

Connected.es Newsletter #56

22/12

In bold, the subjects of most direct interest to students

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Edito du directeur

Our world is facing many threats. The urgency of climate change is forcing us to make radical changes to the way we live, travel and produce. As I said to the new alumni at the graduation ceremony on 9 December, we need engineers and scientists to rise to these challenges and help transform our society, to raise awareness among our fellow citizens, and to ensure that we have a truly critical and objective analysis of situations. To decarbonise our country, we need skills! IMT Atlantique is expected to meet this need, drawing on its excellence in a wide range of scientific and social fields.

On 9 December, some graduates called on the school to tell us that they had not received sufficient training in energy and environmental transitions during their studies. We are more aware than ever

of this crucial issue for the planet and for the future of our societies and we are committed to making progress and transforming our courses to meet their expectations.

Since the creation of IMT Atlantique, six years ago, the school has developed a TES roadmap (ecological and societal transformation), which is now part of the 2023-2027 strategy, based on increasing the skills of the various players, students and staff alike, and particularly research professors, in relation to scientific issues. We offer students a range of modules, whether through the DDRS UE, or through inspiring lectures such as the one given by our former Deputy Director Anne Beauval on the role of engineers in the energy transition, or those organised regularly by the departments and featuring experts on these issues.

As you know, renowned climatologist Jean Jouzel has agreed to sponsor the graduating class of 2024. On 7 February 2024, we have invited him to give our students the opportunity to talk to this inspiring figure. This conference will be open to all and I invite you to attend.

The school's roadmap has already enabled us to take action. We have begun to implement structuring actions, in education and research, vis-à-vis our partners and internally, which we hope will have a real impact on the planet. In this respect, I invite you to read the report we have just published: impact must be the true indicator of IMT Atlantique's action!

The school has come a long way in the last six years, thanks to all of you, and once again I would like to sincerely thank you for the quality of the work you have done throughout the year. I'm proud of the school, proud to be its captain. You've all earned a little break, and I hope you have a wonderful festive season.

I look forward to seeing you all, students, staff and incubated companies, on 11 January at 2.30 pm to wish you all the best for 2024.

Happy holidays to you all!

Christophe Lerouge

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General information

The decree establishing the Institut Mines-Télécom was amended on 13/12/2023 (published in the Official Journal on 15/12/2023) in order to :

- Extend to the ITM the provisions of article L.952-6-2 of the Education Code relating to the junior professorship scheme

- Marginal changes to the names of two schools: Télécom ParisTech to Télécom Paris, and Télécom Ecole de Management to Institut Mines-Télécom Management School.
- Introduce a new disciplinary sanction for users (students), the accountability measure defined since 2020 by article R. 811-36 of the Education Code.

Organisation of the school: two new departments, appointments

Following forward-looking presentations by the departments, the decision was taken a few months ago to :

- **create a department from the merger of the ITI and LUSI departments, provisionally named Data Science (DS), and**
- **to create an inter-campus department that will bring together the teacher-researchers responsible for human and social sciences at Lusi and the staff of the SS department (provisionally named Human and Social Sciences – SHS).**

The two departments will be created at the same time, on 1 January 2024, bringing the **number of departments within the school to eleven.**

- Following an open selection process for the position of Head of the Data Science Department, the candidate ranked No. 1, Mr Tinashe Mutsvangwa, spent two intense days on the Brest campus on 20 and 21 November, where he met the teams from the two departments, the school's management and various academic players. He was then offered the position of Head of the Data Science Department, which he accepted enthusiastically. Currently a research professor at the University of Cape Town in South Africa, **Tinashe Mutsvangwa will be joining us in a few months' time. Until then, Guillaume Moreau will act as interim head of the new department.**
- Following an internal selection process, Bénédicte Geffroy has been appointed Head of the Humanities and Social Sciences Department.

