

Valentina V. Kuskova, PhD
Associate Professor, Faculty of Social Sciences
Head, International Laboratory for Applied Network Research
Academic Supervisor, Master's Program "Applied Statistics with Network Analysis"
Deputy First Vice Rector
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EDUCATION

Ph.D., Management & Decision Sciences, Indiana University, 2010
M.S., Applied Statistics, Indiana University, 2010
M.S., Business, Indiana University, 2008
MBA, Boise State University (Outstanding Graduate in the MBA Program, 2002)
B.S. Psychology, Boise State University (cum laude, 1998)

ACADEMIC APPOINTMENTS

- August 2017-present: Associate professor with tenure, School of Sociology, Faculty of Social Sciences, NRU HSE
- August 2016-August 2017: Assistant professor, School of Sociology, Faculty of Social Sciences, NRU HSE
- August 2011-August 2016: Assistant professor, School of Business, Faculty of Business and Management, NRU HSE
- 2011-Present: Visiting Research Associate, Department of Statistics, Indiana University - Bloomington
- 2010-2011: Visiting Assistant Professor, Joint Appointment, Department of Management & Entrepreneurship, Kelley School of Business and Department of Statistics, College of Arts and Sciences, Indiana University - Bloomington
- 2009-2010: Graduate Assistant and Associate Instructor, Department of Statistics, College of Arts & Sciences
- 2005-2010: Associate Instructor, Kelley School of Business, Indiana University
- 2000-2005: Adjunct Faculty, Boise State University

RESEARCH APPOINTMENTS

April 2014 – present: Founder and Head, NRU HSE International Laboratory for Applied Network Research

ADMINISTRATIVE APPOINTMENTS

- July 2017 – present: Founder and Academic Supervisor, Master's Program "Applied Statistics with Network Analysis"
- January 2015 – present: NRU HSE Deputy First Vice Rector (responsible for international faculty recruiting)
- May 2013 – January 2015: Deputy Dean for International Relations, Faculty of Management, HRU HSE

PUBLICATIONS

27. Zaytsev, D., Kuskova, V. (2019) Efficient Marketing Strategy: Application of Data Envelopment Analysis as an Optimization Tool. Proceedings of 25th ISSAT International Conference on Reliability & Quality in Design, pp. 228-232.
26. Kuskova, V., Zaytsev, D. (2019) Clustering Based on Data Envelopment Analysis: Application to Management Research and Practice. Proceedings of 25th ISSAT International Conference on Reliability & Quality in Design, pp. 142-145.
25. Zaytsev, D., Kuskova, V., Lushnikova, P., and Khvatsky, G. (2019) Application of Data Envelopment Analysis and Network Methodology towards International Sanctions Effectiveness Evaluation AIST CCIS, Communications in Computer and Information Science [in print]
24. Kuskova, V., Zaytsev, D., Khvatsky, G., and Talovsky N. (2019) Multilevel Exponential Random Graph Models Application to Civil Participation Studies. AIST LNCS, Lecture Notes in Computer Science, Springer Verlag [in print]
23. Zaytsev, D., Valentina Kuskova, Talovsky N., and Khvatsky, G. (2019) Classification of the Named Entities: Testing the Advocacy Coalition Theory by Document Analysis (the Case of Russian Civil Society Policy). AIST LNCS, Lecture Notes in Computer Science, Springer Verlag [in print]
22. Kuskova, V. & Wasserman, S. An Introduction to Statistical Models for Networks. In Oxford Handbook of Social Networks, edited by Ryan Light and James Moody. New York: Oxford University Press. [in print]
21. Zaytsev, D., Khvatsky, G., Talovsky, N. and Kuskova, V. (2019) Network Analysis Methodology of Policy Actors Identification and Power Evaluation (the case of the Unified State Exam introduction in Russia) Network Algorithms, Data Mining, and Applications [in print]
20. Littrell, R., Warner-Soderholm, G., Minelgaite, I., Ahmadi, Y., Dalati, S., Bertsch, A. and Kuskova, V. (2018), "Explicit preferred leader behaviours across cultures", Journal of Management Development, Vol. 37 No. 3, pp. 243-257.
19. Kalinina M., Kuskova V., Kuznetsov V. (2018) Fourty Years of Network Science: Analysis of Journal Contribution to the Field, in: Supplementary Proceedings of the 7th International Conference on Analysis of Images, Social Networks and Texts (AIST-SUP 2018), Moscow, Russia, July 5-7, 2018 / Ed. by W. van der Aalst, V. Batagelj, G. Glavaš, D. I. Ignatov, M. Khachay, O. Koltsova, S. Kuznetsov, I. A. Lomazova, N. Loukachevitch, A. Napoli, A. Savchenko, A. Panchenko, P. M. Pardalos, M. Pelillo, Aachen : CEUR Workshop Proceedings Ch. 17. P. 155-160.
18. Milekhina A., Artyukhova E., Kuskova V. (2018) Organizational networks revisited: Predictors of headquarters-subsidiary relationship perception, in: Proceedings of Analysis of Images, Social Networks and Texts – 7th International Conference, AIST 2018, Moscow, Russia, July 5-7, 2018, Revised Selected Papers. Lecture Notes in Computer Science / Ed. by W. M. van der Aalst, V. Batagelj, G. Glavaš, D. I. Ignatov, M. Khachay, O. Koltsova, S. Kuznetsov, I. A. Lomazova, N. Loukachevitch, A. Napoli, A. Savchenko, A. Panchenko, P. M. Pardalos, M. Pelillo, Vol. 11179. Berlin : Springer, P. 39-50.
17. Kolesnik N., Tretyak O., Kuskova V. (2017) Application of Network Analysis for FMCG Distribution Channels, in: Models, Algorithms, and Technologies for Network Analysis. Springer

