

"I took the one less traveled by, and that has made all the difference."

— Robert Frost



Variety of the ways to explore HSE is one of its cornerstones, and the start of the academic year offers a good chance to talk about the career opportunities within different international recruitment tracks. Through an interview with Vice-Rector Vadim Radaev the readers can learn more about how international recruitment developed at HSE and influenced the university life.

As this year's new faculty members can attest in short introductions, their paths to tenure-track positions were quite different, and some were previously postdocs at HSE - Arnab Roy Chowdhury shares his experience. However, exploration does not have to stop at the university itself, as evidenced by Nadia Moro's account of her travels in Yakutia for the column 'Discovering HSE and Russia'. Last but not least, XX April Conference on Economic and Social Development has opened its call for proposals, and we hope the readers will find suitable topics to share their research discoveries with colleagues.

Director of Internationalisation

Yulia Grinkevich

International Recruitment at HSE: Impact on the University

First Vice-Rector Vadim Radaev, Professor and Head of Department of Economic Sociology, Head of Laboratory for Studies in Economic Sociology, is also the chairman of the HSE International Recruitment Committee and supervises the university's policy regarding recruitment of research and teaching staff both domestically and internationally. The new intake of internationally recruited faculty members have started their work in September, which means that a new international recruitment season is underway, and Prof. Radaev told *The HSE Look* readers about the impact of international recruitment at HSE and about further development of university's policies regarding its academic staff.

How has international recruitment changed HSE?

Higher School of Economics was the first university in Russia (alongside New Economic School) to start using international recruitment procedures back in 2007. We are fully in line with the recruitment practices used by leading universities worldwide: each

year HSE announces an open call for academic positions advertising it through field-specific websites.

Recruitment for tenure-track positions was the first to be launched at HSE, offering a three-year contract. If the interim review outcome is positive, the contract can be extended for another three years. Similarly, if the final review demonstrates great results in research

and teaching, the colleagues are offered a Tenured position at HSE. In case of a negative evaluation, an additional year is offered before the termination of the contract.

Initially only departments at HSE Moscow could recruit faculty members through these procedures, but after the success the programme was extended to other campuses, with HSE St. Petersburg being the most proactive after Moscow.

Currently HSE recruits researchers for tenure-track positions across a range of over 15 academic fields. Each year we get from 10 to over 150 applications per research area from candidates who were recently awarded PhDs from leading universities worldwide.

Initial screening and selection of candidates is performed by Search and Selection Committees within each academic field. The committees assess the applicants' CV, publications, and motivation, as well as hold Skype interviews. The goal is to create a short list of the candidates to be invited for an on-site interview, either at HSE or at one of the prominent international conferences. The applicants give a public presentation of their research as well as are interviewed about their motivation and academic career. If the screening results are rated positively by the Search and Selection Committees as well as by the International Recruitment Committee, the candidates receive a job offer specifying the conditions. Once the offer is accepted, HSE begins contract drafting procedures and visa arrangements.

International recruitment prompted a series of changes across the university. Obviously, it is important academically to have colleagues from different backgrounds and universities, however, transformation also concerned university services. Since faculty members with experience from different international universities bring their expectations with them, in some cases it served as a starting point for many much-needed changes which help HSE to create better work and study conditions for all its students and staff. For instance, the university needed to provide its internationally recruited members with health insurance, and it prompted a serious discussion of what kind of support in this area all the staff can have. Another good example concerns raising the bar for administrative staff regarding fluency in English, since many international researchers do not speak Russian. As a result, currently most of administrative units as well as all the Study Programme offices have managers who speak English and can directly help international students and faculty members with their inquiries.

Has the purpose of international recruitment to HSE changed over this decade?

How did it influence the hiring priorities?

International College of Economics and Finance was the first at HSE to introduce international recruitment procedures, which later were expanded to include all major research areas of the university. Nowadays all the candidates who received a positive evaluation

from a field-specific Search and Selection Committee are evaluated by the university-wide International Recruitment Committee. This arrangement helps to keep a cohesive policy while taking into account academic practices of different fields.

