



Central European University

Private University

Annual Report

Academic Year 2022-23



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1 Development of CEU PU

1.1 Campus development

1.1.1 Campus search progress

At its November 12, 2023 meeting, the Board of Trustees of CEU has approved the design of CEU's permanent campus, which will replace the temporary Quellenstrasse campus from 2028. Following an extensive search process and repeated consultations with the CEU community, the location of Eichenstrasse 1 in the 12th district of Vienna was chosen.

A Campus Advisory Committee headed by Tim Crane, Pro-Rector for Foresight and Analysis, and composed of faculty, administrative staff and students has been established to serve as an interlocutor between the campus developers and the CEU community.

The lease on CEU's current campus building will be extended until the completion of the new campus building.

1.1.2 Library development

There were significant developments in the CEU Library in academic year 2022-23. A Scholarly Communication Officer was hired, who was instrumental in helping to launch CEU's Open Research Repository. Negotiations began for a new Library Services Platform and a Research Information Management System, both of which resulted in contracts and the start of implementations. Use of the electronic collections continued to increase. CEU sought interactions with colleagues in Austria and abroad to build cooperations.

Collections

In calendar year 2023, uses of electronic journals and e-books exceeded 870,500, an increase of more than 200,000 uses from 2022. Three new databases were added to support the digital humanities: Manchester Medieval Sources online, Islamic History and Civilization Online, and Brill's Companions to Late Antiquity and Medieval Studies Online I-II.

Planning began to migrate 7,000-8,000 CEU theses and dissertations into the Open Research Repository. This project is expected to conclude during the summer of 2024.

CEU withdrew from the joint CEU-ELTE Medieval Library collection that was launched in the 1990s and is housed at Eötvös Loránd University in Budapest.

Information literacy

A new online research guide was created for ORCID, available at <https://library.ceu.edu/help/orcid/>

Policies

The Library led the creation of a new Affiliation Policy for CEU that was approved by the CEU Senate in August 2023. The policy clarifies how researchers should identify their affiliation with CEU in their publications and other venues, and it requires researchers to create and maintain an ORCID identifier.

Media Hub

The overall number of students using Media Hub equipment or facilities was 148 for the 2022-23 academic year. The total number of hours reserved on Media Lab computers was 920. There were 367 reservations to check out equipment, totaling 637 individual items.

The Media Hub saw an increase in community engagement, including new collaborations with the Belvedere 21 museum. In Spring 2023, the Hub ran a podcast workshop in conjunction with the Museum in which CEU students created audio content about the Belvedere's activities. In addition, the annual CEU student short film showcase screening was held in May 2023 at the museum's Binkle Kino, 120 people were in attendance.

Memberships

The CEU Library became a member of two consortia: ORCID Austria and DOI Austria. Membership in DOI Austria will allow CEU to begin assigning digital object identifiers to CEU theses and dissertations.

IT infrastructure

CEU signed a contract for the purchase of the Research Information Management System (RIMS) Pure. Implementation began in October 2023. CEU expects that Pure will provide a more complete and holistic picture of the research produced at CEU and its impact.

CEU also launched the new institutional repository in July 2023, available at <https://openresearch.ceu.edu>. with approximately 750 Open Access publications from CEU researchers. At this writing there are over 950 publications, and in the next month we expect to add another 1,000-2,000 publications that are currently being processed.

The CEU Library purchased and implemented the Article Galaxy Scholar (AGS) service, which fills the gap between journal subscriptions and interlibrary loan service. When a researcher finds an article in a journal to which the library does not subscribe, AGS delivers the article electronically to the researcher's email address, usually within ten minutes. A discounted fee per article is charged to the library's account.

The integrated library system that currently manages the CEU Library's core functions – acquisitions, cataloging, circulation, and the public catalog – is based on an older technology that emphasizes print collections. This system (Sierra) has been running at CEU for more than ten years. The newer generation of this technology platform is generally called a library services platform and emphasizes the management and access of electronic materials.

Early in 2023 CEU began conversations with the two vendors at the forefront of this technology, and at the end of January 2024, CEU signed a contract with Ex Libris GmbH to purchase their Alma system and its Primo discovery layer. The new system is expected to go live in the summer of 2024.

1.2 Policy changes

CEU continued to review, amend, and introduce policies and procedures in line with an institutional commitment to continuous improvement. Below is a selection of important policy changes in academic years 2022-23 and 2023-24.

Retirement policy for permanent faculty members

In its resolution O-2306-1, the CEU Board of Trustees has established a policy on the retirement age of permanent faculty. According to the new policy, faculty members may retire at the earliest as regulated by Austrian labor and social security law governing their employment contracts, and no later than by the end of the academic year in which they turn 67 (or the applicable Austrian retirement age plus two, whichever is later). Reappointment after retirement is possible in some cases as outlined in the policy. The policy is enacted with a transition period, with the maximum

retirement age set at 70 for academic year 2023-24, 68 from academic year 2024-25 to academic year 2027-28, and 67 from academic year 2028-29 onward. See annex 1 for the latest version of the Academic Staff Handbook and annex 2 for the resolution of the Board of Trustees.

Policy on Student Plagiarism

The CEU Senate approved revisions to the Policy on Student Plagiarism. The revisions aim to address the challenges posed by Generative Artificial Intelligence (GAI). The adopted revisions expand on emergency modifications to the policy approved by the Senate before the start of academic year 2023-24, and now include, in addition to a definition of GAI, a procedure for who can sanction the use of GAI and a regulation on whether GAI detection services can or cannot be used. The revised policy places responsibility to set out the parameters of acceptable use of GAI on individual departments. At the same time, departments must always ensure that any permitted use of GAI falls within acceptable limits of ethical research and make sure that no permissions cross the line of CEU's definition of plagiarism. See annex 3 for the latest version of the CEU Policy on Student Plagiarism.

Recognition of prior and experiential learning

The CEU Credit Transfer Regulations have been revised to better emphasize the recognition of prior and experiential learning for credits. The policy defines the criteria according to which departments may award credits towards a degree for experiential and other non-traditional forms of learning. For the Credit Transfer Regulations, see annex 4.

Policies on the rights of students and employees with a disability

CEU has revised its policy framework on the rights of CEU community members with a disability. The Policy on the Rights of Students with a Disability has been updated and a new Policy on the Rights of Employees with a Disability has been introduced with an aim to ensure a usable, equitable, inclusive and sustainable environment, free from discrimination on the basis of disability. The policies describe available resources and procedures for requesting reasonable accommodation. See the policies in annexes 5 and 6.

Home Office Policy

CEU introduced a Home Office Policy applicable to administrative staff and faculty. The policy was introduced to create a framework for remote work that aligns both with CEU's institutional goal of developing flexible working arrangements and with the Austrian legal framework on remote work. The policy is available in annex 7.

1.3 Developments related to university leadership and organization

1.3.1 Student Services

With the aim of centralizing and streamlining services provided to students, CEU created the Student Services Office within the Pro-Rectorate of Teaching and Learning. This newly formed office incorporates Admissions, Career Services, Financial Aid, Student Records, the Community Engagement Office, Psychological Counselling, and the portfolio of the Office of Dean of Students. The creation of the new unit was followed by the discontinuation of the Office of the Vice President for Enrollment Management, Career Services and Alumni Relations and the Dean of Students Office.

1.3.2 Chief Operating Officer

The Office of the Chief Operating Officer (COO) oversees all CEU's administrative operations. During the reporting year, the COO continued efforts in capacity building in core functions, improving CEU's systems infrastructure, reducing structural complexity, and further streamlining standard operating procedures.

The COO's Office has contributed significantly to increased awareness of and renewed importance of risk management. This reflects and reinforces the shift initiated last year to bring about a greater sense of accountability and more ownership as cornerstones of CEU's workplace culture, especially at the middle management level. Separate but related, COO Christian Arthaber and his team have focused on improving the employee experience, not just that of managers vis-à-vis professional development. The COO represented CEU as an employer with our Works Council (Betriebsrat), oversaw the creation of CEU's first-ever home office policy, and was an active member of the working group to further improve upon how family-friendly CEU is.

As a result of the COO and COO's Office work, 2023-24 started with considerably more standardization and economization of staffing resources without compromising excellence in service delivery on the part of administrators, education and research.

1.3.3 Changes in the Board of Trustees

Gordon Rausser (Distinguished Professor Emeritus, University of California, Berkeley) has been elected as a new member of the Board of Trustees in November 2022. Ronald J. Daniels (President, Johns Hopkins University) has stepped down from the CEU Board of Trustees in June 2023.

1.4 Strategic planning process

CEU's strategic planning process continued in the reporting year. CEU conducted 24 community consultations in person and online with various stakeholder groups. A draft strategic plan was created in January 2023, which was then revised in line with the feedback of the CEU community. The draft strategic plan was additionally presented to CEU's Board of Trustees, which provided additional feedback for the planning process.

2 Study Programs

2.1 Degree programs

2.1.1 Overview of degree programs

In academic year 2022-23, CEU PU offered three bachelor programs, 12 doctoral programs and 34 master's programs. The offer included 5 joint degree programs, indicated in bold in the program list.

During the academic year, two degree programs were submitted for accreditation to AQ Austria: the one-year and the two-year version of the MSc in Social Data Science. The programs launched successfully in academic year 2023-24.

Table: degree programs offered at CEU PU in academic year 2022-23. Joint degree programs in bold.

