

# ERIM

## Stimulating Doctoral Students in Management Sciences

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[www.irim.eur.nl](http://www.irim.eur.nl)





# Overview

Overview:

1. About ERIM
2. The ERIM Doctoral Programme
3. Stimulating and Challenging PhD Students
4. Career Support
5. Conclusions



# 1. About ERIM

- Erasmus Research Institute of Management (ERIM) founded in 1999.
- Unites the researcher in management of
  - the Rotterdam School of Management (RSM) and
  - the Erasmus School of Economics (ESE).
- Total of about 300 researchers at Erasmus:
  - 190 Fellows/Members (70% RSM, 30% ESE),
  - ca. 100 PhD students (65% international),
  - ca. 30 MPhil students (80% international).
- One of the largest Doctoral Programmes in Management in Europe.
- **Research Institute** and **Graduate School** (MPhil + PhD) in one integrated organization.
- Strong focus on the academic career of ERIM members.



# 1. About ERIM

- Maturing into a leading research institute in Research in Management.
- Output & citation impact (bibliometric studies, 1999-2006):
  - Top 3 in Europe (with LBS and INSEAD).
  - Top 25 World-wide (Wharton School, Stanford, Harvard, NYU, Columbia, Duke, MIT, UCLA, ... ).
- ERIM Research Programmes: 5 domains:
  - Business Processes, Logistics and Information Systems
  - Organization
  - Marketing
  - Finance & Accounting
  - Strategy
- ERIM Doctoral Programme:
  - Matches structure and mission of the research programmes.



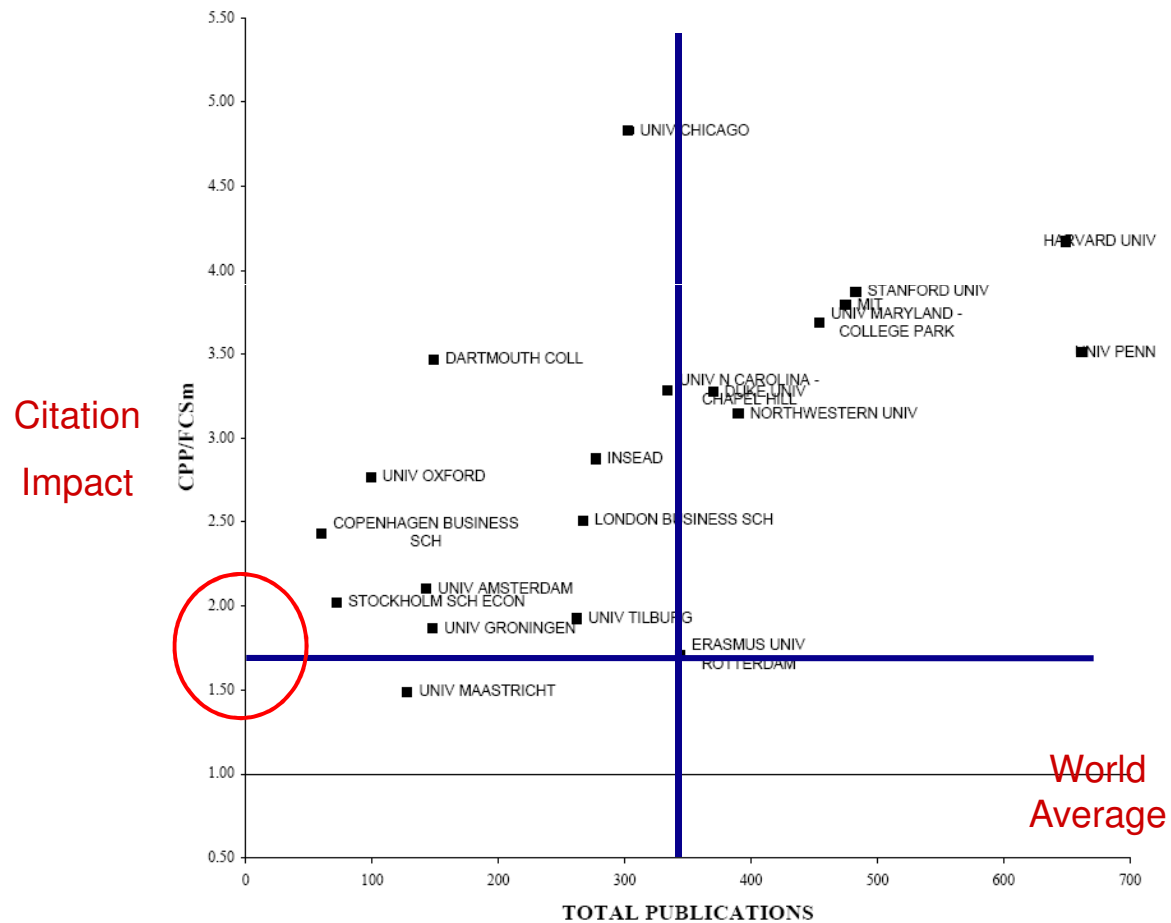
# 1. About ERIM

- Policy of ERIM is done by **performance incentives**.
- Actively stimulating quality research:
  - 0.4 fte research voucher for regular members,
  - 0.6 fte research voucher for high performing members.
- Regular membership requirements:
  - 5 publications in 5 years.
  - At least 1 publication in a core Top journal ranked P or P\* (see ERIM Journal List (EJL: [www.erim.eur.nl/ejl](http://www.erim.eur.nl/ejl)) for ranking of journals into P\*, P, and S journals).



