

Faculty member is a combination of various activities in a university that relate to more than passing knowledge to students. Based on the annual faculty monitoring, May issue of "That's So HSE" tells from the first person perspective what it means to be a faculty member. The first page features various work activity of faculty both in and outside of HSE. The spread reflects diversity of activity of HSE faculty.

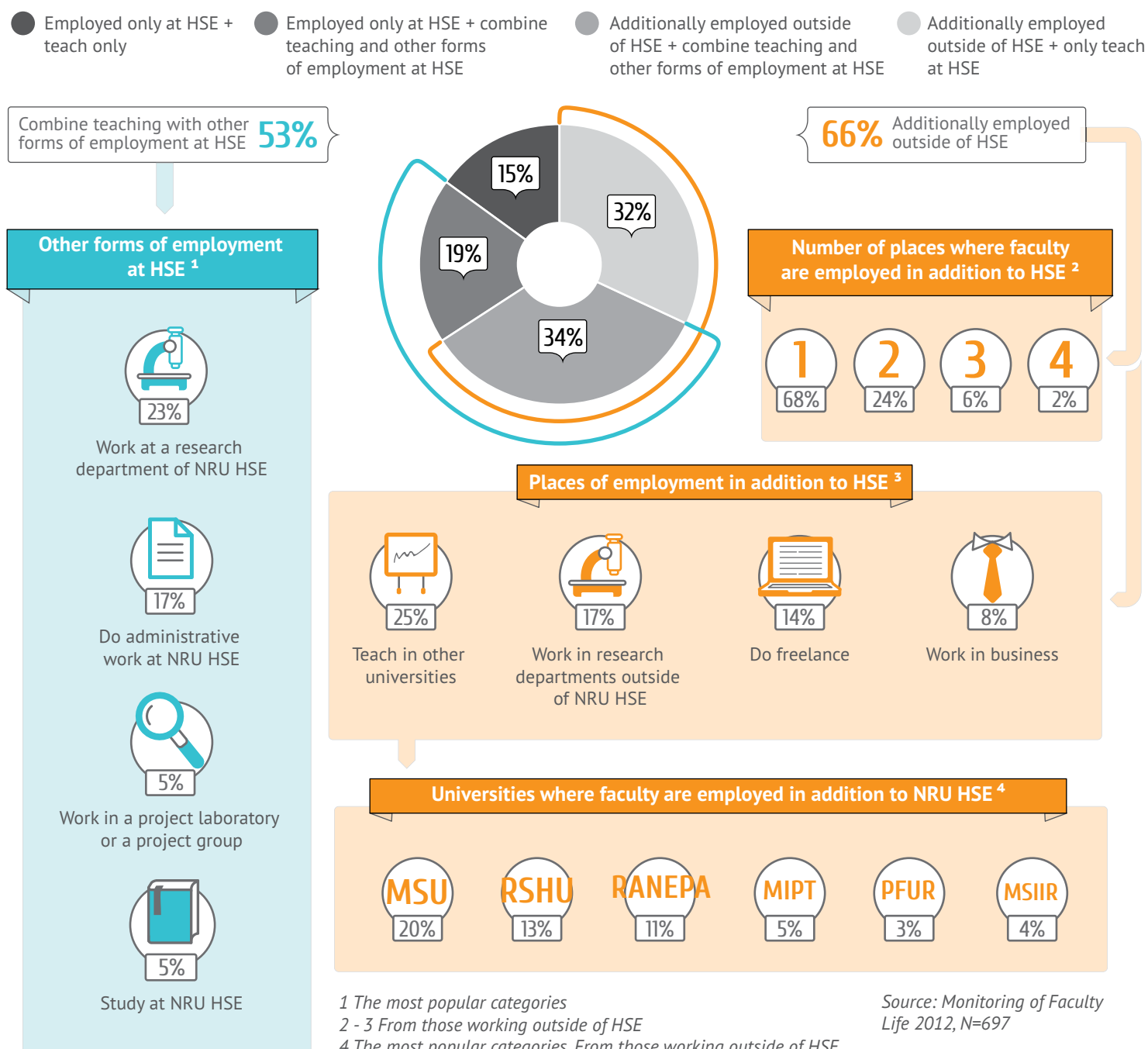
Faculty members don't only evaluate students but HSE as a whole: participants of Monitoring of Faculty Life express their opinion about conditions created at HSE for work and development, which can be found on the fourth page of this issue.