Appointment :

DPSG: Carine Balch appointed Acting Head of Brest Campus

DPSG: Nicolas Jouannic appointed Acting Head of Nantes Campus

Ceremonies

Graduation ceremony

Nearly 1,200 of us gathered on Saturday 9 December to celebrate our graduates, class of 2023. This year, the school graduated 348 general engineers, 77 specialised engineers, 102 Masters, 17 specialised Masters and 55 PhDs. Nearly 400 of them attended the ceremony.

Nearly 60 staff were involved in this event: thank you to the DCOM, DFVS and DPSG teams and to the teachers who presented the awards! Thanks also to the hundred or so staff and students from the 3 campuses who attended the ceremony.

We invite you to view [the souvenir film](#) and [browse the ceremony album](#).

A few memories of the Academic Palms award ceremonies!

2024 greetings card :

The ITM Atlantique 2024 greetings card is available in French and English on Min&Tel: <https://mintel.imt.fr>

Carine Balch has been appointed Acting Head of the Brest campus and Nicolas Jouannic Acting Head of the Nantes campus?

Signature mail :

IMT Atlantique has put its Twitter/X account on standby. The email signature has been modified accordingly on Min&Tel. The Twitter logo no longer appears.

You can change it now: <https://mintel.imt.fr/signature.php>

Vigipirate reminder

Summary of recommendations

Save the Date

- **14 December in Brest (lunchtime) and Rennes (afternoon) and 19 December in Nantes (lunchtime):** Christmas lunch or tea on campus
- **23 December to 1 January:** school closed
- **11 January 14:30:** Christophe Lerouge and Catherine Hellio will present their best wishes for 2024 to the students, staff and incubated companies.
- **22 February 2024:** Global village (11am – 2.30pm)** ***The IMT Atlantique Global Village** is an inter-campus event to introduce and discover the world cultures present on our campuses. Students are all involved, as well as any speakers or staff who wish to participate. From 11.30 a.m. to 2.30 p.m. you will have the opportunity to create your own food stall to share (school budget), present your culture and your artistic practices (dance, music, sports, sculpture etc...) or simply to help us organise this major international event*

on our 3 campuses, at the same time! All cultures are welcome, whether national or regional. Let as many people as possible discover your culture through activities or culinary specialities!

Elections of student representatives to the ITM and ITM Atlantique bodies

Congratulations to the new student representatives on the IMT Atlantique School Council, Teaching Committee, Research Committee and the Board of Directors of the Institut Mines-Télécom.

A big thank you to everyone who applied.

IMT Atlantique School Council

Doctoral students :

- Mr Julien CAUQUIS (alternate Mrs Marion OTHEGUY)

College Users other than doctoral students

- Mr Rayan BELKHIR (deputy Ms Amélie PUBERT)
- Mr Guillaume LODE (substitute Mrs Emma PANERAI)
- Jeremy TOURNELLEC (alternate for Elisabeth BUREL)

ITM Atlantic Education Committee

FISE College :

- Ms Iris AUBE (full member)
- Mr Arsène VERGNAUD (full member)

FISA College :

- Ms Chiara MACQUET (Alternate: Mr Aurèle BLANDIN)

Masters and Master's colleges: no candidates

IMT Atlantique Research Committee

Doctoral students :

- Mr Amine BOULAHMEL (alternate Mrs Marion OTHEGUY)

Board of Directors Institut Mines-Télécom

Doctoral students :

- Mr Gwendal BEAUMONT – IMT Atlantique (alternate Ms Inès MEYER_ZU_RECKENDORF – IMT Mines Alès)

College Users other than doctoral students

- Mr Thibaud JACOLIN-BUFFARD – IMT Nord Europe (alternate Ms Camille GERARD – IMT Atlantique)
- Mr Lucien STOVEN – IMT Nord Europe (alternate Ms Marina OTOYA – IMT Mines Albi)

[\(electoral minutes are on the intranet\)](#)

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Area 1: A scientific ambition

- ▣ [Launch of the NAIADE scientific chair on naval applications of artificial intelligence](#)
- ▣ [European Cyber Week in Rennes: a showcase for the expertise of our teaching and research staff](#)
- ▣ [What is the cloud? with Adrien Lèbre from DAPI](#)