# 1. About ERIM

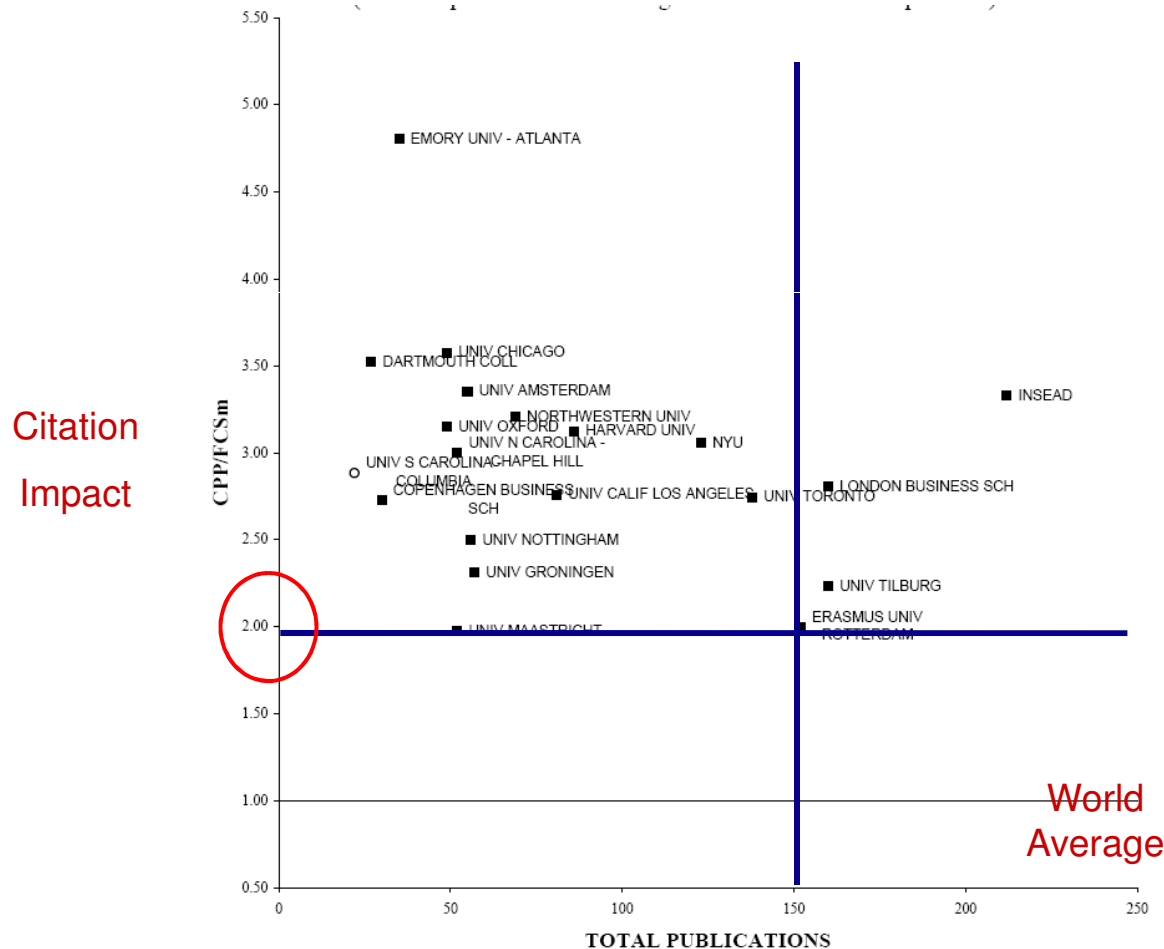
- Output & Impact ERIM and 20 benchmark institutions (period 1999-2006, nucleus set of 80 core ISI journals; source CWTS).





# 1. About ERIM

- Output and impact ERIM and 20 benchmark Institutions (nucleus set JnIs; resulting from international cooperation; 40% of ERIM publ.).





## 1. About ERIM

- Fundamental parts of ERIM policy :
  - Combining the **impact strategy for research** and the **ERIM Doctoral Programme**.
  - Bring the doctoral students as close as possible to the **publishing and citation network dynamics**.
  - Service top research.





## 2. The ERIM Doctoral Programme

- ERIM = Quality Doctoral Programme.
- Main characteristics ERIM Doctoral Programme:
  - Highly selective, tested, multiple entries (Honours, MPhil, PhD).
  - Full & Coherent advanced course programme modeled to that of Top Business schools:
    - + Research Methodology (quantitative modeling, experimental design, case study research, survey design, ...).
    - + Skills training (writing, publishing, presenting, ... ).
    - + Substantive courses per field.
  - Tailor made, nurturing variety.