Title	Award	Duration	ECTS	Tuition (EUR, per year)*
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Culture, Politics and Society	Bachelor of Arts	3 academic years	180	7,000
Philosophy, Politics and Economics	Bachelor of Arts	3 academic years	180	7,000
Data Science and Society	Bachelor of Sciences	3 academic years	180	7,000
Doctor iuris	Doctor iuris	4 academic years	240	16,000 / 8,000 after comp. exam
Business Administration	Doctor of Philosophy	4 academic years	240	20,000 / 10,000 after comp. exam
Cognitive Science	Doctor of Philosophy	4 academic years	240	15,000 / 5,000 after comp. exam
Comparative Gender Studies	Doctor of Philosophy	4 academic years	240	15,000 / 5,000 after comp. exam
Comparative History	Doctor of Philosophy	4 academic years	240	15,000 / 5,000 after comp. exam
Economics	Doctor of Philosophy	4 academic years	240	17,000 / 8,500 after comp. exam
Environmental Sciences and Policy	Doctor of Philosophy	4 academic years	240	15,000 / 5,000 after comp. exam
Late Antique, Medieval and Early Modern Studies	Doctor of Philosophy	4 academic years	240	15,000 / 5,000 after comp. exam
Network Science	Doctor of Philosophy	4 academic years	240	15,000 / 5,000 after comp. exam
Philosophy	Doctor of Philosophy	4 academic years	240	15,000 / 5,000 after comp. exam
Political Science	Doctor of Philosophy	4 academic years	240	15,000 / 5,000 after comp. exam
Sociology and Social Anthropology	Doctor of Philosophy	4 academic years	240	15,000 / 5,000 after comp. exam
Public Policy (Mundus MAPP)	Erasmus Mundus Master of Arts	2 academic years	120	12,000
Comparative History (one-year)	Master of Arts	1 academic year	60	12,000
Comparative History (two-year)	Master of Arts	2 academic years	120	12,000
Critical Gender Studies	Master of Arts	2 academic years	120	12,000
Cultural Heritage Studies: Academic Research, Policy and Management	Master of Arts	2 academic years	120	12,000
Economic Policy in Global Markets	Master of Arts	2 academic years	120	12,000
Economics	Master of Arts	2 academic years	120	12,000
European Women's and Gender History (MATILDA)	Master of Arts	2 academic years	120	12,000
Gender Studies	Master of Arts	1 academic year	60	12,000
History in the Public Sphere (HIPS)	Master of Arts	2 academic years	120	6,000 for students from program countries, 12,000 for students from partner countries
Human Rights	Master of Arts	1 academic year	60	13,000
International Public Affairs	Master of Arts	2 academic years	120	12,000
International Relations (one-year)	Master of Arts	1 academic year	60	12,000
International Relations (two-year)	Master of Arts	2 academic years	120	12,000
Late Antique, Medieval and Early Modern Studies	Master of Arts	1 academic year	60	12,000
Nationalism Studies (one-year)	Master of Arts	1 academic year	60	12,000
Nationalism Studies (two-year)	Master of Arts	2 academic years	120	12,000

Philosophy (one-year)	Master of Arts	1 academic year	60	12,000
Philosophy (two-year)	Master of Arts	2 academic years	120	12,000
Political Science (one-year)	Master of Arts	1 academic year	60	12,000
Political Science (two-year)	Master of Arts	2 academic years	120	12,000
Public Policy	Master of Arts	1 academic year	60	12,000
Sociology and Social Anthropology (one-year)	Master of Arts	1 academic year	60	12,000
Sociology and Social Anthropology (two-year)	Master of Arts	2 academic years	120	12,000
Women's and Gender Studies (GEMMA)	Master of Arts	2 academic years	120	2,100 for EU and EEA students, 5,500 for non-EU and non-EEA students
Global Executive Management	Master of Business Administration	28 months	100	28,200
Comparative Constitutional Law	Master of Laws	1 academic year	60	13,000
Human Rights	Master of Laws	1 academic year	60	13,000
Global Business Law and Regulation	Master of Laws	1 academic year	60	13,000
Master of Public Administration	Master of Public Administration	2 academic years	120	14,500
Business Analysis	Master of Science	1 academic year full-time / 2 academic years part-time	60	15,000
Environmental Sciences and Policy	Master of Science	1 academic year	60	12,000
Environmental Sciences, Policy and Management (MESPOM)	Master of Science	2 academic years	120	8,000 for EU and EEA students, 18,000 for non-EU and non-EEA students
Finance	Master of Science	1 academic year full-time / 2 academic years part-time	60	15,000

*Note that tuition figures indicated are full costs, excluding waivers and scholarships. Doctoral students are automatically eligible for the CEU Doctoral Scholarship, which consists of a full tuition waiver and a monthly stipend of gross 1,680 EUR. Bachelor's and master's students, except those enrolled in the MBA in Global Executive Management, are eligible for tuition waivers of up to 100% and stipends of up to 1000 EUR per month. Erasmus Mundus scholarships and other forms of external financial assistance are available in applicable programs. Statistics on tuition paid and stipends received by students are publicly available on the [CEU website](#).

2.1.2 Changes in study programs

Program changes

Two degree programs underwent program change procedures by AQ Austria. The degree award and program title of the BA in Quantitative Social Sciences have been changed to BSc in Data Science and Society. Additionally, the Erasmus Mundus MA in Public Policy (Mundus MAPP) has been formally recognized as a joint degree program.

Other changes

Below is a summary of other curricular or other changes for academic year 2022-23 by academic unit. Departments not listed did not introduce any significant changes in the reporting year.

Department of Public Policy

The offer of practice-oriented “Skills for Impact” courses has been revised based on student preferences, ensuring that the courses most preferred by students are available every year.

Track-specific credit requirements have been reduced and elective credit requirements increased in the Erasmus Mundus MA in Public Policy, increasing student flexibility.

Doctoral School of Political Science

A new mandatory course has been introduced aimed at preparing students for teaching assistantships.

Department of International Relations

The MA in International Relations (one-year) introduced a New York track as a mobility option for students. The track is modeled on the New York Module that has been available in the two-year version of the program for years. Students that choose the New York track spend the winter and spring terms at Bard College in New York, where they take courses offered in the Bard Globalization and International Affairs program. Based on a cooperation agreement between CEU and Bard College, the credits earned at both institutions are mutually recognized, allowing students on the New York track to receive a US-accredited MA in Global Studies from Bard College in addition to their CEU MA in International Relations degree.

Department of Legal Studies

The “Justice and Equality” specialization option offered in the MA in Human Rights, LLM in Human Rights and LLM in Comparative Constitutional Law has been suspended.

The doctoral regulations of the Doctor iuris program have been updated to clearly indicate that the default mode of doctoral defense is in person, and that online participation from the doctoral candidate or any members of the dissertation committee is only permitted in exceptional cases on the basis of an individual decision by the departmental doctoral committee.

Department of History and Department of Medieval Studies

During the reporting year, the Department of Medieval Studies and the Department of History had undertaken several rounds of consultation with the participation of stakeholders in order to ensure the seamless merger of the two units into a new Department of Historical Studies. Plans for the merger were approved by the CEU Senate. Program change and accreditation proposals based on these plans have been submitted to AQ Austria and the New York State Education Department.

Undergraduate Studies Unit

New student exchange agreements have been signed with University of Witwatersrand, Johannesburg, South Africa, University Rovira i Virgili, Tarragona, Spain, University College Dublin, Ireland, Warsaw School of Economics, Poland, IE Madrid, Spain, Paris Pantheon-Assas, France.

The BA in Culture, Politics, and Society program originally offered 11 majors and 1 minor. It was decided that given the interdisciplinary identity of the degree program, these majors would be consolidated to provide more streamlined interdisciplinary combinations. From 2022-23,

students of the program are able to choose from 4 interdisciplinary majors, which are delivered with the participation of the following academic units:

1. Cultural and History Studies (CHS): Department of History, Department of Medieval Studies, Nationalism Studies Program, Cultural Heritage Studies Program, Department of Philosophy
2. Political, Legal and Governmental Studies (PLGS): Department of International Relations, Department of Political Science, Department of Legal Studies, Department of Public Policy, Department of Philosophy
3. Social Environmental Studies (SES): Department of Environmental Sciences and Policy, Department of Gender Studies, Department of Sociology and Social Anthropology, Department of Philosophy
4. Visual Theory and Practice: only allowed as a double major in combination with one of the above.

2.2 Overview of non-degree programs

CEU operates non-degree programs aimed at assisting outstanding disadvantaged students in line with CEU's open society mission. These programs are the Roma Graduate Preparation Program (RGPP) and the Open Learning Initiative University Preparatory Program (OLive-UP).

Refugee access program

During the reporting year, CEU committed to a plan to develop a new, integrated access program, which is planned to launch in academic year 2024-25. The new program will replace the OLlive-UP program.

Roma Graduate Preparation Program

The Roma Graduate Preparation Program (RGPP) managed by the Romani Studies Program (RPS) of CEU accepted 13 students for AY 2022-23, of whom 11 enrolled, from 7 countries (Albania (3), Slovakia (1), Spain (2), Turkey (2), Hungary (1); Serbia (1); Romania (1)). Students undertook academic tutoring in Economics and Mathematics (1); Environmental Science (1); History and Cultural Heritage (1); Political Science and International Relations (1); Public Policy (3); Gender Studies (2); Sociology and Social Anthropology (2).

All students applied for CEU masters programs in February and 8 were accepted (International Relations (1); Sociology and Social Anthropology (1); Cultural Heritage (1); Gender Studies (2); Public Policy (3); one student was accepted by both the Department of Environmental Sciences and Policy and the Department of Public Policy and opted for the latter. 2 students were waitlisted but not granted a place.

In 2022-23, 8 RGPP graduates (alumni) were also participating in master's programs at CEU: Economics and Business (1); Sociology and Social Anthropology (2); Cultural Heritage Studies (2); Political Science (1); Public Policy (2).

In the Fall term students were introduced to academic English and were introduced to a social science field of study of their choosing. During the Winter Term (January-March), RGPP students were required to audit up to 4 ECTS credits of CEU MA courses related to the field of study and their future academic plans. This is a major component of RGPP as it offers participants a chance to experience MA-level study and interact with MA-level students. All 9 RGPP students applied for CEU MA programs for 2023-24. 8 students were accepted by at least one CEU program and 3 were wait-listed.

RSP hosted its annual Critical Romani Studies conference entitled *Racism, Justice, Environment: Critical Approaches in Romani Studies and Beyond* on 1-2 June 2023.

In August 2022, a conference was held in Budapest on the work and activism of Jenő Zsigó.

RSP offered a workshop entitled *Recording Romani Voices, Documenting Romani Lives*, organized by Fortunoff Video Archive for Holocaust Testimonies, Yale University (FVAHT), RSP, the CEU Nationalism Studies Program, and the Vienna Wiesenthal Institute for Holocaust Studies (VWI).

RSP hosted lectures by Donatella Donato (University of Valencia); Vittorio Tavagnutti (University of Milano-Bicocca); Yasuko Takezawa (Kyoto University) and an enlightening lecture on “Popper, the Open Society and the Central European University: Past and Future”, by Malachi Hacoen, Professor of History, Jewish Studies and Religion at Duke University, and Director of the Religions and Public Life Program, followed by a panel discussion <https://events.ceu.edu/2022-10-19/popper-open-society-and-central-european-university-past-and-future>.

