



# Central European University

## Private University

### Annual Report

### Academic Year 2020-21



May 31, 2022

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# 1 Development of CEU PU

## 1.1 CEU's COVID response

Handling the COVID-19 pandemic and the disruption it has caused in the operations of CEU was one of the core challenges of academic year 2020-21. In line with the recommendation of the Federal Ministry of Education, Science and Research, CEU has developed a robust structure to manage the COVID-19 pandemic at both the main Vienna campus and the Budapest location. CEU's response was multi-pronged: institutional changes, transition to online teaching, adoption of a strict COVID protocol and measures for transparency and informing the CEU community.

COVID prevention and control at CEU is handled by the Emergency Response Team (ERT). The ERT recommends decisions, policy changes and measures to the Senior Leadership Team (SLT) of CEU. Following the SLT's decision or approval, measures are implemented by the appropriate unit(s). Implementation is monitored and reported back to SLT by the ERT. CEU's COVID protocol as of January 2022 is available in Annex 1. Protocols at CEU have been continuously updated in line with the development of the pandemic situation and the changes in Austrian restrictions.

### **Transition to online teaching**

A core element of the COVID response has been the move to intermittent online teaching, as required by the pandemic situation. Transition into fully online teaching, blended onsite/online teaching and fully onsite teaching as appropriate was determined by decisions of the CEU Senate, in line with CEU's COVID protocol.

### **University COVID Emergency Fund**

The CEU Emergency Fund was created for students who are unable to meet immediate, essential expenses due to temporary hardship or unforeseen emergencies related to the pandemic. Decisions regarding the award and disbursement of funds are made on a case-by-case basis. Awards are not considered loans and do not require repayment. Emergency funding is reserved for students who have exhausted all other available options.

A committee of faculty, staff and students evaluates the requests and allocates the funds. The committee may allocate grants of up to 500 EUR in total per student (exceptions can be granted in extraordinary circumstances).

### **Policy changes**

Prior to the COVID pandemic, CEU had no experience in distance education. Accordingly, internal policies had to be revised and created to meet the exigencies of the new situation. A summary of policy developments is available below. The full policies are publicly available on [CEU's document repository](#).

#### 1) Student Identity Verification

CEU introduced a new Student Identity Verification Policy, codifying the practices developed since the start of online teaching and clarifying responsibilities. The policy establishes the practices and online platforms to be used for the purposes of ensuring the identity of students participating in online classes and exams.

#### 2) Admissions Policy

The English language test requirements of the CEU Admissions Policy have been temporarily amended to accommodate the pandemic situation. In addition to previously accepted language exams, several online exams have been accepted for the 2020-21 and 2021-22 admissions cycles. These exams are: DET language test, TOEFL iBT Special Home Edition and IELTS Indicator. The measures included the following: a) switching of all course grades to pass/fail by default.

### 3) Grading and deadlines

Following the first transition to online teaching in March 2020, CEU adopted a series of measures aimed at accommodating students during this major disruption of their academic activities. The measures were based on discussions within the CEU community, including consultation with the Student Union. The temporary measures were repeatedly extended during academic year 2020-21, as required by the pandemic situation. The measures included permitting students to receive pass/fail results for courses instead of letter grades, extended deadlines for course assignments and extended deadlines for theses.

### 4) Measures for doctoral students

Various measures were introduced to help doctoral students during the pandemic. These included extended deadlines, rescheduling of exams, extended fieldwork grant funding for students stranded due to lockdowns while doing fieldwork, financial assistance to students participating in the Global Teaching Fellowship Program who wished to return home, flexibility for Doctoral Research Support Grant applicants who wished to cancel or postpone their research visit or change the destination in light of the pandemic.

## **Transparency and information**

CEU has taken steps to ensure transparency regarding its COVID response and to keep members of the CEU community informed of pandemic-related developments in Austria and in Hungary.

The Covidinfo newsletter launched on November 3, 2020, replacing the regular community updates previously issued by the Rector. The newsletter provides two different services to the CEU community. First, the newsletter shares COVID case numbers, letting members of the community know how the situation develops at CEU locations in Vienna and Budapest and make informed decisions regarding campus presence. Second, the newsletter shares detailed information on COVID-related measures in Austria and Hungary, including masking and testing regulations, travel restrictions and vaccination options.

Additionally, a site has been created on CEU's login-restricted 'MyCEU' intranet, which contains up-to-date policies and recommendations, a compilation of case numbers at CEU and information on testing, medical services and vaccination in Austria and Hungary.

## 1.2 Completion of Vienna transition and campus refurbishment

### 1.2.1 QS Campus progress

During academic year 2020-21, CEU has completed the refurbishment of its main campus under Quellenstrasse 51-55, Vienna. During this period, the remodeling of the 5<sup>th</sup> and 6<sup>th</sup> floors of the building has been completed, the library has been equipped with a Media Lab and an accompanying Sound Lab and Studio, and the laboratory facilities of the Department of Cognitive Science have been moved to Vienna. The increase in usable space achieved through the completion of the refurbishment was necessary to allow CEU to finalize the transition to Vienna for its degree programs that operated partially from Budapest in the preceding academic year.

The 5<sup>th</sup> floor has become home to departmental offices, the laboratories of the Cognitive Science Department and 3 large new classrooms. The 6<sup>th</sup> floor of the building houses the office of the CEU Student Union, a new prayer room, the Career Services Office, the Admission and Recruitment Office, several PhD labs equipped with computers, and three student lounges.

From the start of academic year 2020-21, there is a Media Lab in Vienna, similar to the already existing lab at CEU's Budapest campus, that supports teaching and knowledge production across social science and humanities disciplines. The accompanying Sound Lab and Studio provides a full range of audio production tools for student and faculty use to create podcasts, conduct interviews, and produce higher quality audio-mixing for student and faculty documentaries and other film genres, as appropriate for their coursework and research projects.

An up-to-date campus map of the QS Campus is available in Annex 2.

### 1.2.2 Otto Wagner Project progress

According to the CEU2025 strategic plan, CEU aims to relocate its main campus from the current building at Quellenstrasse 51-55 to the Otto Wagner-designed Steinhof Hospital. CEU has been working with the City of Vienna, Vienna Monument Protection in developing the plans for the permanent Steinhof site. During academic year 2020-21, CEU has announced the selection of Kohn Pedersen Fox as the architects for the development project.

### 1.2.3 Library development

During AY 2020-21, the CEU Library in Vienna implemented significant improvements to service despite the operational adjustments and closures faced due to COVID. Three key positions were filled: an Audio Education Specialist and an Executive Assistant to the Library Director, both in September 2020; and a Head of Information and Instructional Services/Deputy Head in December 2020. The latter took the lead for the library's new membership in KEMÖ, the Austrian Academic Library Consortium, a crucial membership for the library.

Additional permanent services were implemented in Vienna: creation of a new Audio Lab, including a recording studio and mixing suite, used for teaching as well as for student and faculty projects and podcasts; relocation of the Mirabaud Media Lab supporting visual education and film production, an additional 35,000 print volumes were added to the collection; and approximately 140 additional student workspaces were created.

To support online learning new video tutorials (<https://library.ceu.edu/help/tutorials/>) and more online research guides (<https://library.ceu.edu/help/research-guides/>) were created by librarians so students had assistance whenever they choose to work and from any location. A curriculum of PDF guides and instructional videos were created by Media Hub library staff to support those working at home to produce documentary films for their assignments.

The online helpdesk, while not new, was even more active during this period. E-book requests were handled quickly, sometimes overnight, in order to meet the research needs of a dispersed CEU community, especially those working on time-sensitive projects, like masters and doctoral theses, as well as other research projects. The library orientation and research skills training sessions (<https://library.ceu.edu/help/database-training/>) has been expanded to include virtual sessions so that students and faculty had more choices for individual consultations or classroom library sessions. This virtual option will continue to be offered even outside the pandemic.

In February 2021, the Provost's Open Access Publishing Fund was created to expand options for resident faculty to publish open access and includes processing charges for books and chapters in

addition to articles. The library set up the initial guidelines and manages applications and invoicing for this successful program. It joins a number of library database license agreements that include a publishing component, mostly waivers of article processing charges, that also support graduate students and staff as well as faculty.

In response to hygiene measures, the library expanded its booking system to include seats in the library so that reservations are now required. While this may be temporary, this allowed the library to limit numbers and know who is in the library space at the same time. It was an immediate safety response that was possible with an extension of the existing booking system for collaboration rooms and multimedia workstations.

### 1.3 Policy changes

In addition to COVID-related policies and policy modifications mentioned above, CEU undertook a major revision of its Policy on Student Plagiarism, completed phase one of revisions of the Open Access Policy, revised its Graduate Student Teaching Policy and updated its Academic Staff Handbook. Furthermore, a working group has been established to revise CEU's Disability Policy.

### 1.4 Changes in leadership structure

#### 1.4.1 New President and Rector

Academic year 2020-21 marked the conclusion of the rectorship of Professor Michael Ignatieff. Michael Ignatieff presided over CEU's difficult forced relocation of degree teaching from Budapest to Vienna, the launching of undergraduate education, the development of CEU's current Vienna campus, as well as the evolution of CEU's profile through major international collaboration initiatives, such as CIVICA and OSUN.