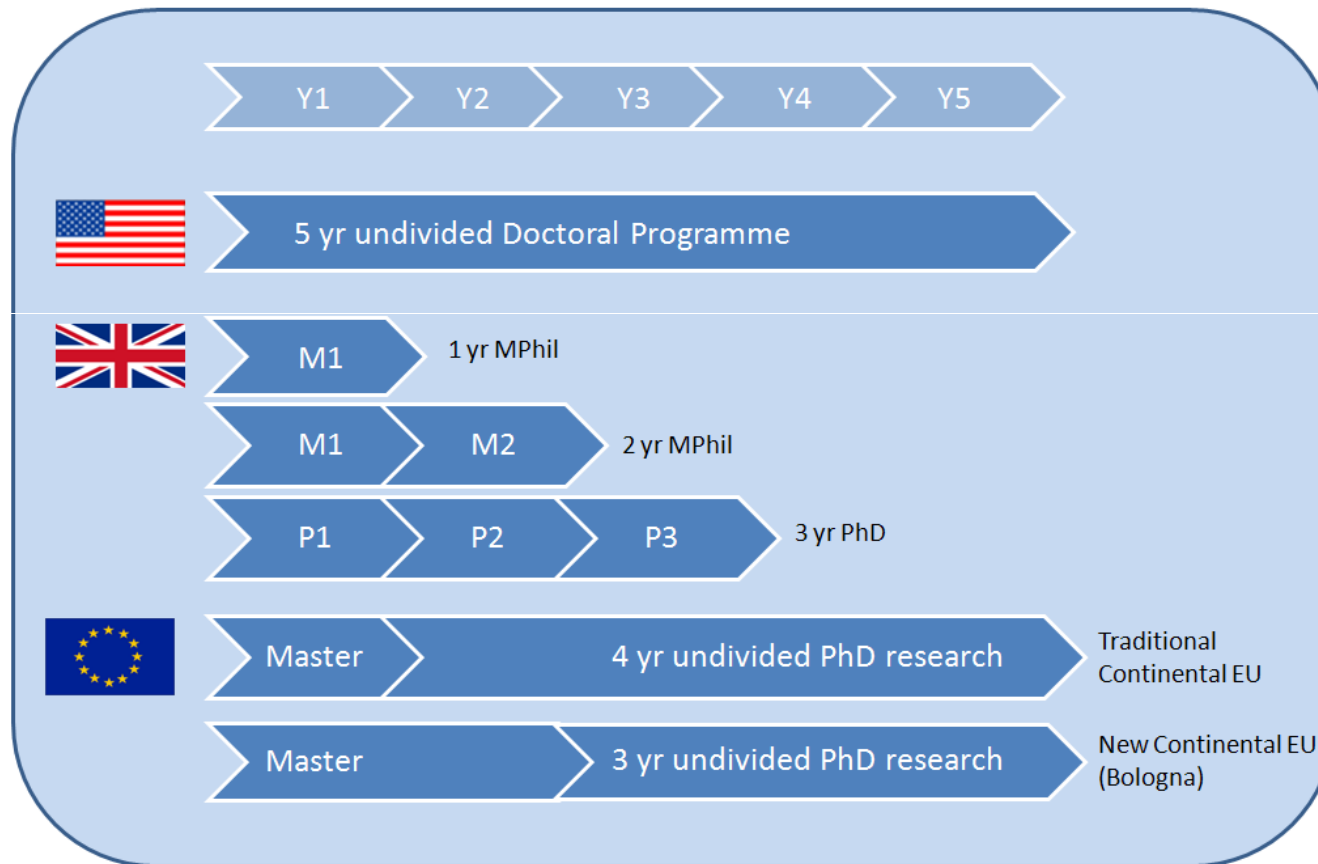


## 2. The ERIM Doctoral Programme

- Main characteristics ERIM Doctoral Programme:
  - Participation in internationally active research community (for example, 180 research seminars in 2008; 90% outside speakers) .
  - Benefiting from excellent research infrastructure & effectively organized research support programme.
- Annual output Doctoral Programme:
  - 35-40 PhD theses published in the ERIM PhD Series in Research in Management

