

Welcome PhD Intake 2024!



PhD Office



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Introduce yourself to the group in 1 minute – chrono!



Who are you? Give us three key facts that you would like to share with the group

Welcome Program



Today

9:30-11:30 Welcome PhD Life & Program

12:00-14:30 Lunch with PhD Community

Tomorrow

10:30-12:15 Presentation Research Depts

12:30-14:30 Lunch & Campus Tour with PhD Rep

15:00-16:00 Photo

17:00-19:00 Welcome Cocktail

Wednesday

9:30-11:30 Student Affairs

14:00-16:00 Welcome to France

Thursday

11:00-11:45 Meet the PhD Office

12:00-18:00 Palace of Versailles

Friday

14:00-17:00 Reverse Engineer an Academic Career



What you should know about HEC Paris

142 Years of Excellence in Business Education



1st intake
of the Ecole des Hautes
Etudes Commerciales



Start of the MBA
program (ISA-Institut
Supérieur des Affaires)



Start of the
Doctoral Program

Launch of the 1st
100% online
Master

1881

1964

1969

1972

1975

2012

2018

Inauguration of the
Jouy-en-Josas campus
by General de Gaulle

Creation of
the HEC
Foundation

Extending the campus
(by architect
David Chipperfield)

142 Years of Excellence in Business Education



4 500

Students in degree programs



8 000

Participants in
Executive Education



140

Permanent professors



70 000

Alumni



1st

European Business School
(Financial Times)



HEC Paris PhD Program

61 PhD Students

Finance: 12 students

Strategy: 12 students

Economics & Decision Sciences: 11 students

Accounting & Management Control: 6 students

Marketing: 6 students

Information Systems & Operations Management: 5 students

Management & Human Resources: 5 students

Law and Regulation: 4 students



2024 Intake (You!)

- 360 applicants
- 13 integrate the program
 - 3 Chinese
 - 7 French
 - 1 German
 - 1 Iranian
 - 1 Turkish



PhD Program Structure and Milestones

PhD Program Overview

- Y1-2: Research Master
 - ▶ Courses (Y1-2)
 - ▶ Research: summer paper (Y1), research thesis (Y2)
- Y3-5: Doctoral Studies
 - ▶ Dissertation papers
 - ▶ Conferences, academic visit
 - ▶ Yearly mini-defenses
 - ▶ Job market, PhD defense

Y1-2: Courses

- Core courses (Y1): choose among set of core courses
- Specialization courses: obligatory
- Electives, specialization courses in other specialization or outside HEC: to reach required number of ECTS

PhD intranet

Choose Your Coursework

- Course registration is organized **per term**
 - ▶ Inform Françoise asap in case you decide to drop, add, replace a course
- Choose your coursework in agreement with your **mentor / PhD coordinator**
- Possible to **waive and replace** courses (even core/obligatory) if you took a similar course before or another course is better suited for you, and replace with more advanced course (at HEC or outside)
 - ▶ Must be approved by mentor/PhD coordinator + PhD director
- Auditing is possible if professor allows it (check course catalogue) → enroll with Françoise

Courses outside HEC Paris

- HEC PhD students have access to courses at
 - ▶ Master in Economics (HEC Paris/ENSAE/Polytechnique): economics; econometrics
 - ▶ ENSAE: statistics; data science
 - ▶ PhD at TUM School of Management: management; data science for management
 - ▶ See the PhD intranet for details
- Other schools: at your initiative (faculty/PhD office can help)
- Summer schools (EIASM, Medici Summer School, doctoral consortia, etc.): at your initiative; discuss with advisor and senior students

Y1: Research tutorial & Summer paper

- The **research tutorial**
 - ▶ 20 hours of one-on-one coaching by research faculty (**first-year tutor**)
 - ▶ Deep dive into a topic (linked to your dissertation theme)
- ... serves as the basis for your **summer paper**
 - ▶ Inception of a research paper
 - ▶ Defended in October-Y2 in front of (at least) 3 professors

Y2: Research Thesis

- The **research thesis** is an advanced draft of a complete paper
- Can be continuation of summer paper or a new project
- Aim is for this to become one of the three papers in your dissertation
- Supervised by **second-year tutor**
- Defended in June-Y2 in front of (at least) 3 professors
- **Important:** Get feedback from multiple professors (not only your tutor)

Research seminars: learn – always learn

- Attend without moderation the numerous research seminars, brown bags, conferences, and academic events organised at HEC
 - ▶ Gives you idea of where the field is (hot topics, theories, etc.)
 - ▶ Gauge the standard of research methods, designs, data
 - ▶ Exposes you to good (and bad) presentation skills
 - ▶ Offers networking opportunities (with speaker and attendees)
- ECTS credits for seminar attendance
 - ▶ Format of assignment is specific to each specialization

Professionalization workshops

- Reverse engineer an academic career
- Writing workshop
- Publishing workshops
- Job market workshop
- Research ethics
- Research reproducibility

Y3-5: Doctoral Studies

- **Work on your research**
 - ▶ Can work solo and/or with co-authors (students, advisor, other profs.) to learn and benefit from their expertise, skills, network
 - ▶ Meet very regularly with your advisor
 - ▶ NB: Advisor chosen at end of Y2
 - ▶ Get feedback from multiple profs not just your advisor
- **Conference presentations** to get feedback on your work and build your network
- Optional: **Academic visit** at a top university to work with faculty and build your network (from a few weeks to one year)
- **Yearly mini-defenses**: get feedback and guidance, hone your presentation skills, plan for next year, etc.
- Research seminars. Can take courses. Keep learning!

