

CURRICULUM VITAE

Victoria K. Antonova
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Education:

2001-2009	University of Essex, UK Department of Sociology	Doctor of Philosophy in Sociology of Russia 11 May, 2009
2000-2002	Volga Region Academy for Civil Service, Saratov, Russia	Doctor Degree in Sociology ¹ 20 December, 2002 Diploma № 016637
1996-1997	The Open University in Britain (distance education)	Certificate in Effective Management № 03375
1992-1995	Volga Region Academy for Civil Service, Saratov, Russia	Master Degree in Sociology ² 16 October, 1995 Diploma № KT 015016
1986-1991	Saratov State University, Department of Mechanics and Mathematics	Master Degree in Applied Mathematics, Diploma № TB 106419

Other skills:

Languages: Russian: native fluency
English: fluent
French – elementary

Professional affiliation:

2008 – 2014	Member of the Working Group on Intercultural Competences of the Social Cohesion Development and Research Division, Council of Europe
2003 – 2006	Network of Institutes and Schools of Public Administration in Central and Eastern Europe (NISPAcee)
2000 – 2001	American Association for the Advanced Slavic Studies
2002 – till now	Russian Society of Sociologists

¹ This is a Doctor of Sciences degree in Sociology obtained in Russia

² This is a Candidate of Sciences degree in Sociology obtained in Russia

Employment:

December 2010 – up to now

National Research University – Higher School of Economics, Moscow

Professor, Department of Sociology

Professor, Higher School for Urban Studies

Head of the Graduate School in Sociology (2013 - 2017)

- Providing lectures, seminars for Master students within the Master Programme on “Public Sociology and Social Communication”

Graduate courses taught:

- Multicultural Policy and Intercultural Communication
- Research seminar
- Social issues in Urban studies

- Supervising Master students
- Providing expertise on HR and Social Policy Issues
- Supervising PhD students at the Department of Sociology

Management/ Leading positions:

January 2010 – December 2010

Fund “The Institute for Urban Economics”, Moscow

Head of “Social Policy” Sector

- Managing a team of four experts in the “Social Policy” Sector
 - Developing a strategy for the Sector
 - Managing “Education” section within the Project on Strategy of Social-Economic Development of the city of Perm
- Preparing Quarterly and Annual Reports for the Sector

November 2006 – December 2009

System Operator of the United Power System of Russia, JSC Moscow, leading expert at the Department of Human Resources

In 2009 a “Corporate Youth Education and Career Development Program” designed and implemented with the principle authorship of Victoria Antonova for the “System Operator of the United Power System of Russia” won a Grand Prix in the HR Brand 2009 competition and also won a Third Prize in the Russian National Competition “The Employer of the Year of Youth” in 2009.

- Design and delivery of training programmes to meet the needs of the organization and the goals of the SCR policy of the organization
- Managing a group of 9 regional branches training and development specialists

- Start-up of the training programmes for interns with regards to the goals of the SCR policy of the organization
- Responsible for the cooperation with institutes of the higher education and training companies
- Making presentations to the top-management of the company on education and development programmes and needs and how they fit the SCR goals of the organization
- Responsible for the young talent management programmes
- Responsible for the graduate courses development
- Managing people and finance resources of the current projects
- Drawing up local regulations of the organization related to the current projects

Teaching and research posts:

April - June 2008 (part-time)

Russian State University for the Humanities, Moscow

Professor at the Department of Theory and History of Sociology

Graduate course taught:

- Research in Social Policy
- Social and Diversity Management in Social Services

November 2005 – August 2009

Saratov State Technical University, the city of Saratov,
Professor at the Department of Social Anthropology and
Social Work

Graduate courses taught:

- Social Management
- Social Policy
- Analysis and Monitoring of the Research in Social Policy
- Research in Social Sciences
- Diversity Management in Social Services
- Supervising PhD student

August 2004 – June 2005

Valdosta State University, Department of Political Science, GA, USA
Visiting Scholar, Junior Faculty Development Programme Fellow

- auditing classes within Master of Public Administration Programme
- studying teaching methodology and techniques
- developing courses for a new curriculum at Perm State Technical University in Russia

September 2003 –
October 2005

Perm State Technical University, the city of Perm, Russia
Professor at the Department of History and Public Administration,
Graduate courses taught:

- Public Administration and Municipal Administration
- Civil Service in a Multicultural Society
- Civil Service System in the Russian Federation

- Ethnic Diversity and the Problems of Governance in Multicultural Society
- Supervising Master and PhD students

Teaching and research posts (continued):

September 2003 –
June 2004

**Urals' Academy for Civil Service,
The City of Perm Branch**
Visiting professor and policy advisor

Postgraduate courses taught:

- Civil Service in an International Perspective
 - Civil Service in a Multicultural Society
 - NGO's and Their Relations with the Local and Regional Governments
 - NGO's in Russia and Abroad
- Supervising Ph.D. students