Following an extensive search process and consultation with the CEU Senate, faculty and staff, the Board of Trustees of CEU elected Professor Shalini Randeria to serve as CEU's 6<sup>th</sup> President and Rector effective August 2021. Prior to that, she has served as the Rector of the Institute for Human Sciences (IWM) in Vienna, Professor of Social Anthropology and Sociology at the Graduate Institute of International and Development Studies (IHEID) in Geneva, as well as the Director of the Albert Hirschman Centre on Democracy at the IHEID. She serves on the Board of European Forum Alpbach, and the Academic Advisory Board of the Wien Museum. Randeria has published widely on the anthropology of globalization, law, the state and social movements.

#### 1.4.2 Changes in the Board of Trustees

Six CEU Trustees concluded their service on the CEU Board of Trustees in June 2021, and two new Trustees have been elected. The Nominating Committee of the Board is set to review the composition of the Board of Trustees with a view of higher diversity in terms of gender, ethnicity, and profile (academic vs. business).

#### 1.4.3 Changes in Provisional Statutes

The CEU Senate approved a series of revisions to the CEU PU Provisional Statutes. The most significant revision is the simplification of the governance model. The triple Board of Trustees – University Council – Senate model, which was adopted at the time of initial accreditation of CEU PU, has been later identified as too cumbersome for decision-making. The resulting governance model contains two main governance bodies – the Board of Trustees and the Senate. The distribution of powers between the Board of Trustees and the Senate is similar to that between the University Council and the Senate in Austrian public universities.

The work on the Statutes is scheduled to continue and CEU PU plans to adopt its final, non-provisional version by the end of the academic year 2021/22. The final version of the Statutes will include a refined version of the Rector's election process, replace one Provost with several academic Pro-Rectors, and clarify the voting rights of ex-officio members of the Senate.

## 2 Study Programs

### 2.1 Degree programs

#### 2.1.1 Overview of degree programs

In academic year 2020-21, CEU PU offered two bachelor programs, 12 doctoral programs and 32 master's programs. The offer included 5 joint degree programs, indicated in bold in the program list.

In 2020-21, teaching took place almost exclusively at CEU's Vienna campus. The exceptions were the modular *MBA in Global Executive Management*, which delivers 4 of its 10 modules in Budapest, and the *PhD in Cognitive Science*, which was permitted during its accreditation by AQ Austria to operate simultaneously in Vienna and Budapest for one year, while completing the transition of laboratory facilities from Budapest to Vienna.

An application for the accreditation of a new *Bachelor of Arts in Quantitative Social Sciences* was submitted in the Fall of 2020. The accreditation for the program was granted by AQ Austria in the Summer of 2021, and the program launched in academic year 2021-22.

In addition, as a CEU first, the Erasmus Mundus MA in Public Policy (Mundus MAPP) has launched an accreditation procedure according to the European Approach, processed by the Dutch accreditation authorities, and managed by the International Institute of Social Studies, Erasmus University Rotterdam, one of the consortium partners participating in the joint degree program. Following a positive evaluation by the external reviewers, the European accreditation was granted on February 14, 2022.

**Table: degree programs offered at CEU PU in academic year 2020-21. Joint degree programs in bold.**

Title	Award	Minimum 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
Quantitative Social Sciences	Bachelor of Arts	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 / 7,500 after comp. exam
Comparative Gender Studies	Doctor of Philosophy	4 academic years	240	15,000 / 7,500 after comp. exam
Comparative History	Doctor of Philosophy	4 academic years	240	15,000 / 7,500 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 / 7,500 after comp. exam
Late Antique, Medieval and Early Modern Studies	Doctor of Philosophy	4 academic years	240	15,000 / 7,500 after comp. exam

Network Science	Doctor of Philosophy	4 academic years	240	15,000 / 7,500 after comp. exam
Philosophy	Doctor of Philosophy	4 academic years	240	15,000 / 7,500 after comp. exam
Political Science	Doctor of Philosophy	4 academic years	240	15,000 / 7,500 after comp. exam
Sociology and Social Anthropology	Doctor of Philosophy	4 academic years	240	15,000 / 7,500 after comp. exam
<b>Public Policy (Mundus MAPP)</b>	<b>Erasmus Mundus Master of Arts</b>	<b>2 academic years</b>	<b>120</b>	11,000
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
<b>European Women's and Gender History (MATILDA)</b>	<b>Master of Arts</b>	<b>2 academic years</b>	<b>120</b>	12,000
Gender Studies	Master of Arts	1 academic year	60	12,000
<b>History in the Public Sphere (HIPS)</b>	<b>Master of Arts</b>	<b>2 academic years</b>	<b>120</b>	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
<b>Women's and Gender Studies (GEMMA)</b>	<b>Master of Arts</b>	<b>2 academic years</b>	<b>120</b>	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
International Business Law	Master of Laws	1 academic year	60	13,000
Master of Public Administration	Master of Public Administration	2 academic years	120	14,500
Environmental Sciences and Policy	Master of Science	1 academic year	60	12,000

<b>Environmental Sciences, Policy and Management (MESPOM)</b>	<b>Master of Science</b>	<b>2 academic years</b>	<b>120</b>	8,000 for EU and EEA students, 18,000 for non-EU and non-EEA students
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\*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 1,300 EUR. BA and MA students, except those enrolled in the MBA in Global Executive Management, are eligible for merit- and need-based 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.

### 2.1.2 Changes in study programs

The study programs of CEU did not undergo any major revisions in the reporting year. However, several departments have introduced various changes to department- or program-level policies, either as a result of their regular internal quality assurance procedures or as a response to recommendations received during the accreditation of their programs by AQ Austria. A summary of these changes and other developments, broken down by academic unit, is available below. Academic units not listed below have reported no significant changes to either curricula or policies. Minor changes, such as changes in the elective course offering or small adjustments to course modules are not listed below.

#### **School of Public Policy<sup>1</sup>**

The School of Public Policy has ceased to offer the specialization options “Media and Communication” and “Security” in its Master of Public Administration and MA in Public Policy programs. The specializations remain open to students enrolled prior to 2020-21.

#### **Department of Legal Studies**

To address a recommendation received during the accreditation procedure of the Doctor iuris program, an English language LLM degree is no longer a mandatory requirement for admission. Instead, the possession of an English language LLM degree yields additional points during the admission process.

To address a further recommendation received regarding doctoral supervision, faculty members of the Assistant Professor rank may now only supervise doctoral students with the co-supervision of a more senior faculty member who serves as a mentor and guarantor of quality.

#### **Nationalism Studies Program**

As part of a new mobility arrangement concluded with the University of Graz, the unit has hosted several exchange students.

#### **Department of Network and Data Science**

The Department of Network and Data Science (DNDS) started a participation in the AccelNet-Multinet exchange program (founded by NSF) which allows students and researchers to make research visits between European and American universities and research institutes. The scope of this program is to foster research on multilayer networks and DNDS as the only department in

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<sup>1</sup> From 2021-22 operating as the Department of Public Policy

Network Science in Europe is one of the participating partners in the program. Further cooperation with student participation is based on bilateral agreements (e.g., UCD Dublin, ISI Turin).

In addition, smaller changes have been made regarding the departmental policies on doctoral supervision and the requirement of students to present their work: as of 2020-21, doctoral candidates must present their research progress in the form of a 30-minute seminar talk and a written summary every year. After each presentation, a panel consisting of the supervisor, the associate supervisor (if this applies), and a further member of the Department discusses the progress, the problems and the plans with the candidate. The panel submits a detailed report (of ca. one page) about the progress to the Doctoral Committee. Furthermore, every October, the supervisor (together with the associate supervisor) submits a short report (of ca. half a page) about the progress of the students based on personal discussions to the Doctoral Committee.

### **Department of Political Science**

The departmental Student Policy on Academic Dishonesty has been revised in line with the CEU Student Plagiarism Policy.

Following a recommendation received during the Austrian accreditation procedure, the department has conducted a review of the student workload associated with the courses of the department. The review has found that the workload of some courses exceeded what is stipulated by CEU's Credit Hour Assignment Policy. To address the issue, the department has started developing a framework that will help faculty members better allocate workload.

### **Department of Sociology and Social Anthropology**

Following a recommendation received during the accreditation procedure, the department has established a process for following the post-graduation career path of alumni. The department now has a regularly maintained internal document with the contact details of alumni and efforts are made to remain up to date on development of their careers.

### **Department of Gender Studies**

An agreement with Utrecht University has been signed in the reporting year, which allows doctoral students of the CEU Department of Gender Studies to receive joint doctoral supervision, travel to Utrecht University for part of their studies, and receive a double degree, issued by CEU and Utrecht University separately.

Additionally, internal discussions between the Department of Gender Studies and CEU leadership have begun to address the recommendations received during the accreditation procedure of the Department's programs.

### **Department of Cognitive Science**

The Department of Cognitive Science, uniquely among CEU departments, requires several laboratories to deliver its doctoral program. Already by academic year 2019-20, the department had relocated some of its laboratory facilities from Budapest to Vienna to support the launch of the PhD in Cognitive Science in Austria. In the reporting year, the relocation of laboratory facilities continued. The Vienna-based facilities now enable students and faculty to run experiments on cognitive development, visual cognition, joint action, causal cognition, and language and cognition. The department maintains some research presence in Budapest in the form of its Budapest-based Baby Lab and Vision Lab. These facilities remain available for students enrolled in the PhD in Cognitive Science.