The finish line

- **Academic job market**

- ▶ Starts in Summer-Y4 or Fall-Y5 depending on field
- ▶ Job market has explicit and implicit norms and processes – talk with professors and senior PhD students to be prepared

- **PhD thesis defense**

- ▶ PhD thesis: three research papers
- ▶ Defended in front of the PhD Thesis Committee (at the minimum: advisor + 2 external reviewers + 1 examiner)

The finish line

- Can I stay for a 6th year?
 - ▶ Admittance to 6th year is decided case-by-case and only with solid argumentation
 - ▶ No funding from PhD Office
 - ▶ Alternative funding can come from external sources or via bank loan

Doctoral school

- HEC Paris PhD diploma is an officially recognized doctorate degree because we are part of a “Doctoral School”



- ▶ 5 schools in engineering and science + HEC is co-accredited
 - ▶ 1000 researchers, 1000 PhD students
 - ▶ Mostly science and technology, but also some economics / management / social science
- You register in the Doctoral School as of Y3

Yearly Progress Report

- Progress report at the end of each year (June) to check on your progress, provide feedback and advice, take actions if necessary
- Evaluation committee: PhD Program Director + PhD Department Coordinators
 - ▶ Admittance to the next year and renewal of the scholarship is subject to you meeting program requirements and showing sufficient research progress

End of Year 2

- Requirements for Research Master
 - ▶ 120 ECTS over 2 years (60 in Y1 + 60 in Y2)
 - ▶ $\text{GPA} \geq \text{D}$
 - ▶ If you do not meet these requirements: make-up exam or retake courses (see academic regulations)
- Requirements for admittance into Doctoral Studies phase
 - ▶ $\text{GPA} \geq \text{C}$
 - ▶ Research thesis $\geq \text{B}$
 - ▶ In last three years, 97% of students progressed into Y3



Financial Resources

Financial Resources – Personal

- Scholarship
 - ▶ Four installments: beginning of October, January, April, July
 - ▶ Funded by: HEC, HEC Foundation, EUR
- Many TA / RA jobs available – Inquire with advisor / faculty
 - ▶ No obligation
 - ▶ Paid 24 euros gross/hour (max. 450 hours per year)
 - ▶ As of Y3, you may consider some teaching – don't overdo it!

Financial Resources – Research

- **Calls for projects** from GREGHEC and EUR (4 per year)
 - ▶ Data, lab experiments, etc.
 - ▶ Summer schools, conferences
- **Virtual machines** (e.g. AWS)
 - ▶ Up to 1000 euros/year
- **Conference presentations** (condition: paper competitively accepted)
 - ▶ Y2: one conference total max. 2000 euros
 - ▶ Y3+: two conferences total max. 4000 euros/year
- **Academic visit** (up to 12 months)
 - ▶ Roundtrip ticket + visa fees + mandatory health insurance
 - ▶ Additional living scholarship



Final Words of Advice

You are not alone

- Do not think that being a researcher is a solitary endeavour
- Getting and accepting feedback (constantly!) is an essential part of our job
- It is not always comfortable... but it always improves our output
- Benefit from the HEC research community: knock on doors, organise to have lunch, ask about what professors are working on, share your ideas early on, multiply your sources of advice
- You should have a special, but not an exclusive relationship with your advisor

Manage your time

- Time goes fast – keep track of your milestones
- Structured activities tend to prevail over unstructured ones – research process is often very unstructured
- Make clever trade-offs about improving your various skills
 - ▶ Choose TA/RA work that offers a valuable learning opportunity
 - ▶ One teaching experience in Y3/Y4 can be good
 - ▶ Presentation skills very important

Key transitions







- Often experienced as particularly stressful
 - ▶ From Y1 to Y2 (consuming to producing research)
 - ▶ Y4/5 going on the job market (from student to professor)
 - ▶ Stressful, but relatively framed and guided
- Be aware of what happens in between (Y2/3): this is where slack occurs
 - ▶ Continue to come to campus, meet with your advisor and other professors, interact with your peers, be part of our research community
 - ▶ Creativity is an iterative and interactive process, curiosity is sparked by exchange and discussion, perseverance is easier when it is a shared endeavour

A challenging journey

- Doing a PhD is challenging
 - ▶ Expect obstacles (e.g. access to data)
 - ▶ Expect set-backs (e.g., paper rejection)
 - ▶ Expect competition (e.g., other research teams working on the same question)
 - ▶ Expect dead-ends (e.g., research idea does not crystallize into a contribution)
- These are not individual failures, but part and parcel of every researcher's daily life. Accept ups and downs and learn to attenuate their negative consequences
- Rely on your network of peers
- Look out and care for each other
- Come and talk to the PhD Team & your student representatives

PhD Representatives

- Intermediary between PhD students and PhD Program as well as HEC Paris

 Paul BLIOT Management and Human Resources (4th year)	 Deepak HARAN Strategy and Business Policy (3rd year)	 Vittoria IANNOTTA Economics and Decision Sciences (3rd year)	 Andrew MONTANDON Strategy and Business Policy (2nd year)
 Angele MARINELLI Strategy and Business Policy (1st year)	 Grace Yong An FU Management and Human Resources (1st year)		

- We need one rep from the new intake (you!)