January 1995 –
August 2003

Volga Region Academy for Civil Service, Saratov, Russia
Associate Professor

Graduate courses taught:

- Social Stratification and Social Structure
- Municipal Administration in Russia
- Ethnic Relations and Problems of Municipal Administration
- Gender Differences in the Civil Service in the Russian Federation
- Social and Political Discourse in Russia
- Public Personnel Administration

Undergraduate courses taught:

- Demography
 - Social Statistics
- Supervising Master students

Administrative posts:

September 2003 – June 2004

Perm State Technical University, the City of Perm, Russia
Deputy Head of the Division of History and Public Administration
for Master of Public Administration (MPA) Programme:

- administered MPA programme including Final Qualification Exams
- served as a member of Master Degree Dissertation Board
- provided guidance for 2004 Accreditation of MPA Programme

November 1997 –
March 2000

Volga Region Academy for Civil Service, Saratov, Russia
Secretary of the Academic Council:

- Worked closely with Rector and Vice-Rector to develop an agenda for the Academic Council meetings
- Provided documents required for the Academic Council meetings
- Monitored Academic Council decisions fulfillment
- Guided and submitted the Annual Academy Plan for Teaching Activities and Research

Teaching and research posts (continued):

- Worked in cooperation with Departmental Heads to assess the performance of the Academy as a High School Institution annually
- Provided all accreditation documents required for the Accreditation Commission in Moscow (every in 5 years)

November 1995 – April 1996 **Volga Region Academy for Civil Service, Saratov, Russia**

Director of the PhD Programmes :

- Developing the strategy of the PhD Programmes in the Academy
- Running all the documentation regarding PhD candidates in the Academy
- Providing academic and administrative support to PhD candidates during exam period
- Working closely with professorial and administrative staff in order to organize effective PhD programme of high educational standards
- Providing administrative support to PhD candidates on the stage of submission of their dissertations to the Dissertations Boards

Teaching abroad:

September 2001 –
December 2001

Carleton University, Ottawa, Canada
Visiting Professor

Graduate/undergraduate course taught:

- “Social and Political Discourse in Russia”

Evaluated student essays

Gave public presentations

January 1998 – April 1998

Carleton University, Ottawa, Canada
Visiting Professor

Graduate/undergraduate course taught:

- “Social and Political Discourse in Russia”

Evaluated students’ essays

Gave public presentations

Scholarships, grants and awards

2012/2015 HSE Best teacher awards

- April 2006 – March 2007
OSI, Budapest, Hungary
- International Policy Fellowship** in the area of Compating Open Society Threats: the research project “**Diversity Management and Concept of Multiculturalism in Russia**”
- August 2004 – June 2005
Valdosta, GA, USA
- Junior Faculty Development Program Fellow (ECA, ACTR/ACCELS)** in Public Administration at Valdosta State University, GA
- May 13-15, 2004
Vilnius, Lithuania
- NISPAcee travel grant** for participation in the **12th Annual Conference** ‘Central and Eastern European Countries Inside and Outside European Union: Avoiding A New Divide’
- October 1-4, 2003
St.Petersburg, Russia
- NISPAcee (Network of Institutes and Schools of Public Administration in Central and Eastern Europe) Grant** for participation in the training course “**How To Be a Better Policy Advisor**”
- June 30 – July 18, 2003
Budapest, Hungary
- Grant from the Soros Foundation (OSI)** to participate in the **Summer University** Course (in “Ethnic Relations and Democratization in Eastern Europe” at the Central-European University (CEU))
- September 2002-
October 2005
Moscow (Russia)
– Essex (UK)
- Moscow School of Social and Economic Sciences (MSSSES) and Essex University (UK) Fellowship** on Joint PhD Programme
- September 2000 – March 2001,
Washington, D.C., USA
- Kennan Institute Grant** for Regional Exchange Scholars, **Woodrow Wilson International Center For Scholars** “**Multiculturalism in the USA Civil Service**”
- June 1999 – August 2000,
Russia
- MacArthur Foundation Individual Research Grant** “Women in Public Service in the Russian Federation”
- July-August, 1999,
Canada, Ottawa
- Canadian Studies Grant** on Faculty Enrichment Programme
Developed a graduate course on Civil Service in Canada
- 21-24 December, 1996,
Moscow
- Travel Grant from the Soros Foundation (OSI)**
Participated in the International Scientific Seminar "Sociological Theories and Approaches: Dialog between Russia and the West"
- 7-13 November, 1996,
Hungary, Budapest
- Grant from the Soros Foundation (OSI)**
Participated in the Curriculum Resource Centre Programme "Statistics for Social Science" at Central-European University (CEU)

July-August, 1996, Canada **Internship** in Social Sciences at Carleton University (Ottawa)

