

Université Paris 2019

<i>Evaluation summary</i>		<i>Grades</i>
Research, education, and innovation	1. Research excellence	A
	2. Teaching excellence	A
	3. Innovation	B
Institutional transformation	4. Target university	A
	5. Campus and student life	B
	6. International visibility	B
Change management	7. HR policy	B
	8. Partnerships (academic, NROs, business)	B
	9. Governance and project management	B

Proposition of decision for becoming an IDEX

Select as an IDEX

Global appreciation of the project and area for improvement

This is a powerful new project constituting a well-defined research-intensive target university with a credible leadership and evidence of an ambitious trajectory that has support from a considerable proportion of its academic community. The target university is comprehensive, with a very strong health focus that is associated with excellent science (especially mathematics, physics and earth sciences), and engineering, social sciences and humanities. The participating institutions have made major improvements to their proposal with a clearer definition of a coherent perimeter. The resulting university will have global visibility, especially with the name 'Université de Paris'. However, while the project is conceptually very mature in several areas there needs to be evidence of successful implementation and delivery of critical milestones especially merger at the beginning of 2019.

Evaluation summary

1. Research excellence	
Grade justification	Areas of improvement – necessary amendment
There is excellence in health and basic sciences of universities Diderot and Descartes, earth sciences (IPGP).	There is a clear need to incorporate and boost social sciences and humanities research as an equal partner to science and health, in the areas of teaching, research and strategic leadership and in sharing of resources for both independent and collaborative research and innovation.
2. Teaching excellence	
Grade justification	Areas of improvement – necessary amendment
UP2019 has launched several innovative pedagogical initiatives, notably using the integration of research and teaching to increase the attractiveness of science subjects. It has revamped its masters programmes, introduced dual degrees facilitating science-humanities crossover pathways and degrees, and developed separate undergraduate and doctoral colleges. It has a strong focus on life-long learning (predominantly in the health sciences) and on continued skills training. The innovative bachelor of health and the acceptance of students from one university to the CHU of the other before merger are to be commended.	The new university will need to define clearer policies for teaching at each level and flesh out the proposed dedicated subsidiary for further and continuous training. It would also be important to scale up the excellent experimental practices in teaching and learning to the whole student population and define how bachelor minor/major programmes will work with a large undergraduate population of 60,000. Will have to be given the size of the undergraduate population, thought may have to be given to ways of identifying academically promising students. Quality control procedures need development.
3. Innovation	
Grade justification	Areas of improvement – necessary amendment
There is much international activity in innovation in some components of the target university but it is uncoordinated. The jury saw little evidence of a university wide strategy or of a person responsible for articulating future relationships in terms of those that will add value to the new Université de Paris from a strategic viewpoint.	The Université de Paris should foster engineering and innovation in relation to health. Similar efforts to develop innovation in other fields could be undertaken as well. It will be important to realise the proposed one-stop-shop for IP and industrial relations.
4. Target university	
Grade justification	Areas of improvement – necessary amendment
Two major universities will cease to exist and a new university will be created by merger on the 1 st January 2019.	Université de Paris needs to strengthen / accelerate the integration of IPGP. Special national functions and associated operational flexibility will need to be preserved by specific guarantees.
5. Campus and student life	
Grade justification	Areas of improvement – necessary amendment
The university has put in place a unified welcome desk and needs to develop this further. There is a	An increase in foreign students, researchers and senior staff will require additional thought and plans towards the establishment of a single common point

good track record of proactively finding accommodation for students.	of access to information and support services. Development of a university-wide accommodation plan and optimisation of the student web pages are needed. Finally, a student satisfaction survey and KPIs (key performance indicators) to monitor progress of student life could be considered.
6. International visibility	
Grade justification	Areas of improvement – necessary amendment
The component institutions have provided good evidence of international partnerships in the form of networks, laboratories and universities. The brand Université de Paris is potentially very strong.	The project must move faster to develop a common strategy for internationalisation and recognition of the new brand.
7. HR policy	
Grade justification	Areas of improvement – necessary amendment
The proposal explains how the new university will plan HR policy at university level but remains quite broad and lacks specifics. The leadership team presented several cases of employment to permanent posts coming from the faculty/institute level. The president will approve such appointments with a right of veto, except in the case of IPGP. Both universities were two of the first French universities to obtain the European HR Excellence label.	Mechanisms need to be developed to permit cross funding and transfer of positions from one faculty / institute to another, IPGP included.
8. Partnerships (academic, NROs, business)	
Grade justification	Areas of improvement – necessary amendment
They have used IDEX funds to recruit researchers at all levels of seniority. This has led to ERC grants, prizes and publications.	They should continue to appoint senior staff on the basis of locally elaborated cases that are aligned with the university's research and teaching development strategy including the NROs. UP2019 should continue interacting with the Parisian universities and the other IDEX to develop a common approach to their relationship with the NROs.
9. Governance and project management	
Grade justification	Areas of improvement – necessary amendment
Rapid progress, a clearly defined perimeter, dynamic leadership and efficiency in change management in a challenging environment have all been noted. A common signature policy has been established. A clear and transparent resource allocation policy is in place. Adequate presidential authority is understood.	The Université de Paris should explore new models in constructing its governing board aligned to its strategic function (including external representation, chairmanship and benchmarking). The size of boards is also an important consideration.