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I would like to thank our individual donors as well as the Foundation’s corporate partners. Thanks to them, many of our development projects within the School can be financed each year.

PETER TODD
Dean HEC Paris
“Our Vision for HEC”

This first impact report has come together at a key moment in our School’s history. In January 2016, HEC Paris adopted its new legal status as an “Établissement d’Enseignement Supérieur Consulaire” (EESC) allowing the School greater autonomy and room for innovation to rank among the top 10 global business schools.

Today, HEC Paris shows renewed ambition: To have a tangible impact on both academic and societal models, through the production of new knowledge and unique teaching designed for all different talents regardless of their social or geographical origins.

To rise to this challenge, HEC Paris remains committed to its historical motto “Learn to Dare”, which embodies the entrepreneurial spirit and drive for innovation, which are at the heart of its identity.

Faced with the challenges of a world with ever-changing economic, geographical, ecological and social balances, HEC Paris must contribute to the creation of a new business school model for the 21st century.

A model linking civil society to business, business to technology, human sciences and life sciences.

I hope that students and participants from all over the world will gain a unique experience from our soon-to-be renovated, multicultural campus, which meets international standards, and that this will serve as a foundation for their careers, and their worldview.

Major projects have been identified to modernize the campus infrastructure and open our school to a diversity of profiles, thanks in particular to the faithful support of our committed donors and partners, whose support is intensifying as testified by our new fundraising campaign.

It is by bringing together all the talents of our community that we will be able to reconcile economic performance and social responsibility, innovation and our tradition of excellence, while respecting diversity.

In other words, we want to create the academic model that will meet the challenges of 21st century society.

This report is a milestone to reflect the endeavors we are marshalling for the road ahead.

Act today for impact tomorrow.
Leadership training is not just about economic outcomes: it encompasses a much broader social mission.

**Building enterprise and tomorrow’s world** by offering our students the courage to challenge established norms, to create the economic and social vitality for our future and to contribute to the development of new societies and economic models.

**Bringing together an international community of change agents, entrepreneurs and policy makers** by questioning current managerial practices, and developing the skills, knowledge and courage to implement change aligned with our values.
Academic excellence guides the rigorous selection of our students and faculty as well as the development of our programs.

Social, geographical and academic diversity of our students is at the origin of the unique spirit of openness and solidarity that drives our community.

Community spirit based on tolerance, open-mindedness and solidarity, creates a unique climate that fosters the implementation of change, innovation and the entrepreneurial spirit.
The HEC Foundation

Created in 1972 and recognized as a public utility in 1973, the HEC Foundation’s mission is to contribute to the financing of HEC Paris’ main strategic axes, in particular to ensure its social and international openness, and to create a capital fund to support the School in the long term. In 2018, 11.2 million euros in donations were collected, 60% from individuals, 40% from partner companies. Every year the HEC Foundation supports the development of HEC Paris through funding:

- **Academic excellence and research** in the management sciences.
- **Scholarships** for talented students, regardless of social background or geography.
- **Teaching innovation** in digital transformation and entrepreneurship at HEC Paris.

The HEC Foundation has 12,000 individual donors who have made at least one donation over the last 10 years, including 200 major donors, and 44 committed partner companies. It relies on a team of 14 employees and on the involvement of 80 volunteers who contribute to the success of its mission.

The HEC Foundation and HEC Paris are launching a major fundraising campaign this year with the goal of raising 200 million euros by 2024. For this campaign, the Foundation will support the strategic priorities of the school in order to give HEC the means to have an impact on the education of tomorrow, and to allow future managers to influence society.

The HEC ALUMNI Association

The Association brings together an influential and robust network of nearly 60,000 graduates (9,000 reside abroad and are comprised of 133 nationalities). This dynamic network offers annually: more than 800 events organized by 450 entities (48 professional clubs divided into 16 hubs, 75 chapters abroad, 27 regional groups, 27 leisure clubs, 270 cohorts...) backed by nearly 1,200 committed volunteers without whom nothing would be possible.