### 2.2.1. Overview of non-degree programs

Prior to CEU's relocation to Austria, the University had operated 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). CEU continues to operate these important programs and has taken steps during the reporting year to proceed with their transition from Budapest to Vienna.

#### **OLive-UP**

OLive-UP is a full-time, fully-funded university preparatory program for people with refugee status, or who are in refugee-like conditions, from around Europe. OLive-UP students receive intensive small-group teaching in subjects they choose, intensive academic English preparation led by highly experienced teachers, courses in academic writing and advocacy workshops. Due to changes in the Hungarian legal context, OLive-UP had to be suspended in Budapest, after which the program relocated its operations to Bard College Berlin. During 2020-21, preparations had begun to relaunch the program in Vienna under CEU's banner. These preparations included the revision of the Policy on Recognition of Qualifications held by Refugees and Asylum-seekers with a legal right to live and study in Austria, securing the funding for the program through the Open Society University Network, and assembling the team of educators and civil society organizations who are crucial for the success of the program. The Vienna-based relaunch of the program is planned for 2022.

#### **Roma Graduate Preparation Program**

The RGPP is an intensive 10-month program that prepares outstanding Roma graduates with an interest in social sciences and humanities to compete for places in master's-level degree programs at internationally recognized universities. The program enrolled 11 students from 9 countries in academic year 2020-21: Bulgaria (1), Lithuania (1), Montenegro (1), Romania (1) Spain (1), Serbia (2), Slovakia (1), Turkey (2), Ukraine (1). A persistent challenge has been building a spirit of community and belonging among students, as due to travel restrictions, the program had remained in Budapest for the entire academic year and could not spend the Winter term in Vienna. During the Winter Term (January-March), RGPP students are required to audit up to 4 ECTS credits in CEU MA courses. This is a major component of RGPP as it offers participants a chance to experience MA-level study and interact with MA-level students. Despite the difficulties caused by the pandemic, by moving classes online and having sometimes extraordinary learning environments, 8 students got admitted into CEU MA programs for academic year 2021-2022. Students formed a fantastic supportive group and take an active role in the Romani Program Studies online conferences and webinars, learning about the knowledge, resources, and tools across the university to engage in critical and interdisciplinary knowledge production on and for Roma communities.

Details for the relocation of the program to Vienna are under development at the date of present report.

### 2.3 Student Mobility

In the reporting year, student mobility at CEU was hindered by two major factors. First, CEU did not obtain its Erasmus Charter until late in the academic year, which made Erasmus exchanges impossible for most of 2020-21. Second, the COVID pandemic severely reduced both the availability of mobility options due to national lockdown measures, and the willingness of students to participate in mobility schemes.

<b>Exchange and visiting students by department, AY 2020-21</b>	
<b>Department/Program</b>	<b>Number of students</b>
Department of Cognitive Science	5
Department of Economics and Business	24
Department of Environmental Sciences and Policy	3
Department of Gender Studies	6
Department of History	6
Department of Legal Studies	4
Department of Medieval Studies	1
Department of Network and Data Science	4
Department of Philosophy	7
Department of Political Science	10
Department of Sociology and Social Anthropology	5
Doctoral School of Political Science, Public Policy, and International Relations	4
Nationalism Studies Program	1
School of Public Policy	13
<b>Total</b>	<b>93</b>

<b>CEU exchange students hosted by partner institutions, AY 2020-21</b>	
<b>Department/Program</b>	<b>Number of students</b>
Department of Economics and Business	2
Department of Environmental Sciences and Policy	6
Department of Gender Studies	2
Department of History	2
Department of Medieval Studies	1
Department of Sociology and Social Anthropology	1
<b>Total</b>	<b>14</b>

### Erasmus partnerships

CEU submitted an official Proposal for Erasmus: Key action 1: Erasmus Charter for Higher Education in March 2020. The institution received the Official Erasmus Charter from the European Commission in February 2021.

Previously, while operating in Hungary, CEU had an Erasmus Charter and a robust network of Erasmus partners. The CEU Institutional Erasmus Office informed all partner institutions (200 partners) of the university's relocation to Austria, and that new Erasmus Inter-Institutional Agreements would need to be signed. An internal evaluation was done with the participation of all CEU academic units regarding the partners, and joint decisions were made about which of the 200 Erasmus exchange partnerships to continue. After the receipt of the Erasmus Charter in Austria, the CEU Erasmus Office started the negotiations for signing new Inter-Institutional Agreements with the

list of selected partners. The discussions about the details are ongoing, as all institutions were waiting through Summer 2021 for the launch of the Erasmus Dashboard, which was set up centrally to serve as platform for signing the Inter-Institutional Agreements online. As of February 2022, a total of 63 Erasmus Inter-Institutional Agreements have been validated, which serve as potential destinations for CEU students for exchanges starting in 2022-23. The list of partners per academic unit is available in Annex 3.

### **Austrian student and staff mobility partnerships**

In academic year 2020-21, CEU developed several partnerships in Austria, enhancing its embeddedness in the Austrian academic environment. The continued development of both Austrian and international research, teaching and student exchange partnerships remains a priority for CEU. In the reporting year, CEU has developed the following Austrian partnerships:

- In November 2020, a Memorandum of Understanding was signed with the Complexity Science Hub, promoting academic and research cooperation, PhD student and staff exchange
- In January 2021, CEU signed a Memorandum of Understanding with the Center for International Legal Studies, promoting academic and research cooperation, PhD student and staff exchange
- In February 2021, a Memorandum of Understanding was signed with the Institute of Science and Technology, promoting academic and research cooperation, student and staff exchange

By the subsequent academic year, CEU has concluded student exchange partnerships with the University of Graz, the University of Vienna and the Vienna University of Economics and Business.

## 2.4 Student numbers: graduation and enrolment

### **Enrolment**

In the reporting year, CEU had 1149 students enrolled in its Austrian-accredited degree programs. The number includes both students who began their studies at CEU in Vienna, and students who began their studies in academic year 2019-20 or earlier in Budapest and transferred to Vienna due to CEU's transition.

The table below shows the number of enrolled students by degree program in academic year 2020-21. First-year and second-year students are indicated separately in two-year programs. 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.

<b>Enrolled students by program, AY 2020-21</b>	
<b>Department/Program</b>	<b>Number of enrolled students</b>
<b>Department of Cognitive Science</b>	<b>37</b>
PhD in Cognitive Science	37
<b>Department of Economics and Business</b>	<b>162</b>
MA in Economic Policy in Global Markets – 1 <sup>st</sup> year	21
MA in Economic Policy in Global Markets – 2 <sup>nd</sup> year	26
MA in Economics – 1 <sup>st</sup> year	15

