



ANNUAL REPORT

2024/2025

Submitted to the Agency for Quality Assurance
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List of Abbreviations

Abbreviation	Full Term / Definition
ADS	School of Applied Data Science
AIED	International Conference on Artificial Intelligence in Education
ALMA	Library management system
APA	Austrian Press Agency
AQ Austria	Agency for Quality Assurance and Accreditation Austria
AscProf	Associate Professor
AscProf/SL, AssProf/SL	Associate/Assistant Professor & Senior Lecturer (combined role)
AssProf	Assistant Professor
BA	Bachelor of Arts
BBA	Bachelor of Business Administration
BMBWF	Bundesministerium für Bildung, Wissenschaft und Forschung (Austrian Federal Ministry of Education, Science and Research)
BOKU	Universität für Bodenkultur Wien
BSc	Bachelor of Science
BTRC	Borneo Tourism Research Centre
CCCA	Climate Change Centre Austria
CE	Continuing Education
CFE	Computational and Financial Econometrics
CHRIE	International Council on Hotel, Restaurant and Institutional Education
CIS	Council of International Schools
CNKI	China National Knowledge Infrastructure
CProf	Clinical Professor
CUNY	City University of New York
DAAA	Digital Asset Association Austria
EBSCO	Elton B. Stephens Company
ECTS	European Credit Transfer and Accumulation System
EMAC	European Marketing Academy
ERES	European Real Estate Society
ERSA	European Regional Science Association
ETC	European Travel Commission
EU	European Union
EUC	European Universities Consortium
EUPHE	European Union of Private Higher Education
FedCSIS	Federated Conference on Computer Science and Information Systems
FFG	Austrian Research Promotion Agency
FH	Fachhochschule (University of Applied Sciences)
FH-Prof.	Fachhochschul-Professor
FProf	Full Professor
FTE	Full-Time Equivalent
FWF	Austrian Science Fund (Der Wissenschaftsfonds)
GAS	Graduate Assistantship Student
GESIS	Leibniz Institute for Social Sciences
HR	Human Resources

Abbreviation	Full Term / Definition
IATE	International Association for Tourism Economics
IDEC	Inclusion, Diversity, and Equity Committee
IEEE	Institute of Electrical and Electronics Engineers
IFITT	International Federation for IT and Travel & Tourism
IHD	International Hospitality and Dietary Culture College
IIF	International Institute of Forecasters
IJCHT	International Joint Conference on Hospitality and Tourism
IM	School of International Management
INATBA	International Association for Trusted Blockchain Applications
IRR	International Research Roundtable
IT	Information Technology
ITB	Internationale Tourismus-Börse
L	University Lecturer
MBA	Master of Business Administration
MOC	Microeconomics of Competitiveness
MSc	Master of Science
MSN	Modul School (of Tourism and Hospitality Management) Nanjing
MT	Modul Technology
MU	Modul University Vienna
NECSTouR	Network of European Regions for Sustainable and Competitive Tourism
NJPII	Nanjing Tech University Pujiang Institute
NMT	Research Institute for New Media Technology
OA	Open Access
OBVSG	Österreichischer Bibliothekenverbund und Service Gesellschaft m.b.H.
ÖFSE	Austrian Foundation for Development Research
ÖGNI	Austrian Green Building Council
ÖHV	Österreichische Hotelierversammlung
ÖIR	Österreichisches Institut für Raumplanung
ÖPUK	Österreichische Privatuniversitätenkonferenz
p.a.	per annum
PR	Public Relations
PrivHG	Privathochschulgesetz (Private University Act)
PUC-Rio	Pontifícia Universidade Católica do Rio de Janeiro
PUG	Privatuniversitätengesetz (former Private Universities Act)
R	Researcher
RL	Researcher and Lecturer
RMB	Renminbi
SDG(s)	Sustainable Development Goal(s)
SGM	School of Sustainability, Governance, and Methods
SL	Senior Lecturer
SR	Senior Researcher
STA	Slovenian Press Agency
TourMIS	Tourism Management Information System
TSM	School of Tourism and Service Management

Abbreviation	Full Term / Definition
UG	Undergraduate
UK	United Kingdom
UMS	Universiti Malaysia Sabah
UNESCO	United Nations Educational, Scientific and Cultural Organization
VA	Veterans Affairs (U.S.)
VIGS	Vienna Institute for Global Studies
VNRI	Vienna Network for Research and Innovation
VP	Vice President
WKO	Wirtschaftskammer Österreich
WSHY	Weekly Semester Hours per Year
WU (Wien)	Wirtschaftsuniversität Wien (Vienna University of Economics and Business)

The University's development & outlook

1.1 Review of 2024/2025 at Modul University Vienna

There have been major strategic, academic, administrative, and operational developments at Modul University Vienna during the 2024–2025 period. The year was marked by regulatory challenges, program development, international collaboration, infrastructure upgrades, and organizational restructuring.

Key Strategic Issues

- **EU funding restrictions:** Modul University was excluded from several European Commission funding programs due to Council Implementing Decision 2022/2506. Consequences included:
 - Suspension from Erasmus+ mobility.
 - Termination or suspension of several EU-funded projects.
- **Mitigation measure:** MU established the **Vienna Network for Research and Innovation (VNRI)** association to enable future research funding access.
- **Alternative mobility:** Students became eligible for Hungary's **Pannonia program** as a substitute for Erasmus+.

Academic Programs and Accreditation

- **New programs:**
 - MSc Data Science for Sustainability — **accredited (conditional)**.
 - BA International Relations and Sustainability — **approved with four conditions**.
 - BSc HR Management — still under review after major revisions.
- Curriculum revisions were undertaken following critical feedback from AQ Austria.
- The launch of the new bachelor program BSc in HR Management was postponed to Spring 2026.

Institutional Governance and Leadership

- The University Council and the University Senate had joint forces and formed a working group for the revision of the **University Constitution** to modernize governance and ensure compliance with new higher education regulations (see Annex III).
- Interim Vice President appointed (Prof. Astrid Dickinger) pending constitutional review.
- Multiple faculty hires, promotions, and administrative staffing changes occurred.
- Several administrative leadership transitions (e.g., Head of Marketing departure).

Research and Funding Highlights

- FWF project funding awarded to Prof. Horst Treiblmaier.

- MU received a **record FFG research bonus (€251,000)**.
- New public research portal launched based on PURE database.
- Open Access agreement signed with FWF.
- Prof. Zoltan Acs ranked #23 globally in Business & Management by Research.com.

Internationalization and Partnerships

- Active cooperation discussions with:
 - Albanian government and universities.
 - Diplomatic Academy Vienna.
 - Chinese and Peruvian partner institutions.
 - Hong Kong secondary school partner.
- Nanjing campus welcomed a record cohort.
- VA (U.S. veterans) funding approval expanded MU's U.S. market access.

Quality Assurance Improvements and Student Experience

- National student survey findings:
 - Overall satisfaction of MU students comparable to other private universities.
 - Financial strain slightly higher among MU students.
 - Teaching quality rated very highly.
 - Mandatory attendance perceived as too strict.
- University enhanced student support services after two student deaths.
- Strong participation in career services, open days, and workshops.

Infrastructure and IT Developments

- Decision to replace Anthology system with **CampusNet** to fix reporting issues.
- Moodle upgraded with attendance module.
- Cafeteria payment system updated.
- Continued work on public-facing research and information systems.

Compliance and Data Issues

- Discrepancies in student reporting to Statistik Austria identified.

- Causes included:
 - System migration problems,
 - Duplicate matriculation numbers caused by the Anthology system,
 - Different reporting requirements by Statistik Austria and AQ Austria.
- Remediation measures and data governance improvements are underway.

External Relations and Events

- Numerous high-level visits (ambassadors, ministries, partner universities).
- Major events hosted, including:
 - TourMIS workshop (record attendance),
 - TRC annual meeting,
 - AI & Music Summer School,
 - Multiple Open Days and career events.

1.2 Implementation of the development plan in 2024/2025

Overall, Modul University Vienna has made **substantial but uneven progress** toward the objectives outlined in the Development Plan. The institution demonstrates strong momentum in research visibility, program portfolio expansion, digital infrastructure, and international partnerships. However, several strategic risks and partial gaps remain, particularly in EU funding access, some program accreditations, and data governance.

Strategic Position

MU has largely maintained forward movement despite significant external constraints, most notably the **EU funding exclusion**. Leadership actions (e.g., establishing VNRI, strengthening alternative mobility schemes) show **effective risk mitigation**, but the funding restriction continues to be the single largest structural threat to full plan delivery.

Areas of Strong Achievement

Academic Portfolio Development — On Track

- Successful accreditation (conditional) of MSc Data Science for Sustainability.
- Approval (with conditions) of BA International Relations and Sustainability.
- Active revision of BSc HR Management following AQ Austria feedback.
- Continued Nanjing campus growth with record cohort.

Assessment: The university is broadly advancing its planned program diversification, though some approvals remain conditional and require close follow-up.

Research Performance and Visibility — Strong Progress

- Record FFG research bonus (€251k).
- New FWF-funded project secured.
- Launch of public research portal (PURE-based).
- Open Access agreement implemented.
- Continued high international ranking of senior faculty.

Assessment: Research strategy is performing well and aligns strongly with development plan ambitions.

Internationalization — Advancing

- Expansion of U.S. market access via VA funding.
- Active partnership discussions (Albania, China, Mexico, Peru, Diplomatic Academy Vienna).
- Continued strength of Nanjing cooperation.
- Replacement mobility pathway via Pannonia program.

Assessment: International engagement remains robust despite Erasmus+ suspension.

Digital and Administrative Modernization — Good Progress

- Decision to replace Anthology with CampusNet.
- Moodle enhancement with attendance functionality.
- Improvements to research information systems.
- Cafeteria and payment system updates.

Assessment: IT and process modernization is moving in the right direction but is **not yet fully stabilized**.

Governance and Organizational Development — In Progress

- Major revision of University Constitution underway.
- Interim VP structure implemented.
- Multiple targeted hires and promotions.
- Quality assurance processes are actively used (student survey response).

Assessment: Governance reform is advancing but remains **mid-transition** until the constitution revision is finalized.

Areas Requiring Attention

EU Funding Access — Critical Risk

- Continued exclusion from major EU programs.
- Suspension/termination of several EU-funded projects.
- Need to rely on workaround structures (VNRI).

Leadership implication: Resolving or structurally mitigating this issue is essential for long-term research competitiveness.

Data Quality and Reporting — Improving

- Identified discrepancies in Statistik Austria reporting.

- Causes traced to system migration and duplication issues.
- Remediation measures are underway.

Leadership implication: Quality improvement in data reliability through system replacement requires continued investment in data governance to avoid reputational and compliance risk.

Student Experience and Wellbeing — Mixed

- Teaching quality rated very highly.
- Financial stress among students is slightly elevated.
- Mandatory attendance is perceived as strict.
- Institutional response strengthened after critical incidents.

Leadership implication: Maintain focus on wellbeing, flexibility, and financial support measures.

Overall Assessment

- Research strategy: strong
- Internationalization: resilient
- Academic program rollout: progressing with conditions
- Governance reform: mid-transition
- Digital systems: improving but stabilizing
- EU funding access: major issue and risk

Modul University Vienna is **broadly on track** with its Development Plan and has demonstrated organizational resilience under adverse external conditions. If accreditation conditions are successfully fulfilled and EU funding access is structurally restored or compensated, the university remains well-positioned to meet its medium-term strategic objectives.

2. Developments by area of Modul University Vienna

2.1. Study Programs & Teaching

2.1.1 Overview of the study programs 2024/2025

In the academic year 2024/2025, Modul University Vienna offered 10 study degree programs in Vienna, and 1 in Nanjing. Basic information on these programs can be found in the following table. The current curricula and study regulations can be found on the [University's website](#).

Name	Degree	ECTS	Min. duration	Tuition fee ¹
Modul University campus in Vienna				
Bachelor of Science in Applied Data Science	BSc	180	3 years	€ 18,000 p.a. (€54,000 total)
Bachelor of Business Administration in Tourism and Hospitality Management	BBA	180	3 years	€ 18,000 p.a. (€54,000 total)
Bachelor of Business Administration in Tourism, Hotel Management and Operations	BBA	240	4 years	€ 18,000 p.a. (€72,000 total)
Bachelor of Science in International Management with Professional Experience	BSc	210	3.5 years	€ 17,400 p.a. (€60,900 total)
Bachelor of Science in International Management	BSc	180	3 years	€ 18,000 p.a. (€54,000 total)
Master of Business Administration ²	MBA	90	1.5 years	€ 22,000 p.a. (€ 33,000 total)
Master of Science in International Tourism Management	MSc	120	2 years	€ 14,000 p.a. (€28,000 total)
Master of Science in Sustainable Development, Management and Policy	MSc	120	2 years	€ 14,000 p.a. (€28,000 total)
Master of Science in Management	MSc	120	2 years	€ 16,000 p.a. (€32,000 total)
Doctor of Philosophy in Business and Socioeconomic Sciences	PhD	240	4 years	€ 16,000 p.a. (€64,000 total)
Modul University campus in Nanjing				
Bachelor of Business Administration in Tourism and Hospitality Management	BBA	180	3 years	RMB 25,000 p.a. (RMB 75,000 total)

Table 1 - Overview of Study Programs, 2024/2025

2.1.2 Changes in the study and examination regulations

In 2024/2025, multiple regulations have been revised. The following table gives an overview of the changes and the rationale behind them. All regulations are published on Modul University Vienna's website: [Rules and Regulations](#).

In December of 2025, the new university constitution was approved by the university council, after approval of the university senate. Though this lies after the cut-off date of the annual report, the university felt it was important that its changes be included and outlined below.

¹ Information is current at the time of submission of the Annual Report.

² according to PUG until 31st of August 2023 and according to PrivHG as of 1st of September 2023.

Revised regulation	Changes and explanations
Study Regulations for the Bachelor Professional	• Minor changes in ECTS to better match the overall curriculum • Minor change in wording so that students are allowed to take different enrichment courses without earning a specialization • Replacement of the course “Text Mining” with “Latest Trends in Data Science” • New proposed specializations after the introduction of the two new study programs
Study Regulations for Bachelor Programs	• Two new study regulations were created for the two new undergraduate programs • Minor adjustments in ECTS and realignment of course names to better reflect the curriculum
Study Regulations for the Master of Science Programs at Modul University Vienna	• Clarification that “courses” refers to degree programs (UK usage) to avoid confusion during admissions • Revised language requirement wording to address inconsistencies in English-language qualifications and outdated TOEFL scores. • Minor changes in ECTS to better match the overall curriculum
Study Regulations for the Master of Business Administration Program	• Revised language requirement wording to address inconsistencies in English-language qualifications and outdated TOEFL scores. • Clarification on the course title “Marketing Management in the Digital Age” by removing “Digital Age” to avoid confusion with “Digital Marketing.”
Rules of Procedure	• Clarification regarding certain wording and sentences that were previously unclear • Clarification regarding timing for elections, as well as voting eligibility • Clarification regarding leave • References to the constitution added • Clarification regarding the chair’s responsibility • Clarification regarding minute taking • New paragraph in regards to the nomination of the Vice President and which documents should be presented to the senate, along with clarifications on the election procedure • Clarification on the election process of the Deans
Examination Regulations	• Suspension notifications were introduced for students with unpaid extension fees, adding a clause for students unable to complete ECTS due to severe illness or other extraordinary circumstances. • The Dean’s List criteria was revised to grant perks only after completing 24 ECTS and based on activity level.

Table 2 - Revised University Regulations, 2024/2025

2.1.3 Changes to the University Constitution

Changes to the university constitution are outlined in detail in Appendix III.

2.2 Research

2.2.1 Modul University's Research Profile

Modul University Vienna is a truly international institution with a strong emphasis on research. To maintain its excellence, it is essential to advance both the quality of research and teaching simultaneously. The university believes that high-quality research is fundamental to delivering top-tier education, and it pursues a research-led teaching approach. As a result, researchers at Modul University Vienna are committed to conducting contemporary, as well as future-oriented, basic and applied research. The University's research profile is characterized by a dynamic development of research activities, where researchers of various disciplines are highly innovative and meet the criteria for cutting-edge research. Interdisciplinary research activities shape the research profile of the institution. For example, the areas of information systems, management, tourism, and sustainable development clearly focus on entrepreneurial and societal challenges that are faced in current fast-changing environments.

In 2024/2025, due to the fact that new faculty members joined the university and a new School for International Relations was founded, the University started revising its research areas. These developments have contributed to a further increase in the interdisciplinary nature of research work.

2.2.2 Research Focal Fields

Modul University Vienna identified 17 core research areas that were merged into five focal research fields:

1. Digitalization and business transformation
2. Big Data analysis, artificial intelligence, and blockchain
3. Governance for innovation and sustainable development
4. Socioeconomic aspects of climate change
5. Travel behavior, trend, and competition analysis

More information on the 17 core research areas is included in the [Development Plan 2020-2027](#) published on the University's website.

2.2.3 Publications

In the academic year 2024/2025, in total 58 times, faculty members of Modul University at the Vienna and Nanjing Campus have contributed to publications, in the form of journal articles, books or reports, book chapters, conference papers, contributions, and others.