**KEY FACT 2018/2019**

**LAUNCH OF THE INFINITY PASS**

In January 2019, HEC launched a lifetime contribution system allowing all its students and alumni to enjoy the services of their association for life. This is common practice in world-leading universities. More than 4,000 lifetime subscriptions were taken up in the first months of Infinity Pass.
HEC Paris’ stakeholders

The school relies on its three historic partners to produce a tangible impact on future economic and societal models:

**The Chamber of Commerce and Industry (CCI),** majority shareholder and historical founder of the School that has accompanied HEC in its development for nearly 140 years.

**The HEC Alumni association** with its influential network of 60,000 alumni around the world.

**The HEC Foundation,** with its 12,000 individual donors and 44 partner companies, contributes significantly to the development budget of HEC Paris.

Governance

The Board of Directors is chaired by Jean-Paul Vermes. It is made up of 24 members representing the main stakeholders of the school (CCI, HEC Alumni Association and the HEC Foundation), representatives of the faculty, students and administrative staff, as well as leaders from the business world.

The Board’s main tasks are to validate the school’s strategy and annual accounts and to decide on major financial investments.

The Board is supported by three advisory committees:

- Strategy & Partnerships
- Audit & Risk
- Appointments, Remuneration & Governance

The School’s management committee, under the authority of its director general, ensures the implementation of the strategy and the smooth running of the school.

**KEY FACT 2018/2019**

A NEW INTERNATIONAL ADVISORY BOARD FOR HEC

The new International Advisory Board met for the first time in March 2019. Members are from the academic and business worlds as well as from civil society. This body, which has an advisory role to the Board of Directors of HEC, bases its recommendations on the experience of its members and provides valuable support to the School’s strategy, particularly concerning its international development.
# Key Figures 2018-19

<table>
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<th><strong>Research</strong></th>
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<td>3 Centers offering innovative solutions to address economic challenges (GREGHEC, IDEA, S&amp;O)</td>
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<td>20,000 Participants have taken an HEC MOOC</td>
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<td>16 MOOCs (Massive Open Online Course)</td>
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<td>1 100% Online degree program, MSC in Innovation and Entrepreneurship</td>
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## Programs

<table>
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<th>Program</th>
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<tr>
<td>Grande Ecole Program</td>
<td>2,400</td>
<td>36%</td>
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<tr>
<td>Doctoral Program</td>
<td>66 PhD</td>
<td>80%</td>
</tr>
<tr>
<td>Trium Global Executive MBA</td>
<td>120</td>
<td>89%</td>
</tr>
<tr>
<td>Executive Specialised Masters</td>
<td>450</td>
<td>46%</td>
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<tr>
<td>Specialized Masters</td>
<td>450</td>
<td>54%</td>
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<tr>
<td>Full-Time MBA</td>
<td>520</td>
<td>93%</td>
</tr>
<tr>
<td>Executive MBA</td>
<td>500</td>
<td>44%</td>
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<tr>
<td>8,000 Students in Continuing Education</td>
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### Statistics

- **4,500 Students Enrolled in Degree Programs**
- **7% Selectivity Rate in the Grande Ecole Program**
- **97% Placement Rate at 3 Months**
- **60,000 Graduates Combined Within One United Global Network**
- **8,000 Managers in Training Each Year**

## Equal Opportunities

- **€6M in Scholarships Awarded Each Year**
- **18% of Scholarship Beneficiaries Based on Social Criteria**
- **1,700 High School Students Accompanied Over Five Years**

### Scholarships

- **Grand Ecole Program**: 2,400 students, 36% international students
- **Doctoral Program**: 66 PhD students, 80% international students
- **Trium Global Executive MBA**: 120 students, 89% international students
- **Executive Specialised Masters**: 450 students, 46% international students
- **Specialized Masters**: 450 students, 54% international students
- **Full-Time MBA**: 520 students, 93% international students
- **Executive MBA**: 500 students, 44% international students
- **8,000 Students in Continuing Education**
Our faculty seeks to have an impact on teaching and learning, managerial practices, public policies and society at large. To this end, it pushes the frontiers of knowledge, questions practices and develops new teaching methods.

Research conducted at HEC includes work that is both intra- and interdisciplinary, with a concern for both scientific excellence and relevance for companies.

Being at the heart of knowledge dissemination, the faculty is enriched each academic year by a dozen new members recruited from the best global institutions (MIT, Wharton, McGill, Bocconi, ...).

