

# **ERIM Membership Charter 2024-2028**

## **Preamble**

The ERIM Membership Charter defines the conditions for ERIM membership and the rights and responsibilities of its members and beneficiaries. The main goal of the ERIM Membership Charter (hereafter: the Charter or EMC) is to recognize and reward ERIM researchers in all career stages who responsibly strive for top quality publishing and academically impactful research. The current Charter aims to encourage ERIM faculty to focus on impactful and high-quality publications in management and in neighbouring fields. In particular, the membership charter stimulates publications in reputed scholarly journals. In addition, by recognizing publications in top managerial journals, in 'equivalent' extra-disciplinary journals, in books with the potential to achieve a wide readership and create positive societal impact, and by acknowledging long-term scholarly impact through career citations, it encourages and facilitates faculty members on the research track to choose between a variety of equally valuable scientific career paths.

ERIM acknowledges international developments in the areas of research assessment at the individual and institutional levels, the need to recognize and reward more differentiated academic career paths (also amongst those which entail a research component), the ethos of team science, and changing societal expectations of universities and research institutes in the areas of Inclusion, Diversity, Equity, and Accessibility (IDEA) and Open and Responsible Science (ORS). ERIM also accepts responsibility for fostering interdisciplinarity in management research and for providing high-quality doctoral education and doctoral supervision, in ways that are aligned with the career incentives and mental health of ERIM's doctoral students. The EMC therefore also outlines a set of themes and practices that are deemed essential for stimulating and future-proofing the practice of excellent and responsible scientific research in management. These are offered not as fixed and binding rules, but as flexible guiding principles fostering the values and academic culture of the ERIM research community.

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Erasmus University Rotterdam  
Internet: <http://www.erim.eur.nl>  
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## MEMBERSHIP TYPES

A researcher's relationship with ERIM can take one of the following forms:

- *ERIM Member*
- *ERIM Associate Member*
- *ERIM Post-doctoral Member*
- *ERIM Fellow*
- *ERIM Visiting Member*
- *ERIM Honorary Member*
- *ERIM Beneficiary*

The criteria, responsibilities, and benefits for each type of membership, and the application and evaluation procedures, will be discussed hereafter.

## QUALIFYING PUBLICATIONS

Publications that qualify for ERIM Membership are articles in journals on the ERIM Journal List, articles in extra-disciplinary (i.e., non-management) journals as defined below, and books and contributions to books.

### ▪ Publications in journals on the ERIM Journal List (EJL)

The requirements for the different types of ERIM Membership are expressed in the form of numbers of qualifying publications in different outlets. The main journals are listed in the ERIM Journal List, and are divided into:

- **P\*** (primary star);
- **M\*** (managerial, full article);
- **P** (primary);
- **PA** (primary aspirant);
- **S** (secondary).

### ▪ Publications in journals outside the ERIM Journal List

Publications in non-EJL journals can be declared equivalent to publications in the ERIM Journal List. EJL-equivalent journals are typically top journals in disciplines that are adjacent to management, such as economics, econometrics, data science, psychology, and sociology. Formally, a journal classifies as "EJL-equivalent" if:

(A) it is included in the Clarivate Web of Science (WoS) in the (Social) Science Citation Index (SCI / SSCI journal),

and

(B) the journal's impact factor is such that it ranks in at least the top quartile (highest 25%) of the most relevant ISI Subject Category (averaged over the most recent five years). This is called

the “**non-core ISI 1st quartile**” category. If a journal is listed in multiple ISI subject categories, the listing most favourable to the researcher is applied by ERIM for membership calculations,

or

(C) the journal’s impact factor is such that it ranks in the top 10% of the most relevant ISI Subject Category (averaged over the most recent five years). This is referred to as the “**non-core ISI 1st decile**” category. If a journal is listed in multiple ISI subject categories, the listing most favourable to the researcher is applied.

All ISI journals and subject categories are disclosed in [the Journals Citation Reports \(JCR\) through the Clarivate \(ISI\) Web of Science \(WOS\)](#) (Clarivate login required).