2.3 Student mobility

The number of incoming and outgoing exchange students both increased significantly in the reporting year relative to the preceding period. This positive trend is due most likely to the further relaxing of COVID-related travel restrictions and the continued efforts of CEU to develop new cooperations in Austria and abroad. In terms of outgoing exchange students, the overall figure was also improved by the inclusion of undergraduate students, who were participating in mobility programs for the first time in the reporting year.

Exchange and visiting students by department, AY 2022-23	
Department/Program	Number of students
Department of Economics and Business	21
Department of Environmental Sciences and Policy	15
Department of Gender Studies	6
Department of History	12
Department of International Relations	18
Department of Legal Studies	8
Department of Medieval Studies	3
Department of Philosophy	6
Department of Political Science	10
Department of Public Policy	10
Department of Sociology and Social Anthropology	5
Doctoral School of Political Science, Public Policy, and International Relations	9
Nationalism Studies Program	2
Undergraduate Studies	42
Total	170

CEU exchange students hosted by partner institutions, AY 2022-23	
Department/Program	Number of students
Department of Economics and Business	1
Department of Environmental Sciences and Policy	29
Department of Gender Studies	6
Department of History	4
Department of International Relations	3
Department of Legal Studies	2
Department of Medieval Studies	3
Department of Philosophy	1
Department of Sociology and Social Anthropology	2
Doctoral School of Political Science, Public Policy, and International Relations	2
Nationalism Studies Program	3
Undergraduate Studies	13
Total	69

Erasmus partnerships

CEU has Institutional Erasmus Partnerships for Student and Staff Mobility in a long list of Erasmus Program Countries. The list of partnerships is available in annex 8. In the reporting year, students could choose from among 70 universities for study abroad semesters under Erasmus+. The partnerships are across all departments of the university. Mobility options are available at the bachelor's, master's and doctoral level.

Academic year 2022-23 was the first year when CEU undergraduate students could go on international semester mobilities. Undergraduate students could choose from a list of 25 Erasmus Partners in 16 countries (in addition they had non-European non-Erasmus exchange options).

CEU Submitted successful applications for KA171 Student and Staff Mobility for Teaching in 2023 to partner countries with institutions in Canada, Georgia, Israel, Ukraine and the United States. In 2024, CEU applied for KA171 again for the following countries to continue the ongoing cooperation: Canada, Georgia, Ukraine, USA.

Austrian student and staff mobility partnerships

In November 2022, a partnership agreement was signed with the University of Applied Arts Vienna (Angewandte), enabling bachelor's and master's students to take single courses at the partner institution for credit or for audit. Credits can be transferred to the home institution and count towards the students' degree.

In July 2023, a student exchange agreement was renewed until 2026-27 with the Vienna University of Economics and Business (WU) to continue the exchange program for students studying in the field of economics and business. Undergraduate and graduate level students can attend one or two courses for credit or for audit. Credits can be transferred to the home institution and count towards the students' degree.

From 2022-23, a new working group focused on research management within the [Austrian Private Universities Conference \(ÖPUK\)](#) has been formed, instigated by CEU Research Grants

Coordinator [Veronika Csapó](#). In organizing toward a new working group among private universities, Csapó conducted outreach to 16 universities and drew from her experience as an active participant in the [COST Action Project, BESTPRAC](#), a network of research administrators working to share best practices and develop further knowledge and resources in transnational research project administration. Their team organized two meetings in 2022-23, one of them in Vienna and another in Salzburg.

OSUN Graduate Research Mobility Program

Graduate students from CEU and all OSUN partner institutions can apply for funding to spend 3-10 weeks at another OSUN partner institution for research. Endorsements have to be presented by the applicant from both sending and receiving institutions, and the applications are evaluated by the OSUN Graduate Research Mobility Selection Committee, comprised of representatives of select OSUN member institutions.

Sidgwick-Miller CEU Scholar at the Cornell Branch of Telluride Association

The Sidgwick-Miller CEU Scholar is a joint initiative of Telluride Association and Central European University to bring one CEU student per academic year to live at the Telluride House and study at Cornell University. This program is intended for doctoral students who wish to work independently under the mentorship of one or more Cornell faculty members and participate in the unique self-governing democratic community of Telluride House. All students at Telluride, including the CEU scholar, live in a single room, and receive full board, and a scholarship.

2.4 Student numbers: graduation and enrollment

Enrollment

In the reporting year, CEU had 1411 students enrolled in its Austrian-accredited degree programs.

The table below shows the number of enrolled students by degree program in academic year 2022-23. As the 'MA in Comparative History (two-year)' is operated jointly by the Department of History and the Department Medieval Studies, it is listed under both departments with the respective student numbers of the 'Late Antique, Medieval, and Renaissance Studies' and the 'Comparative History from 1500 to the Present Time' tracks offered within the program.

The numbers indicate a modest increase in student numbers relative to the previous year. The increase is primarily due to increased undergraduate student enrollment. It is expected that an increase in student numbers will be driven by the undergraduate programs in the coming years.

The increase in student numbers is in line with CEU's strategy to increase its student-to-faculty ratio to approximately 10-1 while maintaining current faculty FTEs.

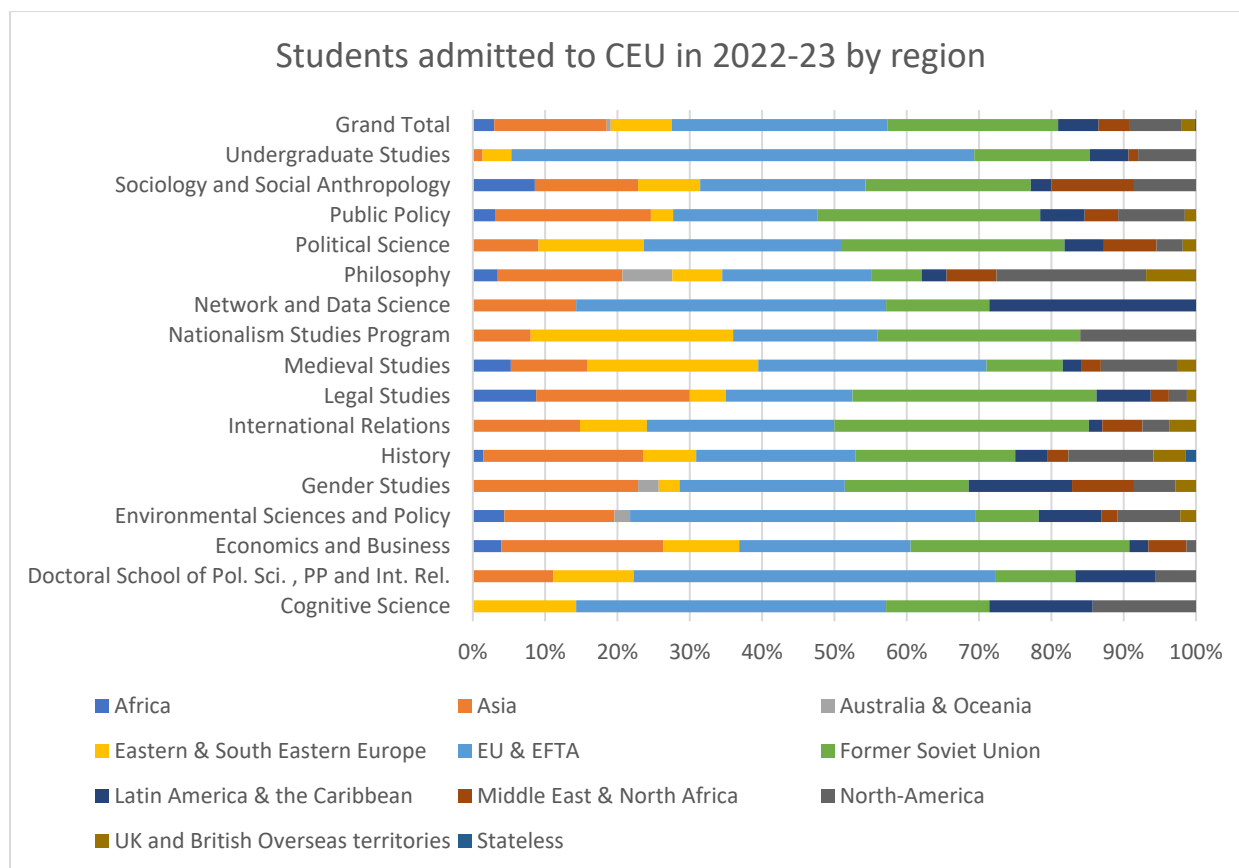
Enrolled students by program, AY 2022-23	
Department/Program	Number of enrolled students
Department of Cognitive Science	38
PhD in Cognitive Science	38
Department of Economics and Business	226
MA in Economic Policy in Global Markets	34
MA in Economics	25

MSc in Business Analytics	16
MSc in Finance	11
MBA in Global Executive Management	112
PhD in Business Administration	14
PhD in Economics	14
Department of Environmental Sciences and Policy	93
MSc Environmental Sciences, Policy and Management (MESPOM)	53
MSc in Environmental Sciences and Policy	18
PhD in Environmental Sciences and Policy	22
Department of Gender Studies	88
MA in Critical Gender Studies	32
MA in European Women's and Gender History (MATILDA)	4
MA in Gender Studies	11
MA in Women's and Gender Studies (GEMMA)	16
PhD in Comparative Gender Studies	25
Department of History	126
MA in Comparative History (two-year): Comparative History Track	27
MA in Comparative History (one-year)	17
MA in History in the Public Sphere – 1 st year	34
PhD in Comparative History	48
Department of International Relations	64
MA in International Relations (one-year)	10
MA in International Relations (two-year)	54
Department of Legal Studies	83
Doctor iuris	29
LLM in Comparative Constitutional Law	11
LLM in Human Rights	8
LLM in Global Business Law and Regulations	19
MA in Human Rights	16
Department of Medieval Studies	73
MA in Comparative History (two-year): Medieval Studies Track	16
MA in Cultural Heritage Studies	19
MA in Late Antique, Medieval and Early Modern Studies	5
PhD in Late Antique, Medieval and Early Modern Studies	33
Department of Network and Data Science	26
PhD in Network Science	26
Department of Philosophy	53
MA in Philosophy (one-year)	7
MA in Philosophy (two-year)	25
PhD in Philosophy	21
Department of Political Science	62
MA in Political Science (one-year)	31