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Interdisciplinarity, the school's strength

The Research Committee

The Research Committee met on 15 and 16 November on the Rennes campus. You will find [under this link the always interesting documents presented to the Research Committee](#) on :

1. [2022-2023 review: highlights and indicators](#)
2. [Policy and actions to support young lecturers and researchers](#)
3. Scientific Focus
 - [Odyssey team](#)
 - [RESOH Chair](#)
4. [Strategic corporate partnerships](#)
 - [Focus on Thales partnership](#)
5. [Doctoral strategy](#)
6. [International Strategy – University of Adelaide](#)
7. [A scientific focus – ANR JCJC BC4SSI](#)
8. [The Europe strategy](#)

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A strong technological dimension

▀[Incubateur-DAPI]Launch of the HYBA partnership project for decarbonisation applied to fisheries
[\[Incubator-MEE\] OSO-AI1st prize for digital innovation of the SFGG \(French Society of Geriatrics and Gerontology\) SFGG](#)

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Students at the civil nuclear show

The [World Nuclear Exhibition WNE](#) was held in Paris from 28 to 30 November.

729 players, 40% of which were international companies, covered the entire value chain, i.e. almost 50 activities represented:

- Research & Development, research reactor, GEN IV, medical applications
- Central stations
- Fuel cycle plants
- Waste management
- Subcontracting: Control command, Consulting – Engineering, Digital, Logistics – Cleaning and services, Radiation protection, Site protection...
- Institutional and safety authority

Thanks to the financial support of patrons of the [Fondation Mines-Télécom](#) students from IMT Atlantique, enrolled on a course in nuclear engineering – “Development and Management of Nuclear Installations”. [Development and Management of Nuclear Installations \(DEMIN\)](#), attended conferences and met with industry representatives.

It's another way for students to gain an insight into the sector and identify career opportunities in France and abroad.

It's also an opportunity for the school to meet its partners and the major players in a sector that recruits.

DEVRE contact: Gaëlle BADERNA

DEMIN TRAINING Contact: Julie CHAMPION

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Ocean Hackaton in Brest

DEVRE, SG, DISI, the Fablab and RAK are pleased to share with you the highlights of the Ocean Hackathon, which they helped bring to our campus in Brest.

What is the Ocean Hackathon?

Launched by the World Maritime Campus, the event brought together 15 cities in France and abroad, including Brest, on 17, 18 and 19 November.

■ Challenges

The Ocean Hackathon presented some exciting challenges, with topics proposed by companies including [Fairscope](#), incubated at IMT Atlantique, the regional space innovation institute [GIS Irispace](#), the French hydrographic and oceanographic service [SHOM](#), associations and private individuals.

■ Team objectives

The 8 teams, made up of 6 to 8 people, were tasked with creating a prototype with an innovative usage scenario.

■ Coaches and Participants

Between 80 and 90 participants, including around 15 coaches, enthusiastically rose to the challenge.

■ Final

The high point of this adventure will be the Grand Final on 19 December at Les Capucins in Brest, broadcast in a multiplex.

Why take part in hackathons during your engineering training?

It's a unique opportunity to apply your academic knowledge in a practical, collaborative context. These events allow you to take on challenges, explore emerging technologies and hone your problem-solving skills as part of a team. As well as giving you hands-on experience, hackathons encourage networking with industry professionals and give emerging talent a high profile. In short,

these dynamic competitions are an essential complement to your training, strengthening your technical skills while fostering innovation and collaboration.

IMT Atlantique and marine technologies

As in 2019, IMT Atlantique was there to host the new edition of the OCEAN HACKATHON. From research to training, from partnerships to incubators, IMT Atlantique has been involved in the field of marine technologies for many years:

■ Search Marine:

Projects such as CAPNAV / EMINAV (for Characterisation of Particulate Emissions and Gaseous Pollutants from Ships), Oceanix, IA & Mer (MEE), SENS électrique (DAPI), underwater communications (ITI), platforms and chairs dedicated to the sea and cybersecurity and in particular the new Naiade chair (for Navalisation de l'Intelligence Artificielle pour l'aide à la DEcision).