## 2. The ERIM Doctoral Programme

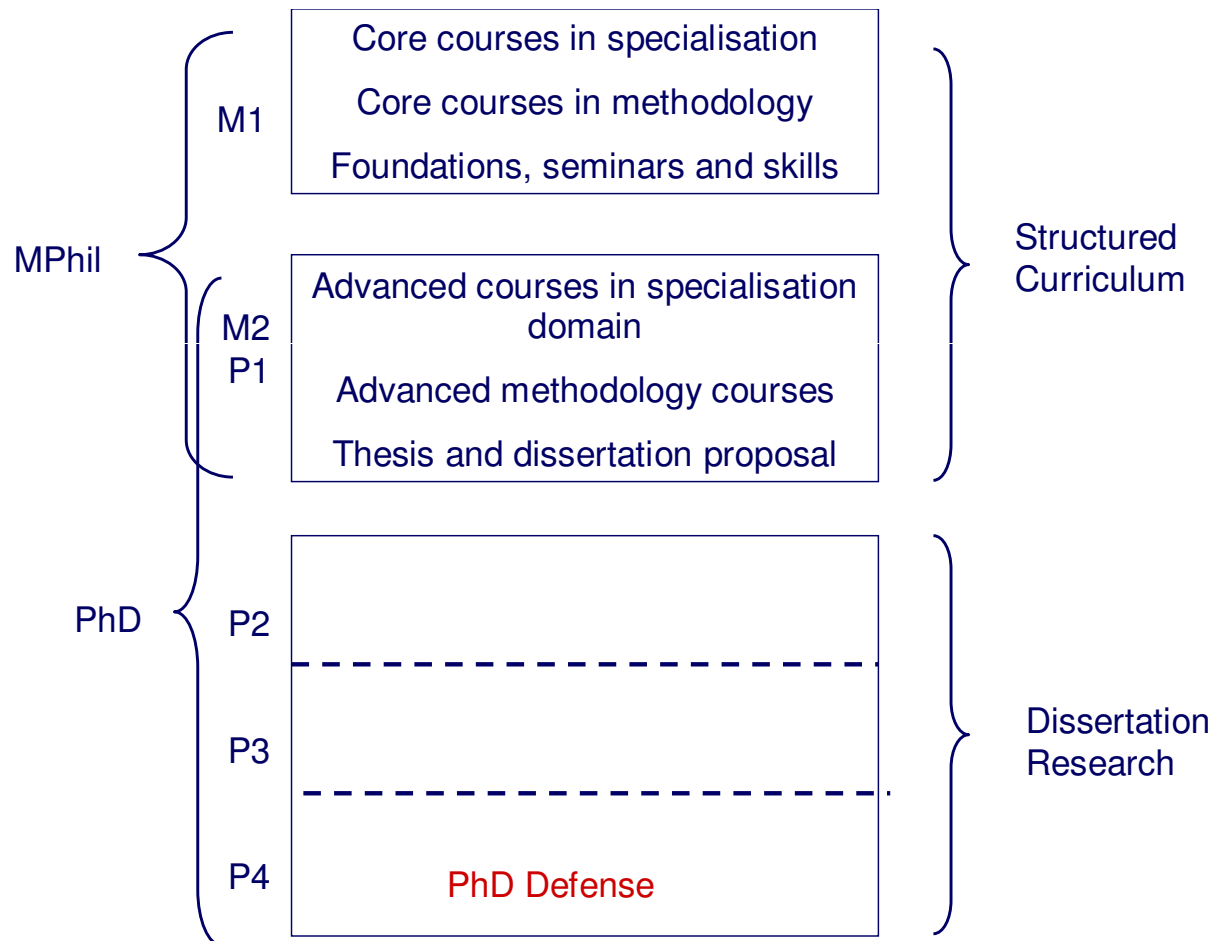
- Global positioning the ERIM Doctoral Programme:





## 2. The ERIM Doctoral Programme

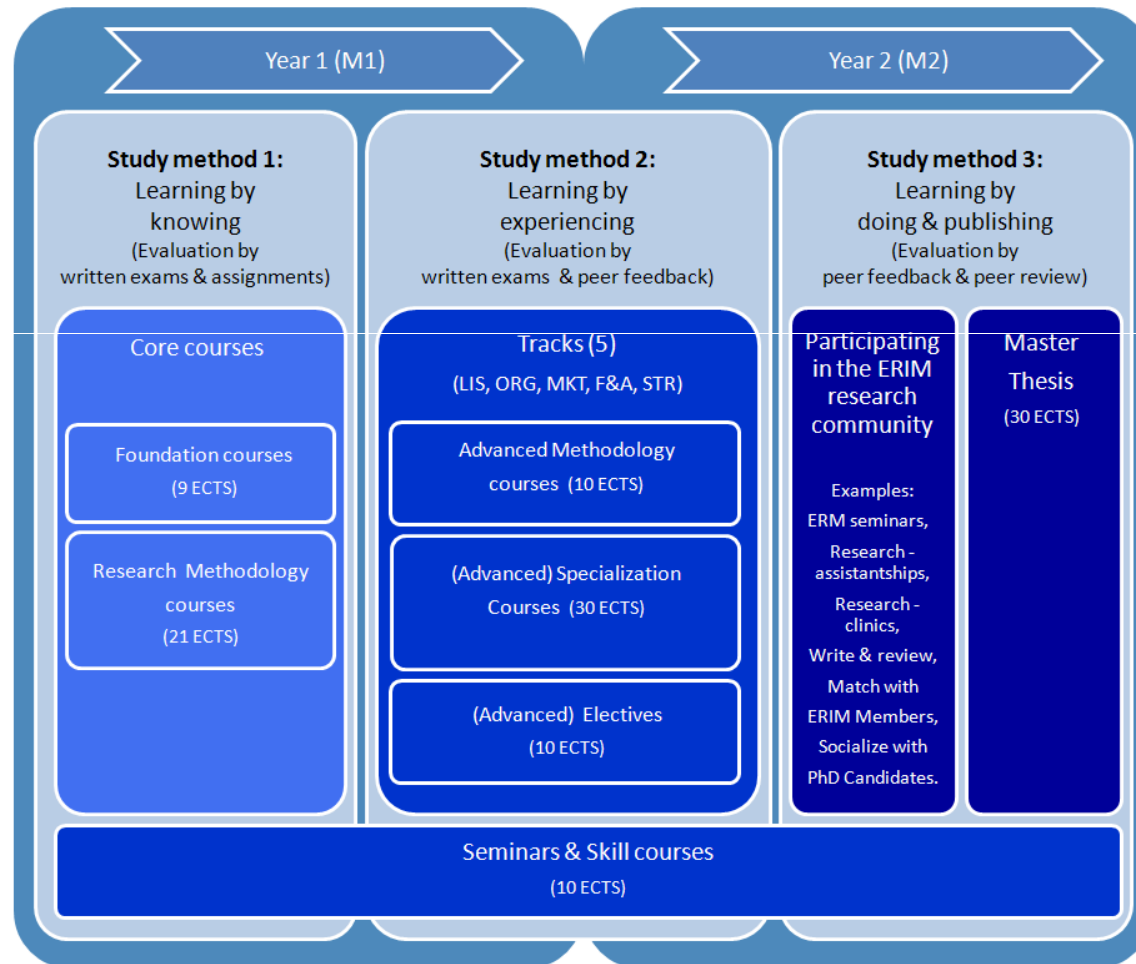
- Entry points, curriculum, and time line:





## 2. The ERIM Doctoral Programme

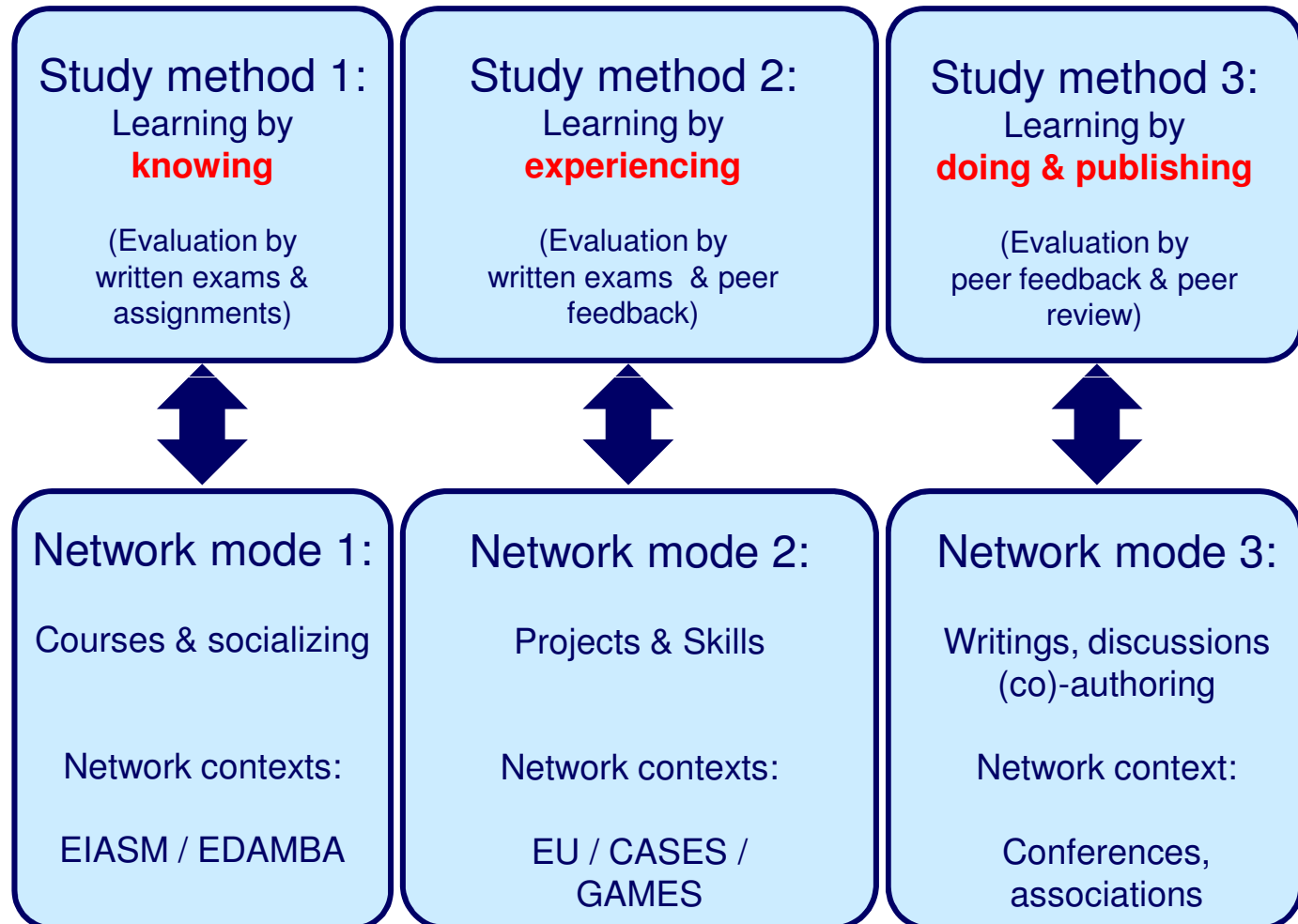
- ERIM study model MPhil research masters:  
transformation of learning modes: Knowing > Experiencing > Doing





