



Central European University

Private University

Annual Report

Academic Year 2023-24



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Contents

1 Development of CEU PU	3
1.1 Campus development	3
1.2 Policy changes	3
1.3 Developments related to university leadership and organization	4
1.3.1 Chief Operating Officer	4
1.3.2 Changes in the Board of Trustees	5
1.4 Strategic planning process	5
2 Study Programs	5
2.1 Degree programs	5
2.1.1 Overview of degree programs	5
2.1.2 Changes in study programs	7
2.2 Overview of non-degree programs	8
2.3 Student mobility	8
2.4 Student numbers: graduation and enrollment	11
2.5 Faculty numbers, student-faculty ratios	17
2.6 Administrative staff	20
3 Research	22
3.1 Research projects	22
3.2 Publications	24
3.3 Measures for the promotion of early-stage and junior researchers	25
3.4 Academic, university-life and cultural events	25
4 Co-operations	28
4.1 CIVICA	28
4.2 Other co-operations	29
5 Measures for the Promotion of Gender Equality	29
6 Finances	33

1 Development of CEU PU

1.1 Campus development

By 2024, CEU had reached an advanced stage in the planning of a new permanent campus in the 12th district of Vienna. A design for the campus building was presented by the developer, and CEU had formed a Campus Advisory Committee to collect feedback from all stakeholders and ensure that the new campus building was capable of serving CEU's long-term needs. The cost of the construction was to be covered by CEU's main funder, the Open Society Foundations.

Following the transferal of the construction project to a new developer, the projected costs had to be renegotiated. The new cost of the project significantly exceeded what was originally proposed and exceeded what the Board of Trustees deemed a reasonable expense. The Trustees therefore rejected the proposal, and CEU negotiated a new lease on its current campus and will continue the search for a more suitable location in the future.

CEU's lease agreement for the campus building at Quellenstrasse 51 was initially valid until August 2025. CEU has been in negotiations to extend the lease until 2029 based on the assumption that the relocation to a new, permanent campus could begin by 2028. As the CEU Board of Trustees has decided to abandon the Meidling campus project due to factors described above, CEU has renegotiated the lease extension to secure the long-term use of the location beyond 2029.

CEU is currently subleasing the property from BAWAG, which is the holder of the master lease agreement with the owner of the property, EURAMCO. In line with a decision by the Board of Trustees, CEU has taken over the master lease agreement from BAWAG as of January 1, 2025, allowing CEU to use the premises for an indefinite duration.

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 2023-24 and 2024-25.

Policy on Degree and Advanced Certificate Programs

The policy has been revised to clarify and streamline the rules on suspending and closing programs. The revised policy states that any programs suspended by the Senate, e.g., due to persistently low application numbers, are placed under review and must work with the Pro-Rector for Teaching and Learning to revise the program. Suspension according to the policy may last for a maximum of two academic years, after which the program must be either relaunched or terminated, as decided by the Senate.

The policy specifies that in the case of suspended or terminated programs, sufficient teaching and supervision capacity must be maintained until the students already enrolled at the time of suspension or termination either graduate or drop out of the program.

Master's Research and Internship Support Policy and Guidelines

The new policy and guidelines are designed to provide clear guidance on the eligibility criteria and application process for a merit-based financial aid construction available to master's

students at CEU specifically for the purposes of supporting research and internships. According to the policy, students are eligible to receive up to EUR 600 for expenses related to conference participation, summer or winter schools, field work, and internships.

Student Rights, Rules, and Academic Regulations

The policy has been updated to provide clearer guidance on parental leave for students and to introduce some new regulations applicable to bachelor's students. In order to encourage bachelor's students to take elective courses outside of their comfort zone, they are permitted to take eight ECTS credits during their studies with a "Pass/No Credit (NC)" grading option. Should a student not pass such a course, the course would not appear on their transcript and will therefore not negatively impact their GPA.

1.3 Developments related to university leadership and organization

1.3.1 Chief Operating Officer

Norbert Sabic, PhD, was appointed Chief Operating Officer (COO) in February 2024. Prior to this role, he served as Chief of Staff at the Office of the President and Rector for five years.

As new COO, Norbert Sabic formulated the following goals:

- Enhance core functional capacity
- Upgrade systems infrastructure
- Simplify structural complexity
- Optimize standard operating procedures

In line with the goals set by the COO, the following developments were achieved in the reporting year:

- **Revamping of the Human Resources Office:** spearheaded the search for a new HR Director, successfully hiring the ideal candidate. Further developing CEU's first-ever integrated HR management system.
- **Enhancing the annual budgeting process by adopting a more structured and strategic planning approach:** Foster cross-functional collaboration, particularly between the Human Resources Office and the Budget and Finance Office. This improvement aims to achieve more accurate budget forecasts and further optimize resource allocation. The effort will be supported by the ongoing upgrade of the financial management system to SAP S/4HANA.
- **Cybersecurity enhancements:** In cooperation with an external partner, strengthened CEU's cybersecurity infrastructure and digital assets and developed a robust incident response plan to address potential cyber threats effectively.
- **Increasing CEU's administration's presence and visibility in external partnerships and informal professional networks:** CEU is now a member of the Heads of University Management & Administration Network in Europe (HUMANE), and it will serve as the Austrian representative of its General Assembly.

1.3.2 Changes in the Board of Trustees

Binaifer Nowrojee replaced Mark Malloch-Brown on the CEU Board in an ex-officio capacity as President of the Open Society Foundations as of June 1, 2024. Cornelia Woll, President of Hertie School, was elected to the CEU Board for a four-year term on June 23, 2024.

1.4 Strategic planning process

The strategic planning process has been impacted by unforeseen challenges, particularly concerning the search for a permanent campus in Vienna. After the initial Steinhof site proved unfeasible, CEU selected a new location in Meidling. However, this past year, the Meidling project was abandoned due to a sudden and substantial 35% price increase demanded by the new owners of the site. This unexpected development required significant re-planning and resource reallocation, slowing the overall strategic planning timeline.

Despite this setback, CEU has continued to refine its strategic plan. The Board of Trustees initiated a renewed planning effort, focusing on financial diversification, establishing joint degree programs, and ensuring long-term financial stability. CEU is currently in discussions with its main founder, the OSF, regarding the alignment of long-term strategic initiatives that will ensure the continuation of the long-standing and mutually beneficial cooperation between the two organizations.

2 Study Programs

2.1 Degree programs

2.1.1 Overview of degree programs

In academic year 2023-24, CEU PU offered three bachelor programs, 11 doctoral programs and 33 master's programs. The offer included 5 joint degree programs, indicated in bold in the program list.

During the academic year, one degree program was submitted for accreditation to AQ Austria: the MA in Museum Studies co-developed and operated with the Museum of Vienna.

The MBA in Global Executive Education and the PhD in Business Administration were suspended as the Department of Economics and Business pivoted to focusing on economics education. Students already enrolled in the programs continue to receive all academic and administrative support to finish their studies. In line with the change in program offer, the Department was renamed to the Department of Economics as of academic year 2024-25.

Table: degree programs offered at CEU in academic year 2023-24. Joint degree programs in bold.