Proceedings in Mathematics & Statistics / Ed. by V. A. Kalyagin, A. I. Nikolaev, P. M. Pardalos, O. Prokopyev. Vol. 197. Springer, 2017. P. 215-228.

16. Kuskova V., Artyukhova E., Kamalov R., Danilova D. (2017) Organizational networks revisited: relational predictors of Organizational Citizenship Behavior, in: Analysis of Images, Social Networks and Texts. 5th International Conference, AIST 2016, Yekaterinburg, Russia, April 7-9, 2016, Revised Selected Papers. Communications in Computer and Information Science / Ed. by D. I. Ignatov, M. Y. Khachay, V. Labunets, N. V. Loukachevitch, S. I. Nikolenko, A. Panchenko, A. V. Savchenko, K. V. Vorontsov. Vol. 661. Switzerland : Springer International Publishing, 2017.
15. Kolesnik, N., Kuskova, V., & Tretyak, O. (2016) Application of Network Analysis for FMCG Distribution Channels, in: V.A. Kalyagin et al. (eds.), Models, Algorithms, and Technologies for Network Analysis, Springer Proceedings in Mathematics & Statistics 197, DOI 10.1007/978-3-319-56829-4_16
14. Kuskova, V., & Yudkevich, M. (2016) International Academic Recruitment in a Turbulent Environment: The Case of the Higher School of Economics in Russia, in: Yudkevich, Maria, Philip G. Altbach, and Laura Rumbley, eds. International Faculty in Higher Education: Comparative Perspectives on Recruitment, Integration, and Impact. Taylor & Francis.
13. Zhu M., Kuskova V., Wasserman, S., Contractor N. (2016) Correspondence Analysis of Multirelational Multilevel Networks, in: Multilevel Network Analysis for the Social Sciences. Springer, 2016. P. 145-172.
12. Filinov N., Kuskova, V., (2016). Two approaches to clustering production facilities with the use of data envelopment analysis. St. Petersburg State Polytechnical University Journal. Economics, 1(235), p. 116-125.
11. Kuskova V., Podsakoff N., Podsakoff P. (2013) The Use of Polynomial Transformations in Organizational Research: Review and Recommendations. *Working papers by NRU Higher School of Economics*. Series MAN "Management". 2013. No. 09.
10. Kuskova, V. "I am indebted to my teacher for living well" (2012). In: HSE Generations: Students on Teachers. HSE Publishing House, p. 214-218.
9. Settles, A., & Kuskova, V.V. (2012) When West meets East: Methods of assessing group variation in comparative emerging markets research. In *Research Methodology in Strategy and Management*, Vol. 7, D. Ketchen & D. Bergh (Eds.), p. 127 – 160. **This work was selected as the Outstanding Author Contribution Award Winner at the Literati Network Awards for Excellence 2013.**
8. Volkova, I.O., Filinov, N.B., Kuskova, V.V. & Titova, N.L. (2012). Typology, classification, and characterization of firms for management Best Practices Monitoring (Case of Russian domestic energy sector). In *Mapping the Global Future: Evolution Through Innovation and Excellence*, N. Delener et al. (Eds), p. 1027-1034.
7. Чеглакова Л. М., Кускова В. В., Петрова Л. В. (2012). Студенты как объект исследований делового поведения в кросс-национальном контексте: установление надежности измерений методом структурных линейных уравнений. В кн.: *Современная социология — современной России: Сборник статей VI международной научно-практической конференции памяти А.О. Крыштановского* / Науч. ред.: А. Б. Гофман, Г. В. Градосельская, И. Ф. Девятко, Д. Х.