EJL-equivalent publications play a role for the membership criteria, and are classified in two categories:

- **EP\*** (top decile ISI publication, outside EJL);
- **EP** (top quartile ISI publication, outside EJL).

To help our members select appropriate targets for their work, an up-to-date analysis of the ISI Web of Science citation performance in quartiles and deciles of EJL and non-EJL journals is published on MyERIM: <http://www.erim.eur.nl/ERIM/MyERIM/journals> (ERNA login required).

- **Books and contributions to books**

Finally, publications can qualify if they are either academic books (monographs) or contributions to academic books (book chapters) in the field of management, provided that these are of recognized academic standing. The publications must report original academic contributions, meaning that textbooks summarizing the state of knowledge are out of scope. Similarly, while editorships of edited volumes are recognized as potentially important contributions that can help advance subfields of management, they are likewise out of scope for ERIM membership. We categorize books and contributions to books as:

- **B** (book chapter);
- **B\*** (book).

Book chapters and books should be published in English with high-quality academic publishing houses, such as university presses associated with established research universities. Books can target academic or managerial audiences. The Scientific Director of ERIM decides on the classification of a book or book chapter as either B or B\*, based on the evidence provided by the author and external sources (e.g., Google Scholar).

## PROCEDURE

- The ERIM Scientific Director decides on all ERIM Membership issues.
- Any application for a **new** ERIM Membership (any type) should be submitted to the Scientific Director of ERIM by one of the ERIM Fellows of the ERIM Research Programme in which the proposed new member will do the research.
- The one exception to this application procedure involves **ERIM Beneficiaries**, which are vetted for eligibility and submitted to the Scientific Director of ERIM annually by the Vice Dean Research of ESE (Associate Director of ERIM). New Tinbergen Institute Candidate or Research Fellows who aspire to become ERIM Beneficiaries should submit proof of their TI Fellowship to the Associate Director of ERIM. Their status is to be confirmed annually during the ERIM membership check (see below).
- Applications for **Associate Membership** should include an up-to-date curriculum vita and a concise research plan covering the next three years.
- Associate Members who wish to apply for conversion to **regular ERIM Membership** during the assessment year should submit their request via one of the ERIM Fellows in their ERIM Research Programme. Otherwise, their membership status is automatically updated during the next ERIM membership check (see below).
- During the first half of each calendar year, the status of all ERIM Members is evaluated during the **annual ERIM membership check**, based on their output during the previous six calendar years. The six-year evaluation window for ERIM Members and Visiting Members is automatically extended in the case of parenting events and other life events that might impact Members' research productivity (see below). For ERIM Beneficiaries, the provisions of the TI Fellowship Charter apply.
- If the annual ERIM membership check reveals that a Member does not meet the ERIM Membership criteria, they will receive a **written warning**, after verifying their professional situation and personal circumstances with the Department Chair (RSM) or Capacity Group Director (ESE) of the unit in which the Member is embedded, taking into account prevailing privacy considerations. If a Member does not meet the ERIM Membership criteria for two consecutive years, they will lose the ERIM Membership status. ERIM Beneficiaries lose their Beneficiary status when they lose their TI Candidate or Research Fellowship status.
- ERIM evaluates **high-performing membership** in the first half of each calendar year, based on Members' output over the previous six calendar years. An application for a **new** high-performance membership status can be submitted by a Member to the Scientific Director of ERIM during the assessment year through one of the ERIM Fellows from the corresponding ERIM Research Programme. Otherwise, the Member's membership status will automatically be updated to high-performing membership during the next ERIM membership check (see above).
- Decisions are based on articles and books that have been **accepted for publication**, and that have been registered in the researcher's personal ORCID record and in the EUR PURE Repository, including a full DOI (for articles). Researchers themselves share in the responsibility of keeping their ORCID and PURE Repository records up to date at all times.
- An application for a **new ERIM Post-doctoral Membership** should be submitted to the Scientific Director of ERIM through one of the ERIM Fellows of the ERIM Research Programme in which the post-doctoral member will do their research.
- An application for a **new ERIM Visiting Membership** should be submitted to the Scientific Director of ERIM through one of the ERIM Fellows of the ERIM Research Programme in which the visiting member will do their research. The ERIM Visiting Membership normally ends when the individual concerned leaves EUR. If the ERIM Visiting Member is an official promotor or co-promotor of one of the ERIM PhD students, the ERIM Visiting Membership status can be extended until the date of the defence.