Infographics:

Faculty employment: at HSE and outside of HSE

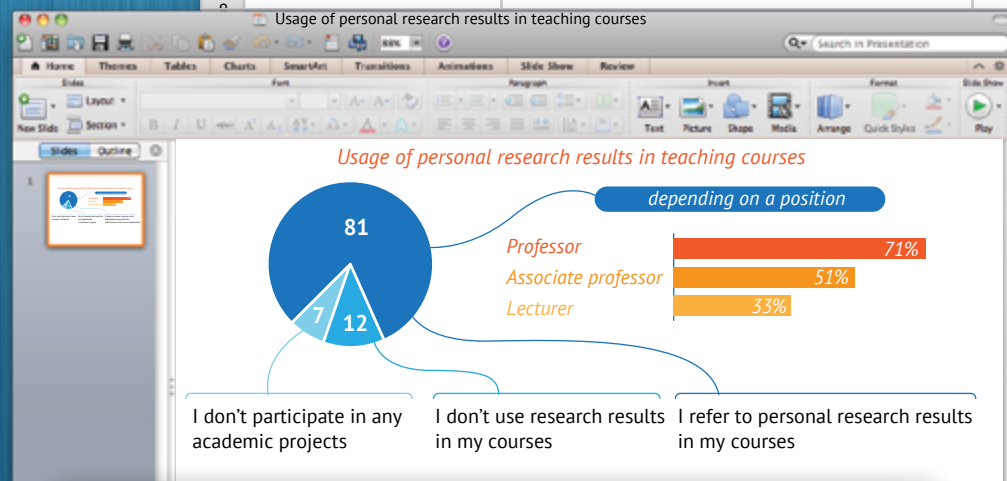
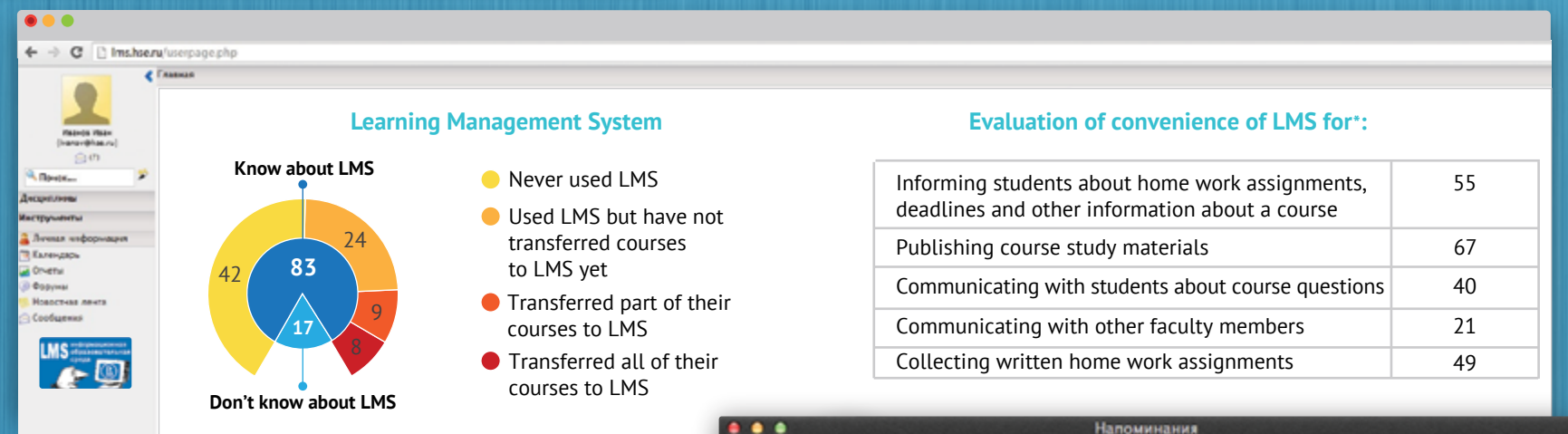
"Desktop" of a faculty member at HSE

HSE evaluation



Average grades of elements as evaluated by faculty members on a 7-point scale

	A	B	C
1	Average grades of elements as evaluated by NRU HSE faculty members		MIEM faculty awareness about elements, %
2	5,9	10-point grading scale instead of a 5-point	88
3	5,9	Cumulative system of grading	76
4	5,8	A week without classes in between modules	52
5	5,4	Modules instead of semesters	88
6	5,2	Rating of faculty members	51
7	4,7	Written tests and exams instead of oral	57



Attendance of university wide events

	Attend	Out of these attend once a month or more
Seminars and events of research departments at HSE	48	16
University wide seminars, open lectures and master classes	47	11
Cultural events (concerts, festivals, HSE Theater productions, professor events)	30	3
Athletic extracurricular activities	3	2
Extracurricular clubs, training center events etc.	5	2