Title	Award	Duration	ECTS	Tuition (EUR, per year)*
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
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 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

In the reporting year, CEU revised the programs of the Department of History and the Department of Medieval Studies due to their merger into the new Department of Historical Studies. AQ Austria approved the applications for the renaming of the two-year MA in Comparative History and the merger of the one-year MA in Comparative History with the MA in Late Antique, Medieval and Early Modern Studies. The changes went into effect in the subsequent academic year.

CEU revised and relaunched the MA in Economic Policy in Global Markets program as the MA in Economics, Data, and Policy. The change went into effect in the subsequent academic year.

The Erasmus Mundus MA in History in the Public Sphere was unsuccessful in its initial application for the renewal of the Erasmus Mundus grant. While a subsequent application for Erasmus Mundus funding is pending, temporary changes have been introduced in the program to maintain continuity. From academic year 2025-26, CEU and the Tokyo University of Foreign Studies (TUFS) will operate the program without the other partner institutions. CEU and TUFS, being pivotal members of the HIPS consortium, are able to deliver a curriculum substantially

equivalent to the original HIPS curriculum without the participation of the other partners. Depending on the success of the second grant application, from 2026-27, the program will either continue in the original format, possibly with the addition of further partners, or will continue as a joint program by CEU and TUFs without external funding.

2.2 Overview of non-degree programs

CEU currently operates two access programs aimed at assisting disadvantaged students in line with CEU's open society mission. These programs are the Roma Graduate Preparation Program (RGPP) and the FOCUS adult learner program.

CEU FOCUS

During the reporting year, CEU developed a new access program for adult learners. The program aims to prepare students for university studies by offering them free online and in-person courses, workshops and tutoring. The brochure of the program is available in annex 1.

Roma Graduate Preparation Program

The program accepted 12 students. Students in the program received tutoring in Economics and Mathematics, Gender Studies, History and Cultural Heritage, Political Science and International Relations, and Public Policy.

All students who completed the program in the reporting year applied to CEU master's programs and half of them were admitted to one. Alumni of the program from previous years were also admitted to various CEU degree programs, including to the PhD in Political Science.

Students spent time in both Budapest and Vienna. Students received tutorials and English courses in Budapest, while they participated in master's level courses in Vienna, allowing them to interact with peers already enrolled in CEU master's programs.

The program additionally hosted several academic and cultural events. A list of highlights is provided below:

- Celebrating the 20th anniversary of Roma access programs at CEU, the program hosted a conference titled Challenging the Reproduction of Inequality Through Higher Education: Critical Approaches in Romani Studies and Beyond.
- The program hosted lectures by Elana Resnick (University of California, Santa Barbara), Anikó Imre (University of Southern California), and Iyiola Solanke (University of Oxford).
- The program hosted two conferences titled Exploring Racial Capitalism: Critical Romani Studies in Central and Eastern Europe and Agency and Perception: The Roma in East Central Europe.
- The program organized a roundtable discussion together with the Open Society Archives entitled Forgotten Dead: The Memory of the Roma Holocaust.
- The program hosted a book launch for its publication The Long Road Before Me by Ágnes Daróczi at the International Book Festival Budapest.
- The program hosted two exhibitions of Chad Evans Wyatt's well-known photo exhibit Roma Rising.

2.3 Student mobility

The number of outgoing exchange students somewhat increased compared with the previous year, which was due primarily to an increase of bachelor's students participating in mobility opportunities. CEU's bachelor's programs are designed such that the students participate in

mobility programs in their senior years. Therefore, this number is expected to increase further as students of the more recently introduced Data Science and Society program reach the third year of their studies.

The number of incoming exchange students decreased. The decrease is within normal year-to-year fluctuation.

Exchange and visiting students by department, AY 2023-24	
Department/Program	Number of students
Department of Economics and Business	13
Department of Environmental Sciences and Policy	1
Department of Gender Studies	8
Department of History	5
Department of International Relations	8
Department of Legal Studies	5
Department of Medieval Studies	6
Department of Philosophy	5
Department of Political Science	9
Department of Public Policy	5
Department of Sociology and Social Anthropology	2
Doctoral School of Political Science, Public Policy, and International Relations	5
Nationalism Studies Program	1
Undergraduate Studies	48
Total	123

CEU exchange students hosted by partner institutions, AY 2023-24	
Department/Program	Number of students
Department of Environmental Sciences and Policy	18
Department of Gender Studies	3
Department of Historical Studies	7
Department of International Relations	5
Department of Legal Studies	1
Department of Political Science	2
Department of Public Policy	3
Department of Sociology and Social Anthropology	2
Nationalism Studies Program	1
Undergraduate Studies	35
Total	77

Erasmus partnerships

CEU has Institutional Erasmus Partnerships for Student and Staff Mobility in a long list of Erasmus Program Countries, see annex 2. Students could choose from a list of 81 universities for study abroad semesters under Erasmus+. The partnerships are across all departments of the university. The full list contains mobility options for bachelor's, master's and doctoral students.

In academic year 2023-24, CEU sent abroad 60 students in the frames of the Erasmus+ Mobility Program, among these, 21 undergraduate and 39 graduate level students. In the frames of the program CEU hosted in total 102 students (44 undergraduate, 53 master's and 5 doctoral) students throughout this academic year.

CEU Submitted successful applications for KA171 Student and Staff Mobility for Teaching in 2024 to partner countries with institutions in Canada, Georgia, Ukraine and the United States. In 2025 CEU applied for KA171 again for the following countries to continue the ongoing cooperation: Canada, Kyrgyzstan, Taiwan and USA.

Austrian student and staff mobility partnerships

Student exchange cooperation continued in 2023/24 with the University of Applied Arts Vienna (Angewandte), Vienna University of Economics and Business (WU) and the University of Vienna. Credits can be transferred to the home institution and count towards the students' degree.

In April 2024, a Memorandum of Understanding was signed with the Austrian Institute of Economic Research (WIFO). This partnership aims to foster collaboration through various activities, including student mentoring, exchange of visiting researchers, research-based collaborations, joint publications, and the organization of academic events.

A cooperation agreement has been established in 2024 with the European Forum Alpbach. The cooperation between CEU and the EFA is primarily aimed at working together on strategically overlapping topics, discussing them effectively with the public, and promoting exceptional talents. Additionally, the agreement aims to increase the visibility of both parties through mutual communication on their respective channels.

The Viennese Karl Polanyi Guest Professorship invites renowned international scientists to present and discuss interdisciplinary research on current economic and social challenges. The visiting professorship, scheduled for two to four weeks per semester, is to be integrated into the following activities:

1. A seminar for master's and doctoral students organized in the Fall/Winter Term by the Faculty of Business, Economics and Statistics of University of Vienna.
2. A seminar for master's and doctoral students organized in the Spring/Summer Term by Vienna University of Economics and Business.
3. A scientific workshop with invited participants and a subsequent public podium discussion organized by CEU.
4. Public lecture of the Guest Professor organized jointly by the three Parties, in cooperation with the Vienna Community Colleges (Wiener Volkshochschulen)

The Seminars are open for students who are enrolled as full-time master's or doctoral students at any of the involved institutional partners.

2.4 Student numbers: graduation and enrollment

Enrollment

In the reporting year, CEU had 1357 students enrolled in its Austrian-accredited degree programs, a slight decrease from the preceding year. As CEU is planning to remain on the current premises due to the cancellation of the Meidling campus project, a significant increase in student numbers is currently not possible. Therefore, stable enrollment figures are aligned with CEU's current plans.