■ Innovative training :

The Observation Perception Environnement OPE training theme, or the “Science des Données Océanographiques” Master 2, jointly run by IMT Atlantique, UBO and ENSTA Bretagne, a Fablab involved in experimenting with measuring instruments for sea quality.

■ Partnerships and Incubator:

Member of the Pôle Mer and IS Blue clusters, founder of the Blue Box University Innovation Cluster in Brest.

He heads up an incubator that has supported start-ups such as CLS Brest, E-Odyn, Hytech Imaging, Ocean Datalab, Elwave, Kermap and Bysco, as well as promising projects such as OceanoVox and Fairscope.

Want to find out more about the[OCEAN HACKATHON?](#)

Or contact : Pierre TREMENBERT – Head of Incubator IMT Atlantique or **Catherine BLONDÉ** – Assistant DEVRE Brest Campus

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Area 2 – International attractiveness

- [Two students on the prestigious “Vulcanus in Japan” programme](#)

Internationalisation of our campuses

Mélanie Blanchard finalist in the Reimagine Education Awards

The QS Reimagine Education Awards recognise innovative teaching approaches and are to education what the Oscars are to cinema: a grail! IMT Atlantique is therefore proud that the project led by Mélanie Blanchard, careers and graduates officer, was ranked in the top 10 in its category at the Reimagine Education world congress, which brought together 680 delegations from 62 countries. Noted for the creation of a workshop dedicated to diversity and inclusion in project management, successfully piloted by 430 students in September 2023, this initiative (run in conjunction with the DELMA department's *languages and intercultural* unit and the team in charge of *Commande Entreprise* projects) deserves to be highlighted, even if the trophy eludes Mélanie this year! To find out all about this adventure, read the full article available on the school's website. [Mélanie Blanchard finalist in the QS Reimagine Education Awards](#)

Placement of Master's graduates

Here are [some slides on the placement of Master's graduates](#) presented to the School Council

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Area 3 – Ecological and societal transformation

A strong commitment from the school

The FORTES Group

“ Identifying, strengthening, broadening and diversifying TES aspects in training courses: the FORTES group’s ambitions.

This cluster is made up of volunteers from the school who would like to see TES (ecological and societal transformation) better represented in our students’ courses (which is one of the school’s strategic priorities). It is represented on various bodies and makes an active contribution to working groups, notably as part of the overhaul of the common training pathway.

Background: This group was set up in March 2020 to reflect on, share and co-construct TES-oriented teaching methods to be deployed in the school’s courses. Its launch coincided with the emergence of a host of student initiatives ([Manifesto for an ecological awakening](#)), the proliferation of national and international expert studies and their dissemination, and the growing commitment of course leaders and higher education and research departments to taking TES into account in their courses.

This hub is open: you are welcome to contact us for a one-off meeting or to join the hub! If you would like to talk about a TES-related teaching programme that you are offering to students, or if you would like to set up new TES-oriented courses.... You can come along to one of our **monthly meetings** and talk about your scheme/project. You may also be part of other working groups linked to the TES course, so come and meet us / tell us about it...

Contacts: eric.cousin@imt-atlantique.fr/ geoffrey.leuridan@imt-atlantique.fr / nicolas.montavont@imt-atlantique.fr

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Energy transition at school: photovoltaic shading at La Chantrerie

Although energy is not the largest component of the school’s carbon footprint, it does play a significant role. Structural measures have recently been implemented on various campuses: this month’s spotlight is on the photovoltaic roofs at La Chantrerie (Nantes).

For example, the school has joined forces with the AFUL Chantrerie in a project to build photovoltaic shading systems on the Nantes Métropole P+R (Park and Ride) car park behind the gymnasium.