MA in Political Science (two-year)	31
Department of Sociology and Social Anthropology	71
MA in Sociology and Social Anthropology (one-year)	13
MA in Sociology and Social Anthropology (two-year)	24
PhD in Sociology and Social Anthropology	34
Doctoral School of Political Science, Public Policy, and International Relations	95
PhD in Political Science	95
Nationalism Studies Program	38
MA in Nationalism Studies (one-year)	10
MA in Nationalism Studies (two-year)	28
Department of Public Policy	88
MA in Public Policy	16
Erasmus Mundus MA in Public Policy (Mundus MAPP)	24
Master of Arts in International Public Affairs	25
Master of Public Administration	23
Undergraduate Studies	176
BA in Culture, Politics and Society	75
BA in Philosophy, Politics and Economics	76
BSc in Data Science and Society (formerly BA in Quantitative Social Science)	25
Grand Total	1411

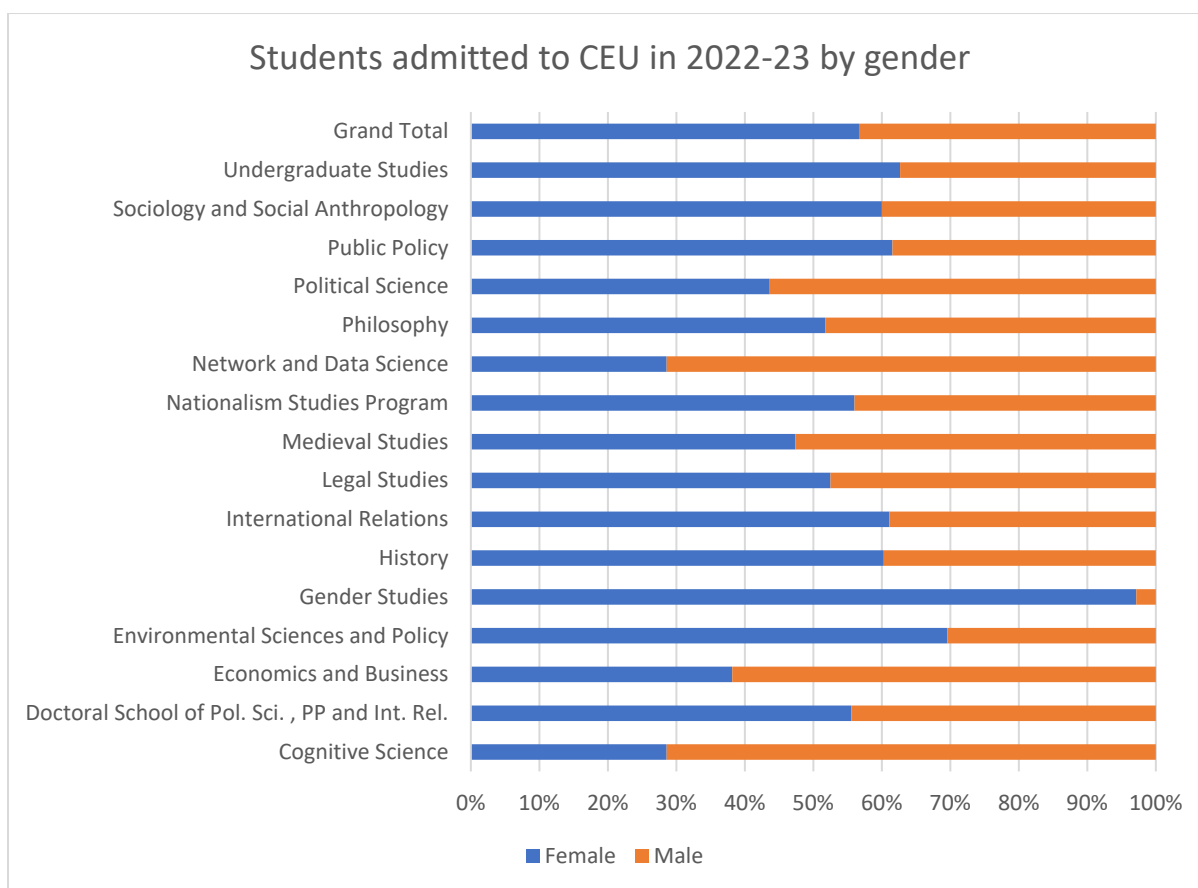
Admission data from the reporting year shows that the CEU's student body continues to be very international. Relative to the previous year, minor changes have occurred, such as a small decrease in students from Asia and an increase from countries of the former Soviet Union, a traditional recruitment region for CEU.

The chart below shows a breakdown of newly enrolled students by region and academic unit in 2022-23.



The gender composition of CEU's student body has not changed significantly since the previous reporting period. Although the male-to-female ratio of individual departments has shifted slightly, the overall ratio remains 43-57.

The chart below shows the gender proportions of students newly enrolled at CEU in 2022-23.



Graduate numbers and graduation rate

In the reporting year, CEU undergraduate program students had not yet graduated. CEU had 443 master's and 63 doctoral graduates in 2022-23. The increase in master's student graduations is partly due to the accreditation of the one-year MSc in Finance and MSc in Business Analytics programs.

The tables below show the number of students who graduated in the reporting year. The numbers also include students who were supposed to graduate in 2021-22 but had to extend their studies.

Number of Masters' graduates by department and program, AY 2022-23		
Department	Program	Number of graduates
Economics and Business	MA in Economic Policy in Global Markets	16
	MA in Economics	14
	MBA in Global Executive Management	42
	MSc in Business Analytics (full-time)	14
	MSc in Business Analytics (part-time)	8
	MSc in Finance (full-time)	4
	MSc in Finance (part-time)	1
Total		99
International Relations	MA in International Relations (one-year)	11
	MA in International Relations (two-year)	25
Total		36

Environmental Sciences and Policy	MSc in Environmental Sciences and Policy	16
	MSc Environmental Sciences, Policy and Management	29
Total		45
Gender Studies	MA in Critical Gender Studies	15
	MA in Gender Studies	10
	MA in European Women's and Gender History (MATILDA)	2
	MA in Women's and Gender Studies (GEMMA)	8
Total		35
History	MA in Comparative History (one-year)	12
	MA in Comparative History (two-year): Comparative History Track	4
	MA in History in the Public Sphere (HIPS)	8
Total		24
Legal Studies	LLM in Comparative Constitutional Law	8
	LLM in Human Rights	9
	MA in Human Rights	14
	LLM in Global Business Law and Regulations	19
Total		50
Medieval Studies	MA in Late Antique, Medieval and Early Modern Studies	4
	MA in Comparative History (two-year): Medieval Studies Track	4
	MA in Cultural Heritage Studies	6
Total		14
Nationalism Studies Program	MA in Nationalism Studies (two-year)	7
	MA in Nationalism Studies (one-year)	12
Total		19
Philosophy	MA in Philosophy (one-year)	5
	MA in Philosophy (two-year)	13
Total		18
Political Science	MA in Political Science (two-year)	22
	MA in Political Science (one-year)	11
Total		33
Public Policy	Master of Public Administration	14
	MA in Public Policy	16
	Erasmus Mundus MA in Public Policy (Mundus MAPP)	5
	Master of Arts in International Public Affairs	13
Total		48
Sociology and Social Anthropology	MA in Sociology and Social Anthropology (two-year)	13
	MA in Sociology and Social Anthropology (one-year)	9
Total		22
Total		443

Drop-out rates remained low during the reporting year, with no program experiencing more than two drop-outs. Protracted visa procedures for students applying from certain countries continued to present an issue. The majority of students indicated in the “continuing” column in

the table are students who decided to defer their studies to the subsequent academic year, as they could not arrive in Vienna on time. To address the issue of late arrivals, CEU has introduced a separate, earlier application deadline. Applicants from visa-sensitive countries are advised to apply by this earlier deadline to ensure sufficient time for their visa procedure.

Graduation and continuation rates in masters' programs, AY 2022-23							
Program	Started	Graduated		Continuing		Drop-out	
		N	%	N	%	N	%
LLM in Comparative Constitutional Law	11	8	73%	2	18%	1	9%
LLM in Global Business Law and Regulation	20	18	90%	2	10%	0	0%
LLM in Human Rights	9	8	89%	0	0%	1	11%
MA in Comparative History (one-year)	17	11	65%	6	35%	0	0%
MA in Comparative History (two-years) – Comparative History Track	13	4	31%	7	54%	2	15%
MA in Comparative History (two-years) – Medieval Studies Track	9	4	44%	3	33%	2	22%
MA in Critical Gender Studies	18	12	67%	4	22%	2	11%
MA in Cultural Heritage Studies	9	5	56%	4	44%	0	0%
MA in Economic Policy in Global Markets	20	16	80%	3	15%	1	5%
MA in Economics	17	14	82%	3	18%	0	0%
MA in Gender Studies	11	10	91%	1	9%	0	0%
MA in History in the Public Sphere (HIPS)	13	8	62%	5	38%	0	0%
MA in Human Rights	17	14	82%	2	12%	1	6%
MA in International Public Affairs	13	13	100%	0	0%	0	0%
MA in International Relations (one-year)	11	11	100%	0	0%	0	0%
MA in International Relations (two-years)	26	25	96%	0	0%	1	4%
MA in Late Antique, Early Moderna and Medieval Studies	6	4	67%	1	17%	1	17%
MA in Nationalism Studies (one-year)	8	6	75%	2	25%	0	0%
MA in Nationalism Studies (two-years)	18	11	61%	5	28%	2	11%
MA in Philosophy (one-year)	8	5	63%	1	13%	2	25%
MA in Philosophy (two-years)	14	12	86%	1	7%	1	7%
MA in Political Science (one-year)	31	21	68%	10	32%	0	0%
MA in Political Science (two-years)	19	11	58%	7	37%	1	5%
MA in Public Policy	17	15	88%	2	12%	0	0%
MA in Public Policy (Mundus MAPP)	16	15	94%	0	0%	1	6%
MA in Sociology and Social Anthropology (one-year)	13	11	85%	1	8%	1	8%
MA in Sociology and Social Anthropology (two-years)	10	8	80%	2	20%	0	0%
MA in Women's and Gender History (MATILDA)	3	2	67%	1	33%	0	0%
MA in Women's and Gender Studies (GEMMA)	12	8	67%	3	25%	1	8%
Master of Public Administration	14	13	93%	1	7%	0	0%
MSc in Business Analytics (full-time)	11	10	91%	1	9%	0	0%

MSc in Business Analytics (part-time)	1	1	100%	0	0%	0	0%
MSc in Environmental Sciences, Policy and Management (MESPOM)	32	28	88%	4	13%	0	0%
MSc in Environmental Sciences and Policy	18	16	89%	2	11%	0	0%
MSc in Finance (full-time)	7	6	86%	0	0%	1	14%
MSc in Finance (part-time)	6	4	67%	1	17%	1	17%

The table below shows the number of doctoral graduates in the reporting year. As the standard duration of doctoral studies is 4 years, all graduates indicated in this table started their studies in Budapest prior to CEU's relocation.