School	Journal Articles	Book Chapters	Books/Reports	Conference Papers & Contributions	Other	Total
ADS	1				2	3
IM	16	4	1	2		23
NMT				2		2
SGM	8			1		9
TSM	7					7
VIGS	1					1
Nanjing	11	2				13

School	Journal Articles	Book Chapters	Books/Reports	Conference Papers & Contributions	Other	Total
2023-2024	40	5	1	8	2	56
2024-2025	44	6	1	5	2	58
% p.y.	+10%	+20%	0%	-37.5%	0%	+3.57%

Table 3 - Faculty Publications by School, 2024/2025

Note: For publications with co-authors from different Schools of the University, the School of the first co-author is considered to categorize the publication.

2.2.4. Awards and Conferences

The figures refer to the participation of faculty members of the respective Schools and campuses in one of these activities.

School	Awards	Conferences and Events			Total
		Invited presentation	Participation	Presentation	
ADS	0	3	4	0	7
IM	3	2	3	5	13
NMT	0	1	0	0	1
SGM	0	1	2	5	8
TSM	0	1	0	0	1
Nanjing	0	0	0	4	4
Total 2023-2024	4	8	8	18	36
Total 2024-2025	3	8	9	14	34
% p.y.	-25%	0%	+12.5%	-22.2%	-5.56%

Table 4 - Faculty Awards and Conference Participation by School

In 2024/2025, faculty members of Modul University received the following awards:

Name of the Award	Awarding Institution	Recipient
Best Paper Award 2025	FAG Workshop 2025	Udo Wagner
Editor's Choice Award	Journal of Internet of Things	Horst Treiblmaier

Table 5 - Awards Received by Faculty, 2024/2025

In 2024/2025, members of Modul University's Faculty (both Vienna and Nanjing campuses) participated or presented at the following conferences:

No.	Name of Conference/Event
1	European, Mediterranean and Middle Eastern Conference on Information Systems
2	International Conference on Big Data Analytics in Astronomy, Science, and Engineering

No.	Name of Conference/Event
3	EMAC
4	FAG Workshop 2025
5	AIED 26th International Conference on Artificial intelligence in Education
6	64th ERSACongress: Regional Science in Turbulent Times. In search of a resilient, sustainable and inclusive future
7	Conference of Computer Science and Intelligent Systems FedCSIS 2025 (IEEE#66262)
8	The 2ND Sari Mulia International Conference: Artificial Intelligence: Transforming Health, Humanity, and Technology for a Sustainable Future
9	19th TourMIS Workshop
10	Festakt zur Eröffnung des Zero Carbon Instituts
11	Erste Ergebnisse für Marty-Media Einkaufswägen
12	Clustering Territorial Units Upon Tourism Seasonality Patterns Based on Mobile Phone Time Series Data
13	Sensorisches Marketing – ein neuer Teilbereich der Konsumentenverhaltensforschung
14	EMAC 2025: Annual Conference of the European Marketing Academy
15	Entscheidende Fragen bei Entscheidungen in der Consumer Science
16	31st ERES Annual Conference
17	7th International Research Roundtable (IRR)
18	The International Symposium on Strategy and Transformation Management for Tertiary Education 2024
19	The International Joint Conference on Hospitality and Tourism 2024 (IJCHT24)

Table 6 - Conferences and Events Attended by Faculty, 2024/2025

2.2.5. Research Projects

In 2024/2025, the four academic Schools and one research center of Modul University Vienna, as well as the faculty of the Modul School in Nanjing, led different research projects, for some of which they collaborated with other institutions and organizations.

No.	Name of Project	Department	Other Involved Institution(s)
1	The Energy Use of Bitcoin: A Comprehensive and Multidisciplinary Assessment	IM	
2	Deployment of a trusted and secure Common European Tourism Data Space	TSM	Anysolution SL, Politecnico di Milano, NTT Data Spain SL, Amadeus Data Processing GmbH, Eona-X, Ministero del Turismo, Fondation Tecnaia, NECSTOUR, City Destinations Alliance, Intellera Consulting SPA, Arctur Racunalniski Inzeniring DOO, Instituto Tecnologico de Informatica, GMV Soluciones Globales Internet, SAU, Avoris Division Central SL, Austrian National Tourist Office, Stichting Europeana, Empresa Publica para la Gestion del Turismo y del Deporte de Andalucia SA, Amadeus SAS, Plexus Tech GmbH, Fraunhofer Gesellschaft zur Förderung der Angewandten Forschung eV, Hiberus Tecnologias Diferenciales SL, Unparallel Innovation LDA, Pleiades Synergatikos Sximatismos Technologias Kai Kainotomias Astiki mi Kerdoskopiki Etaireia, The Data Appeal Company S.P.A., Priemyselný Inovačný Klaster, Turizem Bohinj - Zavod za pospesevanje turizma, Lapin Ammattikorkeakoulu OY, Disset Consultores Comunicacion y Marketing SL, Universitat de les Illes Balears, AdQuiver Media, Trenitalia SPA, RISE Research Institute of Sweden AB, Turismo de Portugal I P, Universidade Nova de Lisboa, Libelium Lab SL, Ministry of Tourism, Agencia de Estrategia Turistica de les Illes Balears, Fiware Foundation EV
3	AI-Driven Data Sculptures to Promote Sustainability Content of Galleries, Libraries, Archives and Museums	ADS	VRVis GmbH Data Intelligence Offensive webLyzard technology Universität für angewandte Kunst Wien OpenGLAM.at
4	To Ban or not to Ban: Smartphones and Art Experience in Art Museums	TSM	
5	Dynamic Capabilities and their role for Innovation in the Tourism Industry	TSM	Österreichisches Institut für Wirtschaftsforschung

No.	Name of Project	Department	Other Involved Institution(s)
6	KI-basierte Entscheidungsplattform für klimaneutrale urbane Mobilität	NMT, ADS	MODUL Technology GmbH, webLyzard technology, Hutchison Drei Austria GmbH, UBIMET GmbH NAST Consulting ZT GmbH, MO.Point Mobilitätsservices GmbH, MO.Point Mobilitätsservices GmbH, Data Intelligence Offensive
7	Overcoming Multilevel Information Overload	NMT	Politechnika Warszawska, University of Wolverhampton, Bar-Ilan University, Slovenska Tiskovna Agencia (STA), GESIS - Leibniz-Institut für Sozialwissenschaften, Technion - Israel Institute of Technology, Nanyang Technological University, Rensselaer Polytechnic Institute, National University Corporation Tokyo Institute of Technology, University of Notre Dame du Lac, University of New Hampshire, APA-IT, University of Pittsburgh, Politechnika Wroclawska
8	AI-Based Optimization of Incentive Schemes for Sustainable Mobility	ADS, NMT	Data Intelligence Offensive, Zentralanstalt für Meteorologie und Geodynamik, ummadum Service GmbH, University of Natural Resources and Life Sciences, Vienna, webLyzard technology
9	Ignite the Immersive Media Sector by Enabling New Narrative Visions	ADS, NMT	Technological University of Shannon - Midland Midwest, Stichting Nederlandse Wetenschappelijk Onderzoek Instituten, ETHNIKO KENTRO EREVNAS KAI TECHNOLOGIKIS ANAPTYXIS, Vrije Universiteit Brussels, webLyzard technology, Trinity College Dublin, Immersion, Intel Deutschland, Creative Satore Studio, True Communication Technologies Limited, Radiotelevizija Slovenija, Agence France-Presse, Nederlands Instituut voor Beeld en Geluid, Baltic Film and Creative Tech Cluster, Khorá APS, Ebu-Uer, Sparknews, Fachhochschule Zentralschweiz-Hochschule Luzern
10	AI-Driven Semantic Search and Visualization to Support the Sustainable Development Goals and Agenda 2030	NMT, ADS	webLyzard technology University of Innsbruck Zentralanstalt für Meteorologie und Geodynamik
11	A Digital Well-Being Index for Vienna	SGM, NMT	
12	The City Destinations Alliance (CityDNA) Academic Insights Newsletter	TSM	City Destinations Alliance
13	The City Travel Report by CityDNA	TSM	City Destinations Alliance

No.	Name of Project	Department	Other Involved Institution(s)
14	TourMIS	TSM	City Destinations Alliance, European Travel Commission, Austrian National Tourist Office
15	The Role of Green Marketing in Shaping Consumer Preferences and behavior in the Eco-tourism Industry	MSN	

Table 7- Research Projects by Department

2.2.6. Third-party funding

Members of Modul University's Faculty of the Vienna Campus received third-party funding for different research projects in 2024/2025: Project funding refers to Modul University Vienna's and Modul Technology's share only.

No.	Funded Project	Funding Institution	Funding for the whole project ⁱ (EUR)	Funding in 2024/2025 (EUR)
1	The Energy Use of Bitcoin: A Comprehensive and Multidisciplinary Assessment	FWF Der Wissenschaftsfonds	€431,943.00	€101,550,24
2	GreenGLAM: AI-Driven Data Sculptures to Promote Sustainability Content of Galleries, Libraries, Archives and Museums	FFG - Austrian Research Promotion Agency	€201,165.00	€67,055.00
3	To Ban or not to Ban: Smartphones and Art Experience in Art Museums	City of Vienna	€18,771.30	€12,000.00
4	DynCapTour: Dynamic Capabilities and their role for Innovation in the Tourism Industry	Austrian National Bank	€120,000.00	€60,000.00
5	KI.M: KI-basierte Entscheidungsplattform für klimaneutrale urbane Mobilität	FFG - Austrian Research Promotion Agency	€976,795.00	€35.043,00
6	OMINO: Overcoming Multilevel Information Overload	European Commission	€78,200.00	€25,300.00
7	AI-Centive: AI-Based Optimisation of Incentive Schemes for Sustainable Mobility	FFG - Austrian Research Promotion Agency	€225,133.00	€19,000.00
8	TransMIXR: Ignite the Immersive Media Sector by Enabling New Narrative Visions	European Commission	€722,250.00	€225,058.00

No.	Funded Project	Funding Institution	Funding for the whole project ⁱ (EUR)	Funding in 2024/2025 (EUR)
9	SDG-HUB: AI-Driven Semantic Search and Visualization to Support the Sustainable Development Goals and Agenda 2030	FFG - Austrian Research Promotion Agency	€171,527.00	€35,614.42
10	DWBI: A Digital Well-Being Index for Vienna	Wiener Wissenschafts-, Forschungs- und Technologiefonds	€394,600.00	€5,000.00
11	The City Destinations Alliance (CityDNA) Academic Insights Newsletter	City Destinations Alliance	€275.00	€275.00
12	The City Travel Report by CityDNA	City Destinations Alliance	€22,770.00	€22,770.00
13	TourMIS: Tourism Management Information System	Austrian National Tourist Office	€7,000.00	€7,000.00
		total	€3,370,429.30	€615,665.66

Table 8 - Third-Party Funded Research Projects, 2024/2025

2.2.7. Other Services to Academia

This section gives a brief overview of the many ways in which members of the faculty in Vienna and Nanjing supported the academic world in 2024/2025. It is a list of all the tasks that enable academia to exist and to develop, ranging from being a member of an editorial board or a reviewer of a journal, to activities that aim at presenting research outcomes to a broader public.

Function	Title
Editorial Board Member, Journal/Conference Reviewer	Marketing Zeitschrift für Forschung und Praxis (Journal)
	International Journal of Advertising (Journal)
	AMS Conferences 2025 (Event)
	Marketing Trends Conference 2025 (Event)
	IEEE Transactions on Engineering Management (Journal)
	Digital Business (Journal)
	Food Control (Journal)
	Smart Cities (Journal)
	Blockchain: Research and Applications (Journal)

Function	Title
	IVEY Publishing (Journal)
	Conference of Computer Science and Intelligent Systems FedCSIS 2025 (IEEE#66262)
	Evaluation of Research projects
	Member of award committee, RE/Tech-Award
	Organizer of the ISEE special session "Public planning for a social-ecological transformation"
	16th European Summer School on Information Retrieval
	JAM Summer School
Events, Conference or Workshop Organizer	20 th TourMIS Workshop
Leadership Roles	TEAM -Retailization 4.0
	Analyse de l'impact des locations touristiques de courte durée en Polynésie française

Table 9 - Faculty Services to Academia, Vienna Campus

Other Services to Academia Provided by Faculty at the Campus in Nanjing:

Service Provider	Short Description/Function	Service provided to
Oliver Chikuta	Topic Editor	Frontiers in Sustainable Tourism
Siao Fui Wong	Research fellow	Borneo Tourism Research Centre (BTRC), Universiti Malaysia Sabah (UMS), Malaysia
Kofi Baah Boamah	Lead Case Study Strategist	2 nd International Summer School on Global Value Chain: Innovations for Logistic and Supply Chain Management

Table 10 - Faculty Services to Academia, Nanjing Campus

2.3 Library

2.3.1 Library on the Vienna Campus

The improvement and expansion of its print- and e-book-collection continued to be the library's priority in 2024/25. The number of new resources acquired remains at the level of previous years, while the withdrawal of outdated books continues, which accounts for smaller annual increases in the overall number of the library's print-media.

In 2024/25, the library continued its work with the cloud-hosted ALMA library management system, provided via and maintained by our partners at OBVSG (Österreichische Bibliothekenverbund und Service Ges.m.b.H.). All the library's new book purchases (print and electronic) are cataloged and managed via ALMA, which also includes components for the management of library users and book loans.

MU's research documentation and reporting software PURE remained another focal point in the duties of the library. The tool enables MU to document the faculty's research activities and publications. The library monitors the integrity of the data (validation) and assists in extracting the information needed for reporting on all of MU's academic activities.

In January 2025, MU acquired a portal ("PURE Portal") for the external display of research data and faculty profiles collected in PURE. The process of acquisition and implementation as well as the development of the partly individualized design of the portal's surface, were managed in a successful collaboration between MU's IT- and marketing departments and the library, while the quality control of the database content, its updating and adaptation for public display, were the library's own responsibility.

MU Library is a subscriber of various electronic databases and several journals through which users have access, also remotely, to an ever-growing number of scholarly articles, reports, e-books etc. Three of the licensed databases (ScienceDirect, Springer Compact and Taylor & Francis Online) are "read-and-publish"-packages. They include an open access publishing component providing MU's faculty with OA-publishing opportunities in high-ranked academic journals. The library manages the last part of the publishing workflow by means of OA-dashboards provided by the publishers.

As in previous years, the librarians taught library classes (introductions to the library services with a special focus on e-media and catalog search) within MU's bachelor programs (in the context of academic writing courses) in the fall as well as the spring semester. Over 100 students were reached in these roughly 1-hour classes during the reporting period and received an introduction to the library's services and to catalog and database research.

Data on the library in Vienna	
Inventory print media	4318
Change in relation to last year	+176 (+4.25%)
Electronic journals (peer-reviewed)	10141

Table 11 – Numbers on Data on the Library, Vienna Campus

2.3.2 Library on the Nanjing Campus

On campus, students and faculty members have access to the university library resources in the library premises and via <http://lib.njpji.cn> link. On Moodle, there is a demonstration video on how to use the library via the following link: <http://moodle.njpji.cn/course/view.php?id=59>.

The library in Nanjing has various online databases and resources that students can utilize. NJPI provides full Elton B. Stephens Company (EBSCO) premier database for students of all majors.

- **EBSCO Academic Search Ultimate**
- **EBSCO Business Source Ultimate**

Leading Scholarly Full-Text Business Database. This database is an essential tool for business students. It covers all disciplines of business, including marketing, management, accounting, banking, finance, and more. In total, 1,109 journals can be accessed – with a few exceptions only – in full-text. EBSCO Business Premier covers only a few journals in the field of tourism, hospitality, leisure, and transportation. The application for the subscription to the dedicated Hospitality and Tourism Bundle from EBSCO was rejected by the university.

CNKI: Chinese National Knowledge Infrastructure, a leading scholarly database in China. Although the majority of CNKI literature is in Chinese, it also contains considerable resources in the English language.

Selected additional subscriptions: NJPI subscribes to the following journals and resources: Tourism Economics, Cornell Hospitality Quarterly, and Journal of Travel Research. The three subscriptions allow for electronic access and printed copies.

Resources subscribed by the MU library: MSN faculty and staff are also granted access to the online resources subscribed by the MU library by using their MU email accounts.

Data on the library in Nanjing	
Inventory print media	312
Electronic journals (in English)	1018

Table 12 - Library Data, Nanjing Campus

2.4 Internationalization

2.4.1 Internationalization Strategy

Modul University Vienna has consistently pursued a strong international strategy since its inception.

Located in a globally diverse city, Modul University Vienna boasts an international student body comprising over 80% of its total enrollment, attracting students from countries across the globe. In the 2024/2025 academic year, international students made up 87.1% of the student body, marking an increase of +1.16% compared to the previous year.

Not only is the student background very international, but also the staff and faculty background. Since the operating language is English, staff and faculty also come from many different countries, enriching the University with their cultural differences. The internationally oriented curriculum and study programs and the integration of international aspects in the teaching and learning process also manifest internationalization at Modul University Vienna. Furthermore, the incoming and outgoing mobility of students, faculty and staff is encouraged.