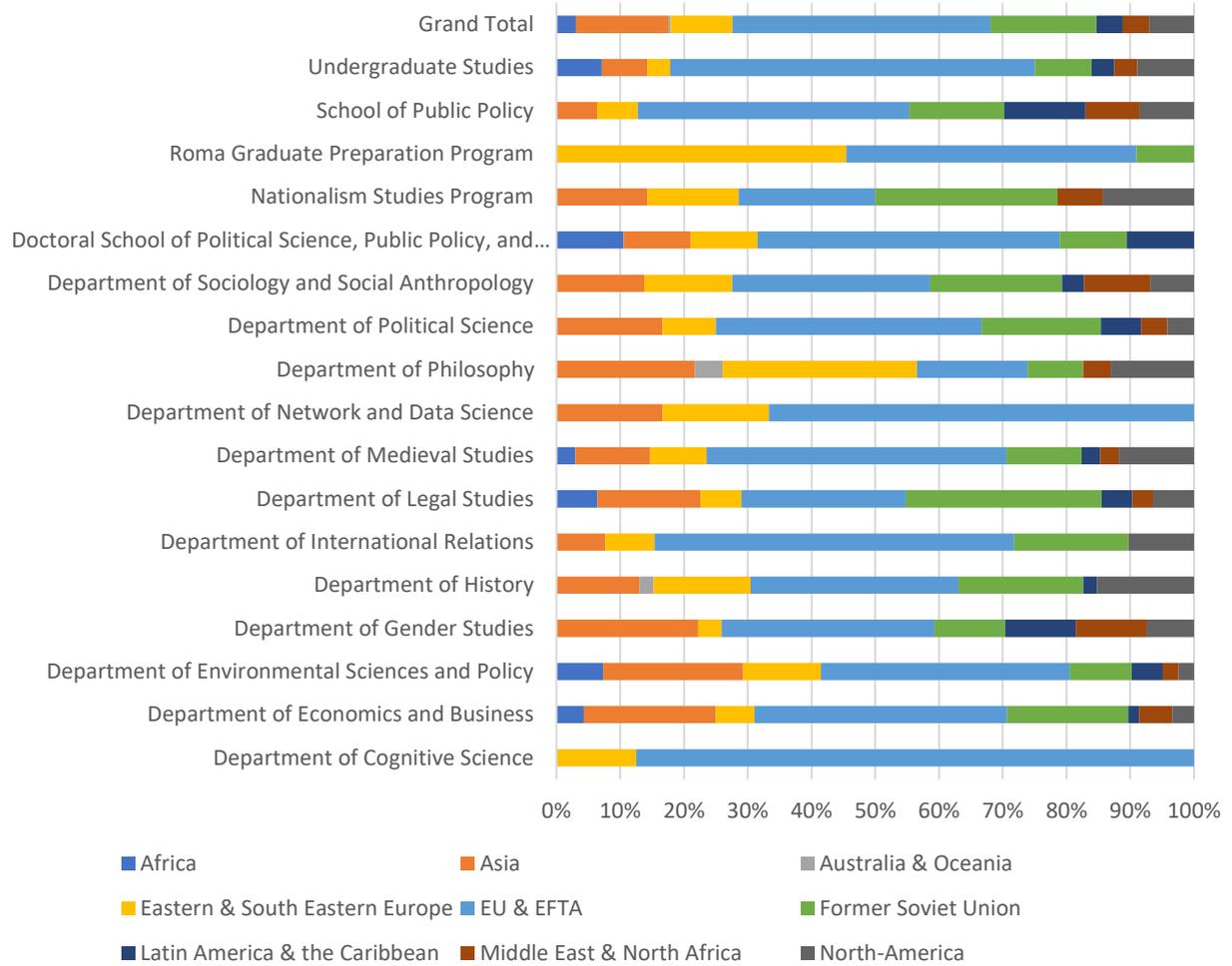
MA in Economics – 2 <sup>nd</sup> year	12
MBA in Global Executive Management	58
PhD in Business Administration	11
PhD in Economics	19
<b>Department of Environmental Sciences and Policy</b>	<b>93</b>
MSc Environmental Sciences, Policy and Management – 1 <sup>st</sup> year	20
MSc Environmental Sciences, Policy and Management – 2 <sup>nd</sup> year	28
MSc in Environmental Sciences and Policy	15
PhD in Environmental Sciences and Policy	30
<b>Department of Gender Studies</b>	<b>73</b>
MA in Critical Gender Studies – 1 <sup>st</sup> year	8
MA in Critical Gender Studies – 2 <sup>nd</sup> year	16
MA in European Women's and Gender History – 1 <sup>st</sup> year	3
MA in European Women's and Gender History – 2 <sup>nd</sup> year	2
MA in Gender Studies	13
MA in Women's and Gender Studies (GEMMA)	3
PhD in Comparative Gender Studies	28
<b>Department of History</b>	<b>103</b>
MA in Comparative History (two-year): Comparative History Track – 1 <sup>st</sup> year	13
MA in Comparative History (two-year): Comparative History Track – 2 <sup>nd</sup> year	14
MA in Comparative History (one-year)	16
MA in History in the Public Sphere – 1 <sup>st</sup> year	11
PhD in Comparative History	49
<b>Department of International Relations</b>	<b>61</b>
MA in International Relations (one-year)	14
MA in International Relations (two-year) – 1 <sup>st</sup> year	25
MA in International Relations (two-year) – 2 <sup>nd</sup> year	22
<b>Department of Legal Studies</b>	<b>80</b>
Doctor iuris	23
LLM in Comparative Constitutional Law	13
LLM in Human Rights	19
LLM in International Business Law	12
MA in Human Rights	13
<b>Department of Medieval Studies</b>	<b>86</b>
MA in Comparative History (two-year): Medieval Studies Track – 1 <sup>st</sup> year	10
MA in Comparative History (two-year): Medieval Studies Track – 2 <sup>nd</sup> year	7
MA in Cultural Heritage Studies – 1 <sup>st</sup> year	7
MA in Cultural Heritage Studies - 2 <sup>nd</sup> year	11
MA in Late Antique, Medieval and Early Modern Studies	10
PhD in Late Antique, Medieval and Early Modern Studies	40
<b>Department of Network and Data Science</b>	<b>23</b>
PhD in Network Science	23

<b>Department of Philosophy</b>	<b>54</b>
MA in Philosophy (one-year)	3
MA in Philosophy (two-year) – 1 <sup>st</sup> year	13
MA in Philosophy (two-year) – 2 <sup>nd</sup> year	7
PhD in Philosophy	31
<b>Department of Political Science</b>	<b>66</b>
MA in Political Science (one-year)	37
MA in Political Science (two-year) – 1 <sup>st</sup> year	12
MA in Political Science (two-year) – 2 <sup>nd</sup> year	17
<b>Department of Sociology and Social Anthropology</b>	<b>69</b>
MA in Sociology and Social Anthropology (one-year)	12
MA in Sociology and Social Anthropology (two-year) – 1 <sup>st</sup> year	11
MA in Sociology and Social Anthropology (two-year) – 2 <sup>nd</sup> year	11
PhD in Sociology and Social Anthropology	35
<b>Doctoral School of Political Science, Public Policy, and International Relations</b>	<b>88</b>
PhD in Political Science	88
<b>Nationalism Studies Program</b>	<b>28</b>
MA in Nationalism Studies (one-year)	5
MA in Nationalism Studies (two-year) – 1 <sup>st</sup> year	9
MA in Nationalism Studies (two-year) – 2 <sup>nd</sup> year	14
<b>School of Public Policy</b>	<b>81</b>
MA in Public Policy	17
Erasmus Mundus MA in Public Policy (Mundus MAPP) – 1 <sup>st</sup> year	6
Erasmus Mundus MA in Public Policy (Mundus MAPP) – 2 <sup>nd</sup> year	12
Master of Arts in International Public Affairs – 1 <sup>st</sup> year	13
Master of Public Administration – 1 <sup>st</sup> year	13
Master of Public Administration – 2 <sup>nd</sup> year	20
<b>Undergraduate Studies</b>	<b>56</b>
BA in Culture, Politics and Society	29
BA in Philosophy, Politics and Economics	27
<b>Grand Total</b>	<b>1149</b>

CEU's student body has historically been highly international. Enrolment figures for the reporting year show that the international character of CEU did not suffer as a result of its relocation from Budapest to Vienna. CEU has traditionally recruited most of its students from Central Europe, the countries of the former Soviet Union, and North America. Figures from 2020-21 reveal that the trend has remained amid CEU's relocation. It is noteworthy that recent years have seen an increase in applications from other regions, particularly Asia.

The chart below shows a breakdown of newly enrolled students by region and academic unit. The chart includes both degree programs, and the non-degree Roma Graduate Preparation Program.

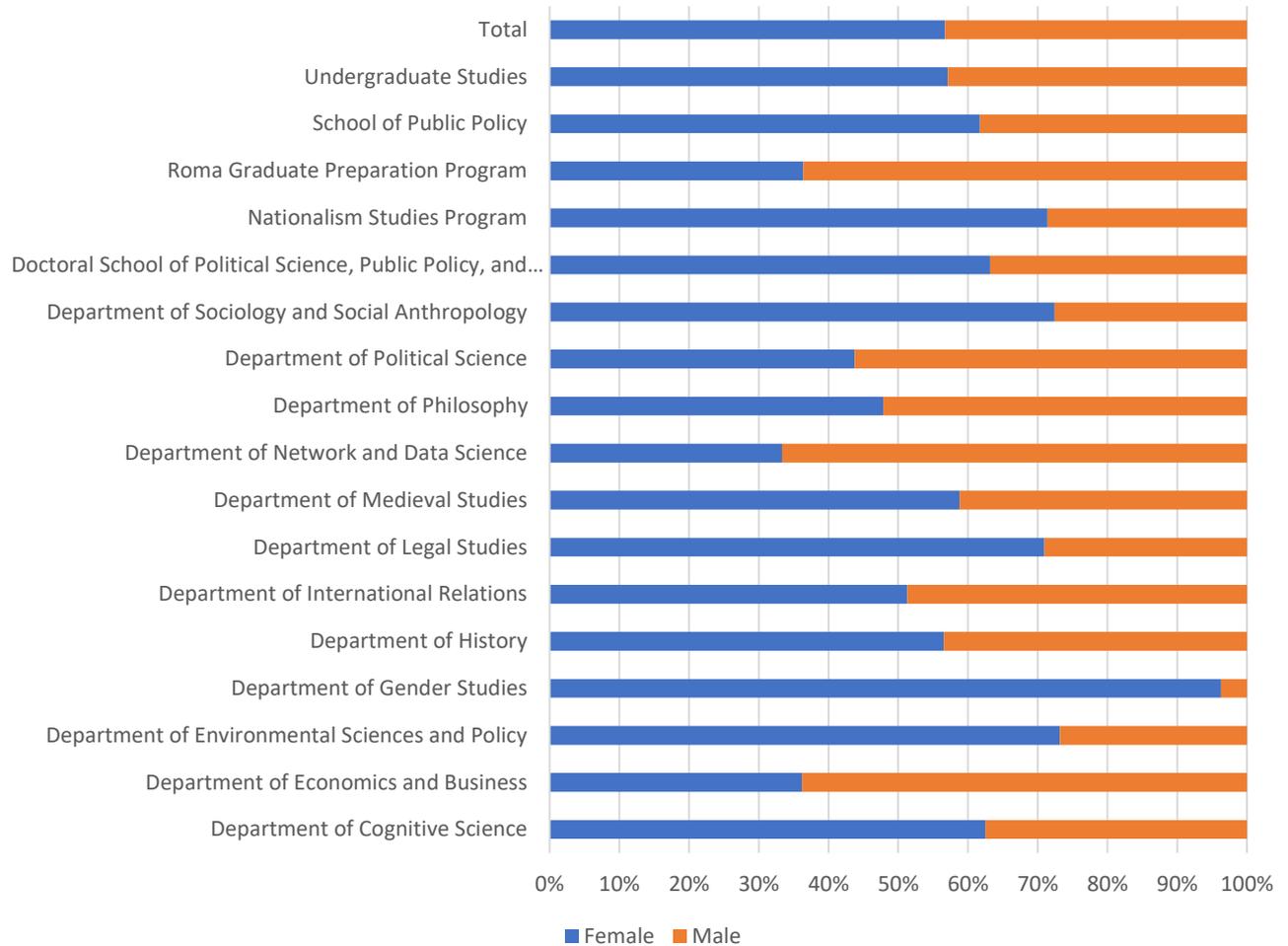
Students in their 1<sup>st</sup> year of studies by department and region  
2020-21



CEU's student body is likewise diverse in terms of gender. While fluctuations between academic units exist, CEU's overall student body is balanced, male and female students comprising 43% and 57% of the student population respectively.