Ибрагимова, И. М. Козина, Л. Я. Косалс, В. А. Мансуров, В. Г. Николаев, О. А. Оберемко, Н. Е. Покровский, Ю. Н. Толстова, А. Ю. Чепуренко, Е. Р. Ярская-Смирнова. М. : Издательский дом НИУ ВШЭ, 2012. С. 689-690.

6. Волкова И. О., Филинов Н. Б., Титова Н. Л., Кускова В. В., Горный А. Б., Николаева В. Е. Построение типологии компаний в системе организации мониторинга их практик менеджмента (на примере отечественной энергетики). В кн.: XII Международная научная конференция по проблемам развития экономики и общества. В четырех книгах. Книга 2 / Отв. ред.: Е. Г. Ясин. Кн. 2. М. : Издательский дом НИУ ВШЭ, 2012. С. 272-284.
5. Kuskova, V.V. (2011) An Empirical Examination of the Relationship Between Life Satisfaction and Employee Volunteerism: A Longitudinal Analysis. *Best Paper Proceedings, Academy of Management Annual Meeting, San Antonio, TX.*
4. Kuskova, V.V., Podsakoff, N.P., & Podsakoff, P.M. (2011). Effects of theoretical contribution, methodological rigor, and journal quality, on the impact of scale development articles in the field of entrepreneurship. *Strategic Entrepreneurship Journal, Vol. 5, Iss.1, p. 10–36.*
3. Podsakoff, N.P., Podsakoff, P.M., & Kuskova, V.V. (2010). Recognition and discipline in organizations: Dispelling myths and providing guidelines for administering leader reward and punishment behavior. *Business Horizons, 53(3): 291-301.*
2. Shepherd, D., Kuskova, V.V., & Patzelt, H. (2009). Measuring the values that underlay sustainable development: A scale and its psychometric properties. *Journal of Economic Psychology, Vol. 30 Issue 2, p. 246-256.*
1. Chastain, G., Cheal, M.L. & V. Kuskova (2002). Inappropriate capture by diversionary dynamic elements. *Visual Cognition, 9(3), 355-381.*

PAPERS UNDER REVIEW

7. Posthuma, R., Kuskova, V., et.al. High-Performance Work Practices and Organizational Performance. Under review in *Journal of Accounting & Organizational Change.*
6. Kuskova V., Zaytsev D. Measuring Effectiveness of Political Actions: Application of Data Envelopment Analysis to Political Research. Under review in *World Politics*, Cambridge University Press
5. Zaytsev D., Kuskova V. Determinants of Smart Power: Evidence from the Study of State Capacity. Under review in *International Security*, MIT Press.
4. Zaytsev D., Kuskova V., Talovsky N., Khvatsky G. Bibliometric analysis of political science articles: testing for fragmentation vs. integration of political science. Under review in *Scientometrics*, Springer.
3. Kuskova V., Sokol A., Zaytsev D. Governmental Institution and ecological quality: Impact of indirect relationship. Under review in *Society and National Resources.*
2. Zaytsev D., Kuskova V., Talovsky N., Kononova A. Think Tank Impact on Foreign Policy towards Arab Spring in Embedded Democracies: Case of USA. Under review in *International Organization.*

1. Grinkevich, Y., Kuskova, V., and Shabanova, M. Professional Development Programmes – Why do Universities Need Them? Under third review in *Perspectives: Policy and Practice in Higher Education*.

WORKING PAPERS

9. Kuskova V., Zaytsev D., Khvatsky G. Scientific Networks in the Field of Management: how do networks impact scholars' success. For submission to *Scientometrics*, Springer
8. Kuskova V., Zaytsev D., Lushnikova P., Khvatsky G. Network Science: Overview of the Field Using Bibliometric Network Analysis. For submission to *Network Science*, Cambridge University Press
7. Zaytsev D., Kuskova V., Talovsky N., Khvatsky G. Co-citation and Keywords Co-assurance Networks in Political Science Articles: status-quo and dynamics of scientific schools. For submission to *Network Science*, Cambridge University Press
6. Kuskova V., Zaytsev D., Lushnikova P., Khvatsky G. Social Networks: Overview of the Field Using Bibliometric Network Analysis. For submission to *Social Networks*, Elsevier
5. Kuskova V., Zaytsev D., Khvatsky G. Scientific Networks in the Field of Management: clusters and schools. For submission to *Journal of Management*.
4. Zaytsev D., Kuskova V., Talovsky N., Khvatsky G. The Power of Network Analysis and Modeling for Social Movements Studies: Increasing Importance of the Protest Online Mobilization. For submission to *American political science review*.
3. Zaytsev D., Kuskova V., Talovsky N., Khvatsky G. The role of policy advisors in the formation of the USE policy. For submission to *Policy Sciences*.
2. Zaytsev D., Kuskova V., Kozlova Y. Political participation in Russia: from non-conventional to conventional forms (case of municipal elections in Moscow). For submission to *American journal of political science*.
1. Zaytsev D., Lushnikova P., Kuskova, V. Measuring Democracy: Evaluating the Multiplicity of Existing Taxonomies. For submission to *Comparative Political Studies*.

