

PhD Charter of the SIE Doctoral School

Version approved by the SIE Doctoral School Council on 18 October 2022

- Having regard to the Education Code,
- Having regard to the Research Code,
- Having regard to Decree no. 2009-464 of 23 April 2009, as amended, concerning contractual PhD students in public higher education or research establishments,
- Having regard to Decree no. 2021-1233 of 25 September 2021 on the private-law PhD contract provided for in Article L. 412-3 of the Research Code,
- Having regard to the Decree of 25 May 2016 setting the national framework for training and the procedures leading to the award of the national doctoral diploma, amended by the Decree of 26 August 2022 amending the decree of 25 May 2016 setting the national framework for training and the procedures leading to the award of the national doctoral diploma,
- Having regard to the Decree of 22 February 2019 defining the competencies of doctoral graduates and registering the doctorate in the National Registry for Professional Certification.

Preamble

PhD training. PhD training is done for and through research, and constitutes professional research experience. It leads to the generation of new knowledge.

The PhD student carries out a personal research project of scientific, economic, social, technological or cultural interest. This work is complemented by specific training organised by the doctoral school, and by cross-disciplinary training organised by the Paris-Est Sup doctoral studies department. Additional training is also available.

The national PhD diploma. Doctoral training leads to the award of the national PhD diploma. This diploma is awarded by one of the authorised establishments on the Paris-Est site: it confers on its holder the grade and title of doctor.

The PhD charter. This charter has been drawn up in compliance with the Decree of 25 May 2016, setting out the national framework for training and the procedures leading to the award of the national PhD diploma, amended by the Decree of 26 August 2022, amending the Decree of 25 May 2016, setting out the national framework for training and the procedures leading to the award of the national PhD diploma.

It defines the rights and obligations of all those involved in doctoral training, setting out the ethical principles that underpin current regulations and practices already tried and tested, while respecting the diversity of disciplines and establishments. Its aim is to guarantee the scientific excellence of doctoral studies and facilitate the integration of PhD students into the workplace.

This charter has been drawn up under the responsibility of the following establishments: École des Ponts ParisTech, Université Gustave Eiffel and Université Paris-Est Créteil Val de Marne. These establishments are committed to preventing, handling and combating all forms of discrimination, whether related to gender, origin, religion, sexual orientation, disability or economic or social status. They have also pledged to take all steps to ensure that the principles they set out are respected when preparing co-supervision theses.

Parties concerned At the time of registration, the PhD student signs this charter with the thesis supervisor and any co-supervisors, the management of the host research unit, and the management of the doctoral school to which he or she belongs.

1. Starting a PhD

The preparation of a thesis is based on a free agreement between the PhD student and the thesis supervisors and any co-supervisors. This agreement covers the choice of topic and the working conditions required to ensure that the research can be carried out.

The thesis is prepared in a research unit affiliated to the SIE doctoral school.

The thesis supervisor may be changed with the agreement of the PhD student and the former and new thesis supervisors at the time of re-registration, or at another time in cases of force majeure.

This work may also be carried out in public industrial and commercial establishments which conduct research missions, private training or research establishments, private research foundations, private companies and government departments. In such cases, the conditions for carrying out research and preparing the doctorate are set out in the training agreement (see 2.1 below).

1.1. Determining the thesis topic

The PhD student and the thesis supervisor agree on the thesis topic. This is indicated in the registration form.

The thesis supervisor, who is asked to supervise the thesis because of his or her recognised expertise in the field of research concerned, must ensure that the subject is innovative and that the research leads to a high-level work that is both original and ground-breaking, and that is feasible within the time-frame set for the thesis (see paragraph 3).

The PhD student commits to a work schedule and timetable, drawn up in consultation with his or her thesis supervisor, the supervisory team and the host team, who in turn commit to supporting the PhD student in accordance with this schedule. He or she must show initiative in conducting research. He or she regularly informs the thesis supervisor of the progress of the thesis. He or she informs the thesis supervisor immediately of any difficulties encountered.

1.2. Means for writing the thesis

The thesis supervisor, the management of the PhD student's host research unit, and the management of the doctoral school to which the student belongs inform the student of the various sources of funding available to prepare his or her thesis (public or private doctoral contracts, regional grants, industrial grants, CIFRE, etc.).

Enrolment in the SIE doctoral school is only possible if the PhD student's net monthly income exceeds 110% of the French minimum wage (1,460 euros as of 1 May 2022). For co-supervision theses, the minimum remuneration requirement applies only during the PhD student's stay in the research team affiliated to the SIE doctoral school.