The table below shows the number of enrolled students by degree program in academic year 2023-24.

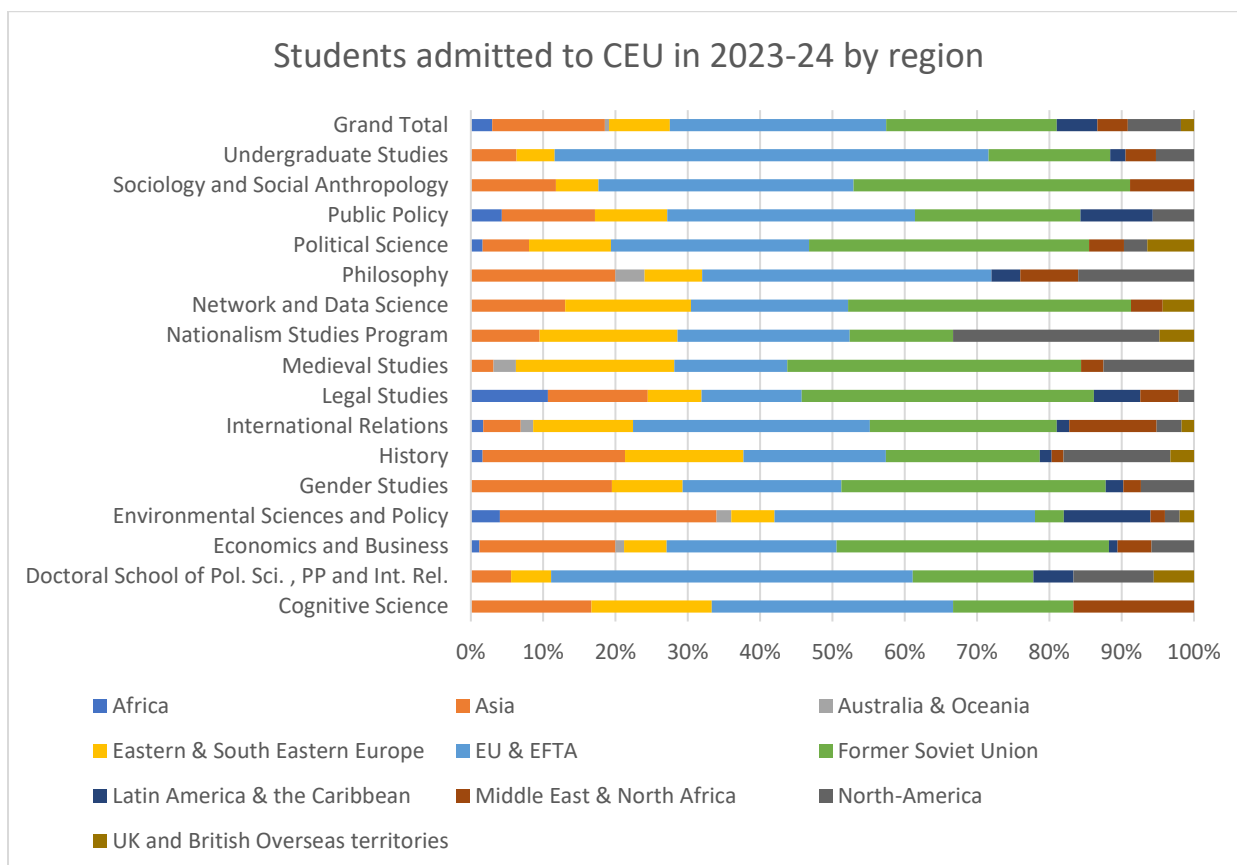
Enrolled students by program, AY 2023-24	
Department/Program	Number of enrolled students
Department of Cognitive Science	35
PhD in Cognitive Science	35
Department of Economics and Business	114
MA in Economic Policy in Global Markets	39
MA in Economics	15
MSc in Business Analytics	20
MSc in Finance	10
PhD in Business Administration	13
PhD in Economics	17
Department of Environmental Sciences and Policy	90
MSc Environmental Sciences, Policy and Management (MESPOM)	46
MSc in Environmental Sciences and Policy	15
PhD in Environmental Sciences and Policy	29
Department of Gender Studies	85
MA in Critical Gender Studies	29

MA in European Women's and Gender History (MATILDA)	2
MA in Gender Studies	13
MA in Women's and Gender Studies (GEMMA)	15
PhD in Comparative Gender Studies	26
Department of History	129
MA in Comparative History (two-year): Comparative History Track	30
MA in Comparative History (one-year)	16
MA in History in the Public Sphere	36
PhD in Comparative History	47
Department of International Relations	78
MA in International Relations (one-year)	7
MA in International Relations (two-year)	71
Department of Legal Studies	96
Doctor iuris	25
LLM in Comparative Constitutional Law	17
LLM in Human Rights	16
LLM in Global Business Law and Regulations	23
MA in Human Rights	15
Department of Medieval Studies	69
MA in Comparative History (two-year): Medieval Studies Track	17
MA in Cultural Heritage Studies	13
MA in Late Antique, Medieval and Early Modern Studies	6
PhD in Late Antique, Medieval and Early Modern Studies	33
Department of Network and Data Science	42
MSc in Social Data Science (two-year)	13
PhD in Network Science	29
Department of Philosophy	48
MA in Philosophy (one-year)	3
MA in Philosophy (two-year)	24
PhD in Philosophy	21
Department of Political Science	54
MA in Political Science (one-year)	23
MA in Political Science (two-year)	31
Department of Sociology and Social Anthropology	73
MA in Sociology and Social Anthropology (one-year)	15
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	94
PhD in Political Science	94
Nationalism Studies Program	32
MA in Nationalism Studies (one-year)	7
MA in Nationalism Studies (two-year)	25

Department of Public Policy	84
MA in Public Policy	19
Erasmus Mundus MA in Public Policy (Mundus MAPP)	20
Master of Arts in International Public Affairs	22
Master of Public Administration	23
Undergraduate Studies	234
BA in Culture, Politics and Society	105
BA in Philosophy, Politics and Economics	88
BSc in Data Science and Society	41
Grand Total	1357