HEC Paris Faculty

At the beginning of the 2018-2019 academic year the core faculty was made up of:

- 110 research professors
- 24 affiliate professors
- 8 academic fields
- 3 interdisciplinary centers
For the past 25 years, HEC has developed its reputation as a «Research School» providing an environment conducive to high quality research. The goal: to attract the best professors whose scientific output will transform managerial practices and anticipate technological, ecological and societal changes.

Thanks to the work of its professors, HEC Paris produces unique programs with the ambition of reaching the best students in the world.

Over 500 articles have been published over the past five years by HEC faculty in the most prestigious peer review journals placing HEC Paris research 3rd in Europe and 24th in the world, according to the Financial Times ranking.

KEY FACT 2018/2019

HEC PARIS RESEARCH REACCREDITED

“The scientific output in the GREGHEC is exceptional. It is carried out by world renowned researchers.”

Source: the High Council For The Evaluation Of Research And Higher Education (French, HCERES).
Society and Organizations Center (S&O)
Financed by the HEC Foundation, S&O is a center of excellence that brings together all aspects of the school’s societal activities. It puts into perspective the economic and societal evolution of our times, identifying ways for the future. Research is always closely connected with companies and realities on the ground. Its work focuses on the promotion of the circular economy, responsible finance, the new role of NGOs and inequalities in the workplace. The S&O Center brings together more than 80 professors and numerous doctoral students from HEC Paris.

IDEA Center (Innovation, Digital & Data, entrepreneurship, Acceleration)
Created in 2018, this center coordinates HEC’s activities in the area of digital transformation in businesses and entrepreneurship. It already has numerous partners including AXA, Air France, L’Oréal, Atos, Orange, Webhelp, Capgemini, GS1 and Natixis.

GREGHEC Center (Groupement de Recherche et d’Etudes en Gestion at HEC)
This is a CNRS - HEC Paris joint research lab located on our Jouy-en-Josas campus. It is one of the largest joint research laboratories in the fields of economics and management in France. The research activities are organized both across the eight academic departments of HEC Paris -corresponding to the main management disciplines - and across several multidisciplinary research centers. It includes 159 members (4 CNRS researchers, 89 HEC professors and 66 doctoral students).
A doctoral program to train future research professors.

Rigorously selected, HEC Paris doctoral students are financially supported by the HEC Foundation so they can focus specifically on their research. They benefit from the presence of the CNRS (GREGHEC) joint research unit in which a large number of our faculty participate. A strong investment for the future of management education, this program hosts 66 students, 80% of which are international students and 39% women.

Over the past few years, graduates from the program have been recruited by business schools such as Harvard Business School, London Business School and Singapore Management University.

17 Chairs

These Chairs, financed by the HEC Foundation, finance our researchers’ work and help promote the HEC school of thought.
Which business school for tomorrow?

THE CHALLENGE OF MULTIDISCIPLINARY WORK
Within business schools, the fields of artificial intelligence, understanding climate change and data science have become major teaching axes.

Being aware of these changes, HEC Paris has developed strategic alliances with top technological institutions with the objective of creating the European MIT capable of nurturing tomorrow’s leaders, educated within a multidisciplinary institution of excellence which offers its students all the necessary tools to face tomorrow’s challenges.

HEC AND IPP SIGN AN HISTORIC AGREEMENT
In February 2019, HEC Paris and Institut Polytechnique de Paris concluded a partnership in the field of business technology and innovation. The objective of this agreement was to promote excellence in French higher education by co-creating:
• a doctoral school
• teaching and research programs
• initiatives in the areas of digital teaching and equal opportunities.

KEY FACT 2018/2019
In December 2018, HEC Paris, Natixis and Ecole Polytechnique announced the creation of a joint chair, “Business Analytics for Future Banking” to contribute to the development of the culture and uses of data, a must-have for rethinking banking today. Under this partnership, a “Data Science for Management” certificate will be offered to students from HEC and Ecole Polytechnique after a course lasting 4-5 weeks.

Signature of the first joint research Chair between X-HEC with Natixis.
Think, teach and act for a sustainable and inclusive world

INVENT TOMORROW’S BUSINESS

The S&O Centre not only brings together HEC Paris professors and doctoral students but also post-doctoral participants, visiting professors and HEC staff members. Research is carried out in tight collaboration with companies to reflect real-world reality. Over 80 articles have emerged from this center, 50% of which have been published in academic journals in the fields of the circular economy, responsible finance, the new role of NGOs and inequalities in the workplace.

