link the analysis of individual cases with a collection of cases, which is an area still under development in CA with regard to the complexity of multimodal data.

The third paper, the chapter *L2 and L3 integrated learning – lingua franca use in learning an additional language in the classroom* (18 pp.) submitted reports also on joint research (with Johannes Wagner). The research question tackled is highly relevant to the present education system and to the learning / acquisition of languages. Like the previous papers, its presentation as regards argumentation, structure and style is very good. The methodological framework is again CA, and CA only.

The fourth chapter *Transcription linking software: integrating the ephemeral and the fixed in interaction research* (13 pp.) submitted reports on joint research (with Janus Mortensen). It presents a very original discussion of 'entextualization' on the one hand, and of delimitation and granularity on the other. Like all of the other articles and chapters submitted, the research of this chapter is presented in a clear, precise and succinct manner. The methodological framework is again CA.

As for the research focus of Spencer Hazel, there is well-documented expertise in communication studies, multimodality, linguistics, intercultural communication, institutional aspects and the practices of communication design in the creative industries (playwright, theatre etc.). There are no explicit references to the fields of user studies and computer-mediated interaction/HCI, whereby the candidate's engagement with transcription software (as documented in one paper and in workshops) and his Workplace Studies perspective suggest an initial openness towards these domains, which was however not elaborated on in the application letter.

## Teaching qualifications

Spencer Hazel has extensive teaching experience, in his earlier career with regard to teaching (academic) English language courses in diverse cultural contexts, and since 2009 also in the humanities, including research methods workshops on transcription. He has developed and coordinated the curriculum for diverse courses, and has experience in Computer Assisted Language Learning. He holds an English teacher certificate from Japan as well as a Certificate of Teaching English to Speakers of Other Languages, and is currently taking his assistant professorship professional development training.

Other qualifications	The candidate has extensive professional experience in the creative industries as creative consultant, playwright (writer of 15 theatre shows), performer, musician/composer etc. (since 1990s). He has a strong international background including in addition to Denmark, the UK, Neatherlands, and Japan, and shows proficiency in a range of languages (English, Dutch, and Danish, Japanese, French, German).
Conclusion	The candidate demonstrates his expertise in the field of communication studies based on video-based Conversation Analytic methods showing a modern multimodal and dynamic perspective. This involves a focus on intercultural communication and institutional aspects. In addition, he has ample practical experience in communication design in the creative industries. The candidate's engagement with transcription software and studies of complex workplace settings suggests an initial openness towards the domains of computer-mediated interaction/HCI. For these reasons we consider him principally qualified for the position of an associate professor in the fields of communication and innovation.
Qualified/not qualified	Qualified