- All newly appointed ERIM members (any type) who are employed by RSM or ESE (thus excluding Visiting and Honorary Members) are required to discuss *Research Data Management* topics with ERIM's Research Data Steward during a dedicated meeting. **New ERIM Members and new ERIM Beneficiaries** are furthermore requested to follow a session on *Research Integrity* (organised twice per annum) and sign the *Scientific Integrity Declaration* upon successful completion of the session.
- ERIM relies on (and recognizes and appreciates) the voluntary contributions of selected senior ERIM Members to the governance and administration of its research programmes and of the institute as a whole. To this end, ERIM recognizes ERIM Fellowship as an additional role that certain senior members may be asked to perform. The ERIM Scientific Director decides on approval of the **ERIM Fellow status** of a senior ERIM Member on the basis of the personal Fellow Proposition. The Dean of the 'penvoerende faculteit' (RSM) appoints the Fellows. Fellow appointments are evaluated after a period of 6 years, based on an evaluation of the progress in their portfolio of responsibilities (academic, societal, and pro-organisational and leadership activities). Fellowships may be terminated during the 6-year window if a Fellow chooses to opt out of the role or no longer meets the criteria for an ERIM Fellowship.
- The Scientific Director will organize **regular meetings** with the ERIM Fellows to foster a spirit of communication, cooperation, and collegial governance. The Scientific Director may contact the fellows directly, individually or as a group, and solicit their counsel and contribution to institutional maintenance, governance, and ambassadorial tasks. The Scientific Director will ask two ERIM Fellows per Research Programme, preferably one from ESE and one from RSM, to join ERIM's Programme Advisory Committee (PAC).
- The proposal to grant an **ERIM Honorary Membership** should be submitted to the Scientific Director of ERIM through one of the ERIM Fellows of the ERIM Research Programme. The Scientific Director decides on the Membership after confidential consultation of the ERIM Programme Advisory Committee. If the decision is positive, the nominated ERIM Honorary Member will be contacted about the proposed Honorary Membership. Acceptance by the ERIM Honorary Member will be communicated to the Fellow who submitted the application in an official letter, with a copy to the Dean of the School and to the new ERIM Honorary Member and will be announced to the ERIM community at large by means of regular media. The Honorary Membership lasts six years and can be extended at the end of the six-year window.
- A **hardship clause** applies to all changes laid down in the current EMC and the corresponding EJM. If a member would be affected negatively by these changes, such that they would qualify for membership or high-performing membership under the previous EMC and EJM but not under revised versions, they will continue to be assessed using the previous EMC and EJM until 2025 (inclusive).
- There is an **appeals procedure** for persons whose application for ERIM Membership is refused. The appeal can be lodged with the Dean of the school with whom the appellant is either employed or visiting (RSM or ESE). The appeal only concerns whether or not the Scientific Director of ERIM has correctly applied the rules defined in this Charter.

## ERIM MEMBER RIGHTS AND RESPONSIBILITIES

- ERIM expects all its members (any type) to respect and uphold the highest standards of academic integrity, and to adhere to and uphold the general principles of professional academic practice at all times. The [Netherlands Code of Conduct for Research Integrity \(UNL, version 2018\)](#) further details these principles. ERIM also requests all its members and beneficiaries to sign the *Scientific Integrity Declaration*, and to actively participate in and contribute to (programme-level) discussions on integrity. ERIM finds it desirable, for example, that all members and Fellows regularly participate in research seminars, to expose their own scholarly work to peer critique and to constructively contribute to the quality and integrity of other members' scholarly work. Each Member thus has a personal responsibility to contribute to the scientific ethical climate of the research programme in which they perform their research.