The thesis supervisor, who is (necessarily) affiliated to EDSIE, must define and bring together the resources needed to complete the work. To this end, the PhD student is integrated into the research unit being evaluated by the host HCERES, where he or she has access to the same collective resources and means for carrying out research as those available to tenured researchers (equipment, means, in particular IT resources, documentation, the possibility of attending seminars and conferences and presenting work at scientific meetings). The laboratory management takes the needs of PhD students into account when allocating laboratory resources.

The PhD student agrees to comply with the rules of community life shared by the members of the research unit and to respect the prevailing scientific code of ethics (see Code of Ethics), as well as the rules governing access to and use of data, which may be defined in an IT charter.

The PhD student cannot compensate for any failures in the research unit's technical supervision. He

or she may be entrusted with tasks or participate in the life of his or her research unit or registration establishment only insofar as this does not significantly delay the progress of the thesis.

At the time of annual registration, the doctoral school management checks that the scientific, material and financial conditions are in place to ensure that the PhD student's research can proceed smoothly.

Finally, in agreement with their thesis supervisor, PhD students can indicate their wish to apply for the "European Doctorate" label when registering for the first year of their thesis, or even when registering for the second year. (see *below* paragraph 5.1). He or she may also enter into a co-supervision procedure.

2. The doctorate, part of a personal and professional project

Preparing a thesis must be part of a personal and professional project, with defined goals and requirements. It implies clarity of objectives and the means used to achieve them.

2.1. The professional project

The professional project, which is likely to evolve during the thesis, must be defined at the time of first registration: the PhD student undertakes to draw up a document outlining this project. Based on this document, an appropriate training plan is drawn up and included in the training agreement that must be signed when first registering for the thesis. The initial version of the training agreement is signed by the PhD student, the thesis supervisor, any co-supervisors, the head of the research unit and the head of the doctoral school to which the student belongs. The professional project and training agreement may be adjusted during the thesis.

PhD students must receive information on academic and extra-academic career opportunities in their field. Information and statistics on the career prospects of PhDs trained in the host research unit are provided by the doctoral school, the PhD supervisor, the Paris-Est Sup doctoral studies department or the institution in which they are registered.

The thesis supervisor helps the PhD student prepare for a future career, whether in academia or elsewhere. The thesis supervisor is encouraged to keep abreast of the career development of the PhDs he or she has trained.

At the same time, it is the PhD student's responsibility, with the support of the advice provided by the host research unit, the doctoral school to which he or she belongs, and the Paris-Est Sup doctoral studies department, to consider his or her professional future by contacting potential future employers (laboratories, universities, companies, in France or abroad, etc.).

Finally, each PhD student is encouraged to respond to any request for information about his or her integration into the workforce and career path after the doctorate. The PhD student shall provide information on his or her professional situation for the five years following completion of the doctorate to his or her thesis supervisor, the doctoral school, the Paris-Est Sup doctoral studies department and the establishment where he/she was registered. PhDs are advised to provide this information by updating the account used during their thesis on the Paris-Est Sup doctoral management platform.

2.2. Pedagogical training requirements

The PhD student must comply with the regulations of the doctoral school to which he or she belongs, and in particular with the pedagogical requirements laid down by that school.

In this way, he or she can take part in specific training courses listed in the training catalogue proposed by the doctoral school, or take part in activities recognised by the doctoral school as part of doctoral training (participation in or organisation of scientific days, participation in doctoral governance bodies, etc.).

In order to broaden their scientific skills, PhD students may also, on the recommendation of their thesis supervisor and after obtaining their agreement, take part in so-called "off-catalogue" training courses, given for example in establishments that are not part of the Paris-Est site. In all cases, the courses taken must be approved by the doctoral school management.

In addition, PhD students follow so-called "cross-disciplinary" training courses offered and approved by the Paris-Est Sup doctoral studies department.

Each PhD student must complete at least 90 hours of training over the course of the thesis, including at least 30 hours of professional or pedagogical training.

In addition, of these 90 hours of doctoral training, at least 30 hours will come from cross-disciplinary training offered by the doctoral studies department (see section 6 below on training in research ethics and scientific integrity).

Each year, PhD students can validate 2 hours of training for participation in a laboratory day, a conference or the SIE doctoral school day. The number of hours validated is increased to 4 in the case of oral or poster presentations and to 8 hours in the case of participation in the organisation of the event (non-cumulative hours). In this context, a maximum of 12 hours can be validated per academic year.