Modul University Vienna lives its intercultural spirit by practicing internationalization at home. Orientation Week, held before each semester, plays a key role in helping new students transition smoothly into our diverse community. This includes the Buddy Program, a volunteering initiative where current students support new arrivals during their first semester in Vienna. In Fall 2025, around 70 buddies helped international students settle in, feel welcomed, and navigate their new environment.

International Day remains one of MU's flagship events, bringing together culture, community, and charity. In Fall 2025, students from 7 countries shared their national dishes, raising over 1,000€ for Doctors Without Borders. Beyond this, student clubs also strengthen intercultural exchange, currently 16 active clubs bring together students from different backgrounds to collaborate on shared interests and projects, supported by the SSC.

Charitable activities continue throughout the year. As part of the Project Management class and the annual "Christmas on Campus" event, students organized fundraising initiatives for selected charities, including St. Anna Kinderspital, Austrian Red Cross, and Doctors Without Borders, among others.

2.4.2 Student Mobility

2.4.2.1 On the Vienna campus

Modul University Vienna maintained exchange agreements with several universities across the world in 2024/2025.

Erasmus partners	Location
Boğaziçi University	Istanbul, Turkey
Cologne Business School	Cologne, Germany
Dublin Institute of Technology	Dublin, Ireland
Excelia Business School	La Rochelle, France
ISAG European Business School	Porto, Portugal
IULM University	Milan, Italy
John von Neumann University	Kecskemét, Hungary
Universite Libre de Bruxelles	Brussels, Belgium
University of Barcelona	Barcelona, Spain
University of Pannonia	Veszprém, Hungary
University of Southern Denmark	Odense, Denmark

University of Surrey	Guildford, Great Britain
Other partners	Location
Breda University of Applied Sciences	Breda, Netherlands
City University of Macau	Macau, China
Hong Kong Polytechnic	Hong Kong (SAR China)
Nanjing Tech University Pujiang Institute	Nanjing (Jiangsu Province), China
San Francisco State University	San Francisco, United States
Taylor's University	Petaling, Malaysia
Temple University	Philadelphia, United States
Universidad Anahuac Mayab	Merida (Yucatan), Mexico
Universita della Svizzera Italiana	Lugano, Switzerland
University of Central Florida	Orlando, United States

Table 13 - Erasmus Partner Universities, Vienna Campus

In 2024/2025, the following exchanges took place:

Fall 2024/2025	Incoming	Outgoing	Total
Cologne Business School	1	0	1
Excelia (La Rochelle)	1	0	1
Nanjing Tech University Pujiang Institute	2	0	2
Taylor's University	1	1	2
Universidad Anahuac Mayab	0	1	1
University of Barcelona	2	1	3
University of Central Florida	0	1	1
Total	7	4	11

Table 14 - Student Exchange Numbers, Fall 2024/2025

Spring 2025	Incoming	Outgoing	Total
Bogazici University	1	0	1
City University of Macau	2	0	2
Cologne Business School	1	0	1
Excelia (La Rochelle)	2	0	2
Hong Kong Polytechnic	1	1	2
IULM Milan	2	0	2
Universidad Anahuac Mayab	2	0	2
University of Barcelona	0	1	1
Total	11	2	13

Table 15 - Student Exchange Numbers, Spring 2025

2.4.2.2 On the Nanjing campus

2 MSN students went for an exchange study at Modul University Vienna in the Fall semester, 2024.

2.5 Co-operations and collaborations

2.5.1. Academic Co-operations with other Universities

The academic co-operations with other Universities are listed in 2.4.2. Student Mobility.

2.5.2. Co-operations with Networks and Associations

As an internationally oriented university with a strong research focus, Modul University Vienna fosters strong connections and collaborations with academic, industry, and civil society partners both nationally and internationally.

In 2024-2025, Modul University cooperated with the following non-industry networks and associations, either as an institution or through its faculty members:

Level	Name
International	UNESCO
	Centre for Research and Technology Hellas
	City Destinations Alliance (CityDNA)
	CityDNA Knowledge Group Research & Insights
	City Travel Report by CityDNA Steering Group
	CoStar Group Academic Engagement (STR SHARE Center)
	Digital Euro Association
	The Council of International Schools (CIS)
	European Marketing Academy
	European Travel Commission (ETC)
	European Union of Private Higher Education (EUPHE)
	European Universities Consortium (EUC)
	International Association for Trusted Blockchain Applications (INATBA)
	International Association for Tourism Economics (IATE)
	International Federation for IT and Travel & Tourism (IFITT)
	International Institute of Forecasters (IIF)
	Italian Statistical Society
	Internationale Tourismus-Börse (ITB Berlin)
	Leibniz Institute for Social Sciences (GESIS)

Level	Name
	Network of European Regions for Sustainable and Competitive Tourism (NECSTouR)
	CWI
	Slovenian Press Agency (STA)
	The Council of International Schools (CIS)
	The Cyprus Agency of Quality Assurance and Accreditation in Higher Education
	The International Council on Hotel, Restaurant and Institutional Education (CHRIE)
	Immersion
National	Austrian Press Agency (APA)
	UN Tourism
	Digital Asset Association Austria (DAAA)
	DLT Austria
	nast consulting
	Österreich Werbung (Austrian National Tourist Office)
	Österreichische Hoteliervereinigung (ÖHV)
	Österreichisches Institut für Raumplanung (ÖIR)
	Österreichische Privatuniversitätenkonferenz (ÖPUK)
	Storypact gmbH
	Tophotels.wien, Fachgruppe Hotellerie (20 Luxury Hotels in Vienna) ERFA
	Tourism College MODUL
	Vienna Tourist Board
	webLyzard technology
	Wirtschaftskammer Österreich (WKO)
	Geosphere
	Austrian Foundation for Development Research (ÖFSE)
	VrVIS
	Climate Change Center Austria CCCA
	UBIMET
	OpenGLAM
	Ummadum
Higher Education Institutions	Peking University
	Shenzhen University
	Ca' Foscari University of Venice
	CESIE

Level	Name
	FH Wien der WKW
	FH Wiener Neustadt
	Haaga-Helia University of Applied Sciences
	Hebrew University of Jerusalem
	Katholieke Universiteit Leuven
	Leopold-Franzens Universität Innsbruck
	Monash University
	Mostly AI
	NHTV Breda University of Applied Sciences
	Politechnic University of Warsaw
	Universidade Federal do Paraná
	Universidade Federal do Pelotas
	Universidade do Vale do Itajaí
	Temple University
	Breda University of Applied Sciences
	Université de la Polynésie Française
	Université de Perpignan Via Domitia
	University of Durham
	University of Graz
	Univesrity of Genova
	Vrije Universiteit Amsterdam
	University of Natural Resources and Life Sciences, Vienna (Universität für Bodenkultur)
	University of Rome III
	University of Padova
	University of Palermo
	University of Sari Mulia (Indonesia)
	University of Sheffield
	University of Udine
	University of Vienna
	University of Wolverhampton
	Vienna University of Economics and Business (Wirtschaftsuniversität Wien)
	Harvard Business School, Microeconomics of Competitiveness (MOC) Network
	Politecnico di Torino

Level	Name
	Pontifical Catholic University of Rio de Janeiro (PUC-Rio)
	Örebro University School of Business
	Computational and Financial Econometrics (CFE) Network
	European Real Estate Society
	European Regional Science Association
	Gesellschaft für Regionalforschung
	Austrian Green Building Council (ÖGNI)
	Taylors University in Malaysia
	Bogazici University in Turkey
	The Hong Kong Polytechnic University
	Nanjing Tech University Pujiang Institute
	Technological University of the Shannon
	BOKU Wien
	Vrije Universiteit Brussel
	Hochschule Luzern
	Trinity College Dublin
	Tokyo Institute of Technology
	Das Institut für Geographie der Universität Innsbruck
	Data Intelligence Offensive

Table 16 - Cooperations with Non-Industry Networks and Associations

2.5.3. Collaboration with Professional Environment and Relevant Social Players

Modul University Vienna highly values its close collaboration with the professional sector and key stakeholders across a wide range of industries, including tourism and hospitality, IT and tech, sustainability, consulting, banking and finance, and many more. As a result, internships are mandatory for students in the BBA in Tourism and Hospitality Management, the BBA in Tourism and Hotel Management and Operations, the BSc in Applied Data Science, and the BSc in International Management with Professional Experience. In our MSc programs, internships are optional but encouraged. This structure ensures that students gain valuable hands-on experience, deepen their practical knowledge, and strengthen the connection between Modul University and the global industry landscape. Participation in the Central European Case Competition allows our students to compete with top business schools worldwide, solving complex real-world strategy cases and presenting their solutions to a professional jury. Through the involvement of our corporate partners and the international network of participating institutions, students gain valuable exposure, build meaningful connections, and strengthen key competencies such as analytical thinking, teamwork, and strategic problem-solving.

Our partnerships span numerous sectors and include national tourism organizations, international institutions, leading hotel groups, innovative start-ups, and established companies worldwide. New collaborations are continuously explored and added to our internship platform, ensuring a constantly expanding network of opportunities for our students.

In addition, we regularly welcome guest speakers from various industries to our campus. These experts share their professional insights, career paths, and industry knowledge directly with our students, enriching their academic journey with real-world perspectives.

Since August 2025, our Corporate Relations division has been further strengthened by the addition of a dedicated expert in corporate partnerships and external relations. She actively contributes to building and maintaining cooperations with industry partners, leads the individual acquisition of international students, and fosters collaborations with international schools and universities.

The Student Services Center maintains strong connections with the MU alumni community, ensuring long-lasting engagement between graduates and the university. Furthermore, the Industry Advisory Boards of the different Schools remain an essential pillar of our strategic collaboration with the professional sector.

3. Stakeholder Developments at Modul University Vienna

On 9 July 2025, MU received a request by the Ministry of Science to answer several questions concerning differences between student numbers MU had reported to AQ Austria and Statistik Austria during the last three years. The University Board investigated the differences and found multiple reasons for this miscommunication. In principle, discrepancies between the reports submitted to Statistics Austria on the basis of the UHSBV and the annual report to be submitted to AQ Austria in accordance with the Private Higher Education Institutions Annual Report Regulation (PrivH-JBVO) are not unusual. The Excel file to be created for Statistics Austria in accordance with the UHSBV specifies exact requirements regarding the format of the data, while the requirements under the PrivH-JBVO are less stringent, and the two reports have different reporting dates.

Modul University Vienna has continuously made changes to the administration of its study records, which resulted in adjustments in data export. Since the data migration in 2022 from a previously internally developed system to a professional information system designed specifically for universities by the company Anthology, there have been repeated difficulties with data export. Since the Anthology system did not offer a special interface for providing data in the format required by Statistics Austria, the required Excel lists had to be created and edited manually. This process has proven to be extremely error prone. To make matters worse, although a cybersecurity incident (reported to the Austrian Data Protection Authority on June 20, 2024) did not affect study records, the Excel files the University administration had previously submitted to Statistics Austria were destroyed, which further complicated efforts to restore or verify previous reports on student information, especially for two new administrative staff members. In addition, as a result of several errors on the part of the Austrian Data Center and Anthology, 683 student identification numbers (matriculation numbers) were issued twice. Due to these errors, it was not possible to issue the new pbK numbers (= special area-specific personal identification numbers) expected by Statistik Austria. As a result of these factors, discrepancies have arisen between the data submitted to

Statistics Austria and the figures presented in the university's internal reports. In a few cases, students were accidentally registered in the wrong academic year or, due to version changes following minor curricular adjustments to study programs, were recorded multiple times, which led to some significant discrepancies.

The University has addressed the root causes through technical and organizational measures. At the same time, Modul University's IT department has successfully remedied the damage caused by the cybersecurity incident. To further strengthen data management, the University hired a dedicated business analyst this summer. The University revised its data set submitted to Statistik Austria and is also adjusting the figures reported to AQ Austria in Chapter 3.1 for the academic years 2021/22 through 2024/25 accordingly.

3.1. Students and Graduate Figures

CAMPUS VIENNA												
Program	Type	Year	Students	New students	Female students' ratio in %	Students per faculty ¹	International students' ratio in % ²	Graduates	Female graduates' ratio in %	Average duration of studies in years ³	Withdrawal ratio in % ⁴	Expulsion ratio in % ⁵
BBA in Tourism and Hospitality Management	Bachelor	2024/25	76	26	71,1	2,6	78,9	30	66,7	2,7	6,6	6,6
		2023/24	97	39	69,1	3,4	83,5	45	73,3	3,0	3,1	5,2
		2022/23	118	37	72,0	4,1	73,7	46	67,4	2,8	2,5	6,8
		2021/22	151	74	66,9	5,2	72,8	33	81,8	3,0	2,6	1,3
BBA in Tourism, Hotel Management and Operations	Bachelor	2024/25	43	11	55,8	1,5	83,7	15	73,3	4,4	4,7	
		2023/24	52	13	67,3	1,8	84,6	11	54,5	4,5	3,8	
		2022/23	52	8	65,4	1,8	86,5	28	67,9	4,3	1,9	1,9
		2021/22	75	11	66,7	2,6	90,7	21	66,7	3,9	4,0	1,3
BSc in International Management	Bachelor	2024/25	251	92	44,6	8,7	78,9	75	42,7	3,1	4,8	2,8
		2023/24	265	95	43,0	9,2	75,8	88	56,8	3,0	4,9	7,2
		2022/23	296	82	43,6	10,2	75,3	66	45,5	3,1	6,1	5,4
		2021/22	320	125	44,4	11,1	75,3	64	40,6	3,1	3,8	5,6
BSc in International Management with Professional Experience	Bachelor	2024/25	53	19	54,7	1,8	88,7				24,5	3,8
		2023/24	51	24	56,9	1,8	88,2				23,5	2,0
		2022/23	41	22	58,5	1,4	82,9				9,8	
		2021/22	26	25	53,8	0,9	88,5					
BSc in Applied Data Science	Bachelor	2024/25	47	26	36,2	1,6	95,7				2,1	6,4
		2023/24	27	19	25,9	0,9	92,6				7,4	11,1
		2022/23	15	16	40,0	0,5	93,3					
		2021/22										

CAMPUS VIENNA												
Program	Type	Year	Students	New students	Female students' ratio in %	Students per faculty ¹	International students' ratio in % ²	Graduates	Female graduates' ratio in %	Average duration of studies in years ³	Withdrawal ratio in % ⁴	Expulsion ratio in % ⁵
MSc in International Tourism Management	Master	2024/25	23	11	69,6	0,8	91,3	11	72,7	2,2		8,7
		2023/24	27	14	70,4	0,9	96,3	8	75,0	1,9		11,1
		2022/23	26	11	80,8	0,9	88,5	19	84,2	1,9		7,7
		2021/22	39	23	79,5	1,3	89,7	5	80,0	1,9	2,6	2,6
MSc in Management	Master	2024/25	55	25	45,5	1,9	81,8	13	69,2	2,1	3,6	1,8
		2023/24	50	15	44,0	1,7	78,0	26	57,7	2,0		6,0
		2022/23	64	23	51,6	2,2	70,3	32	53,1	2,3	3,1	4,7
		2021/22	80	34	52,5	2,8	70,0	10	50,0	2,1		5,0
MSc in Sustainable Development, Management and Policy	Master	2024/25	32	12	46,9	1,1	96,9	10	50,0	2,8	18,8	12,5
		2023/24	42	17	52,4	1,5	97,6	11	63,6	2,1	9,5	7,1
		2022/23	44	20	65,9	1,5	93,2	9	66,7	2,4	4,5	4,5
		2021/22	40	24	67,5	1,4	95,0	5	40,0	2,5	2,5	2,5
MBA Master of Business Administration	CE (PUG)	2024/25	42		54,8	1,5	78,6	11	45,5	2,8	4,8	16,7
		2023/24	63	12	54,0	2,2	85,7	5	40,0	2,8		1,6
		2022/23	58	16	55,2	2,0	84,5	23	56,5	2,2	3,4	5,2
		2021/22	72	24	51,4	2,5	83,3	31	58,1	2,3	4,2	2,8
PhD in Business and Socioeconomic Studies	PhD	2024/25	35	14	45,7	1,2	88,6	4	75,0	6,4	8,6	
		2023/24	28	2	42,9	1,0	85,7	1	100,0	1,7	7,1	
		2022/23	30	4	43,3	1,0	86,7	1	100,0	5,6	10,0	
		2021/22	30	6	43,3	1,0	83,3	1	100,0	6,0		
Bachelor Professional in		2024/25	1									
		2023/24	1	1								