The chart below shows the gender proportions of students newly enrolled at CEU in 2020-21.

Students in their 1<sup>st</sup> year of studies by department and gender  
2020-21



**Graduate numbers and graduation rate**

In the reporting year, cohorts of CEU's undergraduate programs and students of two-year master's programs who began their studies already in Vienna (rather than having transferred from Budapest) had not yet graduated. As a result, a graduation rate is only available for one-year master's programs. Including students who began their studies originally in Budapest, CEU had 325 master's and 40 doctoral graduates in 2020-21.

The tables below show the number of students who graduated in the reporting year, including students who began their studies in Budapest and transferred to Vienna.

Number of Masters' graduates by department and program, AY 2020-21		
Department	Program	Number of graduates
Economics and Business	MA in Economic Policy in Global Markets	19
	MA in Economics	9
<b>Total</b>		<b>28</b>
International Relations	MA in International Relations (one-year)	14

	MA in International Relations (two-year)	18
<b>Total</b>		<b>32</b>
Environmental Sciences and Policy	MSc in Environmental Sciences and Policy	14
	MSc Environmental Sciences, Policy and Management	26
<b>Total</b>		<b>40</b>
Gender Studies	MA in Critical Gender Studies	13
	MA in Gender Studies	8
	MA in European Women's and Gender History	2
	MA in Women's and Gender Studies (GEMMA)	1
<b>Total</b>		<b>24</b>
History	MA in Comparative History (one-year)	7
	MA in Comparative History (two-year): Comparative History Track	11
<b>Total</b>		<b>18</b>
Legal Studies	LLM in Comparative Constitutional Law	14
	LLM in Human Rights	18
	MA in Human Rights	12
	LLM in International Business Law	12
<b>Total</b>		<b>56</b>
Medieval Studies	MA in Late Antique, Medieval and Early Modern Studies	8
	MA in Comparative History (two-year): Medieval Studies Track	6
	MA in Cultural Heritage Studies	7
<b>Total</b>		<b>21</b>
Nationalism Studies Program	MA in Nationalism Studies (two-year)	8
	MA in Nationalism Studies (one-year)	4
<b>Total</b>		<b>12</b>
Philosophy	MA in Philosophy (one-year)	3
	MA in Philosophy (two-year)	5
<b>Total</b>		<b>8</b>
Political Science	MA in Political Science (two-year)	12
	MA in Political Science (one-year)	26
<b>Total</b>		<b>38</b>
Public Policy	Master of Public Administration	20
	MA in Public Policy	9
<b>Total</b>		<b>29</b>
Sociology and Social Anthropology	MA in Sociology and Social Anthropology (two-year)	9
	MA in Sociology and Social Anthropology (one-year)	10
<b>Total</b>		<b>19</b>
<b>Total</b>		<b>325</b>

Due to the COVID pandemic, some programs experienced a lower than usual graduation rate. As the table below shows, this was due primarily to students continuing their studies for an additional year, deferring their studies or thesis submission. It is expected that most of these students will nonetheless graduate in academic year 2021-22. Dropouts in the reporting year were also more

common than normally, which is due to students who have initially accepted the enrolment offer deciding not to pursue their studies.

Graduation and continuation rates on the 1-year Masters' programs, AY 2020-21								
Department	Program	Started	Graduated in time		Continuing		Drop-out	
			N	%	N	%	N	%
Environmental Sciences and Policy	MSc in Environmental Sciences and Policy	15	14	93%	1	7%	0	0%
Gender Studies	MA in Gender Studies	10	8	80%	2	20%	0	0%
History	MA in Comparative History (one-year)	14	7	50%	6	43%	1	7%
International Relations	MA in International Relations (one-year)	15	14	93%	0	0%	1	7%
Legal Studies	LLM in Comparative Constitutional Law	13	13	100%	0	0%	0	0%
	LLM in Human Rights	19	18	95%	0	0%	1	5%
	MA in Human Rights	13	12	92%	1	8%	0	0%
	LLM in International Business Law	12	12	100%	0	0%	0	0%
Medieval Studies	MA in Late Antique, Medieval and Early Modern Studies	9	8	89%	1	11%	0	0%
Philosophy	MA in Philosophy (one-year)	5	2	40%	1	20%	2	40%
Political Science	MA in Political Science (one-year)	35	25	71%	9	26%	1	3%
Sociology and Social Anthropology	MA in Sociology and Social Anthropology (one-year)	11	10	91%	1	9%	0	0%
Nationalism Studies Program	MA in Nationalism Studies (one-year)	5	4	80%	0	0%	1	20%
Public Policy	MA in Public Policy	16	9	56%	5	31%	2	13%

The table below shows the number of doctoral graduates in the reporting year. Due to the duration of doctoral studies, all graduates indicated in this table started their studies in Budapest in academic year 2018-19 or earlier.

Number of Doctoral graduates by department, AY 2020-21	
Department	Number of graduates
Department of Cognitive Science	4
Department of Economics and Business – PhD in Business Administration	1
Department of Economics and Business – PhD in Economics	3
Department of Environmental Sciences and Policy	2
Department of Gender Studies	2
Department of History	5
Department of Legal Studies	0
Department of Medieval Studies	5
Department of Network and Data Science	2
Department of Philosophy	3
Department of Sociology and Social Anthropology	3
Doctoral School of Political Science, Public Policy, and International Relations	10

## 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 did not change significantly in the reporting year. The majority of CEU's faculty relocated from Budapest to Vienna along with CEU's teaching activities, while a smaller number who could not relocate were replaced with new hires.

The table below shows the number of permanent faculty members at CEU by rank and academic unit.

<b>Faculty members at academic units, headcount, 2020-21</b>	
<b>Unit/Rank</b>	<b>N</b>
<b>Department of Cognitive Science</b>	<b>10</b>
Associate Professor	2
Associate Research Fellow	1
Post-Doctoral Fellow	1
Professor	4
Senior Research Fellow	1
University Professor	1
<b>Department of Economics and Business</b>	<b>21</b>
Assistant Professor	5
Associate Professor	8
Post-Doctoral Fellow	1
Professor	5
University Professor	2
<b>Department of Environmental Sciences and Policy</b>	<b>15</b>
Assistant Professor	2
Associate Professor	4
Associate Research Fellow	1
Post-Doctoral Fellow	3
Professor	5
<b>Department of Gender Studies</b>	<b>13</b>
Assistant Professor	4
Associate Professor	2
Post-Doctoral Fellow	4
Professor	3
<b>Department of History</b>	<b>16</b>
Assistant Professor	3
Associate Professor	5
Distinguished Visiting Professor	1
Post-Doctoral Fellow	1

Professor	5
University Professor	1
<b>Department of International Relations</b>	<b>14</b>
Assistant Professor	4
Associate Professor	5
Post-Doctoral Fellow	1
Professor	2
University Professor	2
<b>Department of Legal Studies</b>	<b>12</b>
Assistant Professor	4
Associate Professor	3
Professor	4
University Professor	1
<b>Department of Medieval Studies</b>	<b>15</b>
Assistant Professor	2
Associate Professor	6
Lecturer	1
Post-Doctoral Fellow	1
Professor	4
University Professor	1
<b>Department of Network and Data Science</b>	<b>7</b>
Assistant Professor	2
Associate Professor	2
Post-Doctoral Fellow	2
Professor	1
<b>Department of Philosophy</b>	<b>10</b>
Associate Professor	4
Professor	5
University Professor	1
<b>Department of Political Science</b>	<b>16</b>
Assistant Professor	6
Associate Professor	4
Associate Research Fellow	1
Professor	5
<b>Department of Sociology and Social Anthropology</b>	<b>11</b>
Assistant Professor	3
Associate Professor	5
Professor	3
<b>Nationalism Studies Program</b>	<b>4</b>
Associate Professor	3
Distinguished Visiting Professor	1
<b>Romani Studies Program</b>	<b>1</b>

Assistant Professor	1
<b>School of Public Policy</b>	<b>18</b>
Assistant Professor	4
Associate Professor	9
Associate Professor of Practice	1
Professor	4
<b>Grand Total</b>	<b>183</b>

The table below shows the number of faculty members by rank and unit at research centers and academic support units.