CREATION OF THE “JOLY FAMILY CHAIR IN PURPOSEFUL LEADERSHIP”

This Chair was founded in 2018 by Hubert Joly, a 1981 HEC Paris graduate and CEO of Best Buy, who donated €3.7 million to position the School as a world renowned center of excellence in research around the quest for meaning at work.

As well as the production of scientific articles, this chair has enabled the creation of a new course called “Have a cause, make an impact” which began in 2018. This program has brought together 54 students over a period of 12 weeks, six of which are devoted to practical work.
Enriched by our academic research, our programs pay particular attention to social inclusiveness, innovation and the quest for meaning.

Offering a large portfolio of programs at HEC Paris means that we are able to meet the needs of a wide range of participants, from students at master’s level through to the most experienced CEOs.

A range of certificates confers sectoral expertise to students who are about to enter the workforce. Created in partnership with big companies, these certificates are dedicated to both managerial and strategic disciplines in expanding sectors. One hundred hours of classes, group project work and workshops in English by experts (executives, consultants...) are offered within a specialty or a sector.

To complete this offering in management education, HEC Paris has created a number of double degrees with partners and institutions of reference, such as Polytechnique, Sciences Po, L’Ecole Française du Barreau and l’Ecole 42.

**KEY FACT 2018/2019**

**PROFESSORS HIGHLY THOUGHT OF BY THEIR STUDENTS**

In the last academic year, the course evaluations reached an average of 4.32/5 for our research and affiliate professors.
High quality education for all talents.
Our program portfolio.

**GRANDE ECOLE AND MASTER PROGRAMS**

**The Grande Ecole program**

Created in 1881, this program recruits French and international students from preparatory classes or other national and international educational systems to train them for top careers in management.

**7 specialised master and MSc programs**

High quality specialized programs taught in French or English, these programs are based on academic excellence in the areas of: MSc International Finance, MSc Accounting & Financial Management – MSc Managerial & Financial Economics – MSc Marketing – MSc Strategic Management – MSc Sustainability and Social Innovation – MS/LLM International Law and Management – MS Entrepreneurs – MS/MSc Media, Arts & Creation.

**MBA PROGRAMS**

**The MBA program**

This program is designed for ambitious individuals, aged between 25-35 who have on average six years professional experience. It runs for 16 months and combines academic rigor with practical experience allowing participants to personalise their paths in line with their professional objectives.


**The Executive MBA**

This program is open to leaders and managers from all over the world and provides them with the opportunity to undertake the program at various points around the world, including Paris and Qatar and to choose from 8 specializations offered at 14 international destinations.

**TRIUM Global Executive MBA**

This part-time EMBA is for senior executives working in an international environment. It is taught at three prestigious schools: HEC Paris, New York University Stern School of Business, and London School of Economics and Political Science.

**KEY FACT 2018/2019**

**AS WELL AS TWO X-HEC PROGRAMS: MSC DATA SCIENCE FOR BUSINESS X-HEC AND MSC X-HEC ENTREPRENEURS**

HEC Paris has pioneered two programs with the prestigious French engineering school Ecole Polytechnique. Students benefit from a well-rounded education, an exceptionally strong network and a wide range of expert professors.
THE PHD PROGRAM


SUMMER SCHOOL

For 2-6 weeks, HEC offers international students and young graduates summer school programs in 11 areas of expertise. Furthermore, high school students can join the “Youth Leadership Initiative” to develop their leadership skills.

100% ONLINE PROGRAMS

4 online Executive certificates

These are aimed at a wide audience of managers, with differing levels of experience, who wish to better understand a specific functional area, to widen and update their professional skill base, having immediate impact.

16 MOOCs

Available through Coursera and First Finance.

One 100% online Master

Delivered in partnership with Coursera, the MSc in Innovation and Entrepreneurship accompanies current and future leaders in their innovation and entrepreneurship projects.

EXECUTIVE EDUCATION

Over 50 programs in French or English on specific themes and nearly 100 tailor-made programs co-constructed with our corporate clients.