## 2. The ERIM Doctoral Programme

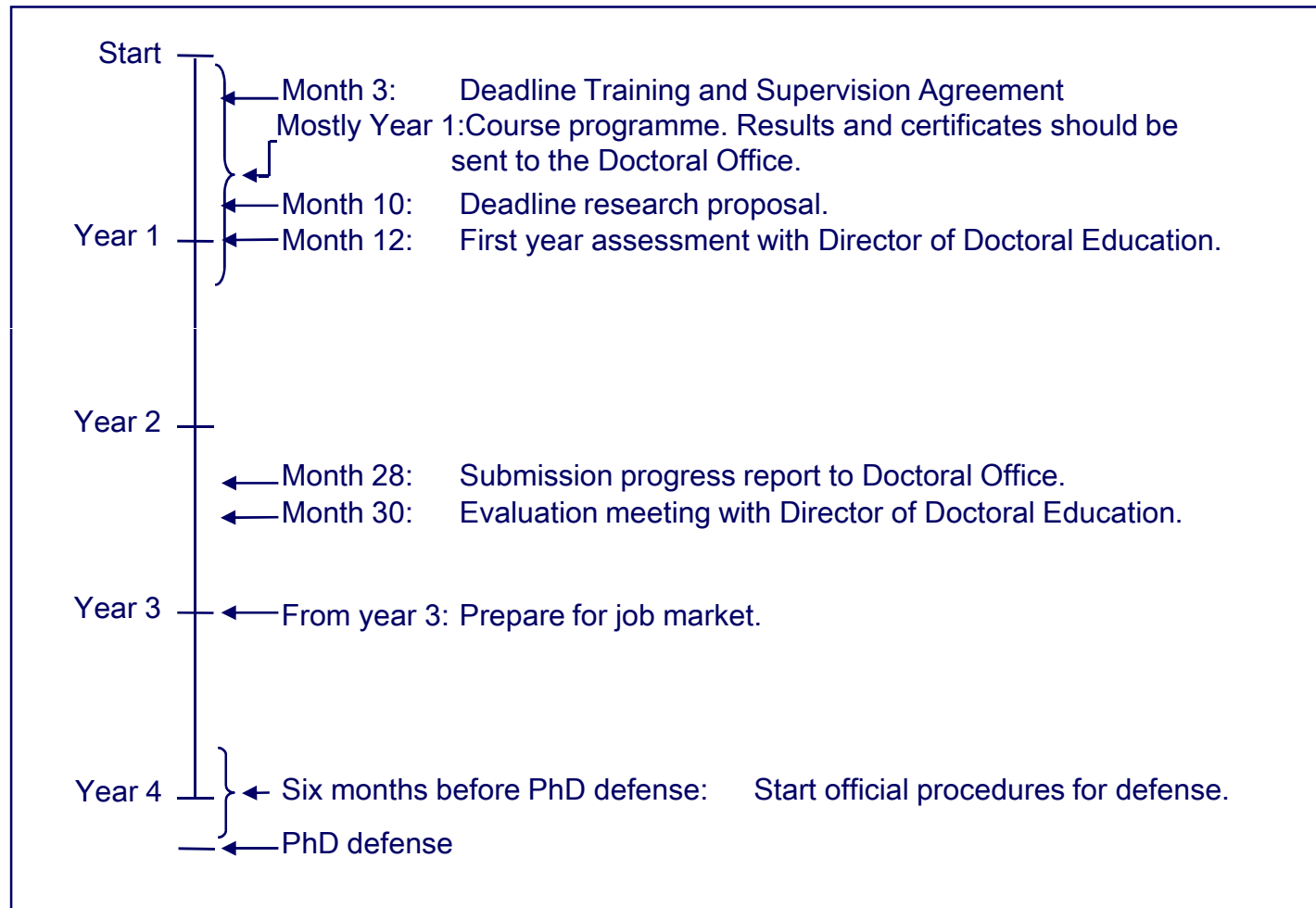
- ERIM study model: transformation of networking dynamics: from doctoral student to early career researcher