ERIM views Open and Responsible Science (ORS) as an important generative force for excellent research, and fully embraces its principles, as outlined in, for example, the [LERU white paper](#), the [UNESCO Recommendation on Open Science](#), and the [ScienceEurope direction paper](#). ERIM recognizes the role ORS plays in enhancing epistemic efficiency, since it improves the verifiability, reusability, and accountability of scholarly output. ERIM therefore assumes responsibility for advocating ORS principles and practices amongst its members (any type) and in its Doctoral Programmes and expects its members to follow ORS principles and practices in their conduct of science. Understanding that following ORS principles and practices can be time-consuming, ERIM aims to contribute to recognizing and rewarding those who follow such principles and practices (e.g., preregistering ideas and hypotheses, publicly sharing curated data, sharing programming code and research instruments, engaging non-academic stakeholders in the research process, self-archiving and exercising one's Taverne Amendment rights, and the like) in their research.

- ERIM stresses that the criteria laid down in the EMC serve a relatively narrow purpose: they regulate access to ERIM membership, and as a derivative thereof, eligibility for ERIM support and access to the ERIM Support Programmes (ESPs). In line with contemporary views on research assessment [[DORA declaration](#), [Agreement on Reforming Research Assessment](#)], ERIM recommends that for decisions concerning the hiring, promotion, and funding of researchers, productivity indicators such as ERIM membership status are to be assessed in conjunction with other quantitative and qualitative indicators of research excellence and academic impact. ERIM also supports the view that a broader take on scientific output, one that also encompasses contributions made to peer reviews, data analysis software, programming code, datasets, training materials benefiting other scientists, and so on, allows for a more well-rounded assessment of a scientist's scholarly career achievements. In all instances of assessment, the originality, ingenuity, effortfulness, and quality of the scientific content produced by the assessed should be used as the leading criteria.
- ERIM aims to foster collaboration and create the conditions to cultivate the ethos of *team science*. Concretely, this means that research output resulting from collaborative efforts always fully counts towards the individual assessment of each member. Furthermore, ERIM also propagates that members recognize the team production aspect of their work and acknowledge the contributions made by research support professionals (e.g., scientific programmers, data stewards, lab managers, et cetera) to their scientific works. ERIM also recognizes and values the contributions its members make towards the development and maintenance of collective research infrastructure, as evidenced by their willingness to take on administrative roles, be appointed to the ERIM Internal Review Boards

(IRBs), function as a lab coordinator or facilities lead user, and participate in task forces responsible for developing, maintaining, renovating, and financing research facilities, to name a few.