The installation will comprise 4 lines of shading systems, with a total installed power of 344 kW peak. Photovoltaic production will be around 390,000 kWh, which will be consumed by the school itself, representing around 10% of its annual consumption.

The project involves Nantes Métropole, which is making its car park available, the AFUL Chantrerie through the SAS “EnR Chantrerie”, which is responsible for the design, construction and maintenance of the facilities, and the school, which rents the facilities to benefit from the electricity produced.

This partnership, which takes the form of a 30-year lease, will enable the school to benefit from renewable, locally-produced energy at a controlled rate that is not subject to fluctuations in the energy markets. It also reflects the school’s involvement in the collective dynamic underway at La Chantrerie and, more broadly, in the ecological transition.

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Area 4 – Diversity

Diversity of our staff

New arrivals

Heidi DERRIEN

Open-ended contract 1st Dec.
Head of Business Applications
DISI
Nantes Campus

Amélie PIVETEAU

Open-ended contract 1st Dec.
Accounting manager
Secondary accounting agency
Nantes Campus

Karine ORSONNEAU

Fixed-term contract 6 months
Department Assistant
DELMA
Nantes Campus

Maarouf ABDOU ALIO

Fixed-term contract 1st Dec.

R&D Engineer

DSEE

Nantes Campus

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Area 5 – Simplification and decompartmentalisation

communication **Better**

HR side

Management community seminar

On Monday 18 December 2023, the 1st Management Community Seminar was held in Lorient, with the main objectives of :

- Enable managers to identify with a business or functional community, so that they can share practices, discuss their problems, be recognised as front-line players in the smooth running of the team and contribute to changes in the organisation.
- Take ownership of and work on the implementation of the strategic plan with the teams.

The event brought together 46 managers in a friendly, collaborative atmosphere.

Our boards

The IMT Atlantique School Council was held on 22 November on the Brest campus.

You will find the agenda, all the working documents and the presentations as for each session [on the governance pages](#).

The key points include

- highlights of the school's activities and successes over the last six months,
- an overview of international rankings
- FISA, Master's and school diploma tuition regulations
- the school's carbon footprint
- 2023 recruitment review
- an update on job placement for engineering graduates and, for the first time, for masters and PhD graduates.
- an update on COFUND SEED
- and finally the initial 2024 budget, which was adopted by the School Council.

We have also proposed to the external members of the School Council that we think together. Given the disaffection of young people with scientific studies and the diversity of the courses available to them, we cannot achieve our objective of increasing our enrolment by 26% without exploring new sources and thinking about new ways of recruiting. As we emphasised in our strategic plan, this objective must also be combined with our strong commitment to gender diversity and diversity of origin in the broadest sense, in order to attract new talent while maintaining the quality of our future engineers. We therefore want to compare our visions and draw on the experience, challenges and current thinking of players in the socio-economic world and local authorities. We will be launching this process at the beginning of 2024, with a view to discussing it at the School Council meeting on 11 April 2024.

The Research Committee meeting was held on [15 and 16 November on the Rennes campus](#).

[Click here for working documents](#) on :

1. [2022-2023 review: highlights and indicators](#)
2. [Policy and actions to support young lecturers and researchers](#)
3. Scientific Focus
 - [Odyssey team](#)
 - [RESOH Chair](#)
4. [Strategic corporate partnerships](#)
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8. [The Europe strategy](#)

A face-to-face meeting of the Executive Committee was held in Rennes on 4 and 5 December. Topics discussed included

- Decision to create two new departments and acceptance by Mr Tinashe Mutwangwa of the post of head of the “Data Science” department.
- Information on the increase in salaries for doctoral students over the next three years, and [the launch of the NAIADE chair](#) (Navalisation de l’Intelligence Artificielle pour l’aide à la DEcision) on naval applications of artificial intelligence.
- Budget update: The budget allocated to the school for 2024 has increased for HR and decreased for operations (general budget). The operating budget allocated to each department is therefore limited to 80% of the initial requests of each entity, which means that budgets can be allocated and the first expenses incurred at the beginning of the year. The bilateral budget meetings in May and June will provide an opportunity to review the level of consumption and any warnings.
- Continuation of the carbon audit and initiation of a mobility plan: now that the carbon audit has been finalised, the next phase will be to draw up an action plan.
- 2024 recruitment plan and EC 2024 campaign
- International rankings (see School Council documents)
- Update on the implementation of the strategic approach: the strategic plan was adopted in November 2022. In addition to the text of the plan itself, we have identified sixteen markers that should guide our actions.