## 2. The ERIM Doctoral Programme

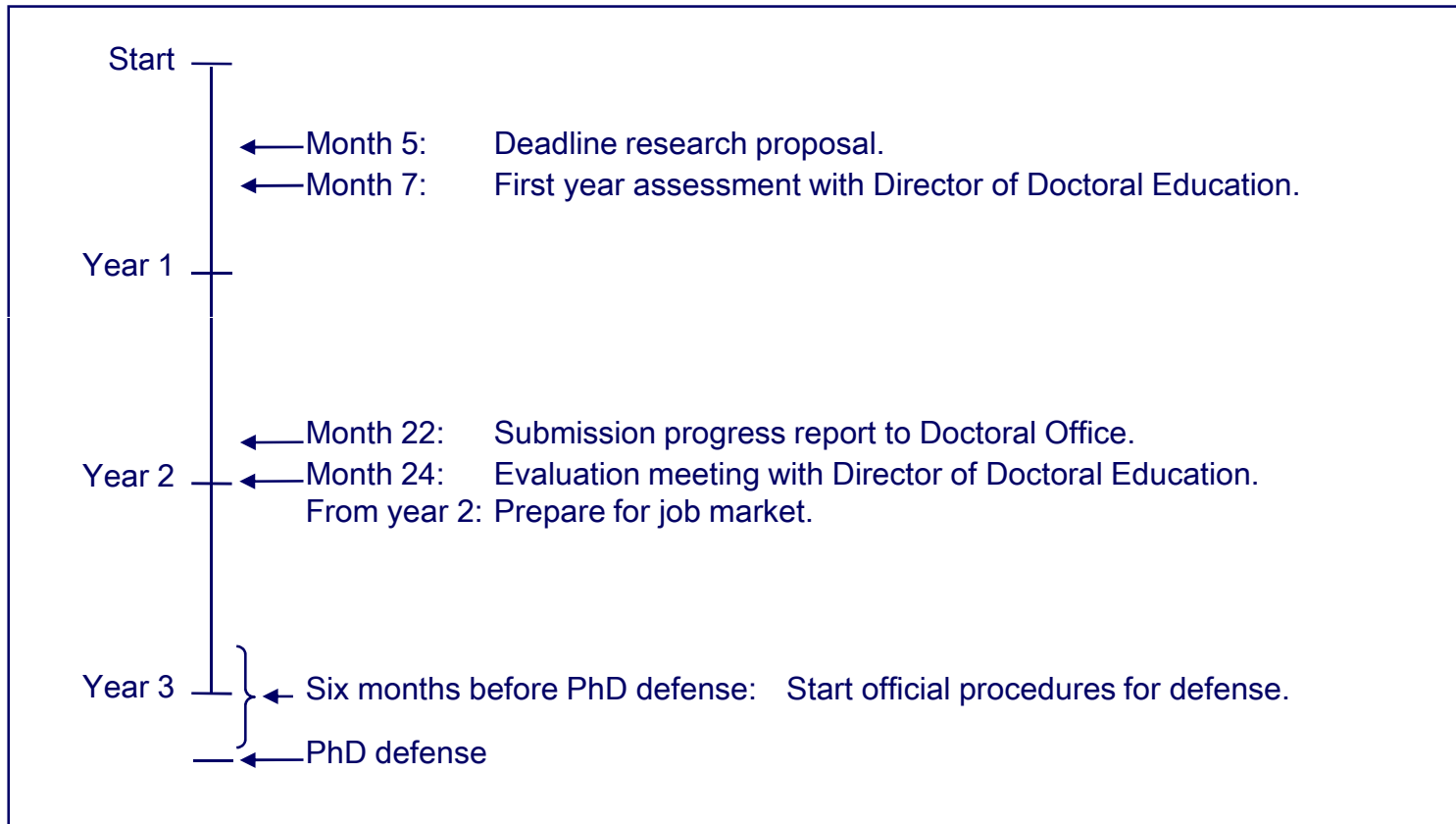
### ■ Time line PhD (4-year model)





## 2. The ERIM Doctoral Programme

- Time line PhD (3-year model for MPhil graduates)