- ERIM is proud to serve a membership base that is increasingly diverse in terms of sex, gender, sexual orientation, neurological and physiological makeup, race, nationality, age, and religious and political beliefs (amongst others). ERIM seeks to contribute to an organizational and scholarly climate in which each of its members feels represented and included, equitably treated, and properly facilitated to achieve their personal scholarly ambitions. Every ERIM member has a shared as well as an undivided personal responsibility to contribute to this inclusive climate. This responsibility extends both to roles recognized in the EMC (Member, Fellow, et cetera) and to other professional roles related to research (editorships, PhD supervision, referee and letter writing, funding panel participation, scholarly selection committees, representative functions in scholarly associations, et cetera). Exclusionary and unrespectful communication or conduct in internal and external scholarly roles is at all times irreconcilable with ERIM membership.
- ERIM operates according to a solidarity principle: its policies should be interpreted and applied with the long-term mental and physical health of its members in mind, and in ways that allow its members to achieve their long-term research aspirations regardless of life events or hardship. This principle leads to the following practical provisos: For all membership criteria specified in this document, additional time is added to the evaluation period for the membership check in which a life event occurs if it results in prolonged absence. In practice, this extends the validity of Members' previously realized publications to be included in the evaluation window or adds time to Associate Members' grace period. (Associate) Members who have given birth will receive two additional years. (Associate) Members who have become adoptive parents or who have become parents without giving birth themselves will receive one additional year, provided that they have taken parental or adoption leave beyond the minimum partner birth leave. The proviso also applies to other life events that result in prolonged (partial) absence, such as acute or chronic illness (physical or mental) or formal leave of care to help other dependents. In case the life event results in absence for more than a year, the evaluation period can be extended further on a case-by-case basis. In case of life events that result in partial absence for a prolonged period (e.g., not being able to work 100% of the time that is specified in the contract), this will be taken into account on a case-by-case basis. Parenting and life events that happen up to two years prior to joining ERIM will be taken into consideration when applying the above provisos. Members are not obliged to disclose privacy-sensitive information about their personal situation with the Scientific Director of ERIM. Communication can also be channeled through HR on a strict need-to-know basis, and the Scientific Director is bound to instructions from HR under the good faith principle.
- ERIM is fully committed to and actively supports *interdisciplinarity* in management research, as evidenced by the equivalence rules (EP\*, EP) included in the EMC. We acknowledge that the boundaries of the management field are constantly shifting and mostly expanding. We therefore witness that research themes that used to be at the periphery of the management field are now shifting towards the core of the discipline. These include themes such as *Data Science*, *Organizational* and *Consumer Neuroscience*, *Sustainability Science*, and *Energy Transition Science*, to name several. To ensure evaluative equity for members with an interdisciplinary profile, the equivalent status of publications that are not on the EIJ can be guaranteed by the Scientific Director of ERIM for the duration of the evaluation period through a public side letter, based on a motivated request by a Fellow of the research programme in which the Member conducts their research.



- Providing high-quality fulltime and parttime PhD education is one of ERIM's core mission activities. ERIM values and recognizes the provision of excellent PhD supervision as a key responsibility of its members, to be performed in line with the UNL-mandated duties of care. ERIM members are expected to contribute to guiding, supporting, and monitoring the progress and well-being of all PhD candidates of the research programme in which they conduct their research. This includes providing sufficient and frequent feedback on their research project(s), providing them with emotional and substantive support during their PhD trajectory, and for those candidates who aspire to continue in academia, help them secure an academic placement that fits best with their long-term life-plans and research ambitions. Expected support activities include activating and sharing your network, mentoring and championing candidates, performing your duties as a co-author on shared projects, securing (co-)funding for candidates' research expenses, and writing high-quality letters of recommendation.



## ERIM MEMBER

**Who:** Faculty of Rotterdam School of Management (RSM) or Erasmus School of Economics (ESE) at Erasmus University Rotterdam with an appointment of at least 0.2 fte who are due to participate in an ERIM programme for at least two years from the date of application.<sup>1</sup>

### Tasks:

- Observing the ERIM Member rights and responsibilities;
- Carrying out and disseminating high-quality research in the domain of research in management;
- Actively initiating external funding initiatives to acquire top grants (e.g., NWO, ERC);
- (Co-)supervising ERIM PhD students;
- Contributing to the ERIM PhD programmes;
- Being committed to implementing ERIM's strategic goals;
- Actively and collaboratively participating in activities related to the(ir) ERIM research programme(s).

### Benefits:

- An ERIM Member is eligible to apply for the ERIM Support Programmes that offer financial support for research-related activities (Find more details: [ERIM Support Programmes](#)).
- An ERIM Member can call upon the ERIM Office for support and advice with respect to all possible activities that are designed to further high-quality research in management (e.g., research data management, IRB applications, counsel in the area of open and responsible science, identifying and accessing research infrastructure, et cetera).