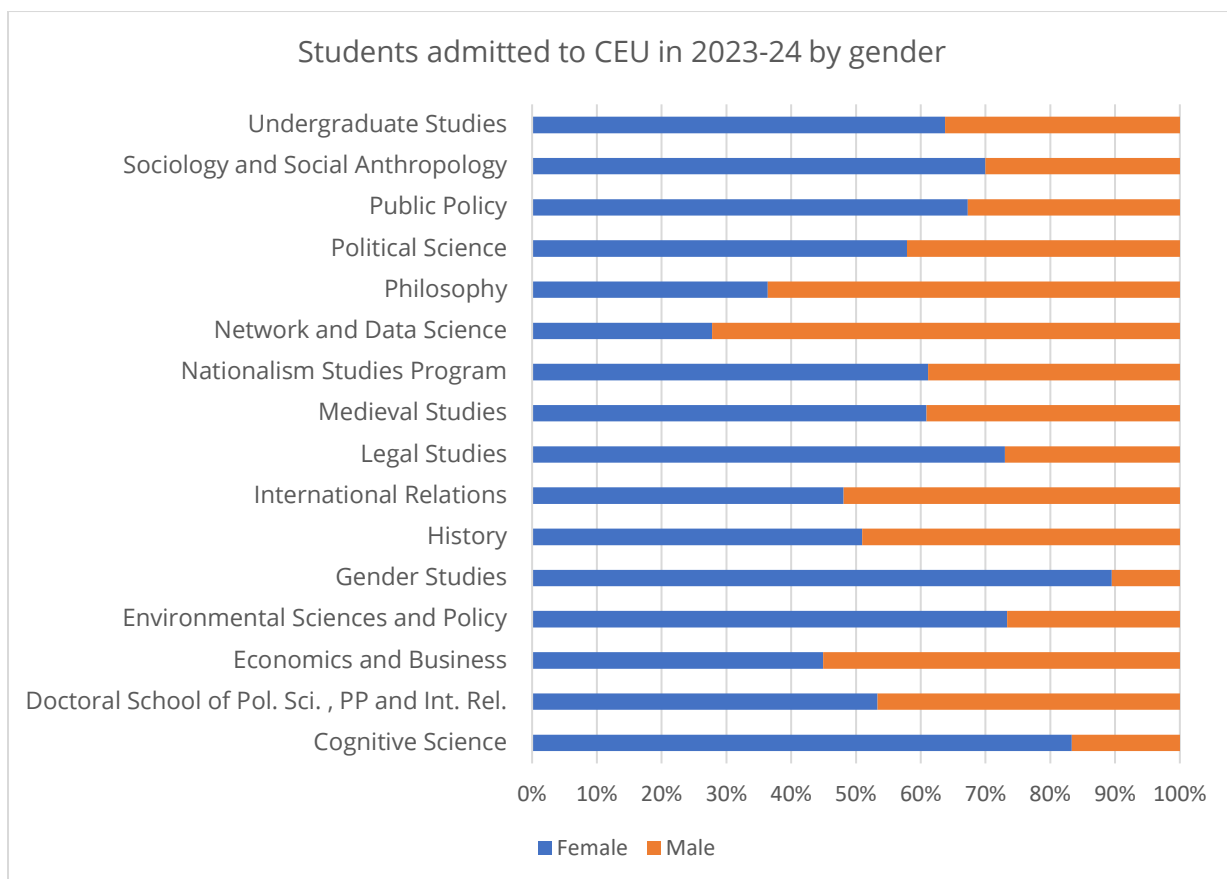
Admission data from the reporting year shows that the geographical composition of CEU's student body has not changed significantly. The student body continues to be very international. As in previous years, different departments have attracted students from different regions. The bachelor's degree programs offered by CEU continue to attract primarily students from the EU and the EFTA.

The chart below shows a breakdown of newly enrolled students by region and academic unit in 2023-24.



The gender composition of CEU's student body has not changed significantly since the previous reporting period. The ratio of female students has increased from 57% to 60% in the reporting year.

The chart below shows the gender proportions of students newly enrolled at CEU in 2023-24.



Graduate numbers and graduation rate

In the reporting year, CEU undergraduate program students had not yet graduated. CEU had 478 master's and 56 doctoral graduates in 2023-24, which is in line with the trends of previous years.

The tables below show the number of students who graduated in the reporting year.

Number of Masters' graduates by department and program, AY 2023-24		
Department	Program	Number of graduates
Economics	MA in Economic Policy in Global Markets	13
	MA in Economics	7
	MBA in Global Executive Management	50
	MSc in Business Analytics	20
	MSc in Finance	8
Total		98
International Relations	MA in International Relations (one-year)	20
	MA in International Relations (two-year)	25
Total		45
Environmental Sciences and Policy	MSc in Environmental Sciences and Policy	16
	MSc Environmental Sciences, Policy and Management	19
Total		35
Gender Studies	MA in Critical Gender Studies	13
	MA in Gender Studies	12

	MA in European Women's and Gender History (MATILDA)	1
	MA in Women's and Gender Studies (GEMMA)	10
Total		36
History	MA in Comparative History (one-year)	10
	MA in Comparative History (two-year): Comparative History Track	11
	MA in History in the Public Sphere (HIPS)	19
Total		40
Legal Studies	LLM in Comparative Constitutional Law	16
	LLM in Human Rights	16
	MA in Human Rights	14
	LLM in Global Business Law and Regulations	27
Total		73
Medieval Studies	MA in Late Antique, Medieval and Early Modern Studies	5
	MA in Comparative History (two-year): Medieval Studies Track	6
	MA in Cultural Heritage Studies	6
Total		17
Nationalism Studies Program	MA in Nationalism Studies (two-year)	5
	MA in Nationalism Studies (one-year)	9
Total		14
Philosophy	MA in Philosophy (one-year)	3
	MA in Philosophy (two-year)	9
Total		12
Political Science	MA in Political Science (two-year)	13
	MA in Political Science (one-year)	20
Total		33
Public Policy	Master of Public Administration	11
	MA in Public Policy	20
	Erasmus Mundus MA in Public Policy (Mundus MAPP)	15
	Master of Arts in International Public Affairs	10
Total		56
Sociology and Social Anthropology	MA in Sociology and Social Anthropology (two-year)	10
	MA in Sociology and Social Anthropology (one-year)	9
Total		19
Total		478

Drop-out rates remained low during the reporting year, with the vast majority of program experiencing zero or a single drop-out. As in previous years, 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 master's programs, AY 2023-24							
Program	Started	Graduated		Continuing		Drop-out	
		N	%	N	%	N	%
MSc in Business Analytics	19	18	95%	1	5%		0%
MSc in Finance	9	8	89%		0%	1	11%
MS in Environmental Sciences and Policy	14	14	100%		0%		0%
MA in Gender Studies	13	11	85%	2	15%		0%
MA in Comparative History (one-year)	16	10	63%	4	25%	2	13%
MA in International Relations (one-year)	21	20	95%		0%	1	5%
LLM in Comparative Constitutional Law	18	16	89%		0%	2	11%
LLM in Global Business Law and Regulation	22	21	95%		0%	1	5%
LLM in Human Rights	16	16	100%		0%		0%
MA in Human Rights	15	14	93%	1	7%		0%
MA in Late Antique, Medieval and Early Modern Studies	5	5	100%		0%		0%
MA in Philosophy (one-year)	4	3	75%	1	25%		0%
MA in Political Science (one-year)	23	18	78%	3	13%	2	9%
MA in Public Policy	19	18	95%		0%	1	5%
MA in Sociology and Social Anthropology (one-year)	13	9	69%	1	8%	3	23%
MA in Nationalism Studies (one-year)	6	5	83%	1	17%		0%
MA in Economic Policy in Global Markets	17	13	76%	2	12%	2	12%
MA in Economics	9	7	78%		0%	2	22%
MS in Business Analytics (part-time)	1	1	100%		0%		0%
MS in Environmental Sciences, Policy and Management (MESPOM)	20	19	95%	1	5%		0%
MA in Critical Gender Studies	14	11	79%	1	7%	3	21%
MA in Women's and Gender History (MATILDA)	1	1	100%		0%		0%
MA in Women's and Gender Studies (GEMMA)	12	10	83%	2	17%		0%
MA in Comparative History (two-year)	25	17	65%	6	24%	2	8%
MA in History in the Public Sphere	21	18	86%	2	10%	1	5%
MA in International Relations (two-year)	27	25	93%	1	4%	1	4%
MA in Cultural Heritage Studies	11	6	55%	4	36%	1	9%
MA in Philosophy (two-year)	11	9	82%	1	9%	1	9%
MA in Political Science (two-year)	14	13	93%	1	7%		0%
MA in Sociology and Social Anthropology (two-year)	15	10	67%	5	33%		0%
MA in Nationalism Studies (two-year)	12	9	75%	3	25%		0%
MA in International Public Affairs	13	10	77%		0%	3	23%
MA in Public Policy (Mundus MAPP)	8	7	88%	1	13%		0%
Master of Public Administration	10	8	80%	2	20%		0%