Number of Doctoral graduates by department, AY 2022-23	
Department	Number of graduates
Department of Cognitive Science	5
Department of Economics and Business – PhD in Business Administration	2
Department of Economics and Business – PhD in Economics	4
Department of Environmental Sciences and Policy	1
Department of Gender Studies	6
Department of History	4
Department of Legal Studies	7
Department of Medieval Studies	6
Department of Network and Data Science	3
Department of Philosophy	5
Department of Sociology and Social Anthropology	3
Doctoral School of Political Science, Public Policy, and International Relations	17
Total	63

2.5 Faculty numbers, student-faculty ratios

CEU relies primarily on permanent faculty members to deliver the coursework component of its programs. The number of faculty members increased slightly relative to the previous reporting year.

The table below shows the number of permanent faculty members at CEU by rank and academic unit. Note that the Undergraduate Studies unit has no faculty members indicated due to undergraduate teaching being delivered jointly by faculty from various CEU departments.

Academic staff members by rank and department, headcount, AY 2022-23	
Unit/Rank	N
Department of Cognitive Science	12
Assistant Professor	2
Associate Professor	4
Professor	4
Senior Research Fellow	1

University Professor	1
Department of Economics and Business	29
Assistant Professor	9
Associate Professor	8
Lecturer	2
Professor	7
Professor of Practice	1
University Professor	2
Department of Environmental Sciences and Policy	13
Assistant Professor	2
Associate Professor	5
Associate Research Fellow	1
Professor	5
Department of Gender Studies	8
Assistant Professor	3
Associate Professor	2
Professor	3
Department of History	16
Assistant Professor	2
Associate Professor	7
Professor	5
University Professor	2
Department of International Relations	15
Assistant Professor	5
Associate Professor	5
Professor	3
University Professor	2
Department of Legal Studies	10
Assistant Professor	2
Associate Professor	4
Professor	3
University Professor	1
Department of Medieval Studies	12
Assistant Professor	2
Associate Professor	6
Lecturer	1
Professor	3
Nationalism Studies Program	4
Assistant Professor	1
Associate Professor	3
Department of Network and Data Science	9
Assistant Professor	4
Associate Professor	3

Professor	2
Department of Philosophy	11
Assistant Professor	2
Associate Professor	4
Professor	5
Department of Political Science	14
Assistant Professor	5
Associate Professor	5
Professor	4
Department of Public Policy	18
Assistant Professor	2
Associate Professor	11
Professor	5
Romani Studies Program	1
Assistant Professor	1
Department of Sociology and Social Anthropology	11
Assistant Professor	3
Associate Professor	3
Professor	5
Grand Total	183

The table below shows the number of faculty members by rank and unit at research centers and academic support units. This list includes both permanent faculty members and post-doctoral fellows.

Faculty members at research centers and academic support units, headcount, AY 2022-23	
Unit/Rank	N
Center for Academic Writing	10
Lecturer	5
Senior Lecturer	5
Center for Ethics and Law in Biomedicine	2
Associate Research Fellow	1
Professor	1
Center for Eastern Mediterranean Studies	1
Post-Doctoral Fellow	1
Cognitive Development Center	2
Post-Doctoral Fellow	2
Social Mind Center	4
Post-Doctoral Fellow	4
Yehuda Elkana Center for Teaching, Learning, and Higher Education Research	6

Lecturer	2
Post Doctoral Fellow	3
Senior Lecturer	1
Grand Total	25

The student-faculty ratio at CEU has historically been very favorable, permitting intensive and interactive seminar-based teaching. The student-to-faculty ratio remained 6.9 in the reporting year, identical to the ratio of the preceding year, although the ratio at individual academic units has shifted. It's part of CEU's strategic plan to increase the student-faculty ratio to approximately 10 without a reduction in faculty numbers. The increase of the CEU-wide student-faculty ratio to 10 is foreseen with the expansion of CEU's undergraduate program offering, as these programs are delivered with the participation of faculty from all academic units. A more robust increase is expected once CEU moves into its more spacious permanent campus.

The ratio in the table below is calculated using faculty FTE. The default teaching load of a permanent faculty member at CEU is 12 CEU faculty credits, which amounts to teaching courses totaling 24 ECTS credits. In the case of faculty who have received credit waivers in accordance with the Academic Staff Handbook, their FTE is adjusted accordingly for the calculation.

Student-faculty ratio by department, AY 2022-23	
Department	Student/faculty
Department of Cognitive Science	2.3
Department of Economics and Business	4.4
Department of Environmental Sciences and Policy	10.3
Department of Gender Studies	7.2
Department of History	8.2
Department of International Relations	5.8
Department of Legal Studies	7.2
Department of Medieval Studies	3.4
Department of Network and Data Science	3.8
Department of Philosophy	7.0
Department of Political Science	6.9
Department of Public Policy	9.1
Department of Sociology and Social Anthropology	7.0
Doctoral School of Political Science, Public Policy, and International Relations	13.0
Nationalism Studies Program	10.3
Undergraduate Studies	10.7

2.6 Administrative staff

The ratio of students to administrative staff at the academic units of CEU was between 12 and 58.7 in the reporting year, calculating with staff FTE. The CEU-wide ratio decreased from 22 to 20.4 relative to the preceding year due to an increase in the overall number of administrative staff members at academic units.

Student-staff ratio by department, AY 2022-23		
Department	Student/staff	Staff head count
Department of Cognitive Science	19.0	10
Department of Economics and Business	12.9	17
Department of Environmental Sciences and Policy	12.9	7
Department of Gender Studies	16.2	8
Department of History	27.4	6
Department of International Relations	31.5	2
Department of Legal Studies	21.3	4
Department of Medieval Studies	12.0	7
Department of Network and Data Science	17.0	1
Department of Philosophy	25.1	3
Department of Political Science	20.0	4
Department of Public Policy	17.2	6
Department of Sociology and Social Anthropology	25.5	3
Doctoral School of Political Science, Public Policy, and International Relations	25.0	2
Nationalism Studies Program	24.7	2
Undergraduate Studies	58.7	5

Aside from administrative staff embedded in academic units, the operations of CEU are supported by academic support and administrative units. The table below shows the number of administrative staff members at CEU in the reporting year. Note that the list includes units which had been restructured during the reporting year, and which therefore currently operate under a different name or have been merged into another unit and no longer exist independently.

Number of staff in the academic support and administrative units, headcount, AY 2022-23	
Department/Unit	N
Academic Cooperation and Research Support Office	17
Admissions Office	6
Alumni Relations Office	3
Budget and Finance Office	32
Building Maintenance Group	11
Campus Redevelopment Office	4
Career Services Office	5
CEU Library	24
CEU Press	7
CEU Services GmbH	1
CEU Space Rentals Unit	2

Communications Office	9
Community Engagement Office	8
Dean of Students Office	13
Development Office	4
Event and Space Management - Campus Services Group	18
Facility Management	7
Financial Aid Office	4
Front Office Services	5
Human Resources Office	35
Information Technology Department	36
Innovations Lab	1
Institutional Research Office	4
Legal Office	7
Medical Services	3
Office of Inclusion, Diversity and Equality	2
Office of the Academic Secretary	3
Office of the Chief Operating Officer	2
Office of the Director of Facilities	4
Office of the President and Rector	5
Office of the Pro-Rectors	6
Office of the VP for Enrollment, Career and Alumni	2
Strategic Planning Office	1
Student Records	8
Student Recruitment Office	5
WEB Unit	5
Grand Total	309

3 Research

3.1 Research projects

In the reporting year, CEU has continued to operate a large number of research projects. The research projects currently ongoing at CEU are funded from a wide variety of sources, including EU Horizon2020 funds, private foundations, and state sponsors.

In the reporting year, 14 projects were completed, as listed below.

Research projects completed in 2022-23			
Title	Funder	Project Lead	Department/Unit
Constructing Social Minds: Coordination, Communication, and Cultural Transmission	EU/FP7/ERC/SyG	Gunther Knoblich/György Gergely/Dan Sperber	Dept. of Cognitive Science Social Mind Center
Adaptive Re-use for the Organizing, Promoting and ENabling HERitage Reuse	EU/H2020/RIA	Jozsef Laszlovszky	Dept. of Medieval Studies

Sustainable Energy Transitions Laboratory	EU/H2020/RIA	Diana Üрге-Vorsatz	Dept. of Environmental Sciences and Policy
Strengthening Quality News and Independent Journalism in the Western Balkans and Turkey	EC EuropeAid	Renata Uitz	Democracy Institute
Migration and Integration of Minors and Migrant Youth	EU/H2020/RIA	Violetta Zentai	Democracy Institute
We're not neo-Nazis anymore': Radicalisation strategies in online far-right propaganda and disinformation campaigns	EU/H20/MSCA/IF	Dr. Eszter Szenes /Prof. Dorit Geva	Dept. of Sociology and Social Anthropology
Political and Business Networks	EU/H2020/ERC/CoG	Ádám Szeidl	Dept. of Economics and Business
Cognitive tomography of mental representations	EU/H2020/ERC/CoG	Máté Lengyel	Dept. of Cognitive Science
Policy Advice in Electoral Democracies	Swedish Research Council	Andrea Krizsan	Democracy Institute
The Nature and Origins of the Human Capacity for Abstract Combinatorial Thought	McDonnell Foundation	Agnes Kovacs	Dept. of Cognitive Science Cognitive Development Center
Training Alone to Play Together App	EU/H2020/ERC/PoC	Natalie Sebanz	Dept. of Cognitive Science Social Mind Center
Exploring National and Global Actions to reduce Greenhouse gas Emissions	EU/H2020/RIA	Aleh Cherp	Dept. of Environmental Sciences and Policy
Tracking and Evaluating Social Relations and Potential Partners in Infancy	EU/H2020/ERC/AdG	Gergely Csibra	Dept. of Cognitive Science Cognitive Development Center
The European University of Social Sciences - Research and Innovation	EU/H2020/CSA	Carsten Schneider	Academic Cooperation and Research Support Office

CEU researchers successfully applied for funding in academic year 2022-23, launching a total of 17 new projects.