PhD student representatives elected to the ED SIE council or to their laboratory's representative bodies (laboratory council) are entitled to 10 hours of training per academic year.

In this context, a maximum of 20 hours can be validated for the duration of the thesis.

2.3. PhD student's portfolio

During the course of their thesis, PhD students compile and regularly update a portfolio, which provides an individualised list of all the activities carried out during their doctoral training. This portfolio is drawn up from the PhD student's account, created on the Paris-Est Sup platform for the management of doctoral studies. It is advisable to follow the proposed skills framework in order to present in the portfolio the activities carried out in relation to the skills acquired. These activities build on the skills acquired and developed during the doctorate, both in the field of research and in cross-disciplinary areas. They include national and international mobility, training courses taken and validated, additional missions (teaching, supervision, expertise, etc.), dissemination of scientific culture (communications, publications, popularisation activities) or technology transfer.

At the end of the thesis, the portfolio is stamped and validated by the doctoral student's thesis supervisor, and countersigned by the doctoral school management.

3. Supervision and monitoring of the thesis

3.1. Thesis supervision

Future PhD students must be informed by their doctoral school of the number of theses currently being supervised by their future thesis supervisor. Indeed, a thesis supervisor can only effectively supervise a limited number of PhD students at the same time, if he or she is to be able to follow their work with all the necessary attention. This number may not exceed 8 PhD students.

PhD students are entitled to personal supervision from their thesis supervisor who undertakes to devote them a significant amount of time. The principle of regular and frequent meetings must be agreed at the time of the initial agreement.

The thesis supervisor is responsible for the scientific direction of the PhD student's project. A thesis may be co-supervised in the case of a joint thesis, a thesis involving collaboration between two research units or a thesis requiring diverse skills. One of the co-supervisors is chosen as the thesis

lead supervisor. The thesis is supervised by the thesis supervisor and any co-supervisors. The members of the thesis management committee must hold an appropriate qualification in research management.

When a doctoral contract has been signed, the thesis may be co-supervised within the entity concerned.

Co-supervisors, who do not necessarily have to hold a qualification to direct research, may also contribute to the scientific supervision of the PhD student. The thesis supervisor is then responsible for coordinating the supervisory team.

In all these cases, the contributions, roles and responsibilities of each person must be clearly defined from the start of the thesis (possibly in the form of a percentage). They are explained to the PhD student and contained in a written document signed by all those involved.

Furthermore, PhD students undertake to submit as many progress notes as their subject requires to their thesis supervisor and, if so requested, to present their work in the research unit's seminars.

The thesis supervisor undertakes to monitor the progress of the work on a regular basis and to discuss any new directions it might take in the light of the results already obtained. It is the PhD student's duty to be regularly informed of any positive assessments or objections and criticisms that may be made of his/her work.

3.2. Individual thesis monitoring committee

An individual PhD student monitoring committee ensures that the programme runs smoothly, based on this doctoral charter and the training agreement. This committee is made up of at least two members, one of whom is a specialist in the discipline or scientific field of the thesis and the other a member from outside the registering institution and the research team. One of the two members must be a qualified research director.

The members of this committee are not involved in supervising the PhD student's work. They may not take part in the examination jury as rapporteurs.

Barring exceptional circumstances, the composition of this committee remains unchanged throughout the duration of the thesis. The PhD student must be consulted on the composition of this committee before its first meeting. One of the committee members may be proposed to the thesis supervisor by the PhD student. The monitoring committee does not replace the thesis supervisor, but is complementary and provides a neutral, external viewpoint on the progress of the doctoral project, so that it can be used constructively.

The individual thesis monitoring committee must meet less than 3 months (not including August) before enrolment in the second year and then less than 3 months (not including August) before each new enrolment until the end of the doctorate.

Before the committee meeting, the PhD student provides the members of his/her thesis monitoring committee with a copy of the progress report, in accordance with the SIE doctoral school model, which will be attached to the re-registration file.

The interviews are organised in three separate stages:

- presentation of work progress and discussions,
- interview with the thesis supervisor and any co-supervisors without the PhD student,
- interview between the committee members and the PhD student and those involved in his/her supervision.

During the interview with the PhD student, the committee assesses the conditions of his/her training and the progress of his/her research. During this interview, it is particularly important to identify any form of conflict, discrimination, moral or sexual harassment or sexist behaviour. In the event of a problem, the PhD student's individual monitoring committee will alert the doctoral school, which will take any necessary measures concerning the doctoral student's situation and the progress of the doctorate.