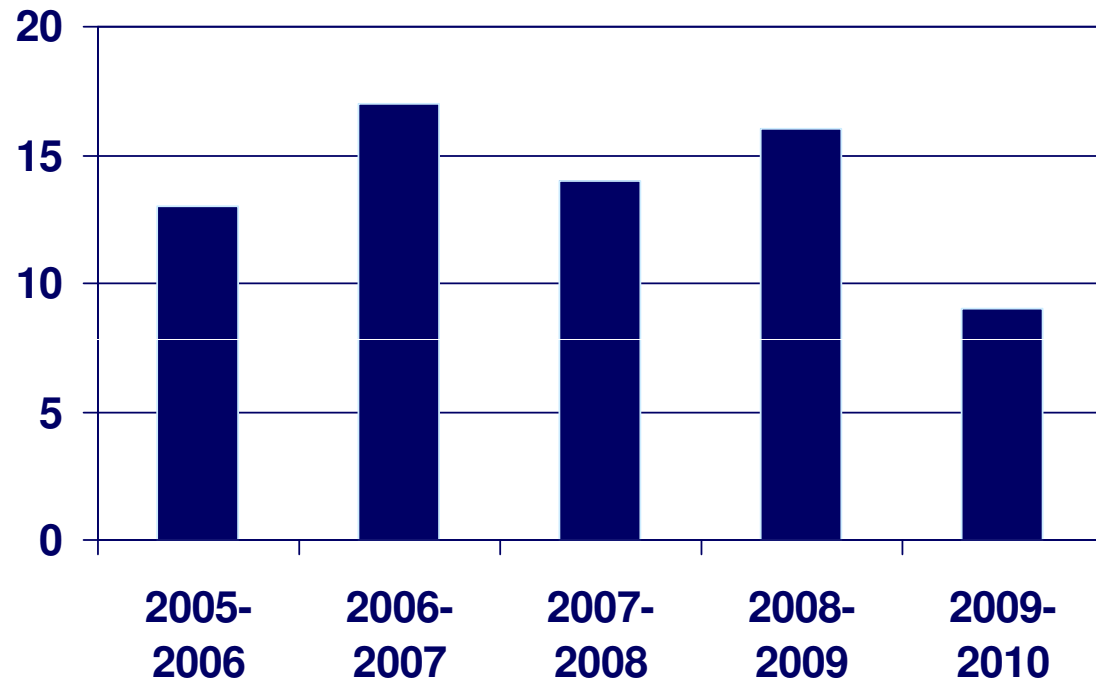


## 2. The ERIM Doctoral Programme

- Courses (40 ECTS) in the 4-year PhD programme are quite flexible.
  - Course programme is adapted to the individual needs of the PhD.
  - Courses can be internal (ERIM courses) or outside ERIM (LNMB, Kurt Lewin Institute, etc).
  - ERIM courses are taught by

### 3. Stimulating and Challenging PhD Students

- Number of external courses provided by LNMB per year:



- LNMB ranks first with 65 courses in 5 years, KLI ranks second with 59 courses in 5 years.





## 2. The ERIM Doctoral Programme

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  - Course programme is adapted to the individual needs of the PhD.
  - Courses can be internal (ERIM courses) or outside ERIM (LNMB, Kurt Lewin Institute, etc).
  - ERIM courses are taught by ERIM top researchers.
  
- Compulsory skill courses (6 ECTS):
  - English.
  - Publishing Strategy.
  - Presentation.
  
- Other courses:
  - Advanced specialization courses.
  - Advanced methodology courses.



### 3. Stimulating and Challenging PhD Students

- The aim is to educate PhD-students to become internationally competitive junior researchers.
- Measures and incentives to stimulate and challenge students:
  - 40 ECTS individual course programme.
  - Peer reviewed research proposal after one year.
  - Bring students as quickly as possible in ‘publication mode’ by sending in papers to international peer-reviewed journals.
  - Stimulate students to present work at international conferences (all costs are refunded when giving a presentation).
  - Stimulate international research visits (1/3 of costs of for maximally 4 months research visit).
  - Financial support programmes available for data collection, experiments, databases, etc.
  - Providing research facilities that are internationally competitive.



### 3. Stimulating and Challenging PhD Students

- MPhil research masters students:
  - Pay tuition fee (as normal students do).
  - In year 1: a limited number scholarships are available.
  - In year 2: personal research assistantships.
  
- PhDs are paid employees.
  
- PhD expenses and funding:
  - Courses, travelling abroad, conferences and seminars:
    - + ERIM support programs (ESP).
    - + 50/50 matching principle (ERIM and department share costs).
  - Literature € 700 for the three or four year PhD period.



### 3. Stimulating and Challenging PhD Students

- ERIM Support Program for PhD Students (ESP 10)
  - Conference participation (max. € 1000 when presenting a paper).
  - Working visit to a conference (max € 700, only once).
  - Working visit to an international university/supervisor (max € 1000).
  - Field research data collection (max € 2500).
  - Courses (100% if part of Training and Supervision Agreement).
  - Scientific literature (€ 700 for a period of four years).
  
- ERIM PhD Series 'Research in Management' (ESP 11)
  - Publication of the PhD Thesis.



## 4. Career Support

- For PhD students:
  - Academic and generic skill courses:
    - + Publishing Strategy.
    - + Presentation Skills.
    - + English.
  - Special career course (Strategies for Successful Academic Placement):
    - + By experienced presenters (former AOM Directors of Placement).
    - + Incl. individual CV/cover letter reviews and advice sessions.
  - ERIM Support Programme nr. 10:
    - + International job market visit (to a max. of EUR 700) for last-year PhD candidates.



## 4. Career Support

- For PhDs and alumni:
  - ERIM Alumni Association:
    - + Website with useful links.
    - + Career workshops and discussion meetings.
  - Grant Applications:
    - + Grant Workshops.
    - + Advice and help with grant applications.
  - Tenure track programme:
    - + Qualification to high performing ERIM member and associate professor in 4 to 6 years.
  - Early career talent programme:
    - + Aimed at highly talented young researchers (post PhD).
    - + Extra research time (in 4 years: 0.9, 0.8, 0.7, 0.6 fte research).
    - + Three or four years.





## 5. Conclusions

- Success of the ERIM Doctoral Programme lies in integration of research of the staff and the Doctoral Programme.
- ERIM policies are directed to service the researcher (e.g., by providing research facilities, financial support, etc.).
- ERIM aims at stimulating and challenging PhD students by service and incentives.
- Incentives for high quality research.
- Creating an upward spiral:
  - Top research is rewarded.
  - Integrate doctoral programme with research.
  - Attracts top researchers.
  - Attracts better students.