Professional Activities:

January 1999 – January 2000 **Saratov Regional Government, the city of Saratov**
Member and advisor to the Governor's Council on Women
And Youth Issues

Consulting Activities

April 1999-July 2000 **HR-adviser** to the private Pharmaceutical Firm "Solomon"
(the city of Saratov)

Interviewing Activities:

March 2004, London Conducted the second series of the interviews with the senior
civil servants in the **Cabinet Office, Home Office, Foreign and
Commonwealth Office, British Council, Commission for Racial
Equality** in connection with Ph.D. research

June 2003, London Conducted interviews with the senior civil servants in the **Home
Office, Cabinet Office, British Council** in connection with Ph.D.
research

Volunteering:

November 2004,
National MultiCultural
Institute, Washington, D.C. Volunteering prior, during and after the Conference on
Building Personal and Professional Competence
in a Multicultural Society: workshop for trainers

Professional Training Programmes, Conferences and Workshops Attended (selected):

October, 2008
Strasbourg, France Managing Ethnic Diversity within the Public Structures in Russia
2nd Working Meeting on Intercultural Competence in Social Services

17-20 May 2007,
Budapest Producing Social Policy Relevant Analysis, International Policy
Fellowship Conference

19-21 July, 2007
Kiev, Ukraine Combating Open Society Threats, International Policy
Fellowship Conference

19-14 July, 2007
Saransk,
Mordova The VII-th Congress of Ethnographers and Anthropologists of Russia

February 2006, Moscow	The Ways for Russia to Proceed, International Symposium
March 2006, Chelyabinsk	The XVI-th Ural's Sociological Readings: Social Area of the Urals under Globalization of the XXI-st Century"
May 2006, Moscow	Public Administration in the XXI-st Century: Traditions and Innovations
June 2006, Pokrovskoe, Moscow Region	JFDP Alumni Impact on their Communities Within and Outside the Walls of Academe
June 2006, Kazan	Kennan Institute Alumni International Conference "National and Regional Development Options in the Modernization Circumstances"
July 2006, Volzhskie Dali, Saratov Region	Summer School "Social Policy in the Context of the Russian Society Transformation: Ideology and Reality of Social Reforms"
November, 2004 Washington, D.C. National MultiCultural Institute	Building Personal and Professional Competence in a Multicultural Society: workshop for trainers
November, 2002 London, UK Institute de Français	Attention Seeking: Multiculturalism and the Politics of Recognition
April, 1996, Moscow Russian Academy for Civil Service under the patronage of the President of the Russian Federation	Training course in statistical methods in sociology (with CERAS)
July-August, 1995, Krasnoyarsk	Training course in statistical methods in sociology (with CERAS)

December, 1994,
Moscow
Russian Academy for Civil
Service under the patronage
of the President
of the Russian Federation

Training course in statistical methods in
Sociology (with CERAS)

Professional Conference Papers Presented (selected):

16-18 March, 2013
Moscow, Russia

The issues of Cultural Diversity in the civil servants educations in Russia
**HSE International Conference: The Field of Sociology in Russia and
Abroad: The Crisis, The Critique and Challenges**

31 March - 02 April, 2012
Cambridge, UK

Civil Servants in Russia; Multicultural Issues in Professional Project
BASEES Annual Conference

February 19-21, 2005
Washington, DC

From Diversity Management To A New Political Culture: Can
Professors Help?
**American Political Science Association (APSA) Teaching and
Learning Conference**

February 10-12, 2005
Fort Walton Beach, FL
USA

Developing of Diversity Awareness Among the Civil Servants
in Russia's Regions
28th Annual Conference on Teaching Public Administration

May 13-15, 2004
Vilnius, Lithuania

Is There A Place For Multiculturalism in the Regional Civil
Service in Russia (The Case of Saratov Region)
12th Annual NISPACE Conference

June, 2003
University of Essex, UK

Attitudes and Values of the Civil Servants in Russia
About the 'Nationality Question'
Graduate Conference, Department of Sociology

September 22-23, 2001
Volgograd, Russia

Actual Problems of Training Civil Servants in the United
States of America
AMERICANA Conference

June 14-15, 2001
Omsk, Russia

The Civil Service: Structure and Functioning in a Multiethnic
Society
Russia On The Edge Of The Centuries

Professional Conference Papers Presented (continued):