Executive Specialized Masters


HEC’S FIRST 100% ONLINE MASTER

Launched at the end of 2017 in partnership with Coursera, the 100% online MSc in Innovation and Entrepreneurship has already met success with 117 students from 35 different countries graduating in June 2019.
An international presence

100% of students from the Grande Ecole carry out an international experience at some stage during their degree by means of an international exchange or internship.

There are 111 different nationalities on campus.

125 international academic partners offering exchange programs to our students.

6 representation offices abroad.

75 international alumni chapters around the world.

65% international faculty members.
HEC in the rankings

#1 Masters in Finance
Pre-experience 2018
#2 Masters in Management 2018,
European Business Schools
& Global EMBA TRIUM 2018
#3 Global Executive Education
ranking 2019
#6 Global EMBA
#19 Global MBA Ranking 2019

Forbes

#1 Best Business Schools to learn
Entrepreneurship
#3 Worldwide Alma Mater Index
#23 Best Universities for Employability

The Economist

#1 Masters in Management Rankings 2017
#13 Full Time MBA ranking 2018
The Economist / Which MBA?

QS

#1 Masters in Management Rankings 2018
#3 Masters in Finance
#7 Global MBA Rankings 2019

Challenge

#1 National Rankings 2018 / 2019
Programs for a global market

At the heart of an international cooperation network, HEC has developed the multiculturalism of its faculty and students, increased the reputation of the French campus and increased international placement opportunities for its students and doctoral students.

The school has representative offices in Abidjan, Berlin, Doha, London, New York, Beijing and Tokyo. These locations abroad participate in the development of HEC’s reputation around the world, aid recruitment of international students and strengthen HEC relations with recruiters and international academic partners.

**KEY FACT 2018/2019**

**A REPRESENTATION OFFICE FOR HEC IN THE COTE D’IVOIRE**

Finalized in 2018, the opening of a representation office in the Côte d’Ivoire (Abidjan) helps to promote the HEC Paris brand and deliver programs for senior executives in West and Central Africa.

Dominique Ouattara, the Côte d’Ivoire’s First Lady and member of the HEC International Advisory Board, inaugurated the office alongside Nathalie Lugagne, Associate Dean for Executive Education.
Double degrees, joint degrees and academic networks

The wide portfolio of double and joint degrees offers our students a unique learning experience allowing them to develop extra skills and/or have an experience abroad. These skills are in high demand in the business world which is interested in hiring our students to meet their global market needs.

Academic networks

Alongside top global institutions, HEC Paris is one of the founding members of the PIM and CEMS networks, two of the most important networks for business schools. HEC is also a member of the GNAM network, an international partnership initiated by Yale School of Management.

CREATION OF THE MASTER M2M WITH YALE

The recent creation of this program gives students the opportunity to earn two degrees from top schools worldwide spending their first year of their master degree at HEC Paris and the second at one of our partners: Yale School of Management (USA), HKUST (Hong Kong), FGV (Brazil), or UBS (Canada).
A pioneer in digital teaching and learning, HEC Paris has been offering digital training for 20 years. HEC designed its first course in digital marketing in France in 1998 and a program in digital specialization in 1999.

Over the years, with the support of the HEC Foundation, the IDEA center and corporate partners, our selection of digital programs has expanded and we have trained tens of thousands of new learners.

Facilitating access to our course content, initiatives have widened our audience and reinforced our image as well as brand reputation in France and internationally.

Rethink teaching and learning in our digital era

16 online courses (MOOCs)
7 certificate programs
20,000 certificates awarded
1 Master program 100% online: the MSc in Innovation and Entrepreneurship

The first cohort of 117 students graduated in June 2019
Teaching and Learning

Digital technology develops our program portfolio, transforms and enriches our teaching practices.

Continually adapting IT practices, our faculty offers a learning experience that meets the highest international standards. New methods in blended learning or flipped classrooms bringing together digital technology and traditional classroom work are present on campus.

The digital experience extends further than the classroom and accompanies our students as well as our graduates. By using technologies based on Social, Mobile and Cloud infrastructures, the “HEC Digital Campus” initiative ensures fluid and mobile access to information.

DIGITALIZATION OF CAMPUS INFRASTRUCTURE

Digitalization of 18 classrooms and two lecture theaters.
Inauguration of the pilot classroom, baptized Sébastien Breteau, allowing flipped classroom methods, tele-presence and a system of live streaming on the internet.
Creation of the new application MyHEC for students including class timetables and events, student cards, notes, internship offers (JobTeaser), news, public transport timetables.