CAMPUS VIENNA												
Program	Type	Year	Students	New students	Female students' ratio in %	Students per faculty ¹	International students' ratio in % ²	Graduates	Female graduates' ratio in %	Average duration of studies in years ³	Withdrawal ratio in % ⁴	Expulsion ratio in % ⁵
Hotel Management	CE Bachelor (PrivHG)	2022/23										
		2021/22										
MBA Master of Business Administration	CE Master (PrivHG)	2024/25	6	6	50,0	0,2	83,3					
		2023/24										
		2022/23										
		2021/22										
Foundation Program	Non-degree	2024/25	91	97	50,5	3,1	93,4	43	55,8	0,4	5,5	16,5
		2023/24	74	98	48,6	2,6	95,9	43	48,8	0,7		5,4
		2022/23	52	57	44,2	1,8	98,1	32	53,1	0,6		
		2021/22	36	42	52,8	1,2	88,9	29	58,6	0,4		2,8
Total Campus Vienna	Degree programs	2024/25	664	242	50,3	22,9	83,1	169	55,0	3,0	6,9	4,7
		2023/24	703	251	51,4	24,3	82,5	195	61,5	2,8	5,4	5,4
		2022/23	744	239	54,6	25,7	78,9	224	59,4	2,9	4,7	4,7
		2021/22	833	346	54,9	28,8	78,8	170	57,1	2,9	2,9	3,5
	All programs	2024/25	755	339	50,3	26,1	84,4	212	55,2	2,5	6,8	6,1
		2023/24	777	349	51,1	26,8	83,8	238	59,2	2,5	4,9	5,4
		2022/23	796	296	53,9	27,5	80,2	256	58,6	2,6	4,4	4,4
		2021/22	869	388	54,8	30,0	79,2	199	57,3	2,6	2,8	3,5

CAMPUS DUBAI												
Program	Type	Year	Students	New students	Female students' ratio in %	Students per faculty ¹	International students' ratio in % ²	Graduates	Female graduates' ratio in %	Average duration of studies in years ³	Withdrawal ratio in % ⁴	Expulsion ratio in % ⁵
BBA in Tourism and Hospitality Management	Bachelor	2024/25										
		2023/24						7	14,3	4,8		
		2022/23	12		8,3		100,0	17	47,1	3,9	25,0	25,0
		2021/22	35		34,3		100,0	20	40,0	3,4		5,7
BSc in International Management	Bachelor	2024/25										
		2023/24						12	33,3	5,0		
		2022/23	12		33,3		100,0	12	66,7	3,9	50,0	58,3
		2021/22	37		37,8		100,0	9	44,4	3,5		5,4
MSc in Sustainable Development, Management and Policy	Master	2024/25										
		2023/24										
		2022/23						4	50,0	4,0		
		2021/22	4		50,0		100,0	4	75,0	2,9		25,0
MBA Master of Business Administration	CE (PUG)	2024/25										
		2023/24						2	50,0	4,8		
		2022/23	4		50,0		100,0	11	63,6	4,2	50,0	50,0
		2021/22	19		63,2		100,0	12	58,3	2,7		
Total Campus Dubai	Degree programs	2024/25										
		2023/24						21	28,6	4,9		
		2022/23	28		25,0		100,0	44	56,8	4,0	39,3	42,9
		2021/22	95		42,1		100,0	45	48,9	3,2		5,3
	All programs	2024/25										
		2023/24						21	28,6	4,9		

CAMPUS DUBAI												
Program	Type	Year	Students	New students	Female students' ratio in %	Students per faculty ¹	International students' ratio in % ²	Graduates	Female graduates' ratio in %	Average duration of studies in years ³	Withdrawal ratio in % ⁴	Expulsion ratio in % ⁵
		2022/23	28		25,0		100,0	44	56,8	4,0	39,3	42,9
		2021/22	95		42,1		100,0	45	48,9	3,2		5,3

CAMPUS NANJING												
Program	Type	Year	Students	New students	Female students' ratio in %	Students per faculty ¹	International students' ratio in % ²	Graduates	Female graduates' ratio in %	Average duration of studies in years ³	Withdrawal ratio in % ⁴	Expulsion ratio in % ⁵
BBA in Tourism and Hospitality Management	Bachelor	2024/25	160	78	75,0	20,0	100,0	28	92,9	2,8	11,2	
		2023/24	128	80	77,3	16,0	100,0	30	76,7	2,9		
		2022/23	78	20	87,2	9,8	100,0	27	77,8	2,8		
		2021/22	85	28	82,4	10,6	100,0	55	70,9	2,8		
Total Campus Nanjing	Degree programs	2024/25	160	78	75,0	20,0	100,0	28	92,9	2,8	11,2	
		2023/24	128	80	77,3	16,0	100,0	30	76,7	2,9		
		2022/23	78	20	87,2	9,8	100,0	27	77,8	2,8		
		2021/22	85	28	82,4	10,6	100,0	55	70,9	2,8		
	All programs	2024/25	160	78	75,0	20,0	100,0	28	92,9	2,8	11,2	
		2023/24	128	80	77,3	16,0	100,0	30	76,7	2,9		
		2022/23	78	20	87,2	9,8	100,0	27	77,8	2,8		
		2021/22	85	28	82,4	10,6	100,0	55	70,9	2,8		

TOTAL MODUL UNIVERSITY												
	Type	Year	Students	New students	Female students' ratio in %	Students per faculty ¹	International students' ratio in % ²	Graduates	Female graduates' ratio in %	Average duration of studies in years ³	Withdrawal ratio in % ⁴	Expulsion ratio in % ⁵
Total	Degree programs	2024/25	824	320	55,1	22,3	86,4	197	60,4	3,0	7,8	3,8
		2023/24	831	331	55,4	22,5	85,2	246	60,6	3,0	4,6	5,4
		2022/23	850	259	56,6	23,0	81,5	295	60,7	3,0	5,4	5,5
		2021/22	1013	374	56,0	27,4	82,5	270	58,5	3,0	2,4	3,4
	All programs	2024/25	915	417	54,6	24,8	87,1	240	59,6	2,5	7,5	5,0
		2023/24	905	429	54,8	24,5	86,1	289	58,8	2,7	4,2	5,4
		2022/23	902	316	55,9	24,4	82,5	327	59,9	2,8	5,1	5,2
		2021/22	1049	416	55,9	28,4	82,7	299	58,5	2,7	2,3	3,3

Table 17 - Student and Graduate Figures by Campus

¹ Counted are all Full, Associate and Assistant Professors

² Counted are all students with a non-Austrian citizenship. For details on the outgoing students and their destinations, see table "Student Exchanges"

³ Number of semesters for the graduates (does not include the duration of studies at previous universities or programs)

⁴ Rate of students who left the university on their own accord without graduating in relation to the total number of students

⁵ Rate of students expelled by the university in relation to the total number of students

General note: Incoming students are included in all student numbers and are assigned to a program as required by Statistik Austria.

In addition to monitoring the development of student numbers, Modul University Vienna supports student participation in academic self-administration. Students are represented by elected student representatives who serve as liaisons between the student body and university management. In accordance with the University Constitution, these representatives participate in institutional governance bodies and academic committees, ensuring that student perspectives are considered in institutional decision-making and quality assurance processes. On the Nanjing campus, two student representatives are elected annually and are complemented by a student ambassador who supports student engagement within the joint programme framework. For the 2024 Nanjing cohort, student representatives are Diana Dai and Akua Chen, and the student ambassador is Minji Xu. Previously, for the Cohort 2023 Nanjing, student representatives were Sylvia Ye and Grant Song, and the student ambassador was Cassie Chen.

3.2 Staff Figures

3.2.1 Faculty & Scientific Staff

Modul University Vienna Campus				
	Research	Teaching Responsibility ¹	Transfer Services ²	Administration and SDGs ³
Faculty⁴				
Full Professor (FProf) Habilitation or equivalently qualified	40%	30% (10 WSHY)	10%	20%
Associate Professor (AsProf) Habilitation or equivalently qualified	40%	30% (10 WSHY)	10%	20%
Associate Professor/Senior Lecturer (AcProf/SL) Habilitation or equivalently qualified	0-20%	60% (20 WSHY)	10-30%	10-30%
Clinical Professor (CProf) Post-Doc	0%	60% (20 WSHY)	10-30%	10-30%
Assistant Professor (AssProf) Post-Doc	50%	30% (10 WSHY)	10%	10%
Assistant Professor/Senior Lecturer (AsProf/SL) Post-Doc	0-20%	60% (20 WSHY)	10-30%	10-30%
Researcher and Lecturer (RL) Pre-Doc, studying at MU's PhD program	50%	25% (1 st /2 nd yr: 2/6 WSHY)	0%	25%
University Lecturer (L) Post- or Pre-Doc	0%	50-100%	0-50%	0-50%
Other Academic Employees⁴				
Senior Researcher (SR) Post-Doc	0-100%	0%	0 -100%	0%
Researcher (R) Pre-Doc	0-100%	0%	0 -100%	0%
Scholarship Students⁵				
PhD Student (PhDS)	85%	15% (2 nd /3 rd yr: 2/4 WSHY)	0%	0%
Graduate Assistantship Student (GAS)	0-10 hours/week			

Table 18 - Faculty Work-Time Distribution, Vienna Campus

¹ WSHY = weekly semester hours per year as defined in the labor contracts; the percentage of teaching responsibilities includes preparation time for classes.

² including time for applied (industry) research.

³ e.g. participation in committees of academic self-administration, marketing events, and projects for further developing the University; tasks that are considered a contribution to sustainable development are, for instance, participation in projects by the Sustainability Committee.

⁴ Researchers are academic employees without teaching obligations who are financed exclusively by third party funds. Their responsibilities are defined in the labor contract, HR and quality management guidelines.

⁵ Responsibilities defined in the study contract, study regulations and quality management guidelines.

Modul University Nanjing Campus			
	Teaching Responsibility ¹	Research ²	Administration and Services ³
Faculty (funded by Pujiang IHD resources)			
Full Professor (FProf) Post-Doc, habilitated or equivalently qualified academic employee	40% (12 WSHY)	25%	35%
Associate Professor (AscProf) Post-Doc, habilitated or equivalently qualified academic employee	40% (12 WSHY)	25%	35%
Assistant Professor (AssProf) Post-Doc, non-habilitated academic employee, basic and applied research	45% (15 WSHY)	35%	20%
Senior Lecturer (SL) / Assistant Professor Post-Doc, non-habilitated academic employee, applied research	90% (30 WSHY)	0%	10%
Researcher and Lecturer (RL) Pre-Doc currently studying	25% 3/8 WSHY (1st/2nd year)	50%	25%
Lecturer (L) Type A Post- or Pre-Doc without administrative tasks	100% 34 WSHY	0%	0%
Lecturer (L) Type B Pre-Doc with substantial administrative tasks	60% 20 WSHY	0%	40%
Other Academic Staff			
Senior Researcher (SR) / Assistant Professor Post-Doc, non-habilitated academic employee, basic and applied research	0%	50-100%	0-50%
Researcher (R) Post- or Pre-Doc	0%	50-100%	0-50%

Table 19 - Faculty Work-Time Distribution, Nanjing Campus

¹WSHY = Weekly semester hours per year; approximate percentage of total hours of employment; the percentage of teaching responsibilities includes preparation time for classes.

² including time for applied (industry) research.

In 2024/2025, the faculty of Modul University, both at the Vienna and Nanjing campuses, is distributed across the following academic departments:

Position	ADS (FTE)	IM (FTE)	SGM (FTE)	TSM (FTE)	NMT (FTE)	VIGS (FTE)	Modul Technology (FTE)	Sum MU Vienna+MT (FTE)	MU Nanjing (FTE)
Full Professor	2 (0,63)	2 (1,50)	2 (1,46)	4 (3,43)	1 (0,50)			11 (7,52)	
Associate Professor			2 (1,50)	1 (1,00)				3 (2,50)	1 (1,00)
Associate Professor/ Senior Lecturer		1 (0,42)	1 (0,75)					2 (1,17)	
Assistant Professor	2 (2,00)			1 (1,00)				3 (3,00)	2 (2,00)

Position	ADS (FTE)	IM (FTE)	SGM (FTE)	TSM (FTE)	NMT (FTE)	VIGS (FTE)	Modul Technology (FTE)	Sum MU Vienna+MT (FTE)	MU Nanjing (FTE)
Assistant Professor/ Senior Lecturer	1 (0,50)	1 (1,00)	1 (1,00)	2 (2,00)				5 (4,50)	
Researcher and Lecturer			2 (2,00)	2 (1,82)				4 (3,82)	
Researcher		2 (1,00)			4 (1,18)	4 (3,45)	11 (4,79)	21 (10,42)	
University Lecturer		5 (2,43)						5 (2,43)	3 (3,00)
Total	5 (3,13)	11 (6,35)	8 (6,71)	10 (9,24)	5 (1,68)	4 (3,45)	11 (4,79)	50 (35,35)	6 (6,00)

Table 20 - Faculty Distribution by Department (Academic Year 2024/2025)

The following table supplements the staff tables above with headcount and FTE figures based on the data reported by Modul University to Statistik Austria for the PERS survey covering both the Vienna and the Nanjing campuses for academic core staff and related to the academic activity only. The figures intentionally differ from the tables in sections 3.2.1.1 of the Annual Report because (a) the reference period differs (calendar year 2024 vs. academic year 01.09.2024-31.08.2025) and (b) the FTE concept differs (Statistik Austria annualizes over the calendar year, so staff who joined or left during 2024 appear with partial FTE, e.g. a full-time hire starting September 2024 appears with 0.33; the Annual Report tables show contractual weekly working time at the reporting cut-off). Both data sets are internally consistent with their respective sources.

Position	ADS (FTE)	IM (FTE)	SGM (FTE)	TSM (FTE)	NMT (FTE)	VIGS (FTE)	Modul Technology (FTE)	Sum MU Vienna+MT (FTE)	MU Nanjing (FTE)
Full Professor	1 (0,33)	2 (1,50)	2 (0,83)	5 (3,67)	1 (0,50)			11 (6,83)	
Associate Professor			2 (1,50)	1 (1,00)				3 (2,50)	1 (1,00)
Associate Professor/ Senior Lecturer		1 (1,00)	1 (0,75)					2 (1,75)	
Assistant Professor	3 (2,00)	1 (0,67)	1 (0,50)	1 (1,00)				5 (4,01)	2 (2,00)
Assistant Professor/ Senior Lecturer	1 (0,50)	1 (1,00)	1 (1,00)	2 (2,00)				5 (4,50)	
Researcher and Lecturer			4 (2,44)	3 (1,82)				4 (2,48)	
Researcher					3 (0,92)	4 (1,11)	10 (4,00)	17 (6,03)	
University Lecturer		5 (2,90)						5 (2,90)	4 (3,67)
Total	5 (2,83)	10 (7,07)	11 (7,02)	12 (9,49)	4 (1,42)	4 (1,11)	10 (4,00)	52 (32,94)	7 (6,67)

Table 21 - Faculty FTE reported to Statistics Austria (Calendar Year 2024)

Source: Modul University submission to Statistik Austria, PERS survey 2024. Reference period: calendar year 2024 (January 1 to December 31, 2024), reference date December 31, 2024.

3.2.1.1. Functions, Teaching Load, and Work Time of the Academic Core Staff

№	Surname	Name	Gender	Academic Degree	Function	Department	Teaching 2024/25		Working hours (FTE)
							Classes (hours)	Theses supervisions (hours)	
Modul University Vienna Campus (Modul University and Modul Technology)									
1	Acs	Zoltan	M	Prof. PhD	R	VIGS	-	-	40 (0.95)
2	Aouad	Maroun	M	PhD	AssProf/SL	TSM	10 (20.10)	2 (0.70)	40 (1.00)
3	Apostol	Stefan	M	PhD	R	VIGS	-	-	40 (1.00)
4	Aritza	Alaitz	M	MSc	RL	SGM	1 (2.00)	1 (0.30)	40 (1.00)
5	Bettin	Michele	M	MSc	RL	TSM, MT	4 (5.70)	3 (0.60)	40 (1.00)
6	Brasoveanu	Adrian	M	Dr. MSc	R	NMT, MT	1 (2.00)	-	40 (0.95)
7	Chekembayeva	Gaukhar	F	PhD	AssProf/SL	IM	8 (13.60)	1 (0.30)	40 (1.00)
8	Christopoulos	Dimitris	M	PhD	AscProf	SGM	4 (5.70)	-	20 (0.50)
9	Coronel	Rod	M	BSc	R	MT	-	-	38 (0.96)
10	Dan	Daniel	M	PhD	AssProf	ADS	8 (14.10)	10 (3.15)	40 (1.00)
11	Dickinger	Astrid	F	Prof. Mag. Dr.	FProf	TSM, MT	10 (13.55)	3 (1.50)	40 (1.00)
12	Fathi-Khoshginabi	Nasib	M	MSc	R	IM	-	-	30 (0.50)
13	Fischer	Reinhard	M	MSc	R	NMT, MT	-	-	40 (0.60)
14	Frommholz	Ingo	M	Prof. Dr.	FProf	ADS	1 (3.00)	-	40 (0.50)
15	Garaus	Marion	F	Prof. Mag. DDr.	AscProf/SL	IM	-	-	40 (0.42)
16	Ghorbani	Farzaneh	F	PhD	AssProf	ADS	6 (12.00)	-	40 (1.00)
17	Gibbs	Davis	M	MSc	RL	SGM	9 (13.50)	28 (8.40)	40 (1.00)
18	Gunter	Ulrich	M	Prof. PhD	FProf	TSM	5 (9.60)	4 (2.10)	40 (1.00)
19	Helic	Denis	M	Dipl-Ing. Dr.	FProf	ADS	-	2 (0.40)	8 (0.13)
20	Hibbert	Simon	M	Dipl-Ing. MBA	L	IM	14 (26.00)	-	25 (0.62)
21	Jungwirth-Edelmann	Eva-Aileen	F	MA	L	IM	20 (32.20)	18 (5.85)	20 (0.50)
22	Kolomojets	Yuliya	F	PhD	AssProf	TSM	7 (11.00)	1 (0.20)	40 (1.00)
23	Leonard	David	M	PhD	AssProf/SL	SGM	4 (8.20)	-	40 (1.00)
24	Lord	Maria	F	MA	L	IM	9 (13.40)	1 (0.30)	25 (0.31)
25	Maier	Gunther	M	Mag. Dr.	FProf	SGM	2 (4.50)	4 (1.05)	20 (0.50)
26	Merrturk	Oguzhan	M	BSc	R	MT	-	-	25 (0.62)
27	Mylocopos	Samantha	F	MSc	L	IM	12 (29.60)	12 (3.30)	20 (0.50)
28	Nixon	Lyndon	M	Dr.	AssProf/SL	ADS, MT	7 (11.00)	6 (1.60)	40 (1.00)
29	Scharl	Arno	M	Prof. DDr.	FProf	NMT	2 (0.50)	-	20 (0.50)
30	Schäfer	Tobi	M	Dip.-Red	R	NMT, MT	-	-	35 (0.66)

