

**DOCTORAL FELLOWSHIP FOR THE SCIENCES PO RESEARCH PROGRAMME ON  
HIGHER EDUCATION  
BOURSE DE THESE POUR LE PROGRAMME « ENSEIGNEMENT SUPERIEUR »**

**Call for proposal 2008**

The research programme on “Higher education and research systems” developed by the Centre for the Sociology of Organisations (CSO) at Sciences Po opens a doctoral fellowship which will be allocated in September 2008.

The CSO is a research unit co-sponsored by the Sciences Po and the CNRS and closely associated with the doctoral program in sociology of Sciences Po. The CSO developed a French school of organizational sociology and is also a major contributor in economic sociology and in the sociology of public intervention. It is characterized by its focus on comparative analysis, its skills in leading in-depth empirical studies, its emphasis on grounded-theory, its strong link between research and the society at large and its inclusion in international networks (for more information about the CSO: [www.cso.edu](http://www.cso.edu)).

This fellowship will be closely linked to one of the research project let by the programme on “Higher education and research systems” at the CSO: “TRAJUNI” which deals with the professional trajectories of academics (see below).

**A doctoral fellowship aiming at studying the transformation of academic careers in French management schools**

Under the pressure of their environment many French management schools (grandes écoles de commerce) seem to have introduced important change both in their recruitment strategies and the management of their staff. About recruitment the importance of academic degrees (such as holding a PhD) and the weigh of international profiles seem to develop, while the management of the academic staff provides more and more attention to research activities and performance.

This PhD project therefore deals with comparing recruitment and staff management overtime. A comparison of the professional trajectories of faculty members recruited in different decades will be led and analyzed on quantitative (econometrical analysis) and qualitative basis (biographical interviews) in different French management schools. This will be completed by an empirical work aiming at understanding why and how these schools adapted their recruitment and staff management practices, the problems it raised (if any) and how they coped with them.

Christine Musselin, research professor, director of the Centre for the Sociology of Organisations will supervise this PhD.

## **A doctoral fellowship linked to a research project funded by the Agence Nationale de la Recherche (National research council)**

The doctoral fellow will be part of a project supported by the Agence Nationale de la Recherche, which is a French research council.

This project, called TRAJUNI (TRAJectoires des UNIversitaires) aims at identifying, understanding and explaining the transformations in the professional trajectories of French faculty members, i.e. the *professeurs* and *maîtres de conférences* employed in French universities.

This is a joint project is led by Christine Musselin (CSO – Sciences Po and CNRS) with an economist, Mareva Sabatier (Université de Savoie), a professor in management, Frédérique Pigeyre (Université de Paris XII) and the office of prevision on faculty staff at the Ministry of Education.

The first objective of this research is to empirically assess whether academic careers are becoming boundaryless and if organisational careers are regressing. The validity of these statements and their scope will be questioned by comparing access to academic positions and career paths over different cohorts of academics.

A second objective consists in understanding how the recent evolutions are linked to the standardisation of doctoral training and to the transformation of universities into organisations exercising an increasing control over academic work.

A third objective aims at building a typology of careers and to identify their determinants.

The theoretical objective of the project consists in exhibiting the mechanisms modifying overtime the articulation between organisational (or objective) careers and boundaryless (or subjective) careers..

In order to study academic careers in France, comparisons are led on academics recruited in 1976, 1986, 1996 and 2006. Two methodologies are mobilised in order to reciprocally lighten statistical results and the subjective reconstruction actors give on their own individual trajectory:

- an econometrical analysis of trajectories focused on the number of mobilities and on academic trajectories according to models of transitions models and to recent econometrical developments about panel data based on qualitative variables.
- Bibliographical interviews of academics belonging to different cohorts.

This research is led on three disciplines: management, history and sciences.

Although the French management schools were not included in this project, it seems crucial to complete the TRAJUNI project with a research on these schools.

### **Revenues and work conditions**

The doctoral fellow will be a member of the Centre for the Sociology of Organisations (CSO) which will provide him/her with a desk, a computer and an internet connection. He/she is expected to work at the CSO and to participate in its weekly doctoral seminars as well as in the specific activities of this research programme on “Higher education and research systems”: a regular seminar on Higher education supported by Sciences Po and regular meetings of the doctoral candidates, researchers and post-docs belonging to this programme.

These is a three-year fellowship award of 15 600 euros per year. Each year two payments of 7 800 euros are granted and the second payment is linked to the writing of a report by the doctoral fellow on his/her annual activity and on the acceptance by his/her supervisor of this report. The first payment is to be made just after the selection of the candidate.

Expenses closely linked to the doctoral project (travels, accommodations, book budgets, etc.) and the participation to conferences or seminars related to the doctoral project will be covered by the programme on “Higher education and research systems” of the CSO.

### **Applications**

Applicants for this fellowship are expected to be trained in sociology, but also to possess knowledge in organisational theory, the sociology of professions, career theory. Previous experience in team work as well as in qualitative interviews-based and quantitative research methodology is very much welcome.

Applicants must be fluent in French and in English.

Applicants should submit :

- a detailed CV in English or French
- an expression of interests in English or French explaining why they are interested in this specific project, in joining the CSO and Sciences Po and why the project could benefit from them.
- a copy of no more than three previous research publications (Masters thesis for instance, contributions to a conference, articles in journals).
- two letters (in English or French) of recommendation from professors acquainted with the applicant’s recent work

### **Selection process for the two fellowships**

The application files must be received before August the 31<sup>st</sup> 2008 and should be sent to

Christine Musselin,  
Centre de Sociologie des Organisations  
19 rue Amélie  
75 007 Paris  
France

The applications will be examined by the Executive committee of Sciences Po Doctoral School which will decide on a short list of candidates.

An ad-hoc committee will then rank these applications. This committee is composed of Louis Chauvel director of the sociological studies of the Sciences Po Doctoral School; Christine Musselin, director of the CSO, Denis Segrestin in charge of the doctoral program of the CSO, a researcher of the CSO, a member of the Trajuni project.

The applicant with the highest ranking will be offered the doctoral fellowship. If he/she were to refuse, the ad-hoc committee may decide to propose the fellowship to the second on the list of candidates.