<b>Faculty members at research centers and academic support units, headcount, AY 2020-21</b>	
<b>Unit/Rank</b>	<b>N</b>
<b>Center for Academic Writing</b>	<b>9</b>
Lecturer	9
<b>Center for Ethics and Law in Biomedicine</b>	<b>2</b>
Associate Research Fellow	1
Professor	1
<b>Center for Teaching and Learning</b>	<b>2</b>
Lecturer	1
Post-Doctoral Fellow	1
<b>Cognitive Development Center</b>	<b>7</b>
Post-Doctoral Fellow	7
<b>Cultural Heritage Studies Program</b>	<b>1</b>
Post-Doctoral Fellow	1
<b>Social Mind Center</b>	<b>5</b>
Post-Doctoral Fellow	5
<b>Yehuda Elkana Center for Higher Education</b>	<b>2</b>
Associate Research Fellow	1
Post-Doctoral Fellow	1
<b>Grand Total</b>	<b>28</b>

The student-faculty ratio at CEU has historically been very favorable, permitting intensive and interactive seminar-based teaching. 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. 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 credits, which amounts to teaching courses totaling 24 ECTS credits. In 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 2020-21	
Department	Student/faculty
Department of Cognitive Science	2.4
Department of Economics and Business	8.3
Department of Environmental Sciences and Policy	8.4
Department of Gender Studies	5.7
Department of History	5.8
Department of International Relations	5.9
Department of Legal Studies	7.6
Department of Medieval Studies	4.5
Department of Network and Data Science	3.5
Department of Philosophy	5.7
Department of Political Science	6.6
Department of Sociology and Social Anthropology	8.1
Doctoral School of Political Science, Public Policy, and International Relations	9.8
Nationalism Studies Program	6.2
School of Public Policy	6.2
Undergraduate Studies	9.2

## 2.6 Administrative staff

The ratio of students to administrative staff at the academic units of CEU was between 14 and 31 in the reporting year, calculating with staff FTE.

Student-staff ratio by department, AY 2020-21		
Department	Student/staff	Staff head count
Department of Cognitive Science	17	5
Department of Economics and Business	18	18
Department of Environmental Sciences and Policy	20	6
Department of Gender Studies	18	5
Department of History	16	7
Department of International Relations	31	2
Department of Legal Studies	22	6
Department of Medieval Studies	24	6
Department of Network and Data Science	15	2
Department of Philosophy	27	3
Department of Political Science	22	4
Department of Sociology and Social Anthropology	25	3
Doctoral School of Political Science, Public Policy, and International Relations	18	2
Nationalism Studies Program	28	1
School of Public Policy	14	6

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 2020-21

Department/Unit	N
Academic Cooperation and Research Support Office	16
Admissions Office	5
Alumni Relations Office	6
Budget and Finance Office	34
Building Maintenance Group	10
Campus Redevelopment Office	4
Career Services Office	7
Center for Academic Writing	10
CEU Library	25
CEU Press	9
CEU Space Rentals Unit	2
Communications Office	9
Community Engagement Office	7
Dean of Students Office	12
Development Office	4
Event and Space Management - Campus Services Group	17
Executive Education Hub	3
Facility Management	1
Financial Aid Office	3
Front Office Services	6
Human Resources Office	39
Information Technology Department	38
Institutional Research Office	4
Legal Office	5
Medical Services	2
Office of Austrian Affairs	3
Office of the Academic Secretary	2
Office of the Chief Operating Officer	4
Office of the Director of Facilities	4
Office of the President and Rector	4
Office of the Pro-Rector for Social Sci. and Hum.	1
Office of the Provost and Pro-Rector	3

Office of the VP for Enrollment, Career and Alumni	3
Strategic Administrative Initiatives - Proj. Off.	7
Strategic Planning Office	2
Student Records	9
Student Recruitment Office	11
WEB Unit	5
<b>Total</b>	<b>336</b>

## 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, five projects were completed, as listed below.

**Table: research projects completed in 2020-21**

Title	Funder	Project Lead	Department/Unit
Joint action expertise: Behavioral, cognitive, and neural mechanisms for joint action learning	EU/FP7/ERC/CoG	Natalie Sebanz	Social Mind Center
Misrecognising Minorities in Europe	Volkswagen Stiftung	Luca Váradi	Nationalism Studies
The genesis of consociational oligarchies. Why consociational regimes have spread to the nondemocratic world	Swiss National Foundation	Daniel Bochsler Laszlo Bruszt	Political Science
How does choice affect beliefs?	Russel Sage Foundation	Balázs Kruspér	Academic Cooperation and Research Support Office
NATure based URban innovATION	EU/H2020/RIA	László Pintér	Environmental Sciences and Policy

CEU researchers successfully applied for funding in academic year 2020-21, launching a total of nine new projects.

**Table: research projects launched in 2020-21**

Title	Funder	Project Lead	Department/Unit
Meant to Be: Resuscitating the Metaphysics of Teleology	John Templeton Foundation	Daniel Kodaj	Center for Religious Studies
Policy Advice in Electoral Democracies	Swedish Research Council	Andrea Krizsan	Democracy Institute
Understanding Dynamic and Multi-scale Systems	McDonnell Foundation	Iacopo Iacopini Márton Karsai	Network and Data Science
HUMANE-AI Network	EU/H2020/RIA	Janos Kertesz	Network and Data Science

Harnessing the effects of algorithmic bias in online social networks	USAF	János Kertész, Gerardo Iniguez	Network and Data Science
The European University of Social Sciences - Research and Innovation	EU/H2020/CSA	Carsten Schneider	ACRO
Risky Borders - Gender and Race in EU Border Security	FWF STAND-ALONE	Saskia Stachowitsch	International Relations
Social Explainable Artificial Intelligence	FWF	Janos Kertesz	Network and Data Science
Taming the European Leviathan: The Legacy of Post-War Medicine and the Common Good	EU/H2020/ERC/SyG	Judit Sándor	CELAB

A full list of ongoing research projects, including those started prior to academic year 2020-21 during CEU's operation in Budapest, is available in Annex 4.

### 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 2020-21.

Publication numbers by publication type and department, AY 2020-21							
Department	Books	Book chapters	Edited volumes	Articles	Conference proceedings	Policy papers	All publications
Cognitive Science	1	7	1	41	11	0	61
Economics and Business	3	3	2	23	2	2	35
Environmental Sciences and Policy	0	5	3	15	5	7	35
Gender Studies	4	18	3	10	0	1	36
History	2	36	11	12	1	2	64
International Relations	0	22	0	22	3	2	49
Legal Studies	6	18	9	10	1	1	45
Medieval Studies	7	58	13	27	7	1	113
Network and Data Science	1	5	2	28	2	1	39
Philosophy	1	14	1	8	0	0	24
Political Science	2	28	2	35	1	8	76
Public Policy	4	27	3	29	2	20	85
Sociology and Social Anthropology	6	12	4	13	0	0	35
Nationalism Studies Program	0	6	1	10	0	1	18
Romani Studies Program	0	3	0	3	0	0	6
<b>Total</b>	<b>37</b>	<b>262</b>	<b>55</b>	<b>286</b>	<b>35</b>	<b>46</b>	<b>721</b>

### 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.

### **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**

In spite of the disruption caused by COVID in the reporting year, CEU has organized a large number of events, with the participation of international and Austrian guests alike. The majority of the events held at CEU, whether in person or online, were academic events, such as conferences, lectures or seminars. A smaller portion was cultural or social events, career fairs or alumni reunion events. See below a summary of the events held at CEU in academic year 2020-21, as well as some highlights.

**Table: academic, university-life and cultural events at CEU, 2020-21**

	Book launches	Concerts	Conferences	Film screenings	Exhibitions	Lectures	Lecture series
<i>Public event</i>	11	5	29	10	1	112	24
<i>Closed events</i>	0	1	9	1	0	20	0
<i>Total</i>	<b>11</b>	<b>6</b>	<b>38</b>	<b>11</b>	<b>1</b>	<b>132</b>	<b>24</b>
	Alumni and career	Panel discussions	Recruitment	Roundtables	Seminars	Social events	Workshops
<i>Public event</i>	82	47	4	4	89	1	41
<i>Closed events</i>	5	9	7	3	27	2	10
<i>Total</i>	<b>87</b>	<b>56</b>	<b>11</b>	<b>7</b>	<b>116</b>	<b>3</b>	<b>51</b>

**Event highlights**

The **Evidence-Based Policy Making Conference** jointly organized by CEU's Office of Austrian Affairs, the Austrian Institute for Economic Research (WIFO) and the Institute for Advanced Studies (IHS), aligns with the university's goal to cultivate relationships between CEU researchers and the Austrian scientific community in Vienna. The first of a planned annual series, the event brought together high-level researchers, policymakers, journalists and other stakeholders to consider evidence-based approaches in the context of the pandemic, as well as a spectrum of considerations related to evidence-based decision-making regarding data privacy and that which is made public. The research presented was rigorously selected by representatives from the three collaborating institutions. The conference is an early step in seeding what the university hopes will grow into more longitudinal exchanges with the participating institutions and researchers. A second edition is organized for academic year 2021-22.