After tenure-track recruitment proved to be successful, HSE launched two more international tracks. The second one to emerge was the postdoctoral fellowship programme - since 2013 HSE has been recruiting postdocs who recently got their PhD for a one-year contract. They have an opportunity to extend their contract twice (up to three years in total) in case of good research performance and positive feedback from the host laboratory or department.

The third track of international recruitment, Senior Part-Timers, was created only in 2017. It is aimed at building strong research collaborations and international teams through inviting academics with extensive experience in the field who already have a tenure at their home university. It's not an open call track, and prospective candidates are proposed by the HSE departments. Under the part-time contract they spend a part of the academic year in Russia, helping to establish and develop research teams, providing guidance to junior colleagues, and co-authoring research publications with HSE faculty members.

A combination of these three tracks helped to make HSE's international recruitment efforts more balanced, so as to better enhance internationalisation of the university's academic environment and community. Currently there are over 160 internationally recruited researchers working at HSE, with 85 of them being tenure-track faculty members, with 18 of them holding tenured positions, 52 postdocs and 10 distinguished researchers working part-time. It is worth noting, though, that the overall number of international academic staff at HSE is at least twice that large, since many of them were invited to work at HSE international labs as lead researchers and some of them were recruited through standard procedures for non-tenure-track contracts.

What is the impact of international recruitment on HSE's overall policy regarding recruitment of academic staff?

HSE has two parallel recruitment systems at the moment – international and standard ones. Typically the 'standard' one is thought of as 'domestic' even though there are international colleagues who were recruited through it. Similarly, there are Russian citizens who have PhDs from universities across the world and who were hired through the international recruitment track. The standard track was greatly transformed in 2013, largely due to the influence of international recruitment procedures. The call for applications has become open to everyone and is publicly advertised, each candidate's research papers are reviewed by an impartial evaluator, and the results are assessed by field-specific committees.

At the moment these two recruitment policies have a lot in common, but international track is more demanding in terms of publication activity and quality and thus has a significantly reduced teaching workload. The currently co-existing two recruitment systems are like train tracks, allowing the university to go forward, and the further we look into the future, the more indistinguishable from one another they become.

In late 2017 HSE launched a postdoctoral fellowship programme for researchers from Russian universities. What is its goal and how is it related to the international recruitment of postdocs?

This new programme was inspired by the international postdoc recruitment but it is aimed at a different target group. We invite young academics who recently got their Candidate of Sciences degree from Russian universities and research institutions for a one-year fellowship. Its purpose is twofold - on the one hand, it's a way for HSE to find young researchers with good potential and track record. On the other hand, it is part of our university's mission in strengthening the ties between Russian universities so that a shared academic space can emerge. After the dissolution of the Soviet Union professional connections between Russian universities weakened greatly. Academic mobility within the country is still, regrettably, a rare occurrence, with majority of colleagues going abroad or inviting international colleagues to Russia. We would like to change this dynamic and increase the

domestic mobility, so that it can be a significant contributor to enriching the academic community as well.

Our first call for applications proved successful, and after a highly competitive selection process (over 6 applications per place) 23 postdocs have started their one-year fellowship in different research centers. Both the conditions offered and the requirements to previous publications are somewhat lower than for the international postdoctoral track, but we firmly believe in raising the bar in the future and making the situation more even.

What is the future of international recruitment at HSE? How do you see its development?

We plan to continue recruitment through all three international tracks, gradually raising the requirements for the applicants. Currently we are focusing on recruiting more postdocs, because we've been getting more applications of good quality over the recent year. Moreover, the programme has already served us well as a pathway to tenure-track positions, with several former postdocs now working at HSE as Assistant Professors. Our second priority is to find more senior academics with tenure to work on part-time basis with our research teams (both domestic and international) and help them become internationally acclaimed professionals.

As far as the university's general policy towards recruiting academic staff is concerned, we will continue the gradual efforts to bridge its evaluation criteria with our international recruitment tracks.