Nº	Surname	Name	Gender	Academic Degree	Function	Department	Teaching 2024/25		Working hours (FTE)
							Classes (hours)	Theses supervisions (hours)	
31	Schöggl	Josef-Peter	M	Prof. Dr.	FProf	SGM	7 (10.00)	-	40 (0.96)
32	Sedlacek	Sabine	F	Prof. Dr.	AscProf	SGM	9 (14.50)	3 (1.50)	40 (1.00)
33	Smeral	Egon	M	Prof. Dr.	FProf	TSM	2 (3.50)	2 (1.50)	20 (0.50)
34	Steixner	Jakob	M	MSc	R	MT	-	-	5 (0.12)
35	Stienmetz	Jason	M	Prof. PhD	AssProf/SL	TSM	6 (11.50)	13 (4.70)	40 (1.00)
36	Stolz	Michaela	F	MSc	R	MT	-	-	25 (0.62)
37	Sudhang	Shankar	M	MSc	R	NMT, MT	-	-	40 (0.69)
38	Szacos	Judit	F	PhD	R	VIGS	-	-	40 (1.00)
39	Szerb	Laszlo	M	PhD	R	VIGS	-	-	20 (0.50)
40	Treiblmaier	Horst	M	Prof. Dr.	FProf	IM	3 (7.00)	7 (2.50)	40 (1.00)
41	Vasheghani Farahani	Javad	M	MSc	R	IM	-	-	30 (0.50)
42	Vock	Reinhard	M	MBA	L	IM	11 (19.00)	19 (5.30)	20 (0.50)
43	Wagner	Udo	M	Prof. Dr.	FProf	IM	-	-	20 (0.50)
44	Weismayer	Christian	M	Prof. Dr.	AscProf/SL	SGM	6 (15.00)	5 (2.50)	30 (0.75)
45	Wöber	Karl	M	Prof. Mag. Dr.	FProf	TSM	2 (1.12)	1 (0.10)	40 (1.00)
46	Xie	Yuqing (Selina)	F	MA	RL	TSM	3 (4.75)	1 (0.30)	40 (1.00)
47	Zekan	Bozana	F	Prof. Dr.	AscProf	TSM	7 (11.20)	6 (2.35)	40 (1.00)
Total teaching load							200 (348.82)	153 (50.50)	47 (35.38)

Table 22 - Academic Core Staff: Functions, Teaching Load, and Work Time, Vienna Campus

Nº	Surname	Name	Gender	Academic Degree	Function	Department	Teaching 2024/25		Working hours (FTE)
							Classes (hours)	Theses supervisions (hours)	
Modul University Nanjing Campus									
1	Chikuta	Oliver	M	PhD	AssProf	MSN	(11.00)	(0.60)	40 h
2	Boamah	Kofi Baah	M	Prof. PhD	AscProf	MSN	(11.00)	(1.00)	40 h
3	Huang	Jiexin (Amily)	F	MA	L	MSN	(14.00)	-	40 h
4	Wong	Siao Fui	F	PhD	AssProf	MSN	(15.00)	(1.00)	40 h
5	Yang	Alice	F	MA	L	MSN	(16.00)	-	40 h
6	Yang	Shirley	F	MA	L	MSN	(16.00)	-	40 h
Total teaching load							(85.60)		

Table 23 - Academic Core Staff: Functions, Teaching Load, and Work Time, Nanjing Campus

Modul University Vienna takes great pride in maintaining strong academic ties with its adjunct faculty, research associates, and scholars – individuals who have studied, worked, or otherwise developed a lasting connection with the university.

Adjunct Professors	Prof. Daniel Fesenmaier, PhD (University of Florida), Prof. David Smith, PhD (New York City University), Prof. Keith Straughan, PhD (Carnegie Mellon University), Prof. Dr. Andreas Zins (Curtin University, Malaysia)
Adjunct Assistant Professors	FH-Prof. DDr. Roman Egger (Smartvisions), Dr. Chung-En Yu (City University of Macau)
Research Associates	Dr. Valeria Croce (European Commission)

Table 24 - Adjunct Professors, Research Associates, and Honorary Scholars

3.2.1.2 External Lecturers: Contracted Hours, Qualifications

In 2024/2025, the following 67 external lecturers taught at Modul University Vienna and 7 external lecturers taught at the Campus in Nanjing:

No.	Surname	Name	Gender	Academic Degree	Program	Teaching 2024/25 Classes (hours)
Modul University Vienna Campus						
1	Abramovich	Danny	M	MBA	MBA Core	1 (1.50)
2	Adlbrecht	Katja	F	Mag.	Undergraduate	3 (5.00)
3	Alm	Niko	M	Mag. Phil.	Undergraduate	1 (1.50)
4	Anantharamu	Champaka	F	MBA, MTech, MA	Foundation	1 (1.80)
5	Andel	Christine	F	Mag.	Non-Degree Courses	4 (12.00)
6	Arslani	Kerem Yavuz	M	Dr.	MBA & MSc Enrichment	1 (1.50)
7	Augustin	Florian	M	MSc	Undergraduate	2 (2.00)
8	Bartok	Larissa	F	Dr.	MBA Core	1 (1.50)
9	Bauer	Stefan	M	Dr.	MBA & MSc Enrichment	1 (2.30)
10	Benedikt	Josef	M	Dr.	MSc Core	1 (2.00)
11	Bertocchi	Dario	M	PhD	Undergraduate	1 (1.00)
12	Burgstaller	Lorenz	M	Dipl.-Ing.	Undergraduate	2 (4.00)
13	Coroama-Dorneanu	Laura Ioana	F	Ed.D	Foundation	6 (26.00)
14	Dowling	Michael	M	PhD	MBA & MSc Enrichment	1 (1.50)
15	Dressler-Stross	Stefan	M	Mag.	Undergraduate	1 (2.00)
16	Ecker	Martha	F	MSc	MBA & MSc Enrichment	1 (1.50)
17	Egger	Roman	M	Prof. DDr.	Undergraduate	3 (3.50)
18	Eisenhut	Gerald	M	MSc	Undergraduate	7 (10.00)
19	Grablechner	Vera	F	MA	Undergraduate	4 (7.00)

No.	Surname	Name	Gender	Academic Degree	Program	Teaching 2024/25 Classes (hours)
20	Grohs	Reinhard	M	Prof. Dr.	Undergraduate	1 (2.00)
21	Gruber	Brigitte	F	MBA	Undergraduate	2 (2.00)
22	Grössl	Barbara	F	BSc	Foundation	2 (32.00)
23	Göksel	Selin	F	PhD	MBA Core	1 (1.50)
24	Haberich	Max	M	PhD	Non-Degree Courses	4 (12.00)
25	Ignatova	Milena	F	Mag.	Undergraduate	2 (3.00)
26	Janik-Boender	Anais	F	MSc	Foundation	4 (13.60)
27	Kerschner	Christian	M	PhD	MSc Core	1 (2.00)
28	Khalil	Houssam	M	MSc	Foundation	8 (12.20)
29	Krösswang	Alexander	M	Mag.	MBA & MSc Enrichment	1 (1.50)
30	Kunst	Robert	M	Dr.	Undergraduate	1 (2.00)
31	Köck	Konstantin	M	LL.M MBA	Undergraduate	2 (4.00)
32	Köppl	Stefan	M	MSc	MBA & MSc Enrichment	1 (1.50)
33	Külür	Mithat	M	M. Phil	Undergraduate	1 (2.00)
34	Latzenhofer	Andreas	M	Dipl. Päd.	Undergraduate	2 (6.00)
35	Liu	Yi-Yu (Bruce)	M	MSc	Undergraduate	6 (17.20)
36	Mckinley	Robert	M	MBA	MBA & MSc Enrichment	1 (1.50)
37	Milone	Francesco Luigi	M	PhD	MBA & MSc Enrichment	1 (1.50)
38	Mohammadhosseini Fadafan	Elmira	F	PhD	Undergraduate	4 (6.00)
39	Morgan	Robert	M	PhD	MBA Core	1 (1.50)
40	Newman	Chris	M	MSc	Undergraduate	1 (2.00)
41	Nijs	Vincent	M	MBA	MSc Core	1 (1.00)
42	Nuzzo	Angelo	M	PhD MBA, MA	Undergraduate	1 (2.00)
43	Popp	Michael	M	Prof. Dr.	MBA Core	1 (1.50)
44	Preusser	Manuel	M	PhD	Undergraduate	3 (6.00)
45	Rankine	Graeme	M	Prof. PhD	MBA Core	1 (1.50)
46	Reinsberger	Kathrin	F	Dr.	MBA Core	3 (1.50)
47	Reyman	Katarzyna	F	Dr.	MBA & MSc Enrichment	1 (1.50)
48	Sarkinovic	Taida	F	Dr. LL.M	Undergraduate	7 (14.00)
49	Schick	Alexander	M	Dr. LL.M	Undergraduate	1 (2.00)
50	Schildhammer	Georg	M	Mag. Phil. Dr. Phil.	MSc Core	9 (17.50)
51	Schuh	Bernd	M	Mag.	MBA & MSc Enrichment	2 (2.50)
52	Schulte-Derne	Michael	M	Dr.	MSc Core	2 (4.00)
53	Seehra	Indi	F	MA, MSc	MBA Core	1 (0.00)
54	Stiegler	Britta	F	Dipl.-BW.	MSc Core	1 (2.00)
55	Straube	Yasmin	F	-	Undergraduate	2 (2.00)

No.	Surname	Name	Gender	Academic Degree	Program	Teaching 2024/25 Classes (hours)
56	Strobl	Stefan	M	MSc	Undergraduate	2 (8.00)
57	Tibulschi	Ludmila	F	MSc	Foundation	2 (4.20)
58	Tony Shadha	Sabine	F	MSc	Undergraduate	5 (7.00)
59	Trettel Silva	Gabriel	M	MSc	Undergraduate	6 (12.00)
60	Tussyadiah	Iis	F	Prof. PhD	MBA & MSc Enrichment	1 (1.50)
61	Viotto	Elisabetta	F	MBA	MBA Core	1 (0.00)
62	Vlasich	Sebastian	M	MSc, BSc, LL.B	Undergraduate	1 (2.00)
63	Weinmayer	Karl	M	PhD	MSc Core	1 (2.00)
64	Wittmann	Bettina	F	BA	MBA & MSc Enrichment	1 (1.50)
65	Zhang	Yuan	M	MSc	Foundation	3 (7.20)
66	Zihr	Georg	M	Dr.	Undergraduate	6 (8.00)
67	von Arnold	Henrik	M	Mag.	Undergraduate	1 (2.00)
Total						155 (329.00)

Table 25 - External Lecturers: Contracted Hours and Qualifications, Vienna Campus

No.	Surname	Name	Gender	Academic Degree	Program	Teaching 2024/25 Classes (hours)
Modul University Nanjing Campus						
1	Xu	Michael	M	PhD	MSN	(3.00)
2	Tian	Jie	F	PhD	MSN	(9.40)
3	Du	Sophie	F	MA	MSN	(5.00)
4	Zhang	Hardy	M	PhD	MSN	(14.40)
5	Kong	Kelly	F	MA	MSN	(10.60)
6	Aouad	Maroun	M	PhD	MU	(4.00)
7	Mpandare	Magdalene	F	PhD	MSN	(2.00)
8	Lyu	Berenice	F	BA	MSN	(1.00)
Total						(49.40)

Table 26 - External Lecturers: Contracted Hours and Qualifications, Nanjing Campus

3.2.1.3. Ratio between internal and external lecturers

Teaching hours	UG	MSc	PhD	MBA	Vienna Total	Nanjing Total	MU Total
Internal	248.90	81.00	18.40	29.63	327.13	85.60	412.73

External	173.10	22.30	2.00	31.20	226.30	49.40	275.70
Total	422.00	103.30	20.40	60.83	553.43	135.00	688.43
Internal ratio	59.0%	78.4%	90.2%	48.7%	59.1%	63.4%	60.0%

Table 27 - Ratio of Internal to External Teaching Hours by Program Level

¹The teaching hours exclude the Foundation and other non-degree programs.

The overall percentage of courses taught by internal faculty is 59.1% at the Vienna campus and 63.4% in Nanjing. MU was able to achieve its goal of having at least 50% of teaching done by internal faculty in all accredited degree programs by the 2024/25 academic year; however, it fell slightly short of this target in the non-accredited MBA program, as this is a career-oriented master's program in which many instructors with practical experience in the business world typically teach.

3.2.2. Administrative staff

In 2024/2025, 74 administrative staff members in Vienna and 3 in Nanjing worked at Modul University across different administrative organizational units. The following table presents the administrative staff working for Modul University in 2024/25.

ADMINISTRATIVE STAFF						
VIENNA						
Department	Surname	Name	Gender	Academic Degree	Position	Working hours (FTE)
Academic Office	Calhoun	Benjamin	M	MA	Registrar & Head of Student Affairs	40 (1.00)
	Hozjan	Karmen	F	MA	Associate Registrar	40 (1.00)
	Krusic	Luka	M	MSc	Study Program Manager	40 (0.91)
	Kusic	Ana	F	-	Study Program Manager	40 (1.00)
	Munari	Silvia	F	BA	Receptionist	32 (0.40)
	Straube	Yasmin	F	-	Corporate Relations Internships & Corporate Partnerships Manager	30 (0.75)
	Tibulschi	Ludmila	F	MSc	Study Program Manager	30 (0.75)
Administrative Staff	Adad	Maria Ayelen	F	BA	Chief Assistant to the University Board Office	40 (1.00)
	Besedes	Naomi	F	MA	Deputy Director	40 (1.00)
	Liu	Yi-Yu (Bruce)	M	PhD MSc	Business Analysis and Reporting Specialist	20 (0.08)
	Rog Kaminska	Aneta	F	MSc	Research Project Manager	40 (0.77)
	Vrbinc	Manca	F	MA	Head of Operations	30 (0.66)
Admissions and Student Accounts	Ahmadi	Aryaneh	F	BA	Student Accounts Advisor	40 (0.32)
	Babic	Sanela	F	Mag.	Head of Admissions and Student Accounting	40 (1.00)
	Bence	Greta	F	BSc	Student Accounts Manager	40 (1.00)
	Crnigoj Letzler	Eva	F	BA	Student Accounts Manager and Visa Advisor	30 (0.65)

	Gobin	Luka Frane	M	MA, MA	Admissions Coordinator	40 (1.00)
	Jugo	Ana	F	MA	Admissions Back Office & Housing Specialist	40 (1.00)
	Klepetkova	Lucia	F	BA	Admissions Coordinator	25 (0.26)
	Stoytcheva	Darina	F	BSc	Student Accounts Advisor	30 (0.75)
	Ugri	Zsuzsanna	F	BA	Student Accounts Advisor	35 (0.15)
Corporate Relations	Izdebska	Aleksandra	F	Mag. Phil	Director of Business Development	40 (0.07)
Facility, Event & Campus Management	Badofszky	Larissa	F	BSc	Event Manager	40 (0.78)
	Cirlan	Mirela-Ionelia	F	-	Facility Staff	40 (1.00)
	Friedelt	Jürgen	M	-	Technician	40 (1.00)
	Izquierdo	Sara Valentin	F	BA	Event Manager	40 (1.00)
	Jovanovic	Adriana	F	-	Facility Staff	40 (1.00)
	Kaushal	Sapna	F	-	Cafeteria Staff	30 (0.27)
	Krautz	Bernhard	M	-	Cafeteria Chief	40 (0.75)
	Malcheva-Aleo	Katrin	F	MBA	Event Manager	35 (0.45)
	Riahi	Karim	M	-	Cafeteria Staff	25 (0.47)
	Simon	Gabriela	F	-	Cafeteria Staff	25 (0.62)
	Straube	Michael	M	MSc	Head of Facility, Event & Campus Management	40 (1.00)
	Zuskic	Senad	M	-	Cafeteria Chief	40 (0.36)
Finance	Baiadean	Sabina	F	BSc	Operations Controller	25 (0.62)
	Meneses	Marco	M	MSc	Financial Controller	30 (0.75)
	Nussbaumer	Matthias	M	Mag.	Head of Finance	30 (0.75)
Graduate Assistantship / Student Ambassador	Hassan	Samaira	F	BSc	IT Supporter	10 (0.09)
	Heidarnezhad	Bahareh	F	-	IT Supporter	10 (0.13)
	Wölfer	Clarissa	F	-	Student Ambassador	3 (0.02)
Human Resources	Schwarz-Sallai	Elizabeth	F	BA	HR Generalist	40 (0.75)
	Novakovic	Ivana	F	BA	HR Generalist	40 (0.85)
Information Systems Services	Anantharamu	Champaka	F	MBA, MTech, MA	Service Desk Administrator	40 (1.00)
	Dasarathy	Padmanabhan	M	MSc	Software Developer	40 (1.00)
	Hidar	Ahmad	M	MSc	IT Manager	40 (0.42)
	Mansouri	Armin	M	BSc	DevOps Manager	40 (0.75)
	Rezvanfar	Bitá	F	MBA	Student and Scholarship Services Coordinator	40 (0.43)
	Yoganathan	Ganesh	M	MBA	Head of Information System Services	40 (1.00)
Library and Research Documentation	Steiner	Sonja	F	MA	Librarian	25 (0.62)
	Weidinger	Martin	M	PhD	Head of Library and Research Documentation	30 (0.75)
Marketing	Botha	Charmé	F	BA	Digital Marketing Specialist	40 (0.13)
	Boyer	Richard	M	MA	Head of Marketing and Communications	40 (0.58)