**"Science.Art.Politics" an interdisciplinary symposium.** A joint event by CEU, the Inter-University Research Network, Elfriede Jelinek of the University of Vienna and the Music and Art Private University of the City of Vienna (MUK). It took place on the first day at the Schauspielhaus Wien (28.5.2021) and on 29.5.2021 at the CEU Auditorium, broadcasted via livestream. Delegates asked questions as diverse as 'How can art and science participate in political discourse and social debates?' 'When do they become political action themselves?' 'And what role do art institutions and universities play in this, if that is even their role?' These were discussed by a high-level podium, amongst them Vienna City Councilor for Culture Veronica Kaup-Hasler, and rectors Michael Ignatieff (CEU), Gerald Bast (University for Applied Arts), and Andreas Mailath-Pokorny (MUK). A follow-up event is in planning for 2022.

**EuroScience Policy Forum on Sustainable Academia** was co-organized by CEU under the lead of University of Vienna and WWTF. CEU Provost Liviu Matei was the main speaker in the session: Funding, Freedom and Frameworks. The starting point was that academic research needs a quite high level of autonomy in order to fulfil its long-term mission well and focused on the different dimensions that have to come together to actually make this self-governance happen in a successful and sustainable manner. An additional focal point was European institutions of academic research and their often strong financial and regulatory ties to public authorities.

**Digital Humanism.** CEU, in cooperation with the WWTF and the Chamber of Labor (AK Wien), organizes a series of events „**Digitaler Humanismus in der Arbeitswelt**“ (**Digital Humanism and working world**) (hybrid and online) as part of **City of Vienna's Digital Humanism focus**. The series brings together recognized scientists, policymakers from the field of labor, work, employment as well as practitioner and illuminates the theme of labor relations in a digital age. The discussions contribute to the City of Vienna's Digital Humanism framework initiative, which acknowledges digitization as a fundamental change process while bringing humanistic values and human beings

into the center. As technological developments open many new opportunities and possibilities, they have also brought about problematic effects. The first in-depth expert discussion, hosted by CEU at the Vienna campus auditorium and livestreamed, analyzed current labor trends and offer speculation for a post-Covid work environment. In 2021 three events took place, the next event for 2022 is in planning:

- 25.3.2021 “Work in Times of Pandemic (and After)”: How has the pandemic changed our working lives and how do we imagine work after the Corona crisis?
- 17. 6.2021: „arbeit.digital.dialog - algorithmen to work“ What contribution technology can make to objectification without perpetuating or reinforcing existing disadvantages?
- 18.11.2021 “Digital world of work - ticket to the precariat?” Digitization has brought about major changes in work and contract relationships in many areas - often to the detriment of employees.

**2020-2021: “Occupy” (your university), a participatory design project**, was organized by CEU in cooperation with the New Design University (NDU) in St. Pölten and Bene, the Austrian furniture manufacturer. Based on the results of a CEU-wide students satisfaction survey, in which CEU students criticized the uninspiring learning environment of the Quellenstraße campus, a former bank-building, a cooperation has been established with NDU’s masterclass for interior design. CEU was included in NDU’s teaching schedule as a study-project of practice. In a series of workshops and a final contest a combined proposal was selected by the students that best meets the needs of a modern, productive “innovative learning and studying environment”: the winner project called “Modesk” is currently built up at CEU’s 4th floor, and ready for a testing phase, the intensive utilization by CEU students, curated by Bene and NDU. A press conference on the event is in planning.

The Otto Wagner Area / Steinhof **Visioning group** —under the lead of Michael Miller (CEU)— is incorporating the work of a number of renowned Austrian historians with regards to the legacy of the Otto Wager site, the new CEU Campus. The task of the Steinhof Visioning Group is to develop a plan for how to deal with the moral, intellectual and pedagogical challenges that come with the new campus, given the dark legacy of the site. CEU emphasizes the significance of collaboration with Austrian peers in the field of contemporary history, for example with the Universities of Vienna and Innsbruck, or the Wien Museum and the Documentation Center for Austrian resistance (DÖW). The series of “Presidential lectures” offered a public stage for joint discussions e.g., as on April 22, 2021: <https://www.youtube.com/watch?v=iNY1A2tvUw8>.

## 4 Co-operations

### 4.1 CIVICA

CIVICA is one of the European University Alliances that won the first round of funding by the European Commission under the Erasmus framework in summer 2019. CEU is a member of CIVICA alongside Bocconi, LSE, Hertie School, Sciences Po, SSE, and SNSPA.

Academic year 2020-21 marked the middle of the CIVICA project, when the activities designed in the first year (2019-20) started to be implemented. Given the pressure that the COVID crisis placed on the running of physical exchanges, distance learning formats have been implemented as a solution and even an opportunity to advance CIVICA’s objectives.

The Pedagogical innovations incubated at the master’s level, which have been planned for each of the three years of the pilot phase, started to be implemented. The flagship “Europeanship Multi-Campus Course” was designed to be launched in the Fall 2021 for students across CIVICA. All its modules and administrative structure were discussed and finalized. Its topic (the “Future of Europe”) critically explores the main European policy challenges, including Europe’s governance, economy, and

sustainability. CEU designed one module of the course. A dedicated task force for the operational planning of the course was created to facilitate its implementation across the alliance, which will facilitate replication and transferability to other topics in the coming years.

In keeping with the strategic emphasis CIVICA places on doctoral level initiatives, detailed discussions took place regarding supervision arrangements across the alliance and professional training courses. The launching of an online course catalogue in January 2021 by the EUI, has given doctoral candidates access to a vast range of courses, seminars, and workshops. In 2020-21, CEU offered 9 PhD courses through this platform. The European Hub for Mentoring and Supervision is currently in preparation and will allow doctoral candidates to identify areas of expertise and contact professors at partner universities, as well as providing digital training. The alliance planned and started promoting the first jointly taught seminars and summer schools.

CEU leads two work packages in CIVICA: WP6, tasked with building a CIVICA research environment, and WP7, on civic engagement.

### **WP6**

Following the creation of CIVICA Permanent Design Team (PDT) at the kick-off meeting in Budapest and the formation of the four thematic groups in 2020-21, WP6 defined and operationalised the four themes of CIVICA, provided content for WP6 and other work package tasks, were involved in carrying out seminars, workshops, etc., and provided links to their respective academic communities.

WP6 is composed of c. 40 senior faculty and leading experts in their fields in the 8 CIVICA universities (8 vice-presidents for research and senior faculty and 4 thematic groups each with 8 members). The PDT has become the most important decision-making body in academic matters for CIVICA. Multicampus consultations, which started in April 2020, ensured bottom-up involvement and contribution by faculty and PhDs to topics and future events.

One of the most successful activities illustrates well how multicampus consultations translated into activities. The topics of the **2021 Call for Research Proposals** (under CIVICA Research, financed by Horizon 2020) were defined by the four thematic groups, and approved by the PDT. Theme groups enjoyed autonomy in choosing and defining the four topics of the call with the condition that it had to 'encourage cutting-edge research' and had to be 'specific enough but not too narrow' in its theme to be attractive to a large pool of potential applicants. Interdisciplinarity between the four themes also played a role as some of the topics identified synergies already in the call; this was even more pronounced in actual applications where research projects pertained to more than one thematic field. Due to the high number of applications, CIVICA universities decided to top up the available fund and eventually finance 11 projects in the sum of c. €400,000.

Another similarly successful activity has been the **Data Science Seminar Series** which was launched by members of the Data-Driven Technologies for Social Sciences thematic group, following multicampus consultations. The seminar series is one of the best examples of bottom-up, faculty initiatives that take place in CIVICA, on top of the listed deliverables.

Several joint, multicampus courses have been launched, pertaining to several of the four core themes, one of them being the flagship **Future of Europe – Europeanism Multicampus Course**.

### **WP7**

Through WP7, also led by CEU, CIVICA aims to reach society beyond academia through three main priorities: strengthen citizens' knowledge base (university for all), promote access to higher education and pursue action in favour of minorities. Within the framework of CIVICA's "University for All" commitments, the first two events of the CIVICA Public Lecture Series took place in the first quarter of 2021: an inaugural lecture on the theme of "Democracy in Times of Pandemic" (organised at the

CEU) and a second on “Data Analytics and the Battle Against the Pandemic” (organised at Bocconi University). Both assembled some of the finest specialists from within the alliance and attracted each more than 230 participants from the alliance and beyond. Regarding CIVICA’s initiatives aimed at high schools and minority groups, the content and methodology of these outreach schemes have been defined. CIVICA has already run its first events connecting CIVICA students and high school students, with the aim of promoting access to higher education and, in particular, combating self-discrimination.

## 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 already 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 2020-21 is available in Annex 5.

## 6 Measures for the Promotion of Gender Equality

CEU has several institutional bodies in place for the design and implementation of (gender) equality policies. The [Senate Equal Opportunity Committee](#) (EOC) is a body currently comprised of 10 members of the CEU community (among them four scholars with expertise in antidiscrimination law and policy) which contributes to drafting policies falling under CEU’s equal opportunity objectives and monitoring their implementation. CEU also has an Equal Opportunity Officer, a Disability Officer (part-time) and a Gender Equality Officer, the latter appointed under the framework of the European Union-funded Horizon 2020 [SUPERA Project](#) (2018-2022, *Supporting the Promotion of Equality in Research and Academia*) to design and implement CEU’s first [Gender Equality Plan \(2019-2022\)](#).