CONFERENCE PRESENTATIONS

56. Kalinina, M., Kuznetsov, V., Kuskova, V. 56Interbank Exposures: An Empirical Examination of Credit Risk Spillover Effect Between Financial Institutions in Russian Federation from 2000 to 2017. Sunbelt XXXVIII Conference, Montreal, Canada, 2019.
55. Kuskova, V., Artiukhova, E., Milekhina, A., Organizational Networks Revisited: Predictors of Headquarters-Subsidiary Relationship Perception. Sunbelt XXXVIII Conference, Montreal, Canada, 2019.
54. Zaytsev D.G., Kuskova V.V. Efficient Marketing Strategy: Application of Data Envelopment Analysis as an Optimization Tool. 25th ISSAT International Conference on Reliability and Quality in Design, Las-Vegas, USA, August 1-3, 2019. ISSAT RQD.

53. Kuskova V.V., Zaytsev D.G. Clustering Based on Data Envelopment Analysis: Application to Management Research and Practice. 25th ISSAT International Conference on Reliability and Quality in Design, Las-Vegas, USA, August 1-3, 2019. ISSAT RQD.
52. Kuskova V., Zaytsev D., Khvatsky G., Talovsky N. Multilevel exponential random graph models application to civil participation studies. 8th International Conference - Analysis of Images, Social networks and Texts (AIST-2019), Kazan, 17 – 19 July 2019.
51. Zaytsev D., Kuskova V., Talovsky N., Khvatsky G. The entity name identification in classification algorithm: Testing the Advocacy Coalition Framework by Document Analysis (the Case of Russian Civil Society Policy). 8th International Conference - Analysis of Images, Social networks and Texts (AIST-2019), Kazan, 17 – 19 July 2019.
50. Zaytsev D., Kuskova V., Lushnikova P. Application of Data Envelopment Analysis and Network Methodology towards International Sanctions Effectiveness Evaluation. 8th International Conference - Analysis of Images, Social networks and Texts (AIST-2019), Kazan, 17 – 19 July 2019.
49. Zaytsev D., Kuskova V., Khvatskiy G. The Power of Network Analysis and Modeling for Social Movements Studies: Increasing Importance of the Protest Online Mobilization. XXXIX Sunbelt Social Networks Conference of the International Network for Social Network Analysis (INSNA), Montreal, Canada, June 18 – 23 2019.
48. Zaytsev D.G., Kuskova V.V. Policy Actors Identification and Power Evaluation: Insights from the Policy Actors' Network Structure. The 2019 APSA Political Networks Section 12th Annual Political Networks Conference and Workshops May 29 - June 1, 2019 Duke University, Durham, North Carolina.
47. Kuskova V.V., Zaytsev D.G. Network structure of Social Movements: the Power of Online Mobilizing Communities. The 2019 APSA Political Networks Section 12th Annual Political Networks Conference and Workshops May 29 - June 1, 2019 Duke University, Durham, North Carolina.
46. Kuskova V.V., Zaytsev D.G. Network Structure of Social Movements: The Power of Online Mobilizing Communities. Indiana University, Bloomington, the Fifth Annual Conference on Network Science and Economics April 26-28, 2019.
45. Zaytsev D.G., Kuskova V.V. Policy Actors Identification and Power Evaluation: Insights from the Policy Actors' Network Structure. Indiana University, Bloomington, the Fifth Annual Conference on Network Science and Economics April 26-28, 2019.
44. Zaytsev D.G., Kuskova V.V. Measuring Effectiveness of Political Actions: Application of Non-Parametric Methods and Social Network Analysis. 11th Annual Political Networks Conference, George Mason University, June 6-9th, 2018
43. В.В. Кускова. Применение сетевого анализа в прикладных исследованиях: использование различных видов данных. VIII Грушинская социологическая конференция «Социолог 2.0 – трансформация профессии», 2018.
42. Kuskova, V.V. Theoretical foundation for scientific networks study: A review and agenda for future research. Sunbelt XXXVII conference. Utrecht, the Netherlands, 2018.
41. Kuskova, V.V. Scientific Networks. Session organizer and chair, Sunbelt XXXVII conference. Utrecht, the Netherlands, 2018.
40. Kuskova, V.V. Session organizer and chair, Social Network Analysis track, HSE April Conference, 2018.
39. Kuskova, V.V. & Settles, A. Interfaces: Networks in International Context. Caucus, Academy of Management Annual Meeting, 2017, Atlanta, GA
38. Kuskova, V.V. & Settles, A. Interfaces: Networks in International Context. Caucus, Academy of Management Annual Meeting, 2017, Atlanta, GA.
37. Kuskova, V.V. SNA in Russia: Progress and Prospects. Session organizer and chair, Sunbelt XXXVI conference. Beijing, China, 2017.