Research and teaching

Changes due to the digitalization of our economies are integrated into our teaching and research axes. For example, new chairs have recently been created in the areas of:

- Analytics for Future Banking - Natixis
- Digital Content for omnichannel - GS1 FRANCE
- Digital Experience – Capgemini
- Digital Strategy and Big Data – AXA

CREATION OF A MASTER X-HEC IN DATA SCIENCE FOR BUSINESS

The MSc Data Science for Business gives students access to education from two of the most prestigious institutions in the world: HEC Paris and Ecole Polytechnique. This unique program develops students’ technical skills as well as strategic vision of the stakes involved in the digitization of the economy and big data. 60 students have joined the program this year, 61% of whom are international.

3 Certificates
Data for Management
Digital Entrepreneurship
Digital Transformation

2 Academies
Digital Creativity – Air France
Digital Transformation - AXA

1 Master in Data Science for Business, in partnership with Ecole Polytechnique
Our teaching is practice-based, connecting students and participants to real world actualities as soon as they arrive on campus. This is also reinforced through our incubator, our academies and the numerous FACT projects carried out in the field as well as a rich student association experience.

87 clubs and associations provide students with the opportunity to partake in extracurricular activities, widening their skills and putting into practice what they have learnt throughout their course.

With a budget of around €100,000, these projects allow our students to express three of the students’ core values: inclusion, sharing and commitment.

The different activities are carried out around six main themes:

- **Community work**: 37%
- **Arts and Culture**: 16%
- **Civic duty**: 6%
- **Humanitarian work**: 9%
- **International work**: 8%
- **Professional work**: 21%
- **Hobbies**: 3%

**STUDENT AFFAIRS**

In January 2018, our Student Affairs Office was created to better connect students with support services on a day-to-day basis and to address the experience of students on campus in a holistic way, not only focusing on their academic experience but also cultural, sporting, and personal dimensions.

This has made it possible to empower and engage students on the issues of diversity, gender equality, disability management and environmental responsibility.
Cultivate an entrepreneurial spirit

Our Entrepreneurship program combines teaching of theory, field work and seminars. This combination, enriched by an ‘à la carte’ semester provides students with the capacity to launch their own entrepreneurial projects. They are totally immersed in the reality of entrepreneurship.

The HEC Entrepreneurship program key figures...

100 students per year, 75% of whom create a company

41% women

11 nationalities

24 years average age

500 companies created over the past 40 years

STATION F

Station F’s first partner in terms of networking, HEC offers the following:

• 2,500 people present during events organised by the incubator
• 1,500 guests welcomed to the incubator
• 3,000 guests welcomed by those incubated
• 20 experts invited each week

In two years, the number of projects supported annually has increased from 20-65 while at the same time selectivity has increased. Initially one project in five were accepted. Now, one in sixteen. This selectivity rate of 6% guarantees our transformation rate of 95%.

KEY FACT 2018/2019
The Careers and Corporate Partnerships Department accompanies students in all programs designed for their personal development and professional projects.

Workshops and individual coaching are offered bringing support and advice, identifying students’ aspirations and assisting them in making contact with the best recruiters around the world.

The annual HEC Carrefours event is THE meeting place for students and recruiters. Our corporate partners come and meet our future graduates to exchange views and recruit their future staff.

In 2018, 182 companies were hosted on campus as well as 50 start-ups.

The students’ three-staged journey of questioning, openness, exploring and finding an internship or job is in line with their values, interests and expectations:

- **Know yourself**
- **Know the market**
- **Match yourself to the market**

### 25,000 internship and job offers

### 300 companies meet with our students each year during events organised on campus and abroad

### 50 recruitment events for students to discover sectors and jobs in finance, consulting, fintech, pharma, marketing, legal, etc...

### CAREERS ON CAMPUS

The new Careers House was recently inaugurated on campus serving all students.

553 coaching sessions have taken place for MBA and EMBA students, 328 for the Grande Ecole students.

During the last survey, students rated their satisfaction with the Careers Center at 4.1/5.

### KEY FACT 2018/2019
Achieving ambitions

The placement rate of our students in the Grande Ecole program is 97% in the first 3 months. The average gross salary is €55,400 in the first year of our graduates’ careers.