### Criteria:

- PhD degree.
- **For a 1.0 fte appointment:** in the most recent six<sup>2</sup> (calendar) years, a publication record that meets at least one of the following conditions:
  - I. Two P\* publications;
  - II. Four P, P\*, EP or EP\* publications (of which at least 2 P/P\*);
  - III. Five publications (of which at least 2 P/P\*, and at most 2 B);
  - IV. Two P/P\* publications and one B\* publication.
- **For a 0.4-<1.0 fte appointment:** in the most recent six (calendar) years, a publication record that meets at least one of the following conditions:
  - I. Two P\* publications;
  - II. Three P, P\*, EP or EP\* publications (of which at least 2 P/P\*);
  - III. Four publications (of which at least 2 P/P\*);
  - IV. Two P/P\* publications and one B\* publication (for tenured faculty).

<sup>1</sup> To ensure continuity in the research programmes, faculty of EUR must actively participate for a concentrated period of at least two years. This participation is irrespective of the formal status and extension of their personnel contract at the EUR (temporary or permanent contract).

<sup>2</sup> This period of six years can be extended in case of life events, as stipulated in the ERIM Member rights and responsibilities. This also holds true for all subsequent references to the six-year evaluation window.

- **For a < 0.4 fte appointment:** Two P, P\*, EP or EP\* publications (of which at least 1 P/P\*).

## High-performing ERIM membership

ERIM Members can qualify as “**high-performing**” if, in the most recent six (calendar) years, they have a publication record that at least contains one of the following:

- **For a 1.0 fte appointment,** ERIM Members can qualify as “high-performing” if, in the most recent six (calendar) years, they have a publication record that meets at least one of the following conditions:
  - I. Three P\* publications;
  - II. Two P\* and one EP\* publication;
  - III. Two P\* and one M\* or one B\* publication.
- **For a < 1.0 fte appointment,** ERIM Members can qualify as “high-performing” if, in the most recent six (calendar) years, they have a publication record that meets at least one of the following conditions:
  - IV. Two P\* publications;
  - V. One P\* and one EP\* publication;
  - VI. One P\* and one M\* or one B\* publication.

## Long-term high-performing membership

Individuals who have been a high-performing ERIM member for a total of 12 cumulative (not necessarily consecutive) years obtain two additional benefits:

- **Recognition of scholarly impact.** Long-term high-performing members may substitute one qualifying publication if they have realized more than 1,000 lifetime Web of Science citations. To apply for this recognition, a Clarivate citation report must be submitted to the Scientific Director and ERIM Research Information Officer prior to the annual membership check.
- **ERIM Innovation Sabbatical.** Long-term high-performing members may apply for an ERIM Innovation Sabbatical (EIS). A concise EIS plan needs to be submitted to the Scientific Director, detailing an intended breakthrough contribution to the (interdisciplinary) study of management, involving a foreseen theoretical, methodological, or empirical innovation. During the EIS, members will be exempt from the annual membership check for a period of three years. The decision to honour or decline the EIS application rests with the Scientific Director and may be influenced by prevailing financial conditions.

## Notes:

- If a member loses their high-performance status, this will be effective immediately for the entire calendar year following the evaluation period.
- The appointment factor is based on the average fte of **total** university appointment during the most recent six years.<sup>3</sup>

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<sup>3</sup> Total university appointment is defined as the combined total fte of appointments at EUR and other universities.

<b>ERIM ASSOCIATE MEMBER</b>
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ERIM Associate Membership is designed as a means of providing access to ERIM benefits and facilities to faculty members on tenure-track contracts, who do not yet qualify for regular ERIM Membership.

**Who:** Tenure track faculty at Rotterdam School of Management (RSM) or Erasmus School of Economics (ESE) at Erasmus University Rotterdam with a designated research task and an appointment of at least 0.2 fte for two years from the date of application for membership.

**Tasks:**

- Observing the ERIM Member rights and responsibilities;
- Carrying out and disseminating high-quality research;
- Actively initiating external funding initiatives to seek early career grants (NWO, ERC);
- Being actively committed to implementing ERIM's strategic goals;
- Actively and collaboratively participating in activities related to their ERIM research programme.