Research projects launched in 2022-23			
Title	Funder	Project Lead	Department/Unit
Colonial administration and post-independence development	FWF STAND-ALONE	Valentin Seidler	Dept. of International Relations
Remembering the Great Patriotic War: norms, agency, and everyday politics in Russia	ÖAW - DOC	Vladimir Ogula	Dept. of International Relations
Science Support for IPCC Activities	European Climate Foundation	Diana Üрге-Vorsatz	Dept. of Environmental Sciences and Policy

Historical Perspective of Escalation Control	The Stanton Foundation	Christopher LaRoche	Dept. of International Relations
Right to Remuneration for Solo-Entrepreneurs	FWF STAND-ALONE (D,A,CH)	Karin Lukas/ Mathias Möschel	Dept. of Legal Studies
Minority Rights – Towards Effective European Enforcement	EU/HEU/MSCA/PF	Zsolt Körtvélyesi/ Erin Jenne	Dept. of International Relations
SoBigData RI Preparatory Phase Project	EU/HEU/IA	Janos Kertesz	Dept. of Network and Data Science
BUILDING CAPACITIES FOR EXCELLENT RESEARCH AND INNOVATION IN DEMOCRACY	EU/HEU/WIDERA	Martin Kahanec	Dept. of Public Policy
Neo-authoritarianisms in Europe and the liberal democratic response	EU/HEU/IA	Zsolt Enyedi	Democracy Institute
Strengthening Quality News and Independent Journalism in the Western Balkans and Turkey	EU/EC EuropeAid	Renata Uitz/ Kate Coyer	Democracy Institute
Promoting Fairness of the Music Ecosystem in a Platform-Dominated and Post-Pandemic Europe	EU/HEU/IA	Maria-José Schmidt-Kessen	Dept. of Legal Studies
Artistic Research in Museums and Communities in the process of Repatriation from Europe	EU/H2020/ERC/CoG	Khadija von Zinnenburg Carroll	Dept. of History
"Overcoming the aggressor."	Daimler- Benz Stiftung	Balázs Trencsényi	Democracy Institute
European Literatures and Gender from a Transnational Perspective	EU/HEU/MSCA/ITN	Jasmina Lukic	Dept. of Gender Studies
Co-creating inclusive intersectional democratic spaces across Europe	EU/HEU/IA	Andrea Krizsan	Democracy Institute
BIO insulation materials for Enhancing the Energy performance of Buildings	EU/HEU/IA	Diana Üрге-Vorsatz	Dept. of Environmental Sciences and Policy
Recognition and Acknowledgement of Injustice to Strengthen Equality	EU/HEU/IA	Vera Messing	Democracy Institute

A full list of ongoing research projects, including those started prior to academic year 2022-23 is available in annex 9.

3.2 Publications

In the reporting year, CEU has continued to produce a large volume of scientific publications. Below is a summary of the type and number of publications produced by academic units in 2022-23.

Publication numbers by publication type and department, AY 2022-23							
Department	Books	Book chapters	Edited volumes	Articles	Conference proceedings	Policy papers	All publications
Cognitive Science	1	2	1	31	17	0	52

Economics and Business	4	5	0	13	0	0	22
Environmental Sciences and Policy	1	16	4	38	9	5	73
Gender Studies	0	14	6	11	0	4	35
History	5	25	11	19	4	1	65
International Relations	1	23	1	25	2	1	53
Legal Studies	3	17	1	11	1	2	35
Medieval Studies	7	31	10	5	5	0	58
Network and Data Science	1	1	7	34	7	2	52
Philosophy	2	14	0	9	0	0	25
Political Science	3	21	1	23	2	1	51
Public Policy	2	11	0	25	2	15	55
Sociology and Social Anthropology	0	8	3	14	1	0	26
Nationalism Studies Program	0	7	1	11	0	0	19
Romani Studies Program	1	4	0	0	2	0	7
Grand Total	31	199	46	269	52	31	628

3.3 Measures for the promotion of early-stage and junior researchers

CEU offers multiple opportunities for junior researchers, both pre- and post-doctorate, to engage in research projects, teaching and academic development.

In May 2023 a cooperation agreement was signed with the Institute for Human Sciences (Institut für die Wissenschaften vom Menschen, IWM) for the implementation of a postdoctoral fellowship. This program starts in September 2024 for a period of three years with the possibility of a renewal. The program supports recent CEU doctoral graduates who have received a doctoral degree from CEU not earlier than three years prior to application, who wish to conduct research as Postdoctoral Fellows at the IWM.

Global Teaching Fellowship (for CEU doctoral students and graduates)

The Global Teaching Fellowship consists of a monthly stipend, coverage of medical insurance, and return airfare ticket when applicable. Depending on the agreement signed between CEU and the GTFP Partner University, housing may be provided on the host campus. Alternatively, a housing allowance is either provided as a separate amount or is built into the stipend. The financial responsibility for the Fellowship can be shared between CEU and the GTFP Partner University based on individual negotiations. The partner will sponsor the teaching activities of the fellows; and whenever necessary CEU will finance the research part of the fellowship.

The Fellows are integrated into the host department of the Partner University, have a well-defined teaching load and may have other academic duties. The teaching is provided under the framework of an employment contract, internship, or other form of affiliation legally acknowledged.

CEU is committed to ensuring that the institutions in which the Fellows are placed are appropriate, and that the academic positions and activities supported by the fellowship enhance

the Fellows' academic qualifications meet workload goals, and are consistent with the educational objectives of the CEU doctoral programs. The CEU Center for Teaching and Learning (CTL), comprised of faculty with research and teaching expertise in the area of Teaching and Learning in Higher Education, plays a crucial role in supporting the Global Teaching Fellows in their teaching and for promoting the academic collaboration between the Partner Universities and the Fellows. To this end CTL has established the Global Teaching Mentoring Program, which provides ongoing and sustained academic support for the CEU Global Teaching Fellows in the area of higher education teaching and learning.

GTFP partnerships always aim at supporting the missions of Partner Universities and their efforts towards internationalization, especially where such efforts involve diversification of curricula that requires an increasing number of courses taught in English. In addition to fulfilling their academic responsibilities, the Fellows are encouraged to participate, as appropriate, in other activities involving the local community in ways specified by the Partner's mission and its civic engagement.

Relief of teaching and administrative load (for junior faculty)

CEU's Academic Staff Handbook provides for a number of supporting measures to help its junior faculty in the rank of Assistant Professor to focus their efforts on their research productivity and get ready for promotion to the Associate Professor rank within the time period outlined in the Academic Staff Handbook (seven years, excluding parental and other types of special leaves). These measures include:

- Reduction of teaching load (special credit waivers for junior faculty)
- Possibility of an early partial (half a year) sabbatical
- Special rules protecting junior faculty from an administrative overload
- Mentorship by a senior faculty member of the department.

3.4 Academic, university-life and cultural events

CEU continued to host academic and cultural events in the reporting year. Events included lectures, workshops, moderated talks and other events, with the participation of international and Austrian guests. Below is a list of some highlights from academic year 2022-23.

Bernhard Ebbinghaus: Welfare states in crisis or for crises? Reconsidering welfare state resilience

January 27, 2023

A workshop on the resilience of welfare states with Bernhard Ebbinghaus (Vienna Karl Polanyi Visiting Professor), with the participation of Valentina Ausserladscheider (University of Vienna), Bernhard Kittel (University of Vienna) and Dorottya Szikra (CEU).

CEU-GLO-CEPR Workshop on the Reconstruction of Ukraine as part of the GLO Global Conference 2022

December 1, 2022

Hosted in collaboration with the Global Labor Organization (GLO) and the Centre for Economic Policy Research (CEPR) as a part of the GLO Global Conference 2022.

To offer Ukraine a positive prospect of effective, encompassing, and inclusive reconstruction that will not only recreate the status quo ante but will enable the country to upgrade for better, a

salient roadmap is needed. One of the first contributions to this effort was the CEPR blueprint on the reconstruction of Ukraine. Following up on this effort, the CEPR has put together a group of scientists around the world, with two lead authors on each chapter – one from the EU and one from Ukraine (although most chapters have more than two authors) – to provide a salient blueprint for the reconstruction from Day 1. CEU and GLO have contributed several experts to this endeavor. The workshop on the reconstruction of Ukraine covered several chapters broadly related to labor issues.

Humans and Machines Lecture Series by Robert Skidelsky

April-May, 2023

Robert Skidelsky is emeritus professor of political economy at Warwick University. The Humans and Machines lecture series explored the impact of tools and machines on the world of work. The following questions dominate today's debate. Will human job-holders be entirely replaced by machines or only partly replaced? Will humans want to reduce their hours of work or consume more? Do machines make humans more intelligent or more stupid? What social arrangements best ensure that the fruits of productivity gains are fairly distributed? Most important of all: what account should the drive to optimise production take of the moral value of work? The series included four public and livestreamed lectures, entitled "The Future of Work", "The Quest for Perfectibility", "Transhumanism", and "Extreme Events".

DECOLONIZING EUROPEAN MUSEUMS: Repatriation, African Artifacts, And Postcolonial Museology

March 14, 2023

The lecture of Clement Emeka Akpang (Cross River University of Technology, Nigeria) highlighted the problematics of repatriation from an African perspective and introduced the concept of postcolonial museology as a crucial framework to decolonize European museums.

European Graduate Network Conference 2023

March 30-31, 2023

The European Graduate Network (EGN) brings together graduate students of social sciences from eight leading European universities: the Berlin Graduate School of Social Sciences (BGSS), Berlin, Germany; Central European University (CEU), Vienna, Austria; European University Institute (EUI), Florence, Italy; Scuola Normale Superiore – Faculty of Political and Social Sciences (SNS), Florence, Italy; Institut d'Études Politiques (SciencesPo), Paris, France; London School of Economics and Political Science (LSE), London, United Kingdom; Universitat Pompeu Fabra (UPF), Barcelona, Spain and Institut für Politikwissenschaft at Universität Zürich (IPZ), Zürich, Switzerland. The 14th European Graduate Network Conference was hosted at CEU.

Comparing Right-Wing Illiberalism in the United States and Europe—and Beyond

November 21, 2022

Panel Discussion with Thomas Carothers (CEIP) and Ivan Krastev (IWM), moderated by Renata Uitz (CEU) organized in cooperation with the CEU Democracy Institute and European Forum Alpbach.