36. Kuskova, V.V. Scientometrics of Russian Research Community: session organizer and chair, ARS'17, Naples, Italy, 2017.
35. Posthuma, R., Levashina, J. & Kuskova, V.V. A Validated Cross-National Measure of High Performance Work Practices. Annual conference of the Society for Industrial and Organizational Psychology in Orlando, Florida, April 27, 2017.
34. Kuskova, V.V. State of Affairs in Social Network Research. **Invited** presentation at the Sixth International Conference on Network Analysis, NET 2016, Nizhny Novgorod, Russia.
33. Kuskova, V.V. & Filinov, N.B. Meaningful Organizations in International Context. Caucus, Academy of Management Annual Meeting, 2016, Anaheim, CA.
32. Kuskova, V.V. & Filinov, N.B. DEA-Based Clustering: Application in Management Research. Academy of Management Annual Meeting, 2016, Anaheim, CA.
31. Kuskova, V.V., et al. Correspondence Analysis of Multirelational Multilevel Network Affiliations: Analysis and Examples. Academy of Management Annual Meeting, 2016, Anaheim, CA.
30. Kuskova, V.V. SNA in Russia: Progress and Prospects. Session organizer and chair, Sunbelt XXXVI conference, Newport Beach, CA, 2016.
29. Kuskova, V.V., Petrova, L., & Beknazar-Yuzbashev, G. Overcoming Entrepreneurial Project Failure: Social Networks Influence. Sunbelt XXXVI conference, Newport Beach, CA, 2016.
28. Kuskova, V.V. & Filinov, N.B. Opening governance: When conflict is a tool of management. Academy of Management Annual Meeting, 2015, Vancouver, BC.
27. Kuskova, V.V. SNA in Russia: Progress and Prospects. Session organizer and chair, Sunbelt XXXV conference, Brighton, UK, 2015.
26. Kuskova, V.V., Gradoselskaya, G.V. & Milekhina, A. Seed Clustering Method in Social Networks. Sunbelt XXXV conference, Brighton, UK, 2015.
25. Vladimirova, A., Lind, B., & Kuskova, V.V. Sanctions Network Dynamics: Agency Impact on Network Architecture and Outcome. Sunbelt XXXV conference, Brighton, UK, 2015.
24. Kuskova, V.V., Volkova, I.O. & Wasserman, S.S. Solving the Problem of Ineffective Subsidiary: The impact of Intraorganizational Networks. First European Conference on Social Networks, Barcelona, Spain, 2014.
23. Kuskova, V.V. The ultimate "good soldier:" Impact of leadership style on manifestation of OCB in the Russian Military. In Littrell, R.F. et al. Leadership in Russia (panel). Academy of Management Annual Meeting, 2014, Philadelphia, PA.
22. Kuskova, V.V., Mikhailova, E. Increasing the Power of Words: Cross-Cultural Adaptation of Organizational Culture Questionnaire. Academy of Management Annual Meeting, 2014, Philadelphia, PA.
21. Kuskova, V.V., & Volkova, I.O. (chairs). Opening governance: When conflict is a tool of management. Caucus, Academy of Management Annual Meeting, 2014, Philadelphia, PA.
20. Kuskova, V.V., Chai, D.S., & Zhang, L.E. Organizational Culture Formation: Beyond Traditional Theoretical Mechanisms. American Psychological Association Annual Meeting,
19. Kuskova, V.V. & Volkova, I.O. (chairs). Capitalism Rediscovered: Research Questions for Emerging Economies. Caucus, Academy of Management Annual Meeting, 2013, Orlando, Florida.
18. Kuskova, V.V., Chai, D.S., & Zhang, L.E. Organizational Culture Formation: Beyond Traditional Theoretical Mechanisms. American Psychological Association Annual Meeting, 2013, Honolulu, HI.
17. Volkov, M.V., Kuskova, V.V., & Volkova, I.O. The Yin Yang Perspective on Culture and Cross-Cultural Management: Pilot Studies from Diverse National and Organizational Contexts. Academy of International Business Annual Meeting, 2013, Istanbul, Turkey.
16. Kuskova, V.V., Volkova, I.O., & Cheglakova, L.M. Students as Subjects Revisited: Establishing Measurement Invariance in a Cross-Cultural Context. Academy of International Business Annual Meeting, 2013, Istanbul, Turkey.
15. Volkov, M.V., Volkova, I.O., & Kuskova, V.V. Understanding Cultural and Management in