**Benefits:** These are identical to the benefits of an ERIM Member.

**Duration:** Maximum of six years or until qualified for (internal) promotion.

**Criteria:**

- PhD degree.
- A research proposal containing a detailed work- and publication plan, which aims to satisfy the criteria for regular ERIM Membership at the end of the Associate Membership period.

<b>ERIM POST-DOCTORAL MEMBER</b>
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ERIM Post-Doctoral Membership is designed as a means of providing access to ERIM benefits and facilities to recent PhDs who are appointed on time-bound research contracts (e.g., researchers on externally financed projects).

**Who:** Post-doctoral researchers of Rotterdam School of Management (RSM) or Erasmus School of Economics (ESE) at Erasmus University Rotterdam with an appointment of at least 0.2fte who participate in an ERIM programme.

**Tasks:**

- Carrying out and disseminating high-quality research;
- Collaborate in joint research projects with ERIM Members;
- Being actively committed to implementing ERIM's strategic goals;
- Actively and collaboratively participating in activities related to their ERIM research programme.

**Benefits:** These are identical to the benefits of an ERIM Member.

**Duration:** Until the end date of the post-doctoral contract.

**Criteria:**

- PhD degree.
- A research proposal containing a detailed work- and publication plan covering the entire appointment period as an ERIM post-doctoral member.

**ERIM FELLOW**

An ERIM Fellow is a faculty member appointed at RSM or ESE for a minimum of 0.5 fte. ERIM high-performing members in good standing with an appointment as professor are eligible to become ERIM Fellow, for a period of 6 years. The decision on continuation of the title of ERIM Fellow will be based on the requirements specified below.

**Who:** Faculty who are ERIM high-performing member with a professorial appointment at EUR (0.5 fte or more): Rotterdam School of Management (RSM) or Erasmus School of Economics (ESE).

**Tasks:**

- Observing the ERIM Member rights and responsibilities;
- Fellows are ambassadors of academic values (e.g., research integrity, responsible research assessment, open and responsible science, adherence to IDEA principles, et cetera) and professionalism for the ERIM community;
- Fellows carry joint responsibility for the development and well-being of ERIM, by being actively committed to ERIM to establish and implement ERIM's strategic goals;
- Fellows are expected to actively contribute to the development of ERIM as an institute, by contributing to the visibility and reputation of the ERIM research programmes and the PhD programmes in the international research community, through academic and societal impact, acquisition of individual and collaborative grants, and engagement with businesses, citizens, NGOs, and other societal stakeholders;
- Fellows actively and collaboratively participate in (administrative) activities related to (cross-) programme development, research ethics policy, periodic research assessments, mentoring and championing early and mid-career talent, editorships of top-core journals, and other pro-organisational and leadership activities;
- Each research programme is committed to appointing Fellows for specific tasks and active participation in (administrative) ERIM-related activities;
- A membership check for Fellows is done every 6 years, based on demonstrable contributions in their portfolio of activities to academic, societal, or pro-organisational and leadership activities, to qualify for the continuation of their Fellow status.

**Benefits:**

- These are identical to the benefits of an ERIM Member.

**Criteria:**

- Having a solid **academic track record**, in support of the ERIM mission and vision;
- Appointment as professor at RSM or ESE (0.5 fte or more);
- Submitting a one-page **Fellow Proposition** to the ERIM scientific director reflecting on the intended level and kind of commitment to ERIM for a period of 6 years. It should specify any administrative commitments to ERIM, and an elaboration of the academic, organizational, or societal portfolio the Fellow wants to work on. Particular attention should be given to how the Fellow expects to actively contribute to ERIM's strategic goals.
- The ERIM Scientific Director may invite Fellows for a meeting to discuss and evaluate their contributions to ERIM's ambitions based on the commitment expressed in their Fellow Proposition. This may result in an update of the Fellow Proposition.