After the interview, the committee will draw up a report outlining the progress of the thesis, its recommendations for the doctoral project and its opinion on the doctoral student's re-registration. This report is then sent to the PhD student, who may add any comments and remarks before forwarding it to the doctoral school management and the thesis supervisor.

The thesis monitoring committee may be called upon at any time at the request of the PhD student or the thesis supervisor in the event of a problem that may jeopardise the completion of the doctoral project.

4. Duration of the thesis

Standard duration. A thesis forms one stage of a research process. It must respect the planned schedule in accordance with the spirit of doctoral studies and the interests of the PhD student. The standard period for preparing a thesis is three years full-time equivalent devoted to research. In other cases, the maximum duration for preparing a doctorate is set at six years, in particular for PhD students who have a professional activity other than writing their thesis.

Enrolment for a thesis. Enrolment in the first year of the doctoral programme is decided by the head of the enrolment institution, on a proposal from the doctoral school management, after receiving the opinion of the thesis supervisor and the management of the research unit on the quality of the project and the conditions under which it will be carried out. It constitutes admission to the courses offered by the school.

Re-enrolment for a thesis. Enrolment is renewed at the beginning of each academic year by the head of the enrolment institution on a proposal from the doctoral school director, after receiving the opinion of the thesis supervisor and the thesis committee. From the third re-enrolment onwards, the foreseeable deadline for the defense must be discussed, in accordance with progress in the research work. In the event of non-renewal, after receiving the opinion of the thesis supervisor, the doctoral school administration will notify the PhD student of its reasoned opinion. The PhD student may request a second opinion from the academic council research committee or the equivalent body in the institution where he or she is registered. If a non-renewal decision is taken, it is made by the head of the registration establishment, who then notifies the PhD student.

Extensions to thesis enrolment. Extensions beyond the third year or the sixth year, as the case may be, may be granted, by way of exception and in exceptional circumstances, at the reasoned request of the PhD student, after consultation with the thesis supervisor. They are then submitted to the head of the school where the PhD student is enrolled. This agreement does not mean that the PhD student will automatically continue to receive funding.

These extensions are granted in exceptional situations and may be justified for personal reasons. In addition, if the PhD student has been on maternity leave, paternity leave, childcare or adoption leave, parental leave, sick leave of more than four consecutive months or leave of at least two months following an accident at work, the duration of the doctoral studies is extended if the student so requests. The duration of the doctoral training of a disabled PhD student may also be extended by the head of the institution at the reasoned request of the PhD student. Under no circumstances may these extensions substantially alter the nature and intensity of the research work as initially defined by mutual agreement.

Salaried PhD students must inform their employer of any sick leave prescribed during their thesis.

In order to comply with the planned duration, the PhD student and the thesis supervisor must respect their commitments regarding the necessary working time. Repeated breaches of these commitments must be reported to the thesis monitoring committee, which will meet and propose solutions. A mediation procedure may then be organised (see *below* paragraph 8).

Gap period. By way of exception, at the reasoned request of the PhD student, an uninterrupted gap period of a maximum duration of one year may take place once only, following a decision by the head of the enrolling institution, on the advice of the thesis supervisor and the employer, if applicable. During this period, the PhD student temporarily suspends his/her training and research work, but

may remain enrolled (at his/her request) at his/her institution. This period is not included in the duration of the thesis. The institution undertakes to re-enrol the PhD student at the end of the gap period.

Date of defense and registration fees. PhD students may defend their thesis up to the end of December (before the institution closes for the year) without having to pay the registration fees for a further year. If, for reasons beyond the control of the PhD student, the defense cannot be scheduled before the end of the calendar year, a waiver of registration fees for a further year may be granted on an exceptional basis under the conditions set annually by the board of governors of the enrolling institution.

5. Jury and defense

5.1. The jury

Composition of the jury. The thesis supervisor, in agreement with the PhD student and after receiving the opinion of the doctoral school director, proposes the composition of the defence jury and the date of the defense to the head of the establishment where the student is enrolled.

The national PhD diploma is awarded by the head of the enrolling institution on the recommendation of the examination jury.

The PhD is a national diploma and is recognised internationally. The jury must therefore be composed in such a way that it can assess the quality of the thesis according to the international criteria associated with this level of degree.

Scientific or professional competence of members of the jury. The jury members are selected for their scientific and professional skills in the field of research of the thesis. They must be able to give a collective opinion on each aspect of the thesis and on the originality of the work presented in relation to the international context.

Size of the jury. The jury is made up of between 4 and 8 members, including two rapporteurs.