- the Age of Globalization through Yin Yang: Russian Culture. Academy of International Business – Southeast Annual Meeting 2012, Fort Lauderdale, FL.
14. Kuskova, V.V., & Settles, A. (chairs). Prohibited, but possible if you want it bad enough: The role of informal economy in Russia. Caucasus, Academy of Management Annual Meeting, 2012, Boston, MA.
 13. Kuskova, V.V., Podsakoff, N.P., & Podsakoff, P.M. Polynomial Transformations in Organizational Research: Review and Best Practices, in Symposium “Methodological Advances in Strategic Management Research,” Academy of Management Annual Meeting, 2012, Boston, MA.
 12. Kuskova, V.V., & Settles, A. Strategy research in emerging markets: Methods of Assessing Group Variation. Academy of Management Annual Meeting, 2012, Boston, MA.
 11. Settles, A., & Kuskova, V.V. Assessing Group Variation: Methodological Considerations for Emerging Markets Research. Academy of International Business Annual Meeting, 2012, Washington, DC.
 10. Volkova, I.O., Filinov, N.B., Kuskova, V.V. & Titova, N.L. Typology, classification, and characterization of firms for management Best Practices Monitoring (Case of Russian domestic energy sector). Global Business and Technology Association Annual Meeting 2012, New York, NY.
 9. Kuskova, V.V., Ahuja, M., Bartelt, V., & Petrova, L.V. Mentoring-Work/Life Balance Relationship: The Case of IT Students. Society for Industrial and Organizational Psychology 27th Annual Meeting 2012, San Diego, CA.
 8. Volkov, M.V., Volkova, I.O., & Kuskova, V.V. Yin Yang Perspective on Russian Culture. Yin Yang: A New Perspective on Culture, Stockholm, Sweden, 2012.
 7. Kuskova, V.V. An Empirical Examination of the Relationship Between Life Satisfaction and Employee Volunteerism: A Longitudinal Analysis. Academy of Management Annual Meeting, 2011, San Antonio, TX.
 6. Podsakoff, N.P., Kuskova, V.V., Birk, S.J., & Mishra, P. Determinants of Citation Classics in Organizational Behavior. Society for Industrial and Organizational Psychology Annual Meeting 2011, Chicago, IL.
 5. Podsakoff, N.P., Rich, B., & Kuskova, V.V. Covenantal Relationships: Links with Transformational Leadership and Employee OCB. Society for Industrial and Organizational Psychology Annual Meeting 2009, New Orleans, LA.
 4. Kuskova, V.V., Podsakoff, N.P. & Podsakoff, P.M. Effects of Theoretical and Methodological Rigor on Article Impact in the Field of Entrepreneurship. Annual Academy of Management Meeting, 2009, Chicago, IL.
 3. Kuskova, V.V., Hu, X., & Heese, S. Stocking multiple products with independent and overlapping demand streams. Production and Operations Management Society Annual Meeting, 2007, Dallas, TX.
 2. Chastain, G., Cheal, M.L., & Kuskova, V.V. Attentional capture by dynamic multiple-element precues. 39th Annual meeting of the Psychonomic Society, 2001, Dallas, TX.
 1. Chastain, G., Cheal, M.L., & Kuskova, V.V. Apparent movement strengthens attentional capture with multiple-element precues. 40th Annual Meeting of the Idaho Academy of Science, 1998, Boise, ID.

QUANTITATIVE SKILLS

Analytical software: R, SAS, STATA, Orange, Lisrel, MPlus, Pajek, Gephi, Visone, Vertica, PIM-DEASoft, GMDH Forecasting and Planning Software.

Programming languages: R, Python, SQL, LaTeX, software-specific languages (SAS, Lisrel, etc.)