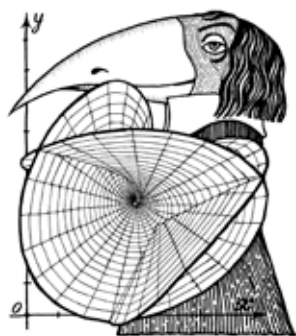
Welcome Aboard: Tenured and Tenure-Track Faculty

Every year The HSE Look continues its tradition of welcoming newly recruited international faculty through short summaries of their research interests. Before introducing new international faculty members, we would like to congratulate two colleagues who have received tenured positions this September, making it a total of 18 tenured international faculty at HSE:

Ekim Arbatli, Associate Professor at the School of Political Science, Faculty of Social Sciences;

Alexey Zakharov, Associate Professor at the Department of Theoretical Economics, Faculty of Economic Sciences, and Senior Research Fellow at the International Laboratory for Experimental and Behavioural Economics.

We introduce the tenure-track faculty members who have joined various departments as Assistant Professors in the October issue, and in the upcoming ones you can learn more about post-doctoral researchers who have also started their work at HSE this fall. Everyone can be found on the HSE website should you need to learn more about your colleagues and are interested in discussing potential collaboration.



Faculty of Computer Science

Denis Derkach has joined the Big Data and Information Retrieval School and holds PhD of University of Paris-Sud XI (France), Laboratoire de l'Accélérateur Linéaire. Denis has been at HSE for 3 years as a postdoc. During his work at the laboratory the team has created several interesting machine learning solutions: new automated data quality system and particle identification algorithm. The plan is to continue expanding the area of machine learning applications in the fundamental sciences, including in collaboration with CERN. Denis gave lectures on Introduction to Data Culture course for joint programme of HSE and LSE on International relations, as well as at winter schools of Computer Science Faculty and public events organised by HSE (e.g. HSE Day).

Alexey Naumov has joined the Department of Technologies for Complex System Modeling. Alexey received the Candidate of Sciences in Mathematics from the Moscow State University and PhD in mathematics from Bielefeld University in Germany, both in 2013. Prior to joining HSE, Alexey was an assistant professor at Moscow State University and senior research scientist at the Institute for Information Transmission Problem RAS and Skolkovo Institute of Science and Technology. Areas of Alexey's

research interests include high dimensional probability, statistics, random matrix theory and their applications. He is a regular speaker at many leading international conferences and seminars. Alexey Naumov will be also a head of the International laboratory of stochastic algorithms and high-dimensional inference created at HSE in 2018 and lead the RSF grant "Analysis of high dimensional random objects with applications to large-scale data processing" (2018-2021).



Faculty of Economic Sciences

Kemal Acoz has joined the Department of Theoretical Economics and holds PhD of New York University (USA) in Economics. Kemal Kivanc Akoz was born in Turkey and studied Economics in Bilkent University. He completed his doctoral studies at New York University (USA) in Economics. After finishing his PhD in 2014 he worked as a Post-Doctoral Associate at New York University Abu Dhabi. He is joining HSE as an Assistant Professor at the Department of Theoretical Economics. His research fields are game theory, industrial organization, and political economy. He works on topics such as information manipulation, collective action, and bargaining.

Ekaterina Kazakova has joined the Department of Applied Economics. She obtained her PhD in Economics at the University of Mannheim (Germany). Her main research interests are international trade and industrial organization. In her first year at the HSE, she is going to continue her research on multinational enterprises. Moreover, she will teach Industrial Organization at the Bachelor level.

International College of Economics and Finance

Vitalijs Jascisens has joined both ICEF and the Department of Applied Economics at the Faculty of Economics. Vitalijs holds PhD of Toulouse School of Economics (France) in Economics. This year he teaches Data Science for Economics for 4th year undergraduate students.

Steven Kivinen has joined ICEF and holds PhD of Queen's University (Canada) in Economics. This year he teaches Microeconomics for 1st and 2nd year undergraduate students as well as a more advanced course in Public Economics.

Faculty of Business and Management

Yuri Timofeev has joined the School of Business Administration and holds PhD of Frankfurt School of Finance and Management (Germany) in Economic Sciences. His research interests include managerial economics, experimental economics, occupational fraud and ethical behavior in business.



