

emlyon Open, Transparent and Merit-based Recruitment Policy for Permanent Professors

Updated July 2025

1. Centralized Decision-Making for Position Openings

Decisions to open positions for permanent professors are centralized at the Dean for Faculty & Research level. These positions are aligned with the school's global strategic objectives and the budgetary decisions made by emlyon's Executive Committee. The profiles for these positions are determined based on the needs articulated by the Heads of Department, whom the Dean regularly convenes. The Academic Senate, the emlyon academic consultative body, is consulted. Then, the Permanent Faculty's representative body, the Faculty Committee, is informed about the number and types of positions available.

2. Decentralized Selection Process

The selection process is decentralized to selection committees, each composed of a minimum of three professors, ensuring a balanced representation of permanent professors' levels, as well as gender and national origins. The Head of Department appoints the selection committee, which may include members from other departments as necessary. A Permanent Faculty Coordinator oversees the administrative process and ensures compliance with the recruitment policy. A designated 'Vigie Egalité & Diversité' within the selection committee is responsible for looking at the distribution of male and female applicants and ensuring fairness throughout the assessment stages.

3. Application Assessment Procedure

The assessment of applications follows a minimum of three steps (selection committees may introduce additional steps tailored to the specificities of their applicant pool, provided this does not increase the administrative burden on candidates):

- 1) Members of the selection committee review application packages to create a shortlist of candidates who meet the most criteria. Candidates not advancing at this stage are notified by the Permanent Faculty Coordinator.
- 2) Shortlisted candidates are invited to a recruitment day (usually held online), which includes
 - a) a job talk presentation
 - b) one-on-one interviews with committee members. Each permanent professor attending the job talk completes an assessment grid, and the results are aggregated to identify the top one and top two applicants.
- 3) Finalists are interviewed by the Dean for Faculty & Research and/or the Associate Dean for Research. The Dean communicates the final decision.

4. Centralized Contracting Process

Contracting is managed centrally by the Dean for Faculty & Research in collaboration with the Faculty Manager and the HR department. A relocation service is provided to assist each new permanent professor in moving to the geographical area of the campus, primarily the Lyon region.

5. Onboarding Process

Onboarding is coordinated at the Faculty Support Staff level for standard administrative requirements and the scheduling of welcome meetings and presentations, while also decentralized to individual departments. The Head of Department appoints an onboarding referent to facilitate social integration at emlyon and provide work-related guidance.

Policy on Recruitment Practices: emlyon adheres to a strict no-inbreeding policy: the institution does not recruit former PhD or doctoral students, nor students who have been supervised by a member of the Permanent Faculty, until they have gained academic research experience elsewhere that positions them on par with an associate research professor at emlyon.