Music Lecture – Audience and Community Engagement in Classical Music Life with a Focus on the Vienna State Opera

October 24, 2022

Speakers: Axel Petri-Preis (mdw-University of Music and Performing Arts Vienna), Krysztina Winkel (Vienna State Opera)

So-called Western art music has long been criticized as the epitome of exclusivity and elitism. Its concerts and performances have traditionally been – and still are - places and occasions of distinction and bourgeois self-assurance. Low general interest and a post-pandemic scenario brings cultural institutions now (at the latest) to think about how to make a meaningful offer to people beyond their core audience and create relevance in the communities in which they are situated. The lecture gave an insight into current projects of the Vienna State Opera in the realm of audience and community engagement and showed the aims of this world to make classical music life more open, diverse and inclusive.

4 Co-operations

4.1 CIVICA

Academic year 2022-23 was marked by a transitional period between CIVICA's pilot phase (September 2019 - September 2022) and the new phase, "CIVICA 2" (October 2022 - October 2026), successfully achieved thanks to the joint efforts, high level of cooperation and excellent working spirit demonstrated by all CIVICA partners. For the second phase, the alliance further increases institutional collaboration and consolidates its plans for creating a sustainable European University Alliance of the future. Between November 2022 and April 2023, all 11 work packages had in-person kickoff meetings. CEU hosted two such events for the WP it leads: in January 2023 for WP6 (Research), and in March 2023 for WP7 (CIVICA for Society).

CEU signed Erasmus+ bilateral exchange agreements with the new CIVICA members (SGH Warsaw and IE University, Madrid). Discussions on the CIVICA certificate of completion and the European degree-seeking mobility track have been launched. CIVICA's digital campus, my.civica.eu, expanded with the addition of online joint and shared content (+150 courses at all cycle levels and +100 additional resources), as well as with the implementation of the PhD Clinic, a platform containing the profiles of 650 CIVICA faculty ready to answer questions from PhD candidates across the alliance. CEU contributed 60 faculty profiles.

In CIVICA2, CEU participates as full member in WP3 – CIVICA Engage Track, Bachelor Education. For the first time, 6 CEU undergraduate students participated in the summer school European Week organized by Sciences Po in Paris.

At the master's level, CEU faculty participated in the design and teaching of the second edition of the CIVICA multicampus course Future of Europe (Maryiana Angelova), and taught two CIVICA joint courses (Andrea Peto – Gendering Illiberalism, with SNSPA, and Marton Karsai – Diving in the Digital Public Space, with Sciences Po). At the PhD level CEU contributed one CIVICA Innovative Research Methods workshop (Levente Littvay, Structural Equation Modelling), and offered six training courses on teaching (through Yehuda Elkana Center for Teaching and Learning).

A first draft proposal for a second multicampus course with the preliminary title "The Road to the Green Transition" has also been discussed. In addition, two new CIVICA activities were discussed: the Honour Seminars (week-long intensive program allowing for a "deep dive" in key topics), which will be offered from academic year 2023-24, and the Digital Mobility Scheme to be launched starting academic year 2024-25.

The first CIVICA call for postdoctoral fellowships was launched in spring 2023, and eight applicants were selected in accordance with a previously established two-stage dedicated procedure. CEU selected one fellow to spend 10 months at the European University Institute (EUI) starting October 2023, and accepted to host a postdoc from the EUI.

The 3rd CIVICA Summer School for PhD candidates was hosted by the EUI in Florence. The theme was 'Challenges of transnational democracy'. A task force was formed to work on the Teacher Training Programme which is expected to launch starting from academic year 2024-25.

CEU is leading the overall research activities in CIVICA (the Erasmus+ funded project and the one funded by Horizon 2020). In October 2022, eleven new projects were selected for funding in CIVICA's third call for collaborative research proposals. CEU researchers participate in five projects. The projects selected in the third call raise the total number of CIVICA-financed research teams to 28.

The first Call for CIVICA Faculty Short Visits was designed and successfully launched in spring 2023. 30 faculty from all 10 universities applied to visit another CIVICA institution to give a talk, organize a seminar/workshop, participate in a CIVICA activity, or simply network to seek new, or reinforce existing ties and research collaborations. Meanwhile, the CIVICA Data Science Seminar Series continued, and a new series, CIVICA Democracy Seminar Series, was launched.

The other work package led by CEU, WP7- CIVICA for Society, continued its work to promote diversity, equity, and inclusion within the CIVICA community and beyond. WP7 completed the guidelines for all its activities: Public Lectures Series (Tours d'Europe), high school workshops, inclusion workshops, "CIVICA for All" (CfA) platform for refugee learners, and first-generation preparatory program. The first Public Lecture of this new phase was organized by the Hertie School and took place in May 2023. There have been significant developments concerning the CFA platform, with two info sessions attended by 14 refugee student participants.

Increasing student involvement is one of the core developments of CIVICA2. The new WP dedicated to CIVICA student identity and community was successfully launched and delivered by SGH Warsaw School of Economics and Business. It opened with the selection of the 22 CIVICA Ambassadors for the cohort of 2022-23. The CIVICA taskforce for the Student Engagement Fund (SEF) was established in January 2023. The main goal is to develop a proposal for establishing a dedicated fund (seed fund) which will support student projects and initiatives. The Student and ESR Board was established in March 2023. All CIVICA partner universities selected 1 representative. An in-person meeting was organized at SGH in May 2023 during which the Board members met with CIVICA Ambassadors participating in the CIVICA Ambassadors Forum on the Recovery and Modernisation of Ukraine.

4.2 OSUN

The Open Society University Network (OSUN) is a global network of educational institutions that integrates learning and the advancement of knowledge—in the social sciences, the humanities, the sciences and the arts, on undergraduate and graduate levels—across geographic and

demographic boundaries, promotes civic engagement on behalf of open societies, and expands access to higher education for underserved communities. The launch of OSUN was announced in January 2020, and the organization began its activities later that year with the leadership of Bard College (United States) and CEU.

In the reporting year, OSUN has funded a diverse set of projects, including courses delivered by partner institutions to CEU students, mentoring programs for disadvantaged students, workshops, research projects and doctoral fellowships. A full list of the projects funded in 2022-23 is available in annex 10.

5 Measures for the Promotion of Gender Equality

The academic year 2022-23 was marked by the approval, on December 2, 2022, of CEU's second Gender Equality Plan (2023-2025) (annex 11) after extensive consultation with students, administrative and academic staff followed by individual consultation meetings with CEU's leadership. The GEP entered into force on January 1, 2023 and guides CEU's gender equality efforts until the 31st of December 2025 across 7 Key Action Areas: (1) Gender equality in leadership and decision making; (2) Gender equality in recruitment, retention and career progression; (3) Work-life balance and study-life balance; (4) Gender -sensitive curricula and research; (5) Organizational culture, gender biases and stereotypes; (6) Gender-based violence and sexual harassment, and (7) Gender-sensitive data collection, access and processing.

That same month, CEU started an auditing process to apply for the family-friendly university certification, awarded by the Federal Minister for Women, Family, Integration and Media. The aim is to implement a long-term family-conscious personnel and study policy, which will have a positive gender equality impact given the disproportionate load of unpaid care-giving duties that women take inside the family.

As part of the measures to become a certified family-friendly university, the Gender Equality and Diversity Officer worked with the Human Resources Office to update CEU's *Family Support Scheme* for employees. The new Policy entered into force on June 15, 2023, and contains 3 measures with substantially increased financial support:

1. a schooling benefit for employees with children attending elementary and secondary schools in any country (150 EUR),
2. a school, kindergarten, childcare and crèche 'closing' support for single parents raising their children under the age of 16 (350 EUR/year), and
3. a school, kindergarten, childcare and crèche 'closing', and caregiving support for parents raising children with a disability under the age of 18 (1,500 EUR/ year, plus 750 EUR if the parent is raising the child alone).

Under the same framework, the Gender Equality and Diversity Officer, in strong collaboration with colleagues from Financial Aid Office, Student Life Office and Student Records Office amended the *CEU Student Pregnancy and Parent Policy*, that provides maternity, partner and parental leave to our students at all levels of study. It now guarantees proper alignment with Austrian social benefits. The application process for such leaves has been streamlined and the Policy is much easier to navigate for the users.

Also in the spirit of improving the study-life balance of our students with children, and the participation of young women in academic events, the Office of Inclusion, Diversity and Equality has made a contribution to [sponsor childcare costs](#) for the NetSci2023 conference, hosted by the

Complexity Sciences Hub Vienna and the Department of Network and Data Science of CEU, from the 10th to the 14th of July 2023 at the University of Vienna. Later that year, CEU concluded a framework contract with *FlyingNanny*, a company offering on-site childcare services during academic events. The service will be available for the first time during the Doctoral Conference that CEU will host in April 2024.

In January 2024, a proposal for a 50,000 EUR/year emergency fund specially targeted to student parents was approved. Students with children and other dependents will be able to request financial support on a rolling basis if they face hardship due to unexpected expenses related to their care responsibilities. Given the disproportionate role that women play in caregiving, we expect this measure to contribute to promoting equal opportunities among our female students.

In recognition of all the abovementioned implemented measures, CEU received the Family-Friendly University certification on the 29th of January 2024.

In January 2023, a 3-month pilot project was launched to distribute free menstrual products on CEU's campus. The campaign used the distribution of menstrual products as an opportunity to start a broader conversation about menstrual needs that are still silenced. The overall goal of this campaign is to dismantle taboos around menstruation and identify what it means and is needed to make CEU a period-friendly place of study and work. A survey was designed to explore the satisfaction with the campaign and the needs of the community regarding menstruation and menopause on campus. By the end of June 2023, the survey had been completed by 630 members of our community. Following an 83% satisfaction rate with the project, academic year 2023-24 started with an improved provision of free menstrual products in all restrooms of our campus enough to cover the needs of our community until Summer 2024. A proposal of making this campaign permanent and therefore eliminating any barriers in access to menstrual products, as well as other proposals on how to make the campus more menstruation- and menopause-friendly will be decided on in academic year 2023-24.

In the area of combating gender-based violence, the most important achievement of this period has been that on the 12th of July 2023, CEU has been awarded, together with a consortium of European partners, a 2 million EUR HORIZON-WIDERA project, named GenderSAFE, aimed at advancing the zero-tolerance approach to gender-based violence in higher education in the European Research Area. The project will have a duration of 36 months and will be led at CEU by the Gender Equality and Diversity Officer, with a budget of 258,312 EUR.

On the 11th of May 2023, the second edition of the workshop on how to become an active bystander in (sexual) harassment incidents took place, organized by the Gender Equality and Diversity Officer. The 4-hour, interactive workshop will continue to take place annually.