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

Number of Doctoral graduates by department, AY 2023-24	
Department	Number of graduates
Department of Cognitive Science	5
Department of Economics and Business – PhD in Business Administration	4
Department of Economics and Business – PhD in Economics	4
Department of Environmental Sciences and Policy	3
Department of Gender Studies	1
Department of History	7
Department of Legal Studies	3
Department of Medieval Studies	8
Department of Network and Data Science	2
Department of Philosophy	1
Department of Sociology and Social Anthropology	2
Doctoral School of Political Science, Public Policy, and International Relations	16
Total	56

2.5 Faculty numbers, student-faculty ratios

CEU relies primarily on permanent faculty members to deliver the coursework component of its programs, including all of the core subjects. The number of faculty members increased slightly relative to the previous reporting year, from 208 to 219. The increase is driven by post-doctoral research fellows rather than teaching staff.

The table below shows the number of permanent faculty members at CEU by rank and academic unit in FTE. 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, FTE, AY 2023-24	
Unit/Rank	N
Department of Cognitive Science	
Assistant Professor	2
Associate Professor	4
Professor	5
Post-doctoral Research Fellow	3
University Professor	1
Department of Economics	
Assistant Professor	6
Associate Professor	8.5
Professor	7
Lecturer	1

Postdoctoral Research Fellow	1
Professor of Practice	1
Senior Lecturer	1
University Professor	2
Department of Environmental Sciences and Policy	
Assistant Professor	2
Associate Professor	4.5
Professor	4.5
Postdoctoral Research Fellow	2
Department of Gender Studies	
Assistant Professor	2
Associate Professor	3
Professor	4.75
Postdoctoral Research Fellow	1
University Professor	0.5
Department of History	
Assistant Professor	1
Associate Professor	6.5
Professor	6
Postdoctoral Research Fellow	3
University Professor	1.5
Department of International Relations	
Assistant Professor	5
Associate Professor	5
Professor	3
Postdoctoral Research Fellow	1
University Professor	1.5
Department of Legal Studies	
Assistant Professor	3
Associate Professor	4.5
Professor	1.75
University Professor	1
Department of Medieval Studies	
Assistant Professor	1
Associate Professor	5
Professor	5
Lecturer	1
Nationalism Studies Program	
Assistant Professor	1
Associate Professor	2.5
Department of Network and Data Science	
Assistant Professor	3
Associate Professor	3

Professor	1.5
Lecturer	1
Postdoctoral Research Fellow	5
Department of Philosophy	
Assistant Professor	2
Associate Professor	4
Professor	5
Postdoctoral Research Fellow	2
Department of Political Science	
Assistant Professor	6
Associate Professor	4
Associate Research Fellow	1
Professor	4.75
University Professor	0.5
Department of Public Policy	
Assistant Professor	1
Associate Professor	10.5
Professor	6.5
Postdoctoral Research Fellow	3
Romani Studies Program	
Assistant Professor	1
Department of Sociology and Social Anthropology	
Assistant Professor	3
Associate Professor	3
Professor	3.5
Grand Total	201.25

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 2023-24	
Unit/Rank	N
Center for Academic Writing	
Lecturer	4
Senior Lecturer	5
Center for Ethics and Law in Biomedicine	
Research Fellow	1
Post-doctoral Research Fellow	1
Professor	1
Center for Eastern Mediterranean Studies	

Post-Doctoral Fellow	1
Social Mind Center	
Post-Doctoral Research Fellow	2
Yehuda Elkana Center for Teaching, Learning, and Higher Education Research	
Lecturer	2
Post-doctoral Research Fellow	1
Grand Total	18

The student-faculty ratio at CEU has historically been very favorable, permitting intensive and interactive seminar-based teaching. It has been part of CEU's strategy to increase the ratio to approximately 10, which would still permit CEU to offer the distinctive interactive seminars that form the backbone of CEU's educational strategy, while also ensuring a prudent use of CEU's resources. In the reporting year, the student-to-faculty ratio has reached 8.6 across CEU.

The default teaching load at CEU is 12 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 2023-24	
Department	Student/faculty
Department of Cognitive Science	3.4
Department of Economics and Business	5.4
Department of Environmental Sciences and Policy	9.8
Department of Gender Studies	9.1
Department of History	8.2
Department of International Relations	6.1
Department of Legal Studies	11.7
Department of Medieval Studies	3.6
Department of Network and Data Science	6.0
Department of Philosophy	6.0
Department of Political Science	7.0
Department of Public Policy	9.3
Department of Sociology and Social Anthropology	8.7
Doctoral School of Political Science, Public Policy, and International Relations	13.1
Nationalism Studies Program	12.0
Undergraduate Studies	18.0

2.6 Administrative staff

The ratio of students to administrative staff at the academic units of CEU was between 13.9 and 60.3 in the reporting year, calculating with staff FTE. The CEU-wide ratio increased to 27.6.

Student-staff ratio by department, AY 2023-24

Department	Student/staff	Staff head count
Department of Cognitive Science	20.0	11
Department of Economics and Business	22.2	14
Department of Environmental Sciences and Policy	25.0	5
Department of Gender Studies	19.1	8
Department of History	22.0	8
Department of International Relations	38.5	3
Department of Legal Studies	29.8	6
Department of Medieval Studies	16.0	6
Department of Network and Data Science	34.0	3
Department of Philosophy	26.3	4
Department of Political Science	17.7	4
Department of Public Policy	13.9	9
Department of Sociology and Social Anthropology	34.0	2
Doctoral School of Political Science, Public Policy, and International Relations	43.0	2
Nationalism Studies Program	20.0	2
Undergraduate Studies	60.3	7

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.

Number of staff in the academic support and administrative units, headcount, AY 2023-24	
Department/Unit	N
Academic Cooperation and Research Support Office	20
Admissions Office	5
Alumni Relations Office	1
Budget and Finance Office	26
Building Maintenance Group	11
Campus Redevelopment Office	5
Career Services Office	8
CEU Library	28
CEU Press	9
CEU Space Rentals Unit	2
Civic Engagement, Art and Culture	2
Communications Office	11
Community Engagement Office	6
Development Office	2

Event and Space Management and Campus Services Group	17
External Relations Office	7
Facility Management	13
Financial Aid Office	5
Front Office Services	5
Human Resources Office	33
Information Technology Department	36
Institute for Advanced Study	3
Institutional Research Office	4
Legal Office	7
Medical Services	2
Office of Inclusion Diversity and Equality	3
Office of the Academic Secretary	5
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/Budapest	2
Office of the Pro-Rectors/External Relations	1
Office of the Pro-Rectors/Research & Faculty	1
Office of the Pro-Rectors/Teaching & Learning	2
OSUN Secretariate at CEU	4
Source Language Teaching Group	1
Student Records	6
Student Recruitment Office	4
Student Services Office	12
Visual Studies Platform Program	1
WEB Unit	5
Workers Council	1
Grand Total	327

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, 15 projects were completed, as listed below.