Faculty of Law

Anna Aseeva has joined the Faculty of Law and holds a Ph.D in Law from the Institute of Political Studies (Sciences Po), Paris; a Master in European law and Institutions from the University of Geneva; and a Degree in International Relations from the Graduate Institute of International and Development Studies, Geneva.

Anna held visiting research and teaching appointments at Georgetown University Law Center, Washington, D.C.; HEC Paris; Global Studies Institute (GSI), the University of Geneva; the Centre of Excellence for International Courts (iCourts), the University of Copenhagen; and Lille Catholic University.

Dr. Aseeva's current endeavours of research and teaching are focused on the development of the concept of sustainability law. Her detailed case studies delve into specific topics of enhanced corporate liability, as well as sustainability in global economic law and governance.

Faculty of Social Sciences

Maria Davidenko has joined the School of Sociology and has a PhD from La Trobe University (Australia). Her research focuses on how ideas about femininities and masculinities are produced through routine practices and interactions as well as at the level of organizations, for instance, through the work of state, non-state and religious "crisis centers for women in difficult life situations" in Russia.

Arnab Roy Chowdhury has joined the School of Sociology and holds PhD of National University of Singapore (NUS) in Sociology. It's Arnab's 2nd year at HSE (previously as Research Fellow joining the School of Political Science at the Faculty of Social Sciences), and he shared his experience of doing research at HSE in the interview on page 6.



Faculty of World Economy and International Affairs

Natalya Milovantseva has been with HSE since 2016 and became tenure-track faculty at the Faculty of World Economy and International Affairs and holds PhD of School of Social Ecology, University of California (USA) in Social Ecology. Her research interests include discrete choice experiments and effects of digitalization on economy and environment.

Centre for Cognition & Decision Making

Tommaso Fedele has joined the Centre for Cognition & Decision Making and holds PhD of Technical University of Berlin (Germany). Their research was dedicated to non-invasive detection of spike-related brain activity. Tommaso previously worked at University of Zurich.



Changing the Tracks

Several of this year's tenure-track faculty members have stayed at HSE previously as postdoctoral fellows. The HSE Look talked to **Arnab Roy Chowdhury**, Assistant Professor at School of Sociology, about his experience and on how best to get immersed into the HSE academic community.

What's been the major feature of your previous year as a post-doc at HSE? What do you define as your success during that time?

I've been involved in many activities as a postdoc, namely, doing new research, submitting articles for publication, teaching, and participation in summer and winter schools as well as conferences. I believe that getting teaching experience is very important for postdocs, since otherwise in your first year of tenure-track you might be not so good in the classroom. Last year I taught three courses for undergraduate and graduate students, supervised term papers and one master's thesis, and I was very happy when my students performed well.

I published two papers and two book reviews, already with HSE affiliation, and I think it's a significant achievement in one year. My h-index increased from 2 to 4, which means that at least 4 to 5 papers have cited my work, and it's great not only for the quantifiable results of academic work but also for seeing that your research has an impact on others. Besides publications I also did a bit of fieldwork in Bangladesh for several weeks for my ongoing research on refugee crisis issues.

Apart from all this I have also explored a lot of places in Moscow and around it, and visited Saint-Petersburg.

Did you get to know a lot of colleagues in your area of research at HSE?

I did my postdoctoral year at the Public Policy Department, and at first workshop they organised I found out that my colleagues worked on similar issues, so I collaborated with them.

Then I also learned more about colleagues from School of Sociology, like **Christian Fröhlich**, and School of Political Science, like **Ekim Arbatli**, because they work on social movements, sociology of conflict, migration, political sociology, which are my areas of interest.

I also had a chance to expand my international academic network with the help of Public policy department through their connection to very prominent international scholars from Canada and Singapore, and to collaborate with them.

I also went to Germany for a public policy conference at Freie Universität Berlin, and we are actually coming up with an edited book for which I am writing a paper and an edited volume of a journal, for which I am writing another paper. So that was really fruitful. Apart from that I also participated in conference at Göttingen University which is even more directly related to my area of research - it was devoted to sociology of violence, migration, especially forced migration and refugees. So I presented the paper on Rohingya refugee crisis and I will shape it in a journal paper very soon.