Independence of the rapporteurs. Rapporteurs from outside the SIE doctoral school and the PhD student's enrolment institutions must not have any proven links of interest, subordination or authority with each other or with those involved in the doctoral training of the PhD student. They must not have published on the thesis subject with the thesis management team or with the doctoral student.

Outside members. At least 50% of the jury must be made up of members from outside the registering institution, the SIE doctoral school and its affiliated research units.

Members who are professors or equivalent. At least 50% of the members of the jury must be university professors or equivalent. The following are considered as being equivalent to university professors: persons belonging to one of the bodies listed in the Decree of 15 June 1992 establishing the list of bodies of civil servants equivalent to university professors and lecturers for the appointment of members of the National Universities Council, professors at the École des Ponts ParisTech, research directors at the Ministry for Ecological Transition and foreign research professors belonging to one of the categories listed in appendix 1 to this charter.

Thesis supervision. The views of the thesis supervisor and any co-supervisors are taken into account when assessing the validity of the composition of the defense jury. They take part in the jury but not in its process to reach a decision. Similarly, any person who has participated in the supervision of the thesis may not take part in the process to reach a decision.

Equal representation of men and women. The jury must have a balanced representation of men and women. The thesis supervisor must comply with the following thresholds for the field of study group in question or explain in detail why this is not the case.

Table 1: Minimum number of women and men on thesis juries according to the field of study group described in table 2, selected on the basis of data from CNU section demographic sheets.

| Field of study group | Jury of 4 members (min. 2 PR) | 5 members (min. 3 PR) | 6 members (min. 3 PR) | 7 members (min. 4 PR) | 8 members (min. 4 PR) |
|----------------------|-------------------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| 01 | 1 | 1 | 2 | 2 | 2 |
| 02 | 1 | 1 | 2 | 2 | 2 |
| 03 | 1 | 2 | 2 | 3 | 3 |
| 04 | 1 | 1 | 1 | 2 | 2 |
| 05 | 1 | 1 | 2 | 2 | 2 |
| 06 | 1 | 1 | 2 | 2 | 2 |
| 08 | 1 | 2 | 2 | 3 | 3 |
| 09 | 1 | 2 | 2 | 3 | 3 |
| 10 | 1 | 2 | 2 | 3 | 3 |
| 11 | 1 | 2 | 2 | 3 | 3 |
| 12 | 1 | 1 | 2 | 2 | 2 |

Table 2: Composition of the field of study groups mentioned in table 1.

| R&D code | Field of study group | CNU sections |
|----------|--|--|
| 01 | Mathematics and computing (software design) | 25, 26, 27 |
| 02 | Physical sciences | 28, 29, 30 |
| 03 | Chemistry | 31, 32, 33 |
| 04 | Engineering sciences 1: computer science, automation, signal processing, electronics, photonics, optronics, electrical engineering | 61, 63 |
| 05 | Engineering sciences 2: mechanics, materials engineering, acoustics, civil engineering, fluid mechanics, heat engineering, energy, process engineering | 60, 62 |
| 06 | Earth and space sciences (earth, oceans, atmosphere, space) | 34, 35, 36, 37 |
| 07 | Agricultural and food sciences | No CNU section |
| 08 | Life sciences and fundamental biology | 64, 65, 66, 67, 68, 69 |
| 09 | Medical science and dentistry | 42 to 58, 80, 81, 82 |
| 10 | Social sciences: sociology, demography, ethnology, geography, spatial planning, economics and management, political and legal sciences, psychology | 01, 02, 03, 04, 05, 06, 20, 24, 70 |
| 11 | Humanities: philosophy, history, archaeology, anthropology, literature, linguistics, languages, art sciences | 07, 08, 09, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 21, 22, 23, 71, 72, 73, 76, 77 |

Members of the individual thesis monitoring committee. In addition, members of the individual thesis monitoring committee may sit on the jury but may not be appointed as rapporteurs.

Emeritus professors. No more than one third of the members of the jury may be emeritus professors. And it may comprise a maximum of one emeritus professor as rapporteur.

Internationalisation of defense juries. The internationalisation of defense juries is encouraged. The thesis supervisor must then ensure that the persons proposed for the jury meet the requirements of the Order of 25 May 2016 as amended by the Order of 26 August 2022 amending the aforementioned Order of 25 May 2016, in particular with regard to the equivalence of qualifications to supervise research and the status of university professor(s). The list of qualifications recognised as equivalent to the title of university professor by the SIE doctoral school is given in Appendix 1 to this charter.