Three months after graduating from the MBA program, 92% of graduates have secured a job while the placement rate for the MS/MSc programs is 100%.
In the field with our corporate partners

Our historical strength being our corporate connections, HEC holds 17 Chairs financed by our corporate partners. They all contribute to teaching with meaning and creating value.
Entrepreneurship at HEC
The Big Mamma success story

Tigrane Seydoux and Victor Lugger’s venture began on the HEC campus. In 2013 the School lent the cafeteria to these students to trial their recipes and their business model. Today, the Big Mamma group has 10 restaurants in Paris, Lille and London where their international trajectory is just beginning. With over 500 employees and nearly 4,000 clients per day, Big Mamma has been a success story that Victor Lugger describes as « a story of men who get up each morning trying to change their lives and create places they are proud of ». 
Supporting equal opportunities

With the support of the Foundation, HEC has scholarships in place for all deserving students to embark on the path of excellence, regardless of their social or geographical background. We hope to reach 25% of students by 2023.

Our current rate of beneficiaries is 18%. This has tripled in 10 years.
CREATION OF THE HEC ELOQUENCE CONTEST

Knowing how to express oneself and defend ideas is a major advantage for succeeding in studies as well as everyday life. In line with the reform of the French baccalaureate (high school diploma) and the creation of the oral exam as part of the four final exams, HEC set up Eloquencia @ HEC.

This program offers high school students from all sectors a 10-day on-campus seminar including advanced training in speaking and modules dedicated to thinking about their course of study.

The first edition, in 2018, brought together 42 high school students, selected on the basis of their success in the eloquence contest of their high school. 60 high school students were welcomed in July 2019. The goal in 2020 is to welcome 80 from 60 high schools, Ile-de-France or other regions.
Giving everyone tools to meet their ambitions

HEC Paris believes in the role of education in helping individuals climb the social ladder. To support social mobility, HEC Paris works with young people from modest backgrounds, before taking the HEC entrance examination, to give them the tools and ambition to strive for excellence. HEC Paris, with the help of its Foundation and within the framework of “Cordées de la réussite”, has designed two original programs:

**From high school**
A program on cultural openness and self-esteem, students from HEC tutor high school students from modest-income families.

3,500 high school students have been accompanied over the past 10 years in the program PACE. The objective is that 100% of the students receive honors for their high school diploma and go on to higher education.

**In preparatory classes**
Each year, 50 students from preparatory classes and beneficiaries of State scholarships coming from modest income families are accompanied through the program PREP by HEC students with the objective of 100% acceptal rate for a French business school, 50% of these in the top ten.

**On top of this, during their studies**
HEC Paris provides financial help to students admitted to the School:
- Scholarships for part or all of their school fees
- The possibility to take out an interest-free loan with no guarantor required.

**KEY FACT 2018/2019**

**SCHOLARSHIPS AND SUPPORT FOR HIGH SCHOOL STUDENTS**
In 2018-2019, HEC awarded 250 scholarships to students and aims to offer 400 in the years to come. Nearly 900 scholarships have been offered since 2010.

200 high school beneficiaries from modest-income families have been accompanied through the equal opportunities initiatives. At the end of 2019, 1,700 students will have been assisted since the creation of the ‘pré-bac HEC’ program, set up in the towns of the Mureaux and Mantes la Jolie to strongly encourage pupils to apply for the selective preparatory classes.
Support social impact entrepreneurship

The HEC "Stand Up" program, supported by the IDEA center, is for women in the Paris Ile de France region who have an entrepreneurial project. They are either seeking work or who have already been managers of a registered company for the past five years.

HEC Paris puts academic resources at their disposal and offers a 10-day session to assist them in setting up their activity.

Seen as an entrepreneurial experience, this session has two objectives: lift blockages and fears that any entrepreneur might be up against; and give them the tools required to immediately start their project. By the end of the 10 days, the participants have acquired entrepreneurial reflexes and the necessary elements to get their first clients.

The Summer Camp Stand Up program is uniquely for women from disadvantaged neighborhoods who have a project to create or develop a business. It is through the Stand Up course that HEC makes its resources available to women who wish to lead a company with social impact.