	Kaci	Fiona	F	BA	Student Recruitment Coordinator	40 (0.11)
	Lehoczky	Anna	F	BA	Junior Marketing Specialist	40 (0.17)
	Mousa	Ekaterina	F	MBA	Marketing Specialist	40 (0.66)
	Namdari	Sohrab	M	BSc	Student Ambassador	22 (0.28)
	Nosova	Alina	F	Mag.	Head of Marketing and Communications	40 (1.00)
	Oberhauser	Hanna	F	BSc	Student Ambassador	15 (0.28)
	Olsacher	Paul	M	BSc	Head of PR & Communication	40 (0.75)
	Salimova	Lia	F	Mag	Marketing Communications	20 (0.40)
	Timofei	Claudio-Florin	M	MSc	Social Media Specialist	40 (0.75)
Quality Management	Janik-Boender	Anais	F	MSc	Quality Manager	40 (1.00)
Research & Knowledge Transfer Support Management	Doherty	Rachel	F	MBA	Research & Knowledge Transfer Support Manager and International Studies Coordinator	40 (1.00)
	Hulkova	Lucia	F	Mag.	Research & Knowledge Transfer Support Manager	35 (0.31)
Strategic Project and Process Management	Vock	Reinhard	M	MBA	Director of Operations & Strategic Projects	20 (0.50)
Student Recruitment	Aguilera	Eduardo Fernandez	M	BSc	Student Recruitment Advisor	40 (1.00)
	Exton	Natasha	F	MSc	Head of Student Recruitment	40 (1.00)
	Knuters	Jessica	F	M.Ed	Student Recruitment Advisor	40 (1.00)
	Lindinger	Wes	M	MA	Student Recruitment Advisor	40 (0.80)
	Meisel	Max	M	BA	Student Recruitment Advisor	40 (1.00)
	Rus	Andrada-Diana	F	MA	Senior Student Recruitment Advisor	40 (1.00)
Student Services	Buccione	Francesca	F	MA	Student and Alumni Services Coordinator	35 (0.88)
	Czagany	Botond	M	BA	Head of International Relations and Student Services	40 (0.88)
University Director	Viszkievicz	András	M	MSc	University Director	40 (1.00)
Total						74 (50.62)

Table 28 - Administrative Staff, Vienna Campus

NANJING						
Department	Surname	Name	Gender	Academic Degree	Position	Working hours (FTE)
MSN	Lyu	Berenice	F	BA	Student Services	40 (1.00)
	Wang	Andy	M	MA	Program Manager	40 (1.00)
	Lin	Linda	F	MA	Academic Office	40 (1.00)
Total						(3.00)

Table 29 - Administrative Staff, Nanjing Campus

3.3. Finance Figures

A multi-year transformation process to improve growth as well as operational efficiency has significantly impacted the financial situation at Modul in 24/25 compared to 23/24. Student revenue increased by 7% due to higher student numbers and inflation adjustments on the student contracts. Despite the EU Ban that significantly reduced research project revenue, Modul managed to increase the other revenue by 9%, mainly due to a significant income from events. This was partially offset by higher Material costs. Based on the growth plan personnel expenses increased by 2,0% with both Faculty and admin contributing to this development. New Faculty members are hired to launch new study programs and the new School of International Relations as well as improve research output. Admin personnel have been mainly added to support student recruitment and events activities. Depreciation shows a peak in 24/25 due to newly developed systems that have been implemented over several years to improve operating efficiency and support future growth. Depreciation will significantly decrease and drop by more than 30% in 26/27 due to most of these systems being fully written off. Other operating expenses have been up by 21 % mainly due to the launch of a multitude of activities that boost future growth as well as improve operational performance. This transformation and related costs will still show significant effects in 25/26 as well as 26/27. After those transformative years, these one-off costs will have been spent, and the full benefits will gradually materialize.

Research Project Revenue Overview YE 24/25

Project	Revenue Research Project 2024 - 2025
DWBI	€ 1,608.07
I-CONN	€ 48,362.39
Energy use of Bitcoin	€ 65,193.58
Omino	€ 53,268.43
Ban or not to Ban	€ 904.28
TOTAL	€ 169,336.75
Other items	
City DNA (Newsletter + Report)	€ 24,183.50

Table 30 - Research project Revenue Overview YE 24/25

Research Project Cash-in Overview YE 24/25

Project	Cash-in Research Project 2024 -2025
DWBI	€ 10,000.00
I-CONN	€ 27,905.81
Energy use of Bitcoin	€ 172,777.14
Omino	€ 0.00
Ban or not to Ban	€ 0.00
TOTAL	€ 210,682.95

Other items	
City DNA (Newsletter + Report)	€ 24,183.50

Table 31 - Research project Cash-in Overview YE 24/25

Financial Year	FY 24/25			
Sum of Amount	Column Labels			
Row Labels	Paid to students	Received from government	Returned to organization	Grand Total
Account BMWF Leistungsstipendium	-36,000.00	44,334.84	-53,292.01	-44,957.17
Account Hochschuljubiläumsstiftung	-904.28			-904.28
Erasmus Internal Funding	-3,588.37			-3,588.37
Erasmus Public Funding			-32,377.42	-32,377.42
Grand Total	-40,492.65	44,334.84	-85,669.43	-81,827.24

Table 32 - Scholarships and Third-Party Funding Reconciliation, YE 24/25

To improve transparency, as well as the global quality management of Modul University, the annual accounts are checked by an external auditor. The audited financial report for 2024/2025 has been provided in a separate file.

4. Measures for the promotion of young academics and scientists

4.1. Documentation of the Selection and Promotion Procedures

4.1.1. On the Vienna campus

In 2024/2025, several new faculty members started working at Modul University Vienna. Following a hiring process led by a Search Committee, a new Full Professor, Ingo Frommholz (University of Wolverhampton, UK), was hired and started at the School of Applied Data Science in March 2025. Following another hiring process led by a Search Committee, a new Full Professor, Richard Werner (Southampton Business School, UK), was hired and started at the School of International Management in September 2025. Following another hiring process led by a Search Committee, a new Full Professor, Katharina Chudzikowski (University of Bath, UK), the starting date planned for September 2025 was postponed to 2026 due to a delay in the accreditation process for the new HR Management undergraduate degree program. Following another hiring process led by a Search Committee, a new Full Professor, Doug Stokes (Exeter University, UK) and an Associate Professor, Florian Hartleb (Europäischen Forschungsinstitut für Terrorismusbekämpfung und Konfliktprävention, Austria), were hired. Both new colleagues are the founding members of the new School of International Relations launched by the University Board in September 2025. Following another hiring process led by a Search Committee, a new Full Professor, Rony Flatscher (WU Wien, Austria), was hired and will start at the

School of Applied Data Science in March 2026. Following another hiring process led by a Search Committee, a new Full Professor, Roman Egger (FH Salzburg, Austria), was hired and will start at the School of Tourism and Service Management in March 2026.

Prof. Astrid Dickinger was reelected as Head of the School of Tourism and Service Management. Prof. Ingo Frommholz was elected as Head of School of Applied Data Science.

The University Board nominated Prof. Dr. Astrid Dickinger as representative of Modul University Vienna at the BMBWF network on Tackling Foreign Interference in Science and Research.

Dr. Daniel Dan was promoted to Program Area Director for the Modules II (Fundamentals of Data Science and Engineering), Module IV (Data Science for Business Applications), Module V (Enrichment Courses), Module VI (Professional Capstone Project), in total of 110 ECTS of the BSc in Applied Data Science (140 BSc ADS 2021).

Dr. Gaukhar Chekembayeva was promoted to Program Area Director for the Modules I (Business Administration), Module VII (International Management), Module VIII (Specialization), Module XI (Internship), in total 118 ECTS of the BSc in International Management and BSc in International Management with Professional Experience (Study program numbers: 132, 1321, 1322, 1323, 1324, and 1325 BSc IMPE).

In another hiring process by the Head of the School of Sustainability, Governance, and Methods, led to the recruitment of Assistant Professor Dr. Roman Hausmann (WU Wien, Austria), who started in Fall 2025. The University also recruited two new junior researchers and PhD students, Laura Lucia Coral Arellano (Ecuador) for the School of Sustainability, Governance and Methods, and Libo Ren (China) for the School of Applied Data Science, who started their Researcher and Lecturer positions in September 2025.

Assistant Professor/Senior Lecturer Dr. Lyndon Nixon was promoted to Associate Professor after the successful evaluation of a promotion committee led by Prof. Dr. Horst Treiblmaier on 1st of February 2025.

Assistant Professor/Senior Lecturer Dr. Jason Stienmetz was promoted to Associate Professor after the successful evaluation of a promotion committee led by Prof. Dr. Egon Smeral on 1st of March 2025.

The Head of School of Applied Data Science nominated Prof. Dr. David B. Smith, Professor of Music and Media Technology at New York City College of Technology (CUNY) and Founding Artistic Director of the Center for Holistic Integration (CHI), as Adjunct Professor for Modul University Vienna.

4.1.2. On the Nanjing campus

There are no updates on the Nanjing campus during 2024-2025.

4.2. Activities to Promote Young Researchers and Other Human Resource Development Activities

During the reporting period, Modul University Vienna offered five positions for young researchers and lecturers, giving them not only the possibility to focus on their doctoral thesis, but also including them in the scientific community, encouraging them to visit international congresses and to take part in research projects. Also, eleven young scientists were included in the scientific community at Modul

University and seven at the non-profit 100% daughter organization Modul Technology, working as Researchers on third-party funded projects.

Modul University uses reward systems to encourage behaviors that support the institution's goals. These systems are designed to encourage high performance, to attract and retain talent, and to align faculty work with Institutional goals. The University also supports publications in renowned peer-reviewed journals for all faculty by providing premiums. The premium for A-rated journal amounts to € 1,000, the premium for B-rated journals to € 500. In 2024/2025, 9 premiums for A-rated journals and 14 for B-rated journals were given for a total sum of 5,028 EUR.

Modul University Vienna also uses a research publication documentation platform based on the Elsevier database system PURE (<https://research.modul.ac.at/>). The platform helps to make Modul University's research success more visible.

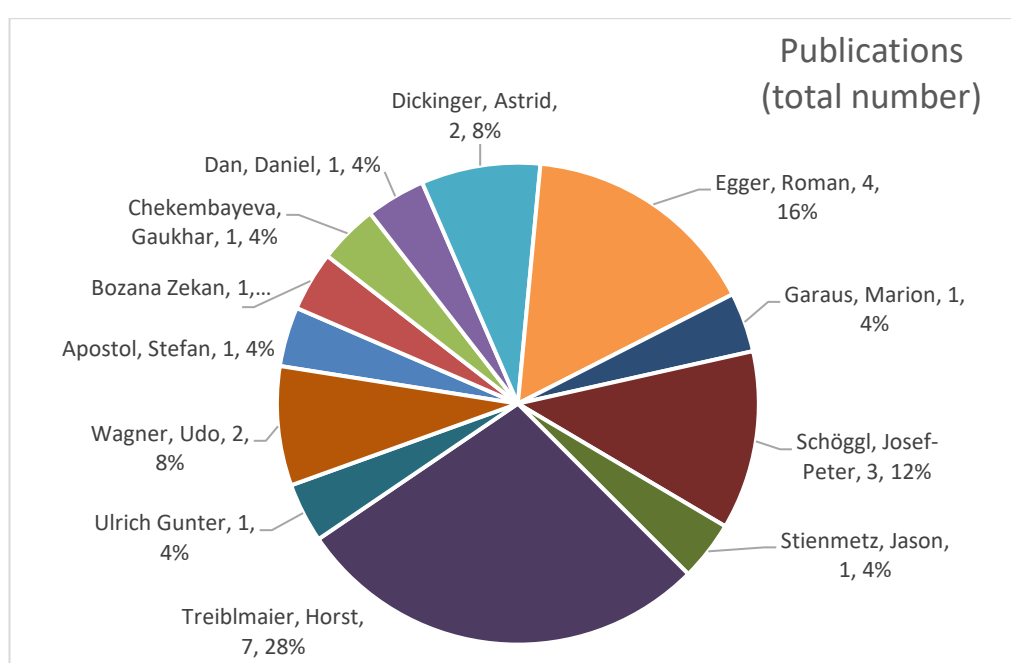


Figure 1 – Total Number of Premium Publications

5. Measures for Gender Equality

Modul University is dedicated to promoting gender equality among its staff and faculty, upholding responsibility as an employer and in compliance with the law. The university established the Inclusion, Diversity, and Equity Committee (IDEC) to strengthen Modul University Vienna's commitment to diversity management, addressing a broad range of issues, including gender equality, special needs, religious freedom, etc. Elected by the University Senate, the IDEC also reviews the implementation of the Affirmative Action Plan for Managing Inclusion and Diversity. This document states the commitments and guiding principles of Modul University Vienna in terms of gender equality and, more generally, of diversity.

Through the IDEC, the university developed the following measures on gender, diversity, and inclusion:

- Awareness-raising activities. - Awareness-raising activities formed the core of the IDEC's operational work during the reported period. The Committee organized and participated in a series of targeted events aligned with the international calendar, including activities marking International Women's Day (March 2025) and the first "World Cafe' Forum" (June 2025), where students had the possibility to dialogue on key issues like diversity, equity, and breaking down barriers. The Committee also maintained its regular presence at Orientation Week at the beginning of Fall 2024 and Spring 2025, consistent with its mandate to raise awareness of IDEC services and inclusion-related support among incoming students.
- Admissions and student support.- The Committee provided support and guidance to students with special accommodation letters, ensuring their needs were acknowledged and appropriately addressed within the university environment. Furthermore, to strengthen support for students, the Committee developed and implemented procedures to identify and assist incoming students with diverse needs before the start of their studies. This was achieved by incorporating questions regarding accommodation and support requirements into the student application portal. Students who indicate a need for special assistance are contacted individually, and appropriate arrangements are made in advance to facilitate a smooth and successful transition into university life.
- Language and inclusive communication.- The IDEC has also been working to update the Language and Gender Guidelines, and the development of strengthened procedural instruments covering crisis management, critical incident response, and student wellbeing, which were planned to be updated in the subsequent months.
- Procedural framework for wellbeing and safety.- The IDEC invested significant time and effort into drafting a comprehensive package of procedural documents, such as the Code of Ethics, Crisis Management Plan, Critical Incident Protocol, and Guidelines for Responding to Suicide Risk – which are expected to be approved by the University Senate in the following academic year- providing a strengthened framework for promoting wellbeing, safety, and ethical conduct across the university.
- Increased visibility: the Committee created and distributed information materials, including flyers and digital communication, and maintained continuous dialogue and open communication with students, staff members, and the entire MU community to foster collaboration, understanding, and inclusivity.

Compared to the previous 2023-2024 reported period, these measures have contributed to strengthening the Committee's presence and impact within the university community. They have enhanced communication and engagement with students and staff members while increasing awareness of the available support services and initiatives. These actions represent a continued commitment to fostering a more inclusive, respectful, and supportive environment for all students and staff.

On the other hand, the gender ratio among scientific staff, external lectures, and administrative staff is presented below:

Gender ratio of employees Vienna and Nanjing	Female		Male	
	Heads (in %)	FTE (in %)	Heads (in %)	FTE (in %)
Full Professor	1 (9.1%)	1.00 (13.2%)	10 (90.9%)	6.59 (86.8%)
Associate Professor	3 (50.0%)	2.42 (51.8%)	3 (50.0%)	2.25 (48.2%)
Assistant Professor	4 (40.0%)	4.00 (40.0%)	6 (60.0%)	6.00 (60.0%)
Researcher and Lecturer	2 (40.0%)	2.00 (40.0%)	3 (60.0%)	3.00 (60.0%)
Researcher	2 (14.3%)	1.62 (16.8%)	12 (85.7%)	8.05 (83.2%)
University Lecturer	3 (33.3%)	4.31 (67.0%)	6 (66.7%)	2.12 (33.0%)
Academic staff	15 (27.3%)	15.35 (35.4%)	40 (72.7%)	28.01 (64.6%)
Administrative staff	49 (63.6%)	32.10 (59.9%)	28 (36.4%)	21.53 (40.1%)
External lecturers	24 (35.8%)	-	43 (64.2%)	-
All internal and external staff	88 (44.2%)	47.45 (48.9%)	111 (55.8%)	49.54 (51.1%)

Table 33 - Gender Ratio of Employees, Vienna and Nanjing

As shown in the table above, this reporting period introduces a more detailed, disaggregated presentation by academic rank and FTE, replacing the aggregate graphs used in the previous annual report.