"European Doctorate" label. There are special rules for obtaining the "European Doctorate" label. This label has been designed to recognise the European dimension of the doctoral project. It can be obtained by PhD students registered in higher education establishments in the Member States of the

European Union, Switzerland, Iceland, Norway or Liechtenstein.

Part of the PhD must have been prepared during a research stay of at least three months in one of the aforementioned countries.

1. The authorisation to defend the thesis is granted on the basis of reports written by at least three professors, two of whom must be from higher education establishments in two European countries other than the country in which the defense takes place.

2. At least one member of the jury must belong to a higher education establishment in a European country other than that of the country in which the defense takes place.

3. Part of the defense must be conducted in an official language of the European Union other than that of the country in which the thesis is to be defended.

This measure is separate from but may be combined with the co-supervision procedure.

This label does not appear on the diploma, but it is a major factor for fostering international doctoral training.

5.2. The PhD defense

At least two months before the scheduled defense date (extended to three months for periods including the month of August), the PhD student submits his or her defense application to the doctoral school, enclosing the jury composition proposal filled in on Adum and signed by the thesis supervisor. Once the doctoral school has checked that it is compliant, the composition of the jury is approved by the head of the institution awarding the PhD.

The title of the thesis and the PhD speciality may not be changed once the application for submitting a thesis for defense voce has been submitted.

At least six weeks before the defense date (extended to eleven weeks for periods including August), the PhD student submits his or her provisional thesis via Adum and sends a copy of the thesis to each rapporteur.

The doctoral school checks that the thesis submitted does not contain any plagiarised content.

The rapporteurs submit their opinion in written reports sent to the doctoral school, within its stipulated deadline.

Authorisation to submit a thesis for defense is granted by the head of the establishment awarding the PhD, on the recommendation of the doctoral school, based on the opinions of the rapporteurs.

The doctoral school informs the PhD student, the thesis supervisor and the members of the jury that the defense has been authorised by the institution by email, with a copy of the list of the members of the jury, the opinions of the rapporteurs, the date of the defense and the official defense report file to be completed.

After the defense, and in the event of admission, the successful PhD candidate takes an individual oath, undertaking to respect the principles and requirements of scientific integrity throughout his or her professional career, whatever the sector or field of activity.

The oath of scientific integrity is as follows: *"In the presence of my peers. "Having completed my doctorate in [xxx], and having thus practised, in my quest for knowledge, in-depth scientific research by developing intellectual rigour, ethical reflection and respect for the principles of scientific integrity, I undertake, to the best of my ability, in the continuation of my professional career, whatever the sector or field of activity, to maintain integrity in my relationship with knowledge, my methods and my results."*

Five documents are issued after the defense:

- the minutes of the thesis defense: this document is signed by all the members of the jury, including the thesis supervisor; and notes that the oath has been taken;
- the jury's decision to award a pass or fail, signed solely by the jury president;
- the defense report (without reference to the jury's decision): this is signed by all the members

of the jury, including the thesis supervisor. It is made available to the PhD student in the month following the defense;

- the authorisation to reproduce and distribute the thesis, signed only by the jury president, which may be in one of two forms:
 - the jury grants its authorisation for distribution;
 - the jury may not grant its authorisation and ask for corrections: the PhD student then has three months to send a corrected version of the thesis, taking into account the jury's remarks and comments. The jury president must then approve these corrections before the PhD can be awarded.

- the authorisation signed by the PhD student for online distribution of his/her thesis.

The defense must take place on the premises of an establishment that is a member of, or affiliated to, Paris-Est Sup. In exceptional cases, where the thesis work has been carried out as part of a long-term collaboration with another partner, and where the defense requires specific technical resources, a waiver to relocate the defense of the thesis may be granted by the head of the establishment where the PhD student is enrolled. The request, supported by the thesis supervisor, must be sent to the doctoral school director for an opinion, then to the Doctoral Studies Department, before the final decision is made by the head of the establishment where the PhD student is enrolled.

The defense may also be conducted remotely (either partly or wholly), in accordance with the conditions provided for in the Order of 25 May 2016, as amended by the Order of 26 August 2022 amending the aforementioned Order of 25 May 2016.

6. Research ethics and scientific integrity

Research work is conducted on principles of honesty, integrity and responsibility.

The Paris-Est Sup establishments promote the conduct of research by their PhD students in accordance with the requirements of scientific integrity and research ethics.