What are your plans for a first year as a tenure-track?

Obviously, I will have courses to teach and students to supervise, but I also want to focus on research and on organising a conference. Regarding my own work, usually once I do some fieldwork and come back, I articulate my thoughts in a small paper summary and then I usually publish it on venues which are public. By that I mean things like Journal of International Affairs which is not peer-reviewed journal but a freely accessible website with academic content. I do it as outreach, so that my work gets widely known in the academic circles, and so that others who are interested in this topic know that I have started this research and they can reach me. Also, I am writing my book proposal, hopefully it will get accepted by a good university press, maybe Oxford or Cambridge, and then I will start preparing my book manuscript which will take about one year to submit. So if all goes well my book will come out by 2020.

Apart from that I plan to apply for external funding so as to organise a workshop at HSE and a panel at the conference of European Sociology Association. For this particular panel I will bring the speakers from HSE, one speaker from France, one from USA, and after we present our research, if time permits, either next year or after that these papers will be brought together in a Q1 journal volume which we will edit. So this is the initial plan: a workshop in HSE next year, and a sociology conference panel in Europe, probably in Manchester, and then coming up with the journal issue.

Regarding my own research, I plan to go for a field trip to India about for two-three weeks, so as to update the data for my book. And before

summer I plan to go for a month-long visiting fellowship, probably in the US or Australia. In my years as a postdoc I have formed good liaisons with colleagues from George Mason university, Australian National University, Griffith University in Australia, Academia Sinica in Taiwan, which is a really good research institute in South East Asia, as well as with colleagues at University of Limerick in Ireland, University of Antwerp in Belgium, Göttingen University in Germany and Aarhus university in Denmark. I hope that this wide academic network will help me in getting external funds to organize workshops at HSE and at other universities with HSE colleagues, to bring visiting scholars to the university, and to create edited journal issues from these academic events.

Any advice to those for whom it's the first year at HSE?

My main kind of advice would be: I think it is best to start writing early, with a lot of energy, because time flies very fast. Typically in

social science journal papers get rejected at least twice, so the earlier you have an article to submit to your first-choice journal, the better because if it gets rejected you still have time to submit it to other journals (and it's wise to consider the list in advance).

When you plan like this, academic publications become a question of discipline, and not as difficult or daunting as they might seem.

I also strongly recommend never to neglect teaching opportunities, because not only we help the students learn, but also as academics we get a lot of new ideas when we talk to the students. Also, teaching a courses forces one to read outside of the immediate research focus, which, again, is a great source of ideas and material. My practical advice would also be to get immersed in the university life, because there are so many seminars and workshops happening at HSE almost every day, and it's important to find time to attend at least some of them. It's also a great way to meet colleagues and potential collaborators not only in your research area, but also from neighbouring fields, which lends well to interdisciplinary research.



Discovering HSE and Russia

In addition to interviews with international faculty, The HSE Look has launched a column about their life in Russia, what they discover in different cities, and interesting venues at HSE and beyond. If you have an interesting experience to share, please contact us at ifaculty.support@hse.ru. In this issue, we present a column by **Nadia Moro**, Assistant Professor at the School of Philosophy, Faculty of Humanities. Nadia's research is focused on post-Kantian German philosophy and the relationships between philosophy and sciences such as psychology, physiology, and linguistics in the long nineteenth century. She is also interested in aesthetic formalism, music theory, and recent Italian history.

Experiencing Russia, meeting Russians. Summertime in Yakutia/Sakha Republic

Russia is immense, Russia is diverse. As a foreigner working in Moscow and occasionally travelling to Saint Petersburg, I wonder how Russia looks like in its Northernmost, Easternmost, Southernmost regions. I feel interested in the habits and attitudes of people living far away from the capital, I ask myself how Russia changes in my experience while I try to explore and understand its vast variety.