The data reveal that the proportion of female Full Professors stands at 9.1% by headcount (13.2% by FTE), a figure that has remained structurally stable over the last reporting period. By contrast, gender parity has been achieved at the Associate Professor level, with 50% female and 50% male by headcount in 2024/2025. Administrative staff remains predominantly female (63.6% by headcount, 59.9% by FTE), while external lecturers remain predominantly male (64.2% by headcount).

Regarding the underrepresentation of women at the Full Professor rank, the IDEC has also been working on initiatives to address the gender gap among faculty, particularly for future hiring cycles, which are planned for development in the new Affirmative Action Plan.

The student gender ratio is presented in Chapter 3. From the figures reported, it can be seen that the proportion of female students across all programs at Modul University remained essentially stable, at 54.6% in 2024/2025 compared to 54.8% in 2023/2024, a marginal decrease of 0.2 percentage points. The female graduate ratio improved over the same period, rising from 58.8% to 59.6%. At the Vienna campus specifically, the female student ratio across all programs moved from 51.1% to 50.3%, maintaining near-parity, while the Nanjing campus continued to show a strong female majority (75.0% of students in 2024/2025, down from 77.3%), with the female graduate ratio at Nanjing rising markedly from 76.7% to 92.9%.

Annex I: Course Evaluations Vienna

2024 Undergraduate Fall

Accounting and Management Control I (Group 1.2)	ZIHR
Service Operations Management (Group 1)	JUNGWIRTH-EDELMANN
The Start-Up Eco-System (Group 1)	GIBBS/VOCK
Human Resource Management and Management Development (Group 2)	JUNGWIRTH-EDELMANN
Mathematics and Statistics I (Group 2)	LEONARD
Critical Thinking and Problem Solving (Group 1)	HIBBERT
Social Psychology I (Group 1)	BURGSTALLER
Project Management (Group 3)	JUNGWIRTH-EDELMANN
Academic Writing (Group 1)	LORD
Supply Chain Management (Group 1)	GIBBS
Macroeconomics (Group 2)	PREUSSER
Legal Aspects of Data Science (Group 1)	SARKISOVIC
Blockchain Applications (Group 1)	TREIBLMAYER
Applied Assessment Methods in Psychology (Group 1)	MYLODOPOUS/GIBBS
Human Resource Management and Management Development (Group 4)	ADLBRECHT
Entrepreneurship, Innovation and Business Planning (Group 1)	VOCK
Marketing Research and Empirical Project (Group 2)	STIENHETZ
Bachelor Thesis Tutorial (Group 1)	LORD
Integrated Marketing Communications (Group 1)	CHEKSHBAJEVA
Marketing Research and Empirical Project (Group 1)	STIENHETZ
Marketing and Consumer Behavior (Group 1)	MYLODOPOUS
Social Media Marketing Planning (Group 1)	NIXON
Text Mining and Media Analysis (Group 1)	

2025 Undergraduate Spring

Entrepreneurship, Innovation and Business Planning (Group 1)	
Marketing and Consumer Behavior (Group 1)	MYLODOPOUS
Critical Thinking and Problem Solving (Group 1)	TRETTOL SILVA
Organizational Behavior and Corporate Social Responsibility (Group 1)	JUNGWIRTH-EDELMANN
Principles of Business Law (Group 3)	SARKISOVIC
Entrepreneurship, Innovation and Business Planning (Group 1.1)	VOCK
Knowledge Extraction, Modelling and Visualization (Group 1)	LIU
Applied Linear Algebra (Group 1)	DAN
Accounting and Management Control I (Group 1.1)	ZIHR
Project and Change Management (Group 1)	ADLBRECHT
Fundamentals of Computer Science and Programming (Group 1)	LIU
Economic Geography (Group 1.1)	GIBBS
Financing New Ventures (Group 2)	HIBBERT
Mathematics and Statistics II (Group 1)	KHALIL
Mathematics and Statistics I (Group 2)	ZHANG
Mathematics and Statistics I (Group 2.1)	ZHANG
Principles of Business Law (Group 2.1)	KÖCK
Mathematics and Statistics II (Group 1.1)	KHALIL
Tourism, Event and Hotel Management Capstone Project (Group 1)	BETTIN
Principles of Business Law (Group 3.1)	SARKISOVIC
Principles of Business Law (Group 2)	KÖCK
Marketing Intelligence (Group 1)	NIXON

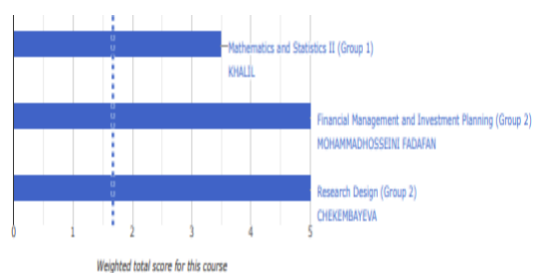
2024 Undergraduate Fall

	DAN/NIXON
	Professional Development (Group 1)
	STROUBE
	Sustainability Literacy for Business (Group 4)
	ARITZA
	Bachelor Thesis Tutorial (Group 3)
	LORD
	Marketing Research and Empirical Project (Group 3)
	MYLOCOPOS
	Crisis Management & Resilience (Group 1)
	RETTIN/BERTOCCHI
	New Media and E-Business Applications (Group 1)
	NIXON
	Revenue Management & Distribution (Group 1)
	LOUAD
	Academic Writing (Group 4)
	LORD
	Sustainability Literacy for Business (Group 2)
	TRETTTEL SILVA
	New Media and E-Business Applications (Group 2)
	NIXON
	New Media and E-Business Applications (Group 4)
	GRABLECHNER
	Financial Management and Investment Planning (Group 3)
	EISENHUT
	Academic Writing (Group 3)
	LORD
	Bachelor Thesis Tutorial (Group 4)
	LORD
	Mathematics and Statistics I (Group 3)
	DAN
	Critical Thinking and Problem Solving (Group 4)
	HIBBERT
	Mathematics and Statistics I (Group 1)
	LEONARD
	Academic Writing (Group 2)
	LORD
	Research Design in Data Science (Group 1)
	EGGER
	Sustainability Literacy for Business (Group 3)
	TRETTTEL SILVA
	New Media and E-Business Applications (Group 3)
	GRABLECHNER
	Accounting and Management Control II (Group 1)
	EISENHUT

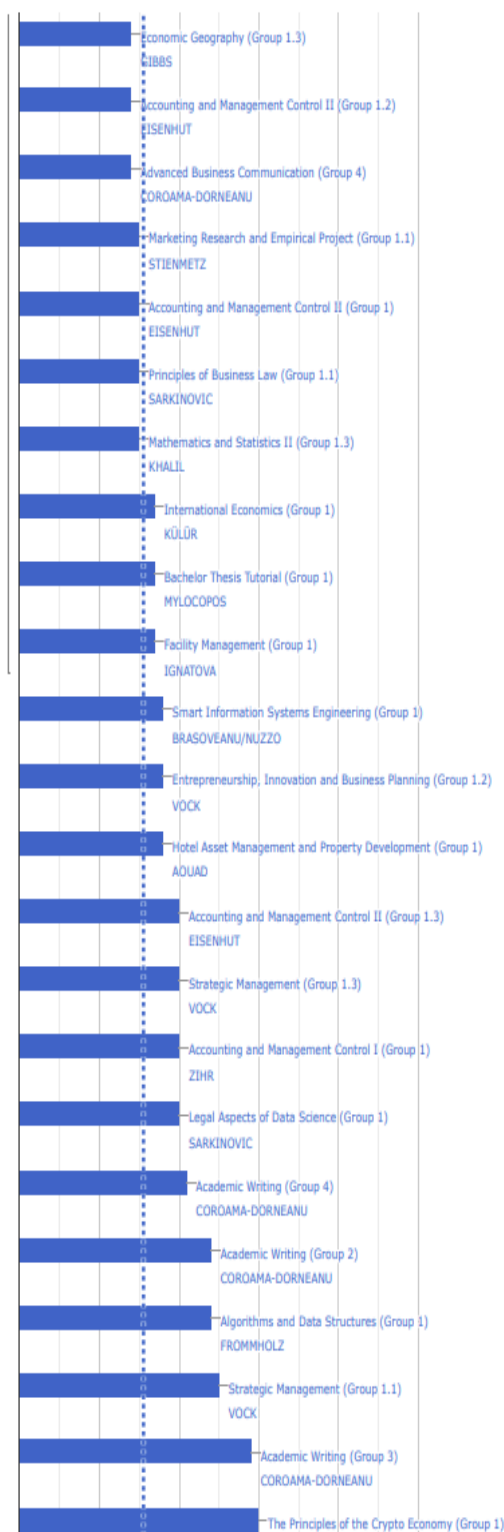
2025 Undergraduate Spring

	Mathematics and Statistics I (Group 1)
	HIBBERT
	Principles of Business Law (Group 1)
	SARKISOVIC
	Advanced Business Communication (Group 2)
	HIBBERT
	Economic Geography (Group 1.2)
	GIBBS
	Mathematics and Statistics I (Group 1.1)
	HIBBERT
	Economic Geography (Group 1)
	GIBBS
	Organizational Behavior and Corporate Social Responsibility (Group 2)
	JUNGWIRTH-EDELMANN
	Advanced Business Communication (Group 3)
	HIBBERT
	Bachelor Thesis Tutorial (Group 2)
	MYLOCOPOS
	Leadership & Power (Group 3)
	JUNGWIRTH-EDELMANN
	Cases and Technology in Interactive Marketing (Group 1)
	CHIKEMBAYEVA
	Financing New Ventures (Group 1)
	HIBBERT
	Occupational and Organizational Psychology (Group 1)
	BUNGSTALLER
	Mathematics and Statistics I (Group 1.2)
	HIBBERT
	Hotel Business Development Strategies (Group 1)
	SONICK
	Bachelor Thesis Tutorial (Group 3)
	MYLOCOPOS
	Database Management and Design (Group 1)
	GHORBANI
	Academic Writing (Group 1)
	CONOAMA-DORNEANU
	Facility Management (Group 1.1)
	IGMATOVA
	Bachelor Thesis Tutorial (Group 4)
	MYLOCOPOS
	Market and Consumer Psychology (Group 1)
	CHIKEMBAYEVA
	Marketing Research and Empirical Project (Group 1)
	STIENMETZ

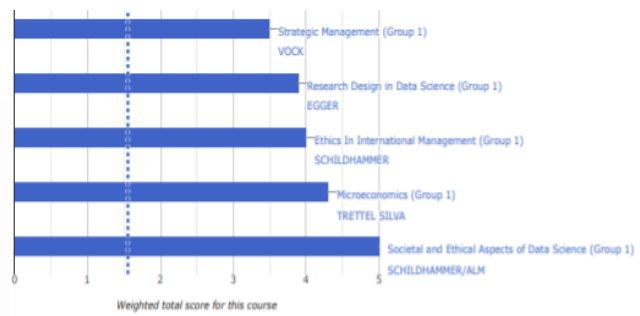
2024 Undergraduate Fall



2025 Undergraduate Spring



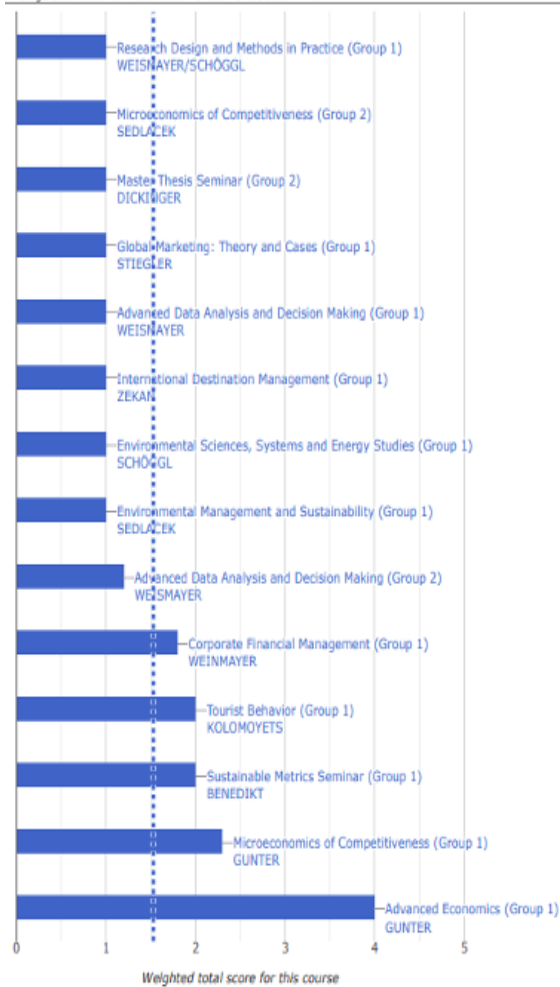
2025 Undergraduate Spring



2024 MSc Fall

Q: Total score

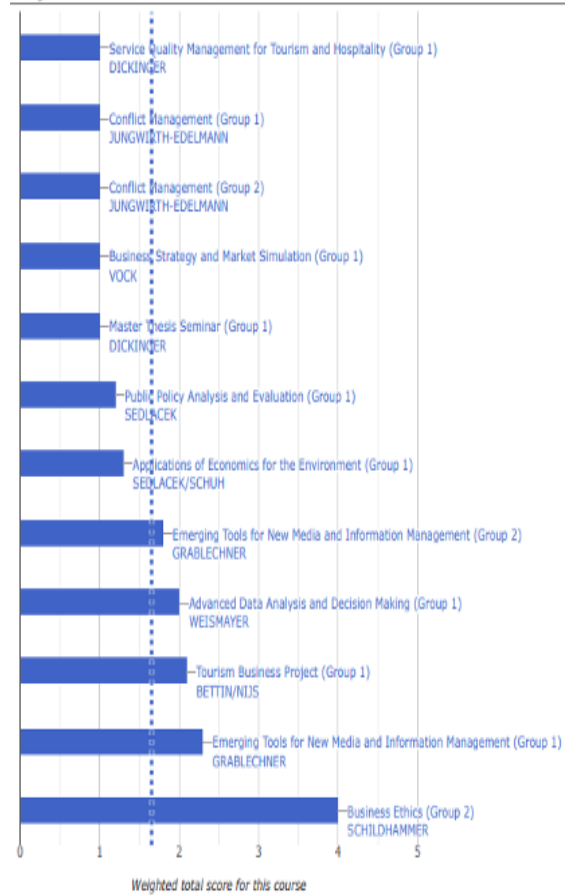
Average total score for all courses in the bar chart below: 1.5



2025 MSc Spring

Q: Total score

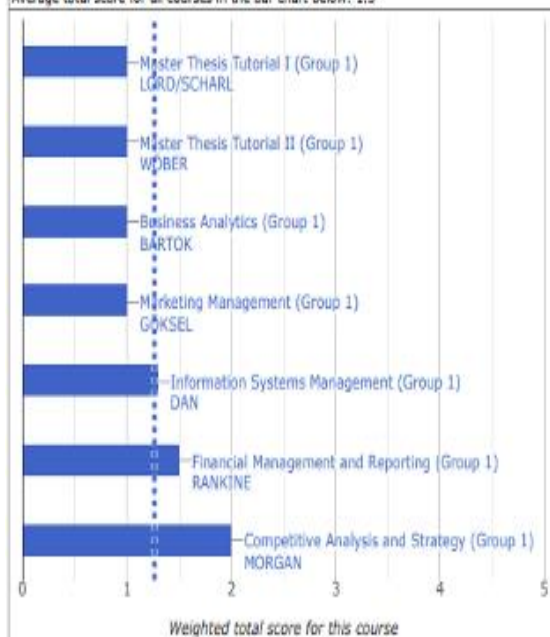
Average total score for all courses in the bar chart below: 1.7



2024 MBA Fall

Q: Total score

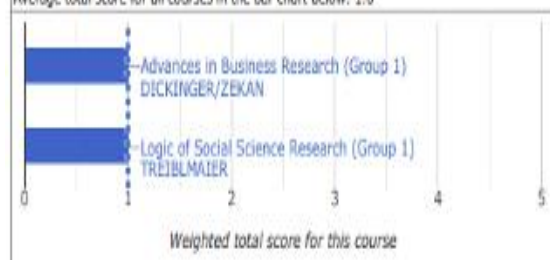
Average total score for all courses in the bar chart below: 1.3