PhD students and their host laboratories therefore undertake to comply with scientific ethics in their research activities, as set out in the Code of Conduct for Paris-Est Sup establishments, adapted from the national code of conduct for research professions.

PhD students must undergo training in research ethics and scientific integrity. Following this training, the PhD student signs the aforementioned code of ethics.

The establishments concerned, the management of the doctoral school and the research unit to which the PhD student belongs, the thesis supervisor and all those supervising or participating in the PhD student's work undertake to encourage and support this commitment.

7. Publication and promotion of the thesis

The quality and impact of the thesis can be measured, in particular, through the publications, patents and industrial reports that will be derived from the work, whether it is the thesis itself or articles produced during or after the preparation of the manuscript. In accordance with disciplinary practice, the PhD student must be mentioned as one of the co-authors.

The publication and use of the results of the thesis comply with legislation on intellectual property and the rights to use the results.

The thesis defense and the thesis itself are public as a matter of principle. In exceptional circumstances, if the subject of the thesis is of a clearly confidential nature, an exemption may be granted by the head of the registering establishment, allowing:

- a confidential defense,
- limited release and dissemination of the thesis.

Dissemination of the thesis is organised in accordance with the procedures provided for in the defense documents, completed and signed at the time of the defense by the jury president and the PhD student (see paragraph 5.2).

8. Mediation procedure

If dysfunctions are noted and in the event of persistent conflict between the PhD student and the thesis supervisor, or even the director of the research unit, the Monitoring Committee may be consulted by one of the aforementioned parties. It may then recommend that the doctoral school management propose mediation.

The PhD student may also report any difficulties encountered directly to the doctoral school management.

If mediation is organised, without relieving anyone of their responsibilities, it leads the mediators to listen to the parties and to make every effort to help them reach an amicable agreement. In their mediation mission, mediators act impartially and independently with regard to the parties involved. The procedure is confidential and may not exceed one month.

If local mediation fails, the PhD student, or any other signatory of the present charter, may ask the head of the enrolling establishment to appoint an external mediator (from outside the establishment). In particular, it may be entrusted to members of the Paris-Est Sup doctoral training board. Mediators must meet the aforementioned conditions of impartiality and independence. The procedure is confidential and may not exceed one month.

If no agreement is reached, an appeal may be lodged with the research committee of the academic council of the enrolling institution, or the appropriate acting body.

9. Preventing, handling and combating sexual and gender-based violence and discrimination

In conjunction with the "Equality" officers of the establishments on the Paris-Est site and in synergy with the measures already in place, ComUE Paris-Est Sup and its members intend to prevent, deal with and combat sexual and gender-based violence and all forms of discrimination. Any PhD student who is a witness to, victim of or is aware of one of the aforementioned cases of violence may contact the Paris-Est Sup Equality Mission for help and support. The Paris-Est Sup website has a page with useful information on these issues.

As soon as the doctoral school becomes aware of acts of violence, discrimination, moral or sexual harassment or sexist behaviour, it refers the matter to the ComUE Paris-Est Sup reporting system or to the PhD student's enrolment institution.

It should be noted that such behaviour, discrimination or violence may be subject to criminal and disciplinary prosecution.

It should be noted that under Article 40 of the Code of Criminal Procedure, any civil servant who, in the course of his/her duties, becomes aware of a crime or misdemeanour is obliged to notify the public prosecutor without delay and to forward to this authority all information, reports and acts relating thereto.

10. Final provisions and signatures of the parties concerned

The undersigned declare that they are aware of the various provisions of the Doctoral Charter, established within Paris-Est Sup, in application of Article 12 of the decree of 25 May 2016

establishing the national framework for training and the procedures leading to the award of the national doctoral diploma, amended by the Decree of 26 August 2022 amending the Decree of 25 May 2016 establishing the national framework for training and the procedures leading to the award of the national doctoral diploma. They undertake to comply with the clauses of the agreement.

If the PhD student fails to comply with the undertakings of this charter, it may lead to the termination of his or her doctoral training and, where applicable, of his or her employment contract - according to the terms defined by the latter - pronounced by the head of the enrolling establishment, on the recommendation of the thesis supervisor and/or the doctoral school director.

If the thesis supervisor fails to comply with the undertakings of this charter, the management of the host doctoral school may suggest to the head of the enrolment establishment that the PhD student be accompanied under different supervision. The management of the doctoral school and the laboratory will do their best to help the PhD student find such new supervision.

In any event, decisions resulting from a failure by PhD students to comply with their undertakings must be preceded by an attempt at mediation as provided for in Article 8.

