

ESSEC PhD Program

Structures and Forms of Doctoral Programmes in Business/Management Studies

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EIASM

NPhD Workshop

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Doctoral education at ESSEC

- Long experience in doctoral education
 - 40 years old experience (thanks to our partner, IAE of Aix en Provence, preparation of the French Doctorate)
 - The European tradition

 - Performance
 - More than 170 dissertations prepared at ESSEC were completed (with the highest honors)

 - 2006: a new program is launched "the ESSEC PhD"
 - The American model
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The ESSEC PhD program

- ❑ 5+ concentrations: Accounting and Auditing, Economics, Marketing, Management (OB, Strategy, MIS, Management Control), Operations Management & Decision
 - ❑ 2 years (700 hours) of courses
 - ❑ Dissertation proposal
 - ❑ 2 years to complete the dissertation
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The ESSEC PhD program

- 1st Phase: class work for 2 years
 - An academic advisor for each student
 - Permanent socialization with Faculty (research seminars, job talks, informal and formal gatherings)
 - General requirements
 - Business courses
 - Fundamentals (economics, organizational behavior, statistics)
 - Research Methods
 - Epistemology
 - Professional development
 - Concentration specializations
 - Preliminaries exams (2 broad exams + research paper)
 - MS in Business Administration Research
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The ESSEC PhD program

- 2nd Phase: Candidacy (2 years+)
 - Dissertation supervisor
 - Dissertation proposal defense (before T2 of Y3)
 - Dissertation committee
 - Dissertation defense

 - Ph.D. in Business Administration
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Available resources and obligation

Resources: in addition to what is necessary to carry on research (data bases, library, computer services, faculty)

- ❑ Office space (offices, cubicles)
- ❑ 25 work stations, printers, copying machines
- ❑ Funding for 4 conferences
- ❑ Funding for overseas internship
- ❑ Special funding for the ESSEC Singapore campus

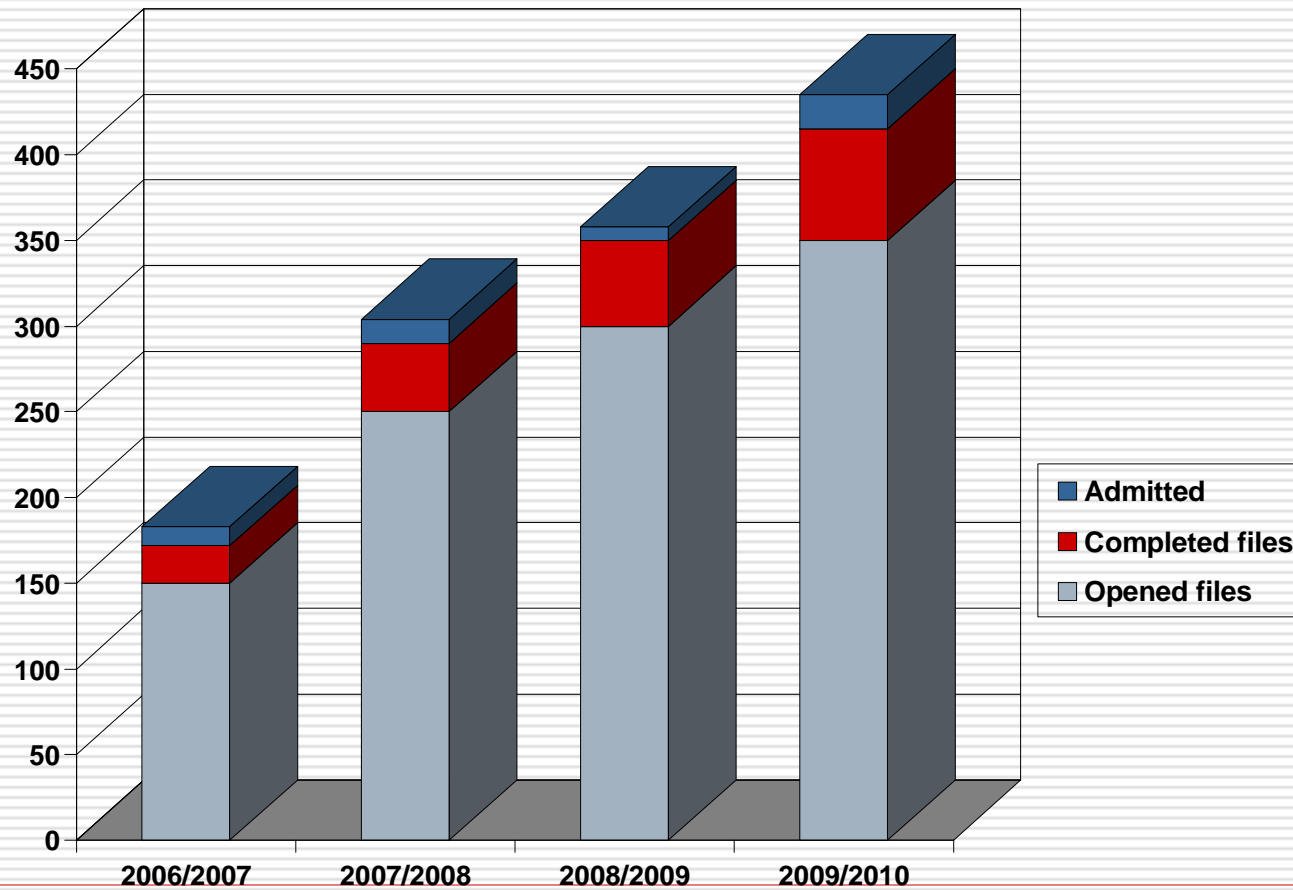
Obligation:

- ❑ Work hard and succeed, if not ... termination from the program
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Selection procedures

- ❑ AOL (2 sessions, January and May)
 - ❑ Files are transmitted to the « concentration » which ranks candidates (criteria: quality of the application, Faculty expertise and interest)
 - ❑ PhD Committee selects based on the “concentrations” recommendation and resources availability (scholarships)
 - ❑ 15/20 per year over 120-150 validated applications
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Recruitment Progress of the Ph.D. Program since 2006/2007



The PhD students cohorts 1st, 2nd, 3rd and 4th years

- 44 students/ 60 recruited
 - National origins: American (1), Bielo-Russian (1), Brazilian (1), Canadian (1), Chinese (8), French (9), Indian (1), Iranian (6), Italian (2), Korean (4), Lebanese (3), Dutch (1), Malaysian (1), Pakistanis (1), Romanian (1), Taiwanese (1), Turk (1), Ukrainian (1)
 - Concentrations:
 - Management (BP/strategy, OB/HR, MC, MIS): 18
 - Economics and Finance: 9
 - Marketing: 8
 - Operations Management and Decision Science: 5
 - Accounting and Auditing: 4
 - GMAT Average: 690 (650-770)
 - Previous degrees: MSc, MBA, MS, Doctorate (10% of straight BS)
 - Age average: 28
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The PhD Program staff

- 1 secretary
 - 1 administrative assistant
 - 75 intervening faculties
 - 5 concentration coordinators
 - 1 PhD committee
 - 1 steering committee
 - 1 dean
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MY CHALLENGES

1st challenge

- To keep the intellectual ambition while providing the necessary strong methodological base
 - Lively, exciting and stimulating academic environment
 - Students involvement in the academic life
 - Rigorous mastering of scientific methods and tools
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2nd challenge

- To provide opportunity to students to spend several months in a Foreign institution
 - Go from the craft to the industrial
 - Build a network among selected European and overseas institutions
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3rd challenge

- Improve interfaces between doctoral education and academic life
 - Meet the editors and the victims
 - First hand supervised teaching experience
 - Participation to major conferences as active contributors
 - Students involvement in selected activities of the faculty
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4th challenge

- Keep the pressure with empathy
 - The “compassionate” dissertation advisor
 - Fairness for all
 - Clear, simple but demanding rules
 - Positive attitude, always
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5th challenge

□ Train the trainers

- to create a shared frame of references
 - to develop clear and understood by all guidelines
 - to devote time to some very demanding and ... (a minority, of course, colleagues)
 - to “institutionalize” the program within the Faculty
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6th challenge

- To make students write in English
 - Creative writing courses
 - Many written reports
 - Internship in an English speaking country
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7th challenge

- Find new resources
 - Students !!!!!
 - Prospective employer academic institutions!
 - National governments and EU?
 - Cost sharing with in house profitable programs
 - Cost sharing with European partner institutions
 - Market our seminars
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