2024 PhD Fall

Q: Total score

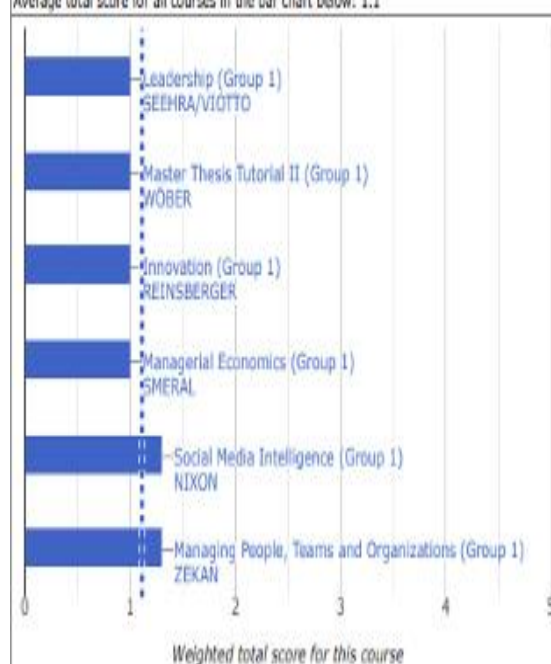
Average total score for all courses in the bar chart below: 1.0



2025 MBA Spring

Q: Total score

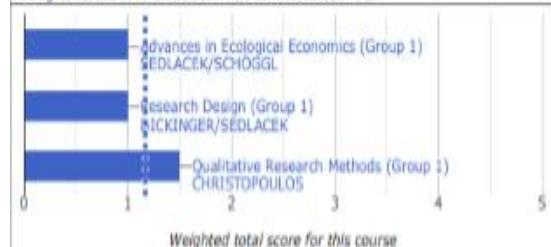
Average total score for all courses in the bar chart below: 1.1



2025 PhD Spring

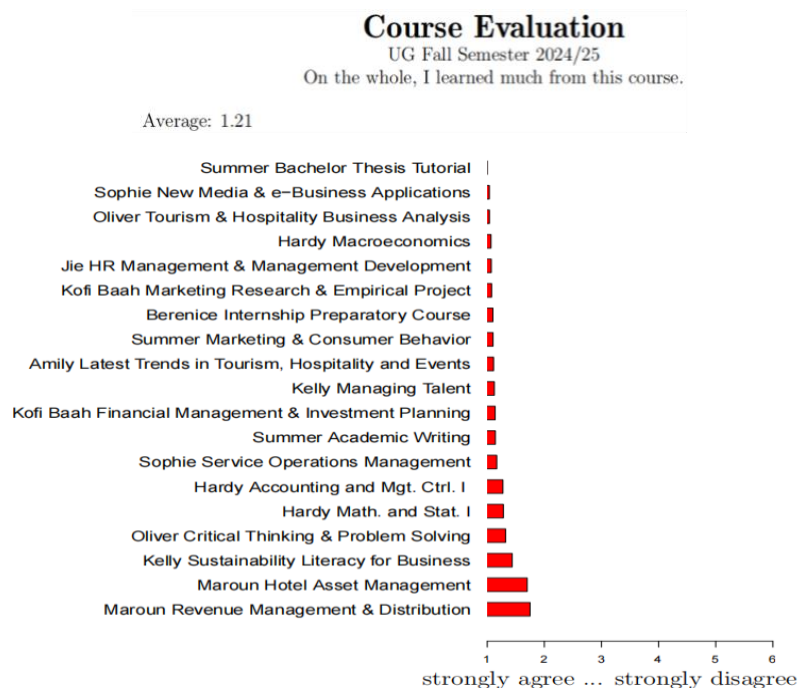
Q: Total score

Average total score for all courses in the bar chart below: 1.2

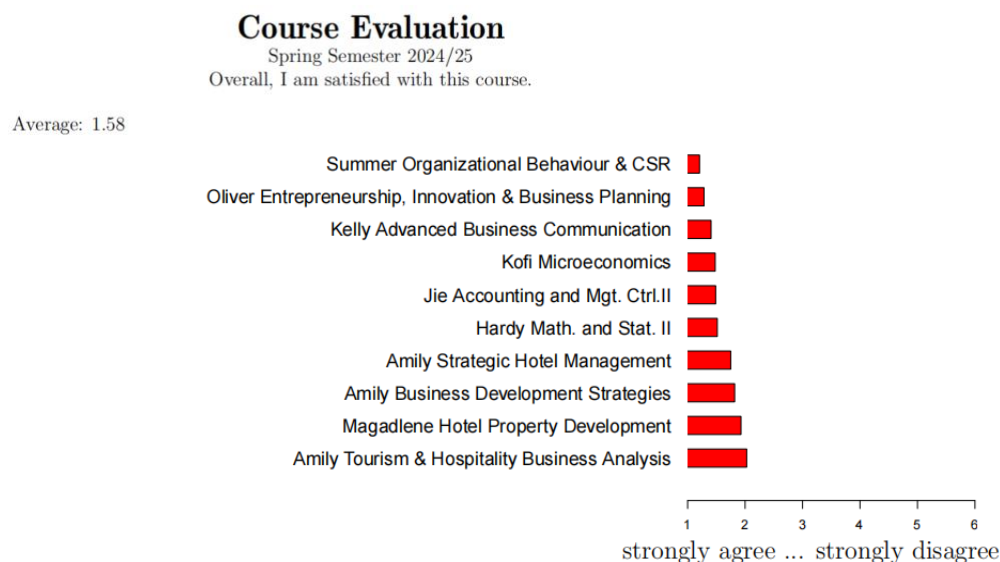


Annex II: Course Evaluations Nanjing

2024 Fall



2025 Spring



Annex III: Changes to the University Constitution

Changes	Comments
Article I. Legal Status and Entity §1. Modul University Vienna GmbH is the legal entity of Modul University Vienna, a private university in Austria that is accredited by the Austrian Accreditation Council according to (1) lit. 1 Private Higher Education Law (PrivHG). The General Assembly of Modul University Vienna GmbH represents the interests of the owners and exercises its rights under commercial law and this constitution. §2. The organizational structure and responsibilities of Modul University Vienna correspond to the institution's governing bodies, their mandate, and tasks in accordance with international standards. The governing bodies are: a. The University Council, b. The University Senate, c. The University Board. §3. Modul University Vienna, Modul University Vienna GmbH and its General Assembly shall operate on the basis of its articles of association and on the following principles: a. Freedom of science and its teaching (Art. 17 of the Basic Law on the General Rights of Citizens, RGBL. No. 142/1867); b. Freedom of artistic creation, the mediation of art and its teaching (Art. 17a of the Basic Law on the Basic Law on the General Rights of Citizens); c. Fostering a variety of scientific and artistic theories, methods, and doctrines; d. University self-administration and autonomy; e. The guarantee of an application-oriented university education, which is at the same time based on research and research-led academic teaching aimed at producing new scientific knowledge and the development of new approaches to the arts; f. Imparting the ability to meet the constantly changing demands of science, research, art, culture and technology, and the changing social conditions; g. Promoting the permeability of the education system and preparing graduates for the requirements of different fields of work; h. Giving students a say, particularly in	*In the new constitution, the order of several articles has been rearranged for better clarity. This is reflected in their numbering. Legal references updated: Accreditation and compliance references aligned with the Private Higher Education Law (PrivHG) (replacing PUG). Governance structure clarified: The General Assembly is no longer listed as a university governing body; academic governance is limited to the University Council, Senate, and Board. Guiding principles expanded: University principles significantly broadened (e.g. autonomy, research-led teaching, student participation, internationalisation, diversity, sustainability), and revised based on the law for the new Institute of Digital Sciences Austria, §3 (2) recently decided by the Austrian Parliament. Roles and responsibilities refined: Tasks of the General Assembly clarified, including commercial-law references and the introduction of the University Director role. The owners of the University are provided the opportunity to nominate the Managing Director(s) among the members of the University Board. This gives the owners more options than before, as the President or Vice-President can now also be appointed as Managing Director. The original version of the MU Constitution used the term “Kaufmännischer Direktor” which was translated in English as “Managing Director”. The term “Managing Director” (“Geschäftsführer”), however, is a term usually reserved for legal representative of the legal company. To avoid misunderstandings, the term “Managing Director” is avoided throughout the entire document. Editorial and structural revisions: Terminology, cross-references, and wording updated for clarity and consistency.

study matters and in the quality assurance of teaching; i. National and international mobility of students, graduates, academic and artistic university staff; j. Intensive cooperation with domestic and foreign university and non-university science, research and art institutions; k. Worldwide recruitment of highly qualified teaching and research staff; l. International orientation in research and teaching; m. Cooperation between university members; n. Promotion of gender equality, in particular women, and diversity; o. Special consideration of the needs of people with disabilities; 3 p. Economic efficiency, and good practice of management; q. Sustainable use of resources. §4. Modul University Vienna GmbH pledges to ensure that the operating, maintaining, and financing of Modul University Vienna are in compliance with the Private Higher Education Law (PrivHG), and affiliated regulations. The responsibilities of the General Assembly of the legal entity include the: a. Approval of the balance sheet. b. Appointment, discharge and dismissal of the Managing Director(s) according to §3 (1) GmbHG (Limited Liability Company Act Austria) c. Appointing one of the Managing Directors as University Director and member of the University Board. d. Decisions on budget allocation to the University. e. Decisions about establishing subsidiaries. f. Appointment of the members of the University Council according to Art. II §6. g. Confirmation of decisions by the University Board with significant economic impact according to Art. IV §7.	
Article IV. University Board §1. The University Board is the executive body of Modul University Vienna. It consists of three seats occupied by natural persons, each with one vote, who each exercise individually one of following roles: • The President, • The Executive Vice-President, • The University Director. §2. The University Board meetings take place on a regular basis. The President is responsible for directing academic affairs, in particular Modul University Vienna's program of teaching and research. The University Director is responsible for the commercial management of the University, for all economic, financial, and	Composition: Updated titles of executive roles; Managing Director replaced by University Director, and Executive Vice-President added. Responsibilities: Academic and commercial duties clarified; operational and academic decisions now jointly made by Board members. Minimum frequency of meetings stated. Deputy Roles: Simplified delegation structure for absences; clearer representation for University Director. Decision-Making: Unanimous and majority vote requirements clarified; cross-references to University Council and General Assembly updated.

administrative matters, as well as the personnel decisions necessary for administrative operations. (1) Notwithstanding this division of responsibilities, all decisions are made jointly by the University Board. All executive roles operate under the authority delegated by the Board. A simple majority finalizes resolutions unless another majority is stipulated within the following terms. (2) The members of the University Board have signatory authority over the assigned functions in line with Art. V §11 and any other underlying regulation concerning the University Director. (3) The members of the University Board may decide to delegate their tasks. The responsibilities stay with the respective board member. §3. If prevented from performing their duties, the President is deputized by the Executive VicePresident. The University Director is represented by another managing director or employee who has been granted power of attorney by the General Assembly, or by the Head of Finance until the General Assembly has appointed a further or new University Director. One member has one vote, without regard to the members deputized by the same person. §4. The University Board is responsible for: (1) Drafting changes and/or amendments for resolution by the University Senate to the University's constitution regarding academic affairs and informing the University Council about proposed changes and/or amendments. (2) Drafting and revising at least every three years, following consultation with the University Senate, the University's development plan and organizational plan for resolution by the University Council. (3) Drafting proposals, following consultation with the University Senate, for resolution by the University Council for the introduction, accreditation, change, or discontinuation of study degree programs. (4) After consultation with the University Senate and approval by the University Council, submitting applications for accreditation. (5) Passing resolutions on the members of the Admissions Committees and admitting students recommended by the Admissions Committees to degree study programs. (6) Awarding academic degrees and distinctions as defined by the study regulations and the University Constitution. (7) The University	The members of the University Board must be equipped with the necessary legal rights to fulfill their duties in accordance with the Constitution. If the President and/or the Vice-President is/are nominated as Managing Director according to § 3 (1) GmbHG, then the owners must declare them free of instructions for their area of academic responsibilities. Academic Governance: Alignment with development plan, accreditation, study program approvals, and awards consolidated; minor wording changes for clarity. Staff Appointments: Managing Director's role replaced by University Director in administrative and academic staff appointments; procedures simplified. Economic Decisions: Significant financial resolutions continue to require approval by the General Assembly; phrasing updated for clarity. Editorial Adjustments: Terminology and references harmonized across new constitution; minor wording revisions for readability.
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Board is responsible for aligning all operational and academic activities with the university's development plan and budget framework, subject to final approval by the University Council or the General Assembly where required. (8) Passing resolutions for new non-degree courses, study programs, or amendments to regulations of existing non-degree programs. (9) Passing resolutions on rules and administrative processes related to all affairs of the University that are not explicitly listed as tasks of other University bodies (e.g. setting the academic calendar, initiation of quality-assurance measures, applying for accreditation extension). Contracts with external organizations that are of an academic nature require the signature of the President and the University Director.

§5. The following decisions must be decided unanimously: (1) Drafting changes and/or amendments, for resolution by the University Council, to the University's constitution regarding non-academic affairs and informing the University Senate of proposed changes and/or amendments. (2) Passing resolutions on the appointment of new faculty and third-party funded researchers upon the recommendation of Appointments Committees, Heads of Schools, Directors of Research Centers, or project leaders. 9 (3) Passing resolutions on the appointment of external teaching staff upon the recommendation of the Deans, Program Area Directors or the Director of Continuing Education. (4) Passing resolutions on the extension or changes of the term of contracts of faculty, thirdparty funded researchers, and external teaching staff upon the recommendation of the Heads of Schools, Directors of Research Centers, Deans, the Director of Continuing Education or project leaders. (5) Approving the content of public relations and advertising material. (6) Submitting proposals to the University Council for offering degree study programs at new locations. (7) Passing resolutions on fees, discounts, and scholarships.

§6. The University Director appoints and discharges or changes contractual terms of academic administrative staff after consultation with the other members of the University Board. In other cases, notifications are sufficient.

§7. Decisions of the University Board that have significant economic implications require the approval by the General Assembly of Modul University Vienna GmbH.	
Article II. University Council §1. The University Council represents Modul University Vienna’s interests and supports the University Board with the development of Modul University Vienna. §2. The term of the University Council is five years. §3. The University Council consists of the following ordinary members: a. four representatives of the owners b. two representatives of industry or public institutions c. two representatives of other universities or research institutions §4. Extraordinary members with an advisory function are: a. members of the University Board a. §5. The University Council can summon additional extraordinary members with an advisory function. §6. The General Assembly of Modul University Vienna GmbH appoints the owners’ representatives and the industry or public institution’s representatives. After consultation with the University Senate, the University Board appoints representatives from other universities or research institutes. Reappointment is permitted. The appointing parties are entitled to recall their appointees from office by specifying a cause, but they are obliged to do so with immediate effect in the event of justified loss of confidence, serious breach of duty, criminal conviction, a lack of physical or mental ability, or other behavior that makes further cooperation 4 unreasonable. They must also ensure the immediate appointment of a new member of the University Council to take their place. All members of the University Council are informed about their responsibilities and sign a nomination decree with a conflict-of-interest clause. §7. From among the ordinary members of the University Council, a simple majority elects the chairperson of the University Council.	Term of Office: Explicitly sets the term to five years; reappointment rules clarified. Composition: Ordinary and extraordinary members clearly distinguished; advisory roles updated. Appointment & Recall: Appointment process refined; consultation with University Senate introduced; conflict-of-interest declaration added. Leadership: Chairperson election remains by simple majority; minor procedural clarifications. Duties & Authority: Responsibilities updated to clarify roles in academic/non-academic resolutions, President/Vice-President elections, and study program decisions; consultation with University Senate added for certain actions. Voting & Quorum: Voting rules clarified, including strategic/economic decisions; written invitations with agenda now required. Procedures & Transparency: New provision on defining and publishing Council procedures for decision recording and communication.

§8. The University Council serves to: (1) Pass resolutions proposed by the University Board on changes and/or amendments to the University's constitution where non-academic affairs are concerned. (2) Pass resolutions on the University's development plan and organization plan proposed by the University Board. (3) Elect the President from the candidates proposed by the University Senate based on Art. V §9. (4) Appoint Vice-Presidents selected by the President and after consultation with the University Senate according to Art. V §11. (5) Recall the President and/or a Vice-President from office on the grounds of justified loss of confidence, serious breach of duty, criminal conviction, a lack of physical or mental ability, or other behavior that makes further cooperation unreasonable. The University Senate must be informed and invited to provide an opinion. (6) Pass resolutions on the introduction and discontinuation of degree study programs if proposed by the University Board after consultation with the University Senate. (7) Pass resolutions on offering degree study programs at new locations.

§9. Each ordinary member of the University Council has one vote. The University Council has a quorum if at least 50% of its members are present when the resolution is brought to a vote. The University Council passes its resolutions by a simple majority of the votes cast by the members present when the resolution is voted on. Resolutions of a strategic scope or of significant economic impact also require a simple majority of the votes of the representatives of the owners in the University Council. Abstentions do not count. In the event of a parity of votes, the vote of the chairperson is decisive. The University Council is convened by its chairperson. Each member is entitled to demand that the chairperson convenes the University Council. The invitation, including an agenda, must be sent in