Yakutia – Sakha Republic is the local denomination – is known because it hosts the Pole of Cold in the valley of Oymyakon (or in other settlements contending for title), a village with average January temperatures around -50C that can drop down to -65C.

Yakutia is the reign of permafrost. Russia is full of contrasts. In July the temperature can reach +35C or more, as I could experience around the Republic's capital Yakutsk this year. And while the local people are so proud of their mammoth fossils all around the region, mosquitos will not make you extremely enthusiastic about living fauna in the summer. Animals, such as those horses and cattle looking for pasture in the village courtyards, have adapted to the climate and environment of Yakutia, of course. Yakuts themselves believe that they have been moulded by the extreme conditions of their home region, where one ought to be and keep strong.

I had a chance to spend some time in the small settlements of Chapaevo and Oktyomtsy, not far away from Yakutsk, where the premises of the Sakha Junior Science Academy are located. This

institution is an educational centre that hosts gifted students from Yakutia and involves them in science-related activities. Every year about 75 residential students are supported by a team of teachers and managers who work in connection with leading Russian universities. The Science Academy also attracts a number of Yakutian professionals who seek not only educational jobs, but also employment in keeping the centre's premises, such as canteen and dormitory, or driving the characteristic yellow children buses under police escort.

New wooden houses are being built around the village, its streets have no asphalt, the soil is sandy. A few cars go by, the cattle grazes, small groups of children walk around, show us the river, peering at us with some curiosity. Adults are at work or stay in their houses, you must knock at the doors or enter the properties in order to talk to them. They might seem shy, but they are so helpful and give you all the directions you need.

They mention with pride the former president of Yakutia Mikhail Yefimovich Nikolayev, who was born in the village, they recommend the local library and museum of education, and the Junior Academy. Slowly, they start telling us about their everyday life, jobs, plans to stay and raise their children or wishes to move to bigger Russian cities, to Korea, or Japan, to study or get better work opportunities. Sometimes, it seems, they try to justify themselves for staying and living under such harsh conditions, but a sense

of belonging and balance pervades you while listening to them. You wish to hear and share more. They are very hospitable and start offering the vegetables they grow in the tiny greenhouse in the courtyard. Let's visit this family again, see their children grow, and hear young Ernest learn traditional Yakutian language besides Russian if we come back!

Yakutia is a region I wish to know deeper after this short, intense experience. I should report about pollution and about the devastating fires that made the air unbreathable for days. I could tell about the last railway station in Nizhny Bestyakh. I should mention the diamond industry and the ambition harboured in this region. In July 2018 the competitive Yakutia International Science Games were organised in Yakutsk for the first time. Participants like us came from Asia, America, and Europe. We were impressed by the ceremonies that featured performative artists under the sign of the mammoth, along with farewell wishes broadcast from the International Space Station.

I should add so much about life, music, rituals, propitious gods and spirits of Yakutia. I won't forget three-kilometre wide Lena river, which freezes during the winter. While leaving to my Moscow block of flats, I stare into the wide, green-brown plain and hills, the quiet meadows and ponds; I spot the solitary cows and horses. It is not a feeling of emptiness, it is one of gratitude and life. Russia is rich.



April Conference 2019: Call for Papers

On **April 9-12, 2019**, in Moscow, National Research University Higher School of Economics (HSE) will be holding the 20th April International Academic Conference on Economic and Social Development. The Conference features a diverse agenda concerning social and economic development in Russia and the world.

Proposals must be submitted through HSE's online system at <https://conf.hse.ru/en/> from **September 18** until **November 12, 2018**. The Programme Committee will then send notifications on the acceptance of proposals by **January 25, 2019**, after considering the results of reviews carried out by independent experts. The Programme Committee also welcomes proposals from groups of potential participants wishing to present their papers during one session.

In addition to being a forum for discussing the latest research in multiple areas, the April Conference is also a platform for policy discussions regarding international socioeconomic development and Russia in particular. The Conference will bring together senior Russian government officials, including representatives of the Presidential Executive Office, the Ministry of Economic Development of the Russian Federation, high-level experts of the World Bank, the OECD, large national and global companies, and leading academics.