TEACHING EXPERIENCE

Average students' teaching evaluations, where available, are listed in parenthesis for each course

2017-Present: Master's Program "Applied Statistics with Network Analysis." Courses taught (all semester-long courses):

- Contemporary Data Analysis (4.7/5.0)
- Contemporary Decision Sciences: an Integrated Perspective (4.9/5.0)
- Master's Research Seminar (year-long course with different 8-week sections, such as "Working with network data," "Project seminar," etc.) (4.5-4.8/5.0)
- Applied Linear Models I
- Applied Linear Models II (Multidimensional data analysis) (4.85/5.0)
- Introduction to Network Analysis
- Advanced networks: modeling approaches (4.8/5.0)
- Advanced networks: Application of network theory to social networks (4.7/5.0)
- Statistical consulting (4.8/5.0)
- Advanced Time Series Analysis (5.0/5.0)
- Analysis of Covariance Structures

2016-Present: School of Sociology, Faculty of Social Sciences, National Research University Higher School of Economics. Courses taught (all half-semester courses, unless otherwise noted):

- Advanced PhD seminar: Network Science
- Data analysis in sociology: Longitudinal models (mandatory) (4 sections, bachelor's program)
- Introduction to Management: Joint HSE-NES bachelor program (elective) (60+ students, semester course) (no longer offered after 2018) (4.2/5.0)
- International College of Economics and Finance, HSE: Core Management Concepts: A Social Science Foundation (elective, year-long course)
- Master's of Management in Education program: Research Methodology and Methods (semester course, adult learners), no longer offered after 2018 (4.0/5.0)
- Guest lectures in Data journalism, 12 academic hours
- Introduction to Network Analysis, bachelor program (2 different courses offered to political science and sociology students) (4.3/5.0)
- Social Network Analysis, Master's program (elective for 4 master's programs across Faculty) (4.9/5.0)
- Master of European Business: Quantitative Methods (semester-long course)

2011-2016: Faculty of Management, National Research University Higher School of Economics. Courses taught (half-semester courses, unless otherwise noted):

- Organizational Research Methods: an Overview (mandatory), master's course
- Structural Equation Modeling (elective), master's course
- Advanced Applied Statistical Methods (elective) (semester course)
- Master's Research Seminar: Academic Writing (mandatory), master's course
- Guest lectures in the Academic PhD Program on Research Methods, 16 academic hours
- Master's of Management in Education program : Research Methodology and Methods (semester course, adult learners)
- Guest lectures in Strategy in Management Seminar, 12 academic hours
- Master of European Business: Quantitative Methods (semester course)

- Joint HSE-NES bachelor program (elective) (60+ students, semester course)

2010-2011: Visiting Assistant Professor, Joint Appointment (all courses are semester-long)

- Department of Management & Entrepreneurship, Kelley School of Business, bachelor's program:
 - Integrated Core, Strategy Component, 3 sections. Enrollment: 88, 148, and 157 students.
 - Managing Behavior in Organizations (1 section), junior-level undergraduate course
- Department of Statistics, College of Arts and Sciences: Statistics for Business Decision-Making (Stat 301).

2005-2010: Associate Instructor, Kelley School of Business, Indiana University (all courses are semester-long)

- Integrated Core, Strategy Component (2 sections summer 2011. Enrollment: 112 and 115 students; Fall 2006, Spring 2007, Summer 2007 – one section each).
- Managing Behavior in Organizations, junior-level undergraduate course (Summer 2009)
- International Business course for undergraduates (Fall, 2008). Enrollment: 30 students.

2009-2010: Associate Instructor, Department of Statistics, College of Arts & Sciences, Indiana University (all courses are semester-long)

- Business Statistics, bachelor program (Spring 2010, co-taught)
- Applied Statistics for Graduate Students, master's and PhD elective course (Fall 2009, co-taught)

2000-2005: Adjunct Faculty, Boise State University (all courses are semester-long)

- Business Statistics and Data Analysis (bachelor's program)
- Database Management (bachelor's program)
- Information Systems Management (bachelor's program)
- Operations Management (bachelor's program)
- Operations management course (MBA program, co-teaching)

OTHER ADMINISTRATIVE RESPONSIBILITIES

January 2017 – present: member, NRU HSE university-wide disciplinary committee

September 2018 – present: member, NRU HSE Faculty of Social Sciences PhD Dissertation committee

May 2014 – present: elected member, NRU HSE Academic Council member (until 2018 - Internationalization Committee of HSE Scientific Council)

September 2014 – present: advisory board member, Master's in Public Program

September 2014 – May 2016: member, PhD advisory committee in management (NRU HSE)