KEY FACT 2018/2019

STAND UP PROGRAM FOR WOMEN IN DISADVANTAGED NEIGHBOURHOODS
Since its creation in 2012, 800 women have been accompanied in their entrepreneurial projects by the HEC Stand Up program. 100% of the women questioned have said that this program changed their lives. Our future objective is to accompany 400 women entrepreneurs per year.
A campus including all talents

An educational experience of excellence

Today at HEC Paris, our students come from all over the world and from very different environments. During their stay on campus, we offer a stimulating and welcoming atmosphere so that students can reach their full potential. This is of course through academic programs of a high standard and social activities outside the classroom.

HEC ensures an educational environment where everyone feels safe, committed and curious to explore different paths to graduate and become respectful and audacious individuals in a society which is open to diversity. This environment encourages a strong sense of community which endures long after having left the campus. To develop and coordinate services and initiatives to improve the quality of student life in all of our programs, an Assistant Dean for Student Affairs position has been recently appointed.

In coordination with the academic teams and student representatives, this new role brings together the medical and sports services as well as the Campus Life Office, Contemporary Arts Space, the chaplaincy and the halls of residence.

KEY FACT 2018/2019

To professionalize our student services led by the new Assistant Dean for Student Affairs, we are building stronger links between support services and students, and approaching their educational experience in a more holistic way.

Created in 2018, this new structure amalgamates all non-academic aspects of student life and is led by Marcelle Laliberté, Assistant Dean for Student Affairs.
The campus in numbers

Since the renovation of the learning center, which is now available to students 24/7, attendance has multiplied fivefold. It offers students workspace for both individual and group work.

1,530 individual rooms
800 of which have been renovated between 2017 and 2019 to bring them up to the latest norms

€700K invested in restaurant renovations

€600K in the transformation of the library into a learning center, part of which was financed by the HEC Foundation

€500K invested in the renovation and centralization of the Careers and Corporate Partners department
In December 2016, following the adoption of HEC’s new legal status EESC, a Work Committee and delegates were elected.

During the first year, five commissions were created in the areas of:
- equality at work
- staff training
- information and accommodation help
- purchasing
- well-being at work

In line with new handicap policies, the 2018 action plan is divided into several initiatives:
- Developing an inclusive environment accessible to all
- Adapting study conditions for those with a handicap
- Ensuring campus services meet PMR norms and that the necessary experts and people are in place to bring appropriate solutions.

KEY FACT 2018/2019

GIVE PRIORITY TO QUALITY OF LIFE AT WORK

Following the recent change in our legal status, the School carried out an analysis of workplace conditions for all staff by means of a major survey.
As at 1 January 2019:

522 employees under EESC status
226 employees under CCI status
Totalling 748 staff members
58% women
€530K budget attributed to staff training
2018 was our third year of change in legal status which made HEC Paris an autonomous, private, not for profit institution.

This year was marked by an increase in academic investment and income, despite the scheduled reduction in funding by the Chamber of Commerce. We ended the year with a slight deficit of €1 million. The School will absorb the continual decrease of funding until 2021, through increasing its own resources while keeping up with strategic investments to maintain excellence in its programs.

Operating revenues from all sources reached €152.6 million compared to €150.8 million in 2017.

Most operating revenue came from program revenue, representing 76% of our resources compared to 73% in 2017 and 70% in 2016.

The balance was made up of funds raised through alumni by the HEC Foundation and our corporate partners (a stable 7%), funding by the Chamber of Commerce (5% drop by two points), apprenticeship tax (2%) and other revenue mainly through activities from the halls of residence and restaurant (10% drop by one point).
The graph below illustrates a further breakdown of our products and expenses in 2018. Program revenue reflects the diversity and richness of the programs offered by HEC Paris.

**Revenues**
- Grande Ecole and Pre-experience Masters: 24%
- MBA: 10%
- Executive Masters: 19%
- Non-degree Executive Programs: 7%
- Executive Programs Qatar: 5%
- Donations: 7%
- CCI funding: 7%
- Apprenticeship tax: 6%
- Hall of Residence and other: 1%
- Financial and Exceptional result: 1%

**Expenses**
- Program management and academic: 70%
- Halls of residence and restaurants: 12%
- External relations: 7%
- Dean's Office and administration: 5%
- Campus and Digital transformation: 6%