The gender equality plan was designed after an in-depth baseline assessment of the status of gender equality in our institution across 4 key action areas:

- (1) Leadership and decision-making. The goal is to increase transparency in decision-making processes and budget allocation, tackling problems such as gender imbalances in governing and decision-making bodies and senior role models.
- (2) Recruitment, selection and career progression. The objective is to review the existing recruitment and selection processes and procedures to promote equal opportunities for all genders, while tackling horizontal and vertical segregation, and deficiencies in family-friendly policies.
- (3) Integrating gender in research and education content. The aim is to showcase how gender-sensitive research improves the quality and relevance of knowledge and innovation by addressing problems such as a disregard for gender dimensions in research content and the lack of gender-sensitive curricula.
- (4) Gender biases and stereotypes. We are committed to analyzing and developing specific measures to fight gender biases and stereotypes in order to create a welcoming and respectful working and studying environment free of sexism and sexual harassment.

Before the launch of the SUPERA Project, CEU had three Policies related to gender equality (one directly, gender-specific, and two others more indirectly).

- *Policy on Gender Equity at Academic Events and Summer Schools Sponsored by CEU*  
The policy recognizes the tendency to overrepresentation of male speakers in academic events, and covers events directly sponsored by CEU through its Conferences and Academic Events Fund, and through the financial support given to the Summer University. Organizers of the events should be attentive to the need to address gender equity when the invited speakers for an event are selected. If the speakers are already identified at the time of the application, organizers will have to state either that (1) the invited speakers have a good balance of male and female speakers, or (2) explain how efforts were made and why such a balance could not be achieved.
- *The Central European University Policy on Harassment*  
This Policy applies to all areas of University operations and programs. It applies not only to conduct within the buildings used by the CEU Group (including the CEU Residence and Conference Center and other dormitory facilities that may be provided by the CEU Group), but also to CEU Group-related activities that may occur elsewhere, such as on field trips, at CEU Group-sponsored events, at occasions related to the educational mission of the CEU Group. It also applies to conduct occurring outside any of these places if it happens between members of the University Community and affects their performance in CEU Group activities. The Policy applies to the conduct of all Employees (including temporary and part-time employees) and all Students, as well as to the conduct of those who are guests of or who do business with the CEU Group.
- *Equal Opportunity Policy*  
The Policy states that CEU will not tolerate any discrimination or denial of equal opportunity for an individual or group based on a protected ground (including, among many others, sex, sexual orientation, gender identity, marital or civil partnership status and parental status) in employment, education and training. The Policy covers both direct and indirect discrimination, and positive duties: CEU will adopt positive and affirmative action measures to encourage and enable members of underrepresented groups to apply for, work, or study at CEU or take part in its activities in equal terms.

Based on the results of the 2018-2019 Gender Equality audit, CEU has implemented the following measures during the reporting year:

- *CEU Policy for Increasing the Representation of Women as Faculty* (June 2021)  
The policy addresses the problem of gender imbalance in the Faculty body, and recommends a series of measures in recruitment and appointment procedures to increase the numbers of female Faculty: gender-sensitive job calls (including acknowledgment of the weight of care responsibilities in career paths), proactive search measures by reaching out to potential female candidates and inviting them to apply, gender balance in the pool of applicants and short-listed candidates, and preferential hiring of women in cases of equal merit.
- *CEU Student Pregnancy and Parent Policy* (February 2021)  
Acknowledging the gendered impact of childcare responsibilities in study paths, the Policy grants 6 months maternity leave for all CEU students after the birth or adoption of a child. If the student receives stipend and health insurance from CEU, even if this has been exhausted,

equivalent funds are provided; if not, they may apply for funds on a case-by-case basis. The Policy also offers 1 month leave for students whose partners give birth. Students on maternity or partner leave remain enrolled to protect immigration status. PhD students also remain enrolled but do not need to pay fees or attend courses. Protections for pregnant students, such as justified absences for medical appointments, are included in the Policy.

- *CEU Student Child Support (SCS) Policy* (February 2021)  
In replacement of the previous Student Family Support Scheme, the amended Policy grants 100 euros per child up to the age of 18 to resident students with accompanying children enrolled in Vienna or Budapest to cover child-related costs. Students are eligible during their whole study program, including when on fieldwork, maternity leave, or out of stipend. The SCS is independent from state child benefits.
  
- *The Central European University Policy on Harassment* (radical amendments, October 2020 and March 2021)  
The two core elements of the newly amended policy are: the establishment of an Ombudspersons Network, comprised of 5 elected members of the CEU community who receive highly specialized training in (1) receiving harassment complaints and (2) reaching an informal resolution. They guide the complainant through the entire process; the complainant is able to choose which Ombudsperson they want to approach.  
The second pillar is the development of a smartphone app that provides a 24/7 online platform for people to make complaints, and also functions as a centralized recording system for complaints and their resolutions. On top of the already existing informal and formal complaint mechanisms, the app gives victims and/or witnesses the possibility of submitting anonymous disclosures. The Policy also includes stronger provisions against retaliatory conduct.
  
- *Student Travel and Research Grant Policy* (amendment, April 2020)  
The amendment to the Policy stipulates that students with disabilities or parents with small children who need accommodation may apply for a supplementary amount of 500 Euros to attend conferences abroad.
  
- *Academic Staff Handbook of Central European University* (amendment, May 2020)  
The amendments concern articles related to the evaluation of academic performance in periodic review and for promotions and reappointments, and places a stronger emphasis on the importance of service to community and teaching and supervision as pillars of the evaluation processes, together with research and publications. It is backed by research (also valid for CEU) that there is a gender imbalance in the distribution of academic workload, and women dedicate more working hours to service to community and teaching-related activities in detriment of research, and these are typically not highly valued by Promotion Committees when reviewing applications.
  
- Yearly monitoring report of Gender Pay Gap.
  
- Yearly monitoring of gender distribution of academic workload (2018-2019 and 2019-2020).  
CEU has digitalized the submission of Individual Academic Activity Reports (IAARs) in order to allow for comparing service to community, teaching and research workload of female and

male resident academic staff. Comparative annual reports are prepared and recommendations made to correct any detected gender imbalances.

- Improved university's data-management systems to allow trans/non-binary/gender non-conforming students and employees to choose their preferred gender markers and names (i.e., in their login details, class roster, email addresses, application and matriculation forms, etc.)

University policies referenced above are available publicly in the [Registry of CEU Official Documents](#). The Gender Equality Work Plan for academic year 2020-21 is available in Annex 6.

## 7 Finances

In the reporting year, the COVID pandemic had a significant impact on CEU's operations: traveling was restricted, teaching was delivered partially online. CEU maintained its student emergency fund to help students in need.

The volume of total assets has grown from last year's EUR 20 million to nearly EUR 40 million, while total revenues and expenses reached approx. EUR 39 million. As CEU PU 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 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 7 and Annex 8.

Below are the key highlights:

### Balance sheet

- 1) CEU continued to invest in the campus facilities. As noted above, CEU completed the refurbishment of the Vienna campus in the reporting year. This has increased the value of CEU's real estates from EUR 9 million to nearly EUR 16 million. CEU has completed the refurbishment in August 2021 (which is a post-balance sheet item and will be presented in the next years' report). In line with the expansion of building space, CEU invested in IT equipment (classroom technology and general IT equipment) nearly EUR 2 million, while depreciation charge has increased by EUR 1 million, reflecting that CEU has started to use the equipment.
- 2) For the construction expenses, CEU deposited nearly EUR 6 million: from this amount, the constructor company's invoice will be settled. Besides this, CEU had Receivables from CEU NY (Affiliated entity) amounting to nearly EUR 5 million. In general, CEU NY helps operating CEU PU with donations for its operations.
- 3) The source of funding these assets are two-fold:
  - a. Investment grants from CEU NY (amount has been increased by EUR 8 million) and
  - b. Suppliers (accounts payable): increase by EUR 6 million. This has been paid after the balance sheet date and relate mainly to the refurbishment of the university building.
  - c. Intercompany loans (Other liabilities): from another affiliated company, CEU PU received EUR 2 million more in loans to fund the refurbishment of the university

premises.

### **Income statement**

In general, compared to the original financial plan submitted during the institutional accreditation procedure, CEU reports both lower revenues and expenses.

- 4) CEU under-realized tuition income by EUR 1.5 million (EUR 3.5 million was planned, while approx. EUR 2 million was realized). The tuition income is realized mainly from CEU's executive and undergraduate programs. Tuition revenues are expected to increase significantly in the following academic year, while remaining a low portion of total revenues in line with CEU's strategy.
- 5) Other operating income amounts to EUR 38 million. This mainly consist of research grants from competitive sources, as well as donations received from CEU PU's Founder and affiliated CEU entities for operating purposes. Budgeted amount has been EUR 63 million, however as the level of expenses were much lower than budgeted, CEU PU did not need additional funding.
- 6) Total expenses reached around EUR 38 million. Originally planned at nearly EUR 60 million.
  - a. Personnel expenses have been planned at a higher level, but CEU PU managed to control theses expenses, partially by employing administrative staff in Hungary (with lower salary levels).
  - b. We planned more than EUR 1 million travel expenses between campuses, but in the end, it was nearly 0 (EUR 0.05 million), due to Covid travel restrictions and the use of video-conferencing tools.
  - c. Facility related expenses (rent and maintenance) have been on the planned level, as they are secured by signed contracts.
  - d. Capital expenditures were planned at a lower level (EUR 4.4 million), however we applied a different construction and payment schedule in fact and expenses were brought forward this year (and the coming year - but there won't be construction expenses later on).