January 2012 – May 2014: elected member, Faculty of Management Academic Council

GRANTS, AWARDS AND HONORS

Professional achievements

- “Best teacher” faculty-wide student selection award, 2016-2019

- “Best teacher” award for best student research paper, 2015
- “Best teacher” faculty-wide award by HSE Alumni, 2014
- Commendation from the Faculty of Computer Science of the National Research University Higher School of Economics (September 2019)
- Letter of Gratitude from the HSE Rector (June 2019)
- Certificate of merit of the Higher School of Economics (May 2019)
- Commendation from the Faculty of Social Sciences of the National Research University Higher School of Economics (July 2018)
- Certificate of Merit of the Higher School of Economics (April 2016)
- NRU HSE Scientific Fund Individual Research Grant 2012-2013 for Project “Polynomial Transformations in Organizational Science Research.” (\$20,000)
- Outstanding Author Contribution Award Winner at the Literati Network Awards for Excellence 2013, for chapter “When West Meets East: Methods of Assessing Group Variation in Comparative Emerging Markets Research” published in *Research Methodology in Strategy and Management*, Vol. 7, 2012.
- Schuyler F. Otteson Undergraduate Excellence in Teaching Award, Indiana University, 2011 (given to *one of over 200* Kelley School of Business faculty members a year)

Student achievements

- Panschar Undergraduate Teaching Excellence Award, Kelley School of Business, Indiana University, 2009
- Recipient of the competitive 2008 Tobias Center for Leadership Research Grant (\$5,000)
- Recipient of the competitive 2008 PEO Scholar Awards Fellowship (\$15,000)
- Recipient, the Scudder Foundation Fellowship (\$8,000 a year, 1995-1999)
- Outstanding Graduate in the MBA Program, 2002 (Boise State University)
- ASBSU Hall of Fame for Outstanding Academic Achievement, 1998 (Boise State University)
- Winner, Northwest Venture Championship (team competition, 2002)
- Winner, Kaufmann Entrepreneurship Internship Program (2001)
- Phi Kappa Phi National Honor Society
- Golden Key National Honor Society
- Beta Gamma Sigma Business Honor Society
- Psi Chi National Honor Society in Psychology
- Chancellor’s List, Indiana University (multiple years)
- National Dean’s List, Indiana University and Boise State University (multiple years)
- Participant, Doctoral Student Consortium (HR Division), Academy of Management Annual Meeting, Chicago, 2009

PROFESSIONAL ACTIVITIES, AFFILIATIONS AND ASSOCIATIONS

- INSNA – International Network for Social Network Analysis
- Academy of Management
- Society for Industrial and Organizational Psychology
- INFORMS - Institute for Operations Research and the Management Sciences
- POMS – Production and Operations Management Society

SERVICE

- Session organizer and chair, Sunbelt conference on Social Networks, 2014-2019
- Session chair, HSE April Conference on Economic and Social Development, 2015-2019
- Assistant Editor, Higher School of Economics Electronic Working Paper Series, 2011- 2018
- Chair of the organization committee, First HSE International Conference in Social Networks, 2014
- Faculty of Management Research Seminar, 2012-2013
- Member of the organizing committee, Academy of International Business – Moscow conference, September 2013
- Member of the organizing committee, Leadership in Russia & Global Context and the 6th HSE Annual Management Conference
- Volunteer, “Podari Zhizn” Non-Profit Organization, 2012- current (“Give life”, children’s cancer support society)
- Ad hoc reviewer, Journal of Business Venturing and Management Organizational Review, 2009-present.
- Reviewer, Academy of Management Annual Meeting 2008, 2009, 2010
- Session chair, Academy of Management Annual Meeting, 2009
- Residential Fellow, Kelley School of Business Living and Learning Center at McNutt Residential Hall, 2009 - 2011
- Student representative to the Doctoral Policy Committee, 2009-2010
- Vice President, Doctoral Student Association, 2006-2007
- Volunteer Ambassador, Indiana Chapter of Leukemia and Lymphoma Society, 2005 - 2011

CONSULTING

- Socio-Economic Impact Assessment of the Coca-Cola System in Russia. Consulting project with HSE Laboratory for Socio-Economic Research. 2017, 2019 (completed two projects, project lead)
- Automotive market analysis and forecast for Russia, 2018-2028 (commissioned by Volkswagen Group Rus) to ANR-Lab, 2018-present (project ongoing, project head)
- Thematic map and sentiment analysis for RosAtom State Corporation, commissioned to ANR-Lab, 2019 (project ongoing, project head)
- Simulation instrument for sentiment analysis for RosAtom State Corporation, commissioned to ANR-Lab, 2019 (project ongoing, project head)

LANGUAGES

Fluent speaking, reading, and writing in English and Russian

CORPORATE EXPERIENCE (highlights)

Albertsons, Inc. (Boise, Idaho)

- Senior Planning Associate/Analyst, Strategic Planning Department (2005)

Boise Cascade Corporation

- Senior Planning Associate/Analyst, Strategic Planning Department (2002-2005)
- Senior Applications Developer/Analyst (2000-2002)