Surname:
First name:

Surname:
First name:

PhD student's signature

Research unit director's signature

Surname:
First name:

Surname:
First name:

Thesis supervisor's signature

Doctoral school director's signature

Surname:
First name:

**Thesis co-supervisor's signature
(where applicable)**

Appendix 1



COMPARAISON DES CARRIERES DES ENSEIGNANTS-CHERCHEURS DE PAYS ETRANGERS

Les niveaux sont classés par ordre décroissant

| PAYS | NIVEAU PR |
|--|---|
| Pays de l'OCDE et de l'Union européenne | |
| Allemagne | ▶ professor W3 ▶ Professor W2 |
| Australie Nouvelle-Zélande | ▶ Professor |
| Autriche | ▶ Professor |
| Belgique - Flandres | ▶ Gewoon hoogleraar (PR 1ère cl.) ▶ Hoogleraar (PR 2ème cl.) |
| Belgique - Wallonie | ▶ Professeur (membre corps prof.) ▶ Professeur ordinaire (membre corps prof.) ▶ Maître d'enseignement et recherche(CDD) |
| Bulgarie | ▶ Profesori |
| Canada Québec | ▶ Full professor |
| Chypre | ▶ Professor (CDI) |
| Corée du sud | ▶ Professeur |
| Danemark | ▶ Professor |
| Espagne | ▶ Professor catedratico (avec chaire) |
| Estonie | ▶ Professor |
| Etats-Unis | ▶ Full professor ▶ Professor |
| Finlande | ▶ Professori |
| Grèce | ▶ Taktikos kathiyitis ou ▶ Kathiyitis protis vathmidos |
| Hongrie | ▶ Egyetemi Tanar et Kutata Professor (recherche) |
| Italie | ▶ Professor ordinario (PR 1ère cl.) |
| Lettonie | ▶ Professori |
| Luxembourg | ▶ Professor |
| Mexique | ▶ Professor titular C (cl. ex.) ▶ Professor titular B (1ère cl.) ▶ Professor titular A (2ème cl.) |
| Norvège | |
| Pays-Bas (Utrecht) | ▶ Professor ▶ Core professor |
| Pologne | ▶ Professor zwyczajny (ordinaire) ▶ Professor nadzwyczajny (extraordinaire) |
| Portugal | ▶ Professor catedratico |
| République Tchèque | ▶ Professor ordinario (PR 1ère cl.) |
| Roumanie | ▶ Professeur |
| Royaume-Uni | ▶ Full professor |
| Slovaquie | ▶ Profesori |
| Slovénie | ▶ Redni profesor ▶ Izredni profesor |
| Suède | ▶ Professor ▶ Bitradande professor |
| Suisse francophone | ▶ Professeur ordinaire ▶ Professeur associé ▶ Professeur titulaire |
| Suisse germanophone | ▶ Ordentlicher Professor ▶ Ausserordentlicher Professor |

| | |
|---|---|
| Turquie | ▶ Ordinaryüs profesör ▶ Profesör |
| Afrique | |
| Afrique du Sud | ▶ Full professor |
| Bénin | ▶ Professeur |
| Burundi | ▶ Professeur ordinaire |
| Comores | ▶ Professeur |
| Côte d'Ivoire | ▶ Professeur titulaire |
| Djibouti | ▶ Pas d'équivalent |
| Gabon | ▶ Professeur |
| Madagascar | ▶ Professeur |
| Mali | ▶ Professeur |
| Mauritanie | ▶ Professeur |
| République du Congo | ▶ Professeur |
| Sénégal | ▶ Professeur titulaire |
| Tchad | ▶ Professeur |
| Togo | ▶ Professeur titulaire |
| Tunisie | ▶ Professeur |
| Amériques | |
| Chili | ▶ Professor |
| République Dominicaine | Métier en création |
| Asie | |
| Cambodge | ▶ Professeur |
| Chine | ▶ Jiaoshou |
| Japon | ▶ Kyoju - Professor |
| Thaïlande | ▶ Professeur |
| Vietnam | ▶ Professeur - Giao su' |
| Est et Balkans | |
| Arménie | ▶ Pas d'équivalent |
| Bosnie-Herzégovine | ▶ Redovni Profesor ▶ Vanredni Profesor |
| Macédoine | Non déterminé |
| Russie et CEI (dont Qazaqstan, Kirghistan, Ouzbékistan, Tadjikistan, Turkménie) | ▶ Doctor nauk |
| Serbie | ▶ Professeur |
| Ukraine | ▶ Professor |