Research projects completed in 2023-24		
Title	Funder	Project Lead
Colonial administration and post-independence development	FWF STAND-ALONE	Valentin Seidler
European Integrated Infrastructure for Social Mining and Big Data Analytics	EU/H2020/RIA	Janos Kertesz, Marton Karsai

Foreknowledge and Free Will in Christianity and Islam	John Templeton Foundation	Ameni Mehrez
Harnessing the effects of algorithmic bias in online social networks	USAF	János Kertész, Gerardo Iniguez
HUMANE-AI Network	EU/H2020/RIA	Janos Kertesz
Integrating Social reasoning and Logical reasoning	EU/H20/MSCA/IF	Rachel Dudley/Ágnes Kovács
Knowledge Transfer in Global Gender Programmes	EU/H20/MSCA/IF	Laura Rahm/Andrea Krizsan
Making Anti-Communist Intellectuals: A Historical-Sociological Assessment of Ideological Warfare Through Transnational Exchange in Cold War Social Science	Austrian Academy of Science (ÖAW)	Dr. Matthias Duller
NetFi (Network Analysis and Financial Diaries)“	Universität Freiburg	Janos Kertesz
Remembering the Great Patriotic War: norms, agency, and everyday politics in Russia	Austrian Academy of Science (ÖAW)	Vladimir Ogula
Risky Borders - Gender and Race in EU Border Security	FWF STAND-ALONE	Saskia Stachowitsch
Science Support for IPCC Activities	European Climate Foundation	Diana Üрге-Vorsatz
Social Explainable Artificial Intelligence	FWF- CHIST-ERA	Janos Kertesz
Topics in Behavioral-Economics Theory	EU/H2020/ERC/AdG	Botond Koszegi
Understanding Dynamic and Multi-scale Systems	McDonnell Foundation	Iacopo Iacopini/Márton Karsai

CEU researchers successfully applied for funding in academic year 2023-24, launching a total of 17 new projects.

Research projects launched in 2023-24		
Title	Funder	Project Lead
Advancing the zero-tolerance approach to gender-based violence in higher education and research in the European Research Area	EU/HEU/CSA	Ana Belén Amil
Becoming National Against the State: Popular discontent and adherence to minority nationalisms in late nineteenth-century Eastern Europe	EU/HEU/ERC/StG	Ágoston Berecz
Dynamic Visual Interferences and Their Neural implementation	FWF- ANR JOINT	József Fiser
Express2 Specify and Protect the EU Social Contract	EU/HEU/IA	Dimitry Kochenov
Laying the Groundwork for a Developmental Science of Intellectual Humility	Templeton Foundation (through University of Toronto)	Azzura Ruggeri
Linguistic Impacts on Social Action Comprehension	FWF- Principal Investigator Project	Eva Wittenberg
Mobility of Workers in the European Union	WWTF	Andrea Weber

Modal Reasoning, Quarc and Metaphysics	FWF- DFG	Matteo Pascucci
Multidimensional Social Mobility and Pathways to Upward Mobility in Austria	WWTF	Alice Kügler
Multiscale network modelling of migration flows in Austria	WWTF	Tiago Peixoto
Nature-based Solutions for Climate Resilient, Nature Positive and Socially Just Communities in Diverse Landscapes	EU/HEU/IA	Laszlo Pinter
Parental Leave and Career Trajectories of Men and Women in Austria	WWTF	Alice Kügler
Promoting Fairness of the Music Ecosystem in a Platform-Dominated and Post-Pandemic Europe	EU/HEU/IA	Maria-José Schmidt-Kessen
Science Support for IPCC Activities	European Climate Foundation	Diana Üрге-Vorsatz
The Macroeconomics of Managers	EU/HEU/ERC/AdG	Miklós Koren
The Making of In/valids in the Habsburg Monarch	FWF- Elise Richter Fellowship	Julia Heinemann
Advancing the zero-tolerance approach to gender-based violence in higher education and research in the European Research Area	EU/HEU/CSA	Ana Belén Amil

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 2023-24. In 2024, CEU launched a Research Portal that provides

Publication numbers by publication type and department, AY 2023-24							
Department	Books	Book chapters	Edited volumes	Articles	Conference proceedings	Policy papers	All publications
Cognitive Science	0	1	2	47	1	21	72
Economics and Business	5	9	1	11	1	2	29
Environmental Sciences and Policy	0	1	2	15	6	6	30
Gender Studies	1	9	3	14	3	1	31
Historical Studies	5	49	15	25	1	7	102
International Relations	3	11	2	4	0	1	21
Legal Studies	2	18	1	6	0	0	27
Network and Data Science	0	3	1	41	0	2	47
Philosophy	1	8	0	7	0	0	16
Political Science	4	22	0	30	10	0	66
Public Policy	1	13	1	18	3	1	37
Sociology and Social Anthropology	1	4	0	7	0	0	12
Nationalism Studies Program	0	8	2	3	0	0	13
Romani Studies Program	1	2	1	1	0	0	5

Grand Total	24	158	31	229	25	41	508
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3.3 Measures for the promotion of early-stage and junior researchers

IWM postdoctoral fellowship

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. The program started in September 2024 for a period of three years with the possibility of renewal.

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.

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

In the reporting year, CEU hosted hundreds of academic, social, and cultural events, including lectures, conferences, moderated talks, exhibitions and other events with the participation of international and Austrian guests. A full list of the events is available on the [CEU Events Page](#). Below is a list of some highlights from academic year 2023-24.

Annual Elkana Symposium on Reimagining Teaching and Learning: Impactful Teaching in Turbulent Times

June 18 – June 20, 2024

The Second Elkana Symposium is a forum for faculty and others engaged in teaching and learning at CEU, in Austria, and across global networks to share innovative and successful practices and to develop their own teaching through workshops and training sessions, keynote talks, and panels with peers. The theme, Impactful Teaching in Turbulent Times, calls attention to

the ways in which technological transformations, political debates, conflict, and stubborn socioeconomic inequalities present challenges to communities of learners and to educators who seek to facilitate classrooms and curricula that are engaged with the important issues of our time.

Policy Talk: War-time integration for strengthening democratic resilience: momentum for Ukraine's and Western Balkan's EU accession?

June 3, 2024

A roundtable policy discussion titled "War-time integration for strengthening democratic resilience: momentum for Ukraine's and Western Balkan's EU accession?" was organized with the participation of Michael Emerson, Associate Senior Research Fellow at Center of European Policy Studies (CEPS), Jelena Dzankic, Part-Time Professor in the Global Governance Programme at the Robert Schuman Centre of the European University Institute, and Maryna Rabinovych, Associate Professor at the Kyiv School of Economy.