While entities have been identified to coordinate the definition and implementation of specific actions for each of these markers, most of them are cross-cutting in scope within the school, and the various departments and directorates will be asked to contribute to them. The work carried out at this stage has included identifying the possible contributions of each entity. As we have undertaken to do, we will draw up an assessment of this first year for the School Council meeting on 11 April 2024, and will present it to you.

- Presentation of EULIST: the General Management of the Institut Mines Télécom presented the EULIST European University to the Board of Directors.
- Update on the phased retirement scheme
- Sophie Prioul presented the process for drawing up an Emergency Business Continuity Plan (PUPA).

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Campus life

- **RAK elections: 8 January** : Elections to renew the members of the Board of Directors (6 members) and the Audit Committee (2 members) will take place on **8 January 2024** for a 4-year term.

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A user-centred IS

Why digital transformation and usages?

The school has embarked on a digital transformation, but what motivated it to do so? Here are the four main reasons why students and staff wanted to embark on this transformation.

- **Absorb the future increase in student numbers** : +26% in 5 years, with a smaller increase in human, material and financial resources. Digital technology is an enabler, freeing up vital time to manage these future students. Many departments are keen to seize this opportunity: teaching and research departments, DFVS, DRIPA, DISI, DPSG, Maisel/MdE, etc.

To achieve this, the school has set itself a number of targets:

- maximise the use of current information systems by providing better digital training for staff and support for new employees to help them quickly get to grips with these systems;
 - information systems that are more efficient, more intuitive and better adapted to needs ;
 - shared collaborative tools to avoid spreading ourselves too thinly and maintaining several redundant systems;
 - a high degree of fluidity and data sharing, enabling the school to be steered more effectively, and automating the dashboards and surveys requested by various institutions;
 - Purchasing software packages, rather than developing them in-house, which are easier to implement and maintain. Their use guarantees a high level of security and less impact on internal IT infrastructures.
- **Remain an attractive school** : The school has a duty to make the day-to-day lives of its employees easier by providing them with up-to-date and simple information systems! In 2023, however, we noted a departure motivated by the cumbersome nature of the school's working environment: this is a warning sign that is pushing us forward with our digital transformation. Let's offer everyone effective, simple resources, adapted to smooth operation on our campuses and on the move, with high-performance, proactive support. Let's let our future recruits know about it, to encourage them to come and join us.
 - **Limiting global warming**: The school is strongly committed to the ecological and social transition. Worldwide, digital technology is responsible for 4% of greenhouse gas emissions, and the trend is rising sharply. We all need to look at how we use digital technology and adopt more environmentally-friendly practices. A project to define a responsible digital policy is an integral part of our digital transformation. The first results are expected in 2024.
 - **Preparing for future changes**: We note that changes impacting our operating methods have been occurring at a regular rate since the merger (COVID, cyber risks, attack alert levels,

etc.). How can we achieve resilience? By equipping ourselves to manage and monitor projects effectively, by being able to integrate new hypotheses, by being very close to users in our approach and by supporting them through change.

In concrete terms, the digital transformation and the transformation of uses are reflected in the launch of major projects such as the acquisition of the future school management system (the replacement for Pass), the choice of a collaborative solution common to the ITM, the implementation of a self-BI solution([Connecté.e newsletter #54](#)), the CRM([Connecté.e newsletter #51](#))... These projects lead to the transformation of the professions. They are also an opportunity to professionalise project management. The method used to manage these transformation projects is itself a transformation of the school's practices.

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Thank you for reading. I wish you all a very happy holiday.