<b>ERIM VISITING MEMBER</b>
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The purpose of the ERIM Visiting Membership is to confer an ERIM status on highly reputable researchers who stay for a relatively short time at Erasmus University. The status of an ERIM Visiting Member is comparable to that of an ERIM Member.

**Who:** Researchers who stay at EUR (RSM/ESE) for between two months and two years and carry out research in one of the ERIM Research Programmes. The appointment of an ERIM Visiting Member is made irrespective of how this person is financed.

**Tasks:**

- Carrying out high-quality research;
- (Co-)supervising ERIM PhD students;
- Contributing to the ERIM PhD programmes.

**Benefits:**

ERIM Visiting Members are entitled to apply for the ERIM Support Programmes, with the exception of the ESP for research visits (ESP 3).

**Criteria:**

These are identical to the criteria of an ERIM Member.

<b>ERIM HONORARY MEMBER</b>
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**Who:** Highly qualified researchers in management, not currently or no longer (emeriti) employed at the Rotterdam School of Management (RSM) or Erasmus School of Economics (ESE), who have made an extraordinary contribution to the development and growth of ERIM as a reputable research institute in management.

Former faculty members of RSM and ESE, including those with an emeritus professorial status, are eligible for this category. Active ERIM members are excluded from ERIM Honorary Membership.

**Tasks:**

ERIM Honorary Members are expected to contribute positively to the reputation of ERIM. Honorary Members may provide (solicited and unsolicited) advice to the ERIM Scientific Director on any aspect they deem relevant to ERIM.

**Benefits:**

ERIM Honorary Members will be kept informed about major ERIM activities, issues and achievements and will be invited to major ERIM activities and events.

**Criteria:**

Extraordinary contribution (see above).



## ERIM BENEFICIARY

ERIM Beneficiaries is the term used to denote ESE research faculty whose primary research interests are not in the area of management research.

**Who:** Faculty of Erasmus School of Economics (ESE) with an appointment of at least 0.2 fte who are a Tinbergen Institute Candidate or Research Fellow and who are not qualified for the other ERIM membership categories.

**Tasks:**

See Tinbergen Institute Fellowship Charter. ERIM Beneficiaries are also expected to observe the ERIM Member Rights and Responsibilities.

**Benefits:**

An ERIM Beneficiary is eligible to apply for the ERIM Support Programmes that offer financial support for research-related activities (for more details: [ERIM Support Programmes](#)).

**Criteria:**

See: [Tinbergen Institute Fellowship Charter](#)

Table 1 provides an overview of the minimum criteria applying to each membership category.

	Regular membership											
Membership conditions	1,0 FTE				0,4 < 1,0 FTE				< 0,4 FTE			
	I	II	III	IV	I	II	III	IV				
<i>Minimum publication condition over recent 6 calendar years:</i>				-				I				
<b>Publications with classification:</b>												
P*	2				2							
EP*												
P #1		2	2	2		2	2	2	1			
EP #2		2				1			1			
M*#3												
B*				1				1				
B/S #4 #5			2				2					
<i>Minimum # publications (regardless classification)</i>	2	4	5	3	2	3	4	3	2			

Membership conditions	High performance membership							
	1,0 FTE				< 1,0 FTE			
<i>Minimum publication condition over recent 6 calendar years:</i>	I	II	III-a	III-b	IV	V	VI-a	VI-b
<b>Publications with classification:</b>								
P*	3	2		2	2	1		1
EP*		1				1		
P #1								
EP #2								
M*#3			1			1		
B*				1				1
B/S #4 #5								
<i>Minimum # publications (regardless classification)</i>	3	3	3	3	2	2	2	2

Table 1

**Notes:**

In each column, the minimum number of publications is given per publication type.

#1: P can always be replaced by P\*

#2: EP can always be replaced by P or EP\*

#3: For membership decisions, M\* publications (full articles) are counted as P\*.

#4: with a maximum of 2 B's.

#5: B or S publications can always be replaced by B\*, P or EP.