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| March, 2001
Alexandria, USA
George Mason
University | Civil Service Reform in Russia: Women As Executives
American Association for Advanced Slavic Studies Annual
Conference |
| February, 2001
Arizona, USA
Arizona State University | Gender Differences in the Civil Service in Russia
24th Annual Conference on Teaching Public Administration |
| December, 1999
Saratov, Russia | Municipality Ottawa-Carleton: What Model of Government
Should be Chosen?
Conference on International Interactions and Problems of
Adminstrating in the Volga Region and in the Northern Caucasus |
| May, 1998,
Tuapse, Russia | The Civil Service in a Multicultural Society
International Symposium on Ethnic Relations |
| March, 1997,
Saratov, Russia | Sociological Analysis of Public Service on the
Regional Level
Conference on Civil Service Evolution in Russia's Regions |
| April, 1997,
Saratov, Russia | Ukrainian Diaspora in Canada: Acculturation, Adaptation,
Assimilation
Ethnos And Power Annual Conference |
| September, 1997,
Saratov, Russia | Some Important Factors in Civil Servant Career
Conference on History, Society, Individual. |

Most recent publications:

1. Parinov S., Antonova V. K. Global Scholarly Collaboration: from Traditional Citation Practice to Direct Communication, in: ELPUB 2018. Toronto, Canada: ELPUB, 2018. doi P. 1-15. doi
2. Specifics of Professionalization of the Civil Servants under the Circumstances of the modern Reforms in Russia // *Sotciologicheskie issledovaniya*. 2016. № 2. P. 76-82.
3. 'Developing an inclusive culture of public social services in Russia: Rhetoric, policies and practices', *International Social Work*, 57 (5), 2014: 497-510.
4. 'Concepts of social inclusion and exclusion in the global society: scanning social institutions, actors and practices', *Journal of Social Policy Studies*, 11 (2), 2013: 151-70 (in Russian)
5. (Antonova, V. and Karpova, G.) 'Multicultural policy in the Russian context: Are there any perspectives?' *Journal of Social Policy Studies*, 9 (1), 2011: 99-128 (in Russian).
6. 'Women in Public Service in the Russian Federation: Equal Capability and Unequal Opportunity', *Review of Public Personnel Administration*, 22 (3), 2001: 216-32.
7. (Antonova, V. and Iarskaia-Smirnova, E., Romanov P. and Biryukova, S.) 'Wellbeing and ill-being in the conceptual apparatus of social policy in contemporary Russia', in: V.

- Shmidt, E. Iarskaia-Smirnova and Jh. Chernov (eds) *Family and Childhood Policy During Post-Socialism*, Moscow: Variant, 2014: 72-98 (in Russian).
8. (Antonova, V. and Iarskaia-Smirnova, E.) *Children in Difficult Life Situations: The Prophylactics of Ill-Being*, Moscow: The Support Fund for Children in Difficult Life Situations, 2013 (in Russian).
 9. (Antonova, V. and Kisurina, A.) "Social advertisement practitioners" – The creation of a new profession in the welfare state', in: P. Romanov and E. Iarskaia-Smirnova (eds) *Welfare State Professions*, Moscow: Variant, 2013: 293-307 (in Russian).
 10. 'The civil servant with a "manager"-diploma: The fundamentals of professional activity and preparation', in: *The Russian Sociology Society, Sociology and Society: Global Challenges and Regional Development*, Proceedings of the 4th All-Russian Sociology Congress, Moscow: ROS, 2012: 7879-89 (in Russian).
 11. 'Intercultural competences and concepts of multiculturalism in Russia and the United Kingdom', in V. Mansurov (ed.) *Russian Sociology in Turbulent Times*, Moscow: Russian Society of Sociologists, 2011: 17-26.
 12. *Women in the Russian Federation's Public Service*. Saratov: Saratov University Press, 2000 (in Russian).
 13. *Civil Service in Canada and the United States: the Impact of Multiculturalism*. Saratov: Saratov State University Press. 2002. 150 p.
 14. *Diversity Management and Concepts of Multiculturalism in Russia*. Policy paper. CEU/Open Society Institute. 2007. Available at: <http://pdc.ceu.hu/archive/00003713/01/victoria.antonova.pdf> (in English)
 15. *Ethnic Minorities in the Perception of the Bureaucrats*. Herald of the Kennan Institute in Russia, Issue 9. Moscow. 2007. P. 65-71 (in Russian)
 16. *Is There a Place for Multiculturalism in the Regional Civil Service in Russia? (The Case of the Saratov Region)*. Institutional Requirements and Problem Solving in the Public Administration of the Enlarged European Union and its Neighbours. Selected Papers from the 12th NISPAcee Annual Conference, Vilnius, 2004. Bratislava: NISPAcee, 2005. P.294-309. (in English)
 17. *The State of Multiculturalism in Russia*. The Essex Graduate Journal of Sociology. № 5. February 2005. P. 46-55. (in English)
 18. *Is Britain Doomed to Multiculturalism Or Is Multiculturalism Doomed in Britain?* The Journal of Social Policy Studies (refereed). 2003. Vol 1. № 2. P. 213-231 (in Russian)

PhD Thesis:

Multiculturalism in the Russian Civil Service. A thesis submitted for the degree of PhD in Sociology. 235 p. 2009. (in English)