Grading formats, %

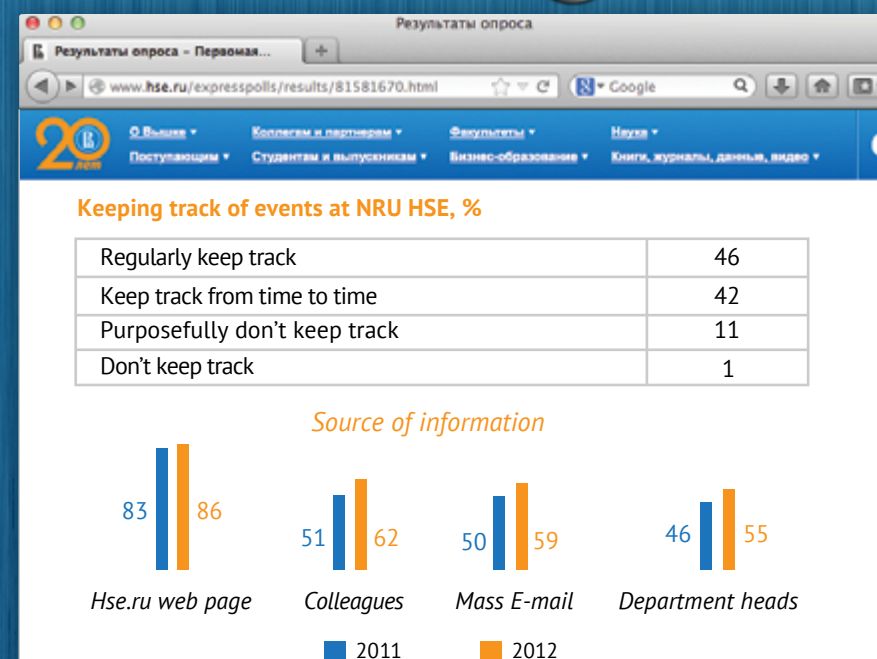
Grade exams in an oral form	21
Grade exams only in a written form	38
Grade exams both in oral and written forms	37
Discipline does not have final examination	4

Reaction to cheating, %

It is impossible to cheat on my tests and exams	15
Will instantly give a failing grade	21
Will lower a grade by a certain number of points	19
Will give a strict talk the first time a student is caught	23
Will do nothing	0
I allow usage of study materials	22

Reaction to plagiarism, %

Will report an incident to a dean	9
Will give a failing grade and have a student redo the work	65
Will give a failing grade but won't have a student redo the work	14
Will lower a final grade by a certain number of points	7
Will give a strict talk the first time a student is caught	4
Will do nothing	1



Participation in academic research

Full time faculty	Part time faculty
69	55
22	8
38	14
20	21
24	33

Participated in academic research in 2011-2012:

Academic research at NRU HSE alongside foreign colleagues

Academic research at NRU HSE where foreign colleagues weren't participating

Academic research outside of NRU HSE alongside foreign colleagues

Academic research outside of NRU HSE where foreign colleagues weren't participating

Satisfaction with increase in qualification and income while working at HSE *

*% of evaluators who gave 5-7 on a 7-point scale

67%

Satisfaction with increase in qualification as a researcher

depending on the position

71%

Professor

68%

Associate professor

65%

Lecturer

85%

Satisfaction with increase in qualification as a teacher

depending on the position

80%

Professor

86%

Associate professor

88%

Lecturer

50%

Satisfaction with increase in income

depending on the position

57%

Professor

51%

Associate professor

40%

Lecturer

Desire and feeling of personal ability to change something

in NRU HSE

29%



38%

in a department

50%



42%

in a division

67%



35%

● % of people who desire to make a change

● %, of faculty members who feel that they are able to make a change out of those who desire to make a change

Evaluation of conditions created by NRU HSE for...

% of evaluators who gave 5-7 on a 7-point scale

Satisfaction with career



Understanding of goals

clear



partly clear



unclear



Strategic goals of NRU HSE development

39

49

12

Department development goals

39

42

19

Division development goals

57

27

16

Source: Monitoring of Faculty Life 2012, N=697

Attention! Attention! Rating!

Dear students! At HSE teachers aren't the only ones who give grades; students can also grade faculty.

Faculty rating will start at the end of fourth module. Rating is the instrument of feedback and an excellent opportunity to evaluate characteristics of educational process and teaching within a department/ division, as well as to find out opinions and suggestions from students regarding specific courses. Rating results are analyzed by the university's management and play a role in improvement of educational process.

Participation in the rating is the important task for each student. For your convenience rating takes place electronically. Each student will receive an e-mail to their university e-mail address (@edu.hse.ru) with the survey link. By completing this survey you will be able to evaluate work of faculty who taught your course in third and fourth modules.

Figure of the Month



30%

of faculty members use social networks to communicate with students



HSE Center for Institutional Research
Editors: Maria Pravdina, Daria Drozhzhina
Design: Daria Karpenko

E-mail: infographics@hse.ru; phone: 775-9590 (1802);
hse.ru
May 29, 2013