A new *Emergency Response Protocol to Sexual or Other Types of Assault and Sexual Harassment* incidents prepared by the Gender Equality Officer has been approved. This protocol gives precise instructions to first responders on how to react when someone who has been a victim or a witness of such an incident approaches them for help. Training on these guidelines was delivered to front-desk employees, selected employees from facilities and departmental coordinators on the 24th of July 2023, in a two-hour session with an interactive pedagogical model.

The GDPR and legal review of the *CEU Policy on Harassment* has been completed. This allows for the launching of *SpeakApp*, a smartphone app for members of the CEU community to report

incidents of (sexual) harassment that will also serve as a centralized database for case management.

The *Guidelines for a safe fieldwork: How to prevent and what to do in case of harassment in the field?* has started as an initiative from the Department of Sociology and Social Anthropology. Together with a planned 3-module training for students and faculty in February 2024, it aims at equipping students (and their supervisors) who go to the field with tools to detect potential dangerous situations and vulnerabilities in advance, and to respond to them in the safest way possible. The Gender Equality and Diversity Officer is cooperating with the Department in this pioneer initiative.

In order to improve the training offer on matters of harassment, CEU offered in September 2023 a voluntary training to all incoming students on active, informed sexual consent. The trainer, an Austrian attorney specialized in the protection of victims of sexualized, family and domestic violence, delivered a two-hour workshop explaining the concept of consent and analyzing real-life case studies.

The Gender Equality Officer has updated CEU's internal SharePoint website with more than 10 civic associations that provide free support to victims of gender-based violence in Vienna to people of all genders, in many languages. Resources on LGBTQ+ friendly sexual health care have also been updated with the contact details of local organizations.

As part of the 16 days of activism against gender-based violence in November 2023, CEU organized a series of awareness-raising events in collaboration with Women Against Violence Europe (WAVE), Catcalls Wien and Autonome Österreichische Frauenhäuser (AÖF). The first one, *Blooms of Resilience*, was a workshop to commemorate women in Austria who were victims of femicide. The second one, *Chalk back*, was aimed at raising awareness about street harassment by writing with chalk on the pavement phrases that have been yelled at participants. The third one, *Responding to gender-based violence within the Austrian legal system*, focused on civil courage and offered insights into how to react to gender-based violence incidents in a manner that aligns with Austrian laws and leverages the resources of women's specialist services.

The Gender Equality and Diversity Officer participated in two workshops (Sept and Dec 2023) organized by the EU-funded project UniSAFE, one of them hosted by CEU. These aimed at designing a communications protocol and a standardized action plan for universities facing a crisis emerging from an internal gender-based violence incident that reached the media. The main objective is the protection of the victim(s), transparent and honest communication, and the establishment of fair investigative procedures. The results will be published as a deliverable by the end of the project in February 2024.

In January 2024, two training sessions of 4 hours each were delivered to CEU's Disciplinary and Grievance Committees focusing on how to investigate formal sexual harassment complaints at CEU. The trainer is a highly qualified Austrian attorney specialized in discrimination and equality. This training is a mandatory requirement detailed in the *CEU Policy on Harassment* and part of a wider set of measures to eradicate gender-based violence from CEU. At the end of the same month, the author and educator Sara Hassan delivered a public lecture at CEU on how to detect early signs of sexual harassment and power abuse in the academic context.

Progress was also made in the area of gender equality among faculty. In February 2023, the Gender Equality and Diversity Officer released the first monitoring report on the gender

distribution of faculty since June 2021, when CEU passed the *Policy on Increasing the Representation of Women as Faculty*. Calculations show that the policy is bringing slow but tangible progress in the proportion of women across all professorial ranks, with an increase of 6% on average, and a remarkable increase of 16% among Assistant Professors.

The *Gender-Sensitive Guidelines for Faculty Recruitment* prepared by the Gender Equality Officer have been internally published. These guidelines aim at supporting Search Committees in the implementation of the *CEU Policy in Increasing the Representation of Women as Faculty*, by providing suggestions on how to best attract a pool of excellent female candidates to correct current gender imbalances in professorial positions. Specialized training for Search Committees on how to combat unconscious biases and indirect discrimination when conducting recruitment processes is planned.

In March 2023, the gender-sensitive analysis of Faculty workload for the AY 2021-22 was completed and presented to the Pro-Rector for Faculty and Research. Every year, resident academic staff at CEU must submit an Individual Academic Activity Report (IAAR), with detailed information on their research (publications and research project participation), teaching (credits taught and supervision) and service to community (participation in committees and departmental duties such as evaluation of student application packages). Since AY 2018-19, the Gender Equality and Diversity Officer has been conducting gender-sensitive yearly analysis of such reports, to detect trends in the gender distribution of academic workload in the University, and deliver recommendations accordingly. This last report shows improvement in a historically gender imbalanced indicator: for the first time since the start of the gender-sensitive analysis of IAARs, there are no relevant gender differences in the average number of MA thesis nor PhD thesis supervised as primary supervisor.

In order to advance equal opportunities for women in student jobs, a new internal, centralized advertisement platform for Teaching Assistantships has been released. On this platform, all academic departments with open TAship positions must advertise the vacancies for students to apply. We expect this development to allow for better monitoring of any gender disparities in the contracting of students for these roles, and promoting full participation of our female students in job opportunities at CEU. This was followed by the approval of the *Policy on Student Employment*, that establishes that all student jobs above the Austrian marginal earning threshold of 500 Euros/month must be advertised following a precise timeline. A transparent selection process must be conducted, and the allocations of contracts will be monitored to detect any gender (or other type) of bias in the recruitment process.

In order to promote an inclusive, non-binary understanding of gender identities in our community, CEU raised the rainbow flag on 11th October 2022, for the first time in its history, at the entrance of its campus to commemorate the Coming Out Day, an annual LGBT awareness day in support of lesbian, gay, bisexual and transgender/gender non-conforming people. It is a big step in creating a more welcoming environment for people of all genders in our community. The flag is now raised permanently.

In November 2023, CEU offered a workshop titled "Discovering the Interconnections: Social Justice & Radical Diversity Training" with the goal of empowering individuals to stand against societal discrimination and act as responsible social actors, whether individually or collectively. An integral aspect of this training was understanding and fostering allyship with minorities, with a special focus on trans*gender identities.

In the Academic Year 2022-23, CEU has networked with other Austrian universities to exchange best practices on matters of gender equality. On March 22, 2023, CEU's Gender Equality and Diversity Officer participated together with representatives of other Austrian private universities in a workshop on the benefits, use and monitoring of the Austrian Convention of Higher Education's recommendations for strengthening gender competencies in higher education processes. The workshop was organized at the Institute for Advanced Studies, which was commissioned by the Federal Ministry of Education, Science and Research to design the monitoring and to accompany the implementation process. This workshop represented an important opportunity for CEU to join and contribute to the gender equality efforts driven by the Austrian higher education sector.

CEU's Gender Equality and Diversity Officer and Communication Specialist met with the director of the Division for Equality and Diversity Management of the Federal Ministry of Education, Science and Research Dr.ⁱⁿ Roberta Schaller-Steidl and her colleague Mag. Gerald Rauch, to present them with CEU's new Gender Equality Plan and discuss areas for improvement in our university's (gender) equality efforts. As a result of this meeting, CEU's Gender Equality and Diversity Officer has been invited to deliver a session in a training on Gender Equality Plans in May 2024, a joint initiative between the Austrian Federal Ministry of Education, Science and Research and the Federal Ministry for Climate Action, Environment, Energy, Mobility, Innovation and Technology (in connection with the National ERA Action Plan). The talk will be specifically about the importance of monitoring and communication in the Gender Equality Plan cycles. The target audience of this training are Austrian universities (public and private), universities of applied sciences and non-university research institutions.

During academic year 2022-23, efforts were also made to improve the gender-sensitivity of data collection. The CEU Office of Diversity, Inclusion and Equality is involved in the consultation process for the implementation of a new integrated HR system at CEU to ensure that the new software is gender- and diversity-sensitive and will collect all necessary data for monitoring purposes.

In addition, the exit survey for students was modified by the Institutional Research Office, and now includes questions directly related to students' campus experiences with equality and gender equality, collecting targeted feedback from the LGBTQI+ community as well.

Finally, a working group has been set up to work on revisions to the templates of course evaluations and supervision evaluation, in which students give valuable feedback about their classes and experiences as supervisees. We have included gender-sensitive elements in both templates to ensure that we can diagnose gender inequalities in the classroom and in supervision practices if they occur and remediate those. The proposal will be discussed by the Curriculum and Academic Quality Assurance Committee and the Senate in the near future.

6 Finances

The volume of total assets has grown from last year's EUR 45 million to slightly above EUR 70 million, while total revenues reached approx. EUR 70 million. As CEU PU is a non-profit organization, its aim is to at least breakeven – thus the level of revenues and expenses is nearly identical. Financial sustainability of CEU PU's operations is still ensured by the commitments of our Founder, as well as our dedicated Endowment Fund.

See CEU's statutory financial statements in annex 12.

The key highlights from the previous year:

Balance sheet

- 1) CEU had Receivables from CEU NY (Affiliated entity) amounting to nearly EUR 38 million. In general, CEU NY helps CEU PU with donations for its operations. The source of funding these assets are Investment grants from CEU NY.
- 2) Our cash balance has increased from EUR 1 million to EUR 7 million, also mainly due to the funding received from CEU NY.
- 3) CEU built a Provision amounting to EUR 6.5 million for unused holidays (EUR 4.8 million) as well as for contingent liabilities (EUR 1.7 million; called "CTA")

Income statement

- 4) The majority of CEU's income comes from donations from CEU NY; EUR 59 million. There is an increase of about EUR 10 million to fund the increased operating expenses. CEU has also been successful in attracting research grants (nearly EUR 6 million compared to last year's EUR 3.6 million).
- 5) Total expenses reached around EUR 65 million:
 - a. Personnel expenses: CEU continues to invest in personnel (approx. EUR 7 million more than in the previous year). This reflects an adjustment for inflation, as well as increasing the size of the University.
 - b. Other expenses: this is in line with last year's amount. The most significant increase is under externally funded project expenses (roughly EUR 2 million increase compared to the previous year).
 - c. Facility-related expenses (rent and maintenance) have been overall on the planned level, as they are secured by signed contracts. CEU's rental contract contains an inflation indexation clause, i.e., rental fee is indexed every year.