AI and the Problems of Knowledge

November 16, 2023

Given the extent to which we are starting to rely on AI, the question arises: how can we trust any of its outputs? How do we know what to believe? Is this a technical problem or a social and epistemological one? Technology is also beginning to change our conception of knowledge itself. If someone asks you whether you know a friend's phone number, you may say yes and reach for your phone. Do you really know it in this situation? And if so, what does this say about the concept of knowledge?

These and other questions were introduced in a public discussion, the first public event of the Knowledge in Crisis Cluster of Excellence.

CIVICA Public Lecture Series Tours d'Europe | The Russo-Ukrainian War and the Future European Order

December 1, 2023

CIVICA's next Tour d'Europe at CEU brought together leading academics to reflect on the difficult questions surrounding the war in Ukraine and European strategic autonomy. Participants were Mary Kaldor, London School of Economics, Viktoria Sereda, Ukrainian Catholic University and Virtual Ukraine Institute for Advanced Studies- Wissenschaftskolleg Berlin, Anton Shekhovtsov, Centre for Democratic Integrity in Vienna, Thomas Fetzner (moderator), Head of the Department of International Relations, Central European University.

World Press Photo Exhibition Discussion & Tour

November 2, 2023

An interrogative exploration of global journalism at the World Press Exhibition Tour in Vienna organized by the Human Rights Initiative. The event included pre-exhibition talk led by Freya Cumberlidge, doctoral candidate in the Doctoral School of Political Science on the ethics and challenges in journalism.

Keynote Address: False Promises and the Racial Glass Ceiling: Can educational support programs challenge the reproduction of inequality in Higher Education?

May 16, 2024

Judit Durst is a sociologist, ethnographer, Honorary Research Fellow at the University College London, UK, in the Department of Anthropology. She delivered the keynote address as part of the CEU Romani Studies Conference, a hybrid conference organized by the Romani Studies Program at CEU with the Yehuda Elkana Center for Teaching, Learning, and Higher Education Research, the Roma Program at the FXB Center for Health and Human Rights, Harvard University, and the Critical Romani Studies Department at Sodertorn University.

How does ID verification on social media influence political and social behavior?

June 14, 2024

The spread of misinformation, rumors, and conspiracies on social media is a well-known phenomenon. Social media platforms have attempted various approaches to limit the spread of low-quality information, such as fact-checking, pre-bunking, and accuracy prompts. Another method could be focusing on the sources of information rather than the content itself, by providing evidence for users to trust reliable sources and be aware of those with a history of dishonest communication. The specific strategy for communicating the trustworthiness of sources online can range from simple verification to more complex scoring systems. The speakers aim to measure the impact of different source verification and scoring methods on user engagement, political attitudes, and the ability to discern the credibility of information through a simulated social media platform, similar to X/Facebook.

The presenters were Romain Lachat, Sciences Po, Can Zengin, Sciences Po, and Ákos Szegőfi, CEU.

Doing interdisciplinary research on doing human rights: The MeDiMi project

May 7, 2024

The MeDiMi project analyzes the “humanrightization” of discourse in migration-related conflicts by combining legal analysis, social-science research, and cultural studies. The project pursues a practice-theoretical approach that locates the meaning of human rights in routinized social practices of referring to them – whether as a legal argument, a moral-political claim, or a maxim of (professional) ethics. Exploring the intersection of human rights and migration in law, politics, and everyday life provides the empirical basis for a theory of humanrightization as a legal, political, and cultural phenomenon that characterizes today’s migration societies.

The seminar was led by Jürgen Bast, Professor of Public Law and European Law at Justus Liebig University Giessen, Germany, and Academic Director of the Refugee Law Clinic, a clinical education program at Giessen law school.

Long Night of Research

May 24, 2024

The Long Night of Research is Austria's largest event on science, research and innovation and is aimed at all age groups. A diverse program was offered at around 270 locations and with over 2,800 program points across Austria.

Austrian Anti-racism Days

March 15, 2024

As part of the first Austrian Anti-Racism Days, CEU hosted various panel discussions, lectures, and organization presentations, including a fireside chat with Waltraud Heller, Lead on Civic Space and Human Rights Defenders, Fundamental Rights Agency, moderated by Prof. Juliana Cesario Alvim Gomes Department of Legal Studies.

18th Annual CEU NGO Fair

February 8, 2024

In 2024, CEU hosted the 18th Annual NGO fair organized by the CEU Human RightS Initiative.

The NGO fair was held with the participation of multiple organizations in the field of women's rights, environmental rights, labor issues, Roma initiatives, and many more.

Vienna City Quiz & Reception

September 4, 2023

In this event, organized by the CEU Culture Hub, participants were presented with a fun set of questions about Vienna's past, present, the important things to see and the hidden gems of the city. The aim of the event was to familiarize members of the CEU community with the city of Vienna, and to let members of the CEU community get to know each other.

4 Co-operations

4.1 CIVICA

In the academic year 2023/-4, CIVICA continued to expand the scope and size of its activities.

Parallel the CIVICA funded by Erasmus+, the Alliance worked on research activities in the framework of CIVICA Research (Horizon 2020 project). The project was launched in 2021 and ended in December 2023. It brought a strong, additional research dimension to the alliance, while fostering further synergy between education and research.

The digital campus (my.civica.eu) has been improved with content updates and new features. More than 200 courses and training offered have been added to the course catalogue in the reporting year, and 133 digital resources are included in the dedicated portfolio. The PhD Clinic with 650 faculty members' profiles facilitates connections between early-stage researchers and faculty members across CIVICA.

In CIVICA2, CEU participates as full member in WP3 – CIVICA Engage Track, Bachelor Education. 6 CEU undergraduate students participated in the second summer school, European Week organized by London School of Economics and Political Science in London. CEU successfully issued one CIVICA Engage track certificate which number will be significantly increasing in the second half of the project thanks to the active participation of students in program elements.

At the master level, CEU faculty participated in the design and teaching of the third edition of the CIVICA multicampus course Future of Europe and taught three CIVICA joint.

At the PhD level, the CIVICA Teacher Development Programme, designed to enable early-stage researchers to develop their skills and expertise as teachers in higher education, was launched in January 2024.

In the framework of the first CIVICA postdoctoral fellowships (launched in spring 2023, 9 selected postdocs) one fellow from CEU was selected to spend 10 months at the EUI from October 2023 and CEU accepted to host a postdoc from the EUI.

The Permanent Design Team explored external funding opportunities for research in CIVICA. They drafted a proposal for the CIVICA Presidents' Committee meeting (June 2024) to establish a CIVICA Research Centre.

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. Bocconi University successfully hosted the first Inclusion Workshop (Fall 2023) with participation of CEU delegates, exploring the themes of 'Neurodiversity/Disability and Multiculturalism/Biases'.

The WP9 dedicated to CIVICA student identity and community lead by SGH Warsaw School of Economics and Business, developed many activities during the academic year with the involvement of CEU.

The fourth cohort of CIVICA Ambassadors included 22 students and early-stage researchers met at an in-person gathering between 1-2 February 2024 at Sciences Po in Paris (2 students from CEU). This academic year was also the first year of activity for the CIVICA Student & ESR Board representing the voice of CIVICA students and early-stage researchers in the alliance.

4.2 Other co-operations

In September 2023, the heads of the Doctoral and PhD Programs of the Economics Departments of WU, CEU, and UNI Wien decided to enhance cooperation between the Economics doctoral schools in Vienna. The Vienna Economics Graduate Center was established as a result. The aim of this cooperation is 1) coordinating PhD-level courses, opening these to all PhD students 2) allowing faculty from other institutions to be co-advisors of PhD students, 3) organizing joint PhD conferences, PhD seminars, research seminars.

The CEU Department of Legal Studies established a new collaboration with a network of top-tier universities, including the Geneva Graduate Institute, the European University Institute, and the University of Copenhagen. The collaboration aims at developing tools for the teaching of interdisciplinary research methods at the crossroads of law and the social sciences. The first outcome of the collaboration is a new online course, starting in March 2025, bringing together instructors and doctoral students from all collaborating institutions.

5 Measures for the Promotion of Gender Equality

In the academic year 2023-2024, CEU has witnessed major progress in terms of gender equality in mainly two areas: improved support for students and staff with care responsibilities, and in addressing harassment and sexual harassment.

Family-friendly University

CEU received the Family-Friendly University certification awarded by the Austrian Federal Minister for Women, Family, Integration and Media, on the 29th of January 2024.

A 50,000 EUR/year emergency fund specially targeted to student parents was introduced. Students with children and other dependents may 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.

Paid Partner Leave for employees has been introduced, which guarantees one month of paid leave to all fathers of newborn babies by topping up the *Familienzeitbonus* paid by Austrian social insurance. In this way, CEU encourages take-up of this leave and a better gender distribution of care responsibilities. The benefit is also available to partners in non-heterosexual couples, and was incorporated in the already existing Family Support Scheme Policy.

With the aim of better supporting students and staff with childcare responsibilities, CEU concluded a framework contract with a company offering on-site childcare services during academic events. For the first time at CEU, childcare service was made available for free to the participants of the Doctoral Conference hosted on the 17, 18 and 19th of April 2024 for those who requested it.

Combating harassment and sexual harassment

In order to improve the training offer on matters of harassment, and with the end goal of eradicating sexual harassment and gender-based violence from our community, CEU offered voluntary training to all incoming students on active, informed sexual consent.

To create a more welcoming institutional culture for the LGBTQ+ community, CEU offered a workshop titled "Discovering the Interconnections: Social Justice & Radical Diversity Training" on intersectional power structures.

As part of the continuous efforts to eradicate harassment and sexual harassment and protect victims/survivors, the intranet page has been updated with more than 10 civic associations that provide free support to victims of GBV 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, 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 organized by the EU-funded project UniSAFE, one of them hosted by CEU. These aimed at designing a communications protocol and a standardised 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), a transparent and honest communication, and the establishment of fair investigative procedures.

Training sessions were delivered to CEU's Disciplinary and Grievance Committees focusing on how to investigate formal sexual harassment complaints at CEU.

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, titled "The Red Flag System".

The EU-funded project GenderSAFE of which CEU is partner was kicked-off in Brussels. GenderSAFE will support research and higher education institutions in ending gender-based violence through comprehensive policy frameworks.

The Senate appointed new members to the CEU Ombudspersons Network. The Gender Equality and Diversity Officer delivered the first CEU monitoring report of harassment and sexual harassment, containing statistics of cases brought up to both the Ombudspersons Network and the Disciplinary Committee in the past 3 years.

Lawyer Constanze Pritz delivered a training for outsourced security personnel at CEU on discrimination and (sexual) harassment, including legal rights and obligations under Austria legal framework, and CEU's internal policies.

CEU was in charge of developing the first draft of a Europe-wide policy template for addressing gender-based violence in Higher Education as part of the EU-funded GenderSAFE project.

Menstrual Health and Rights

CEU organized a Menstrual Cycle Workshop. The workshop provided students with the space and adequate language to talk about their menstrual cycles, and practical tips on understanding and working with it for their wellbeing.

The process of buying menstrual products for free distribution on CEU campus and the budget related to it was handed over from the Gender Equality and Diversity Officer to the Facilities Services unit. This represents an important step in the institutionalization of the process, that had started out as a one-off campaign two years ago.

Women in professorial positions

The Gender-Sensitive Guidelines for Faculty Recruitment 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.

According to the monitoring report on the CEU Policy for Increasing the Representation of Women as Faculty, there have been 9 professorial offers for the academic year, of which 4 were extended to women (one of them rejected the offer). To improve these figures, the HR office has made efforts to collect more accurate gender information of the applicant pool that will help diagnose any shortcomings.

A new online recruitment platform with gender-sensitive elements was introduced. This platform collects the gender of job applicants in a way that will allow for accurate monitoring of gender distribution in applications and the enforcement of CEU's Policy on Increasing the Representation of Women as Faculty.

The CEU Gender Equality and Diversity Officer published the Gender Pay Gap (GPG) report 2024. The report shows no systematic gender discrimination in salaries at CEU. Within the academic body, the small, gendered differences in pay at the same rank are not statistically significant. Within the administrative body, CEU is very close to eliminating differences in pay between men and women (only a 3.5% gap remains). The high university-wide, unadjusted GPG at CEU is not driven by gender discrimination but by gender segregation in employment: women are overrepresented within the administrative body and at the lowest academic rank.

Other initiatives

A working group has been set 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. Gender-sensitive elements have been incorporated into both templates.

After detecting inaccuracies in our systems, a comprehensive review of student data management took place by a working group, to ensure that all of our students can use, and are addressed by, their preferred first name. This is particularly important for the transgender and non-binary communities.

6 Finances

CEU's statutory financial statements are available in annex 3. Similarly to last year, CEU's auditors (KPMG Austria) issued a clean opinion. CEU's operations have not changed significantly compared to the previous year: the volume of total assets remained around EUR 70 million, while total revenues exceeded EUR 70 million. As CEU is a non-profit organization, its aim is to at least break even – thus the level of revenues and expenses is nearly identical. Financial sustainability of CEU's operations is still ensured by the commitments of our Founder, as well as our dedicated Endowment Fund.

Below are the key highlights from 2023-24. A detailed explanation is available in the supplementary notes of the financial statements.

Balance sheet

- 1) CEU' Receivables from CEU NY (Affiliated entity) decreased from last year from nearly EUR 38 million to EUR 34 million, as that was converted to cash (See also next point). In general, CEU NY helps operating CEU PU with donations for its operations. The source of funding these assets is Investment grants from CEU NY.
- 2) CEU's cash balance has increased from EUR 7 million to EUR 11 million. The main reason is the conversion of the Receivables from CEU NY into Cash.

Income statement

- 3) The majority of CEU's income is still coming from donations from CEU NY: EUR 58 million. This is EUR 1 million less than in the previous year, however this does not represent overall less revenue, as CEU was successful in attracting more research grants (above EUR 8 million compared to last year's 6 million).
- 4) Total expenses reached around EUR 70 million:
 - a. Personnel expenses: nearly no change in this expense category. CEU rationalized its staffing and could absorb the effect of the inflation adjustment through re-organization of administrative capacities.
 - b. Other expenses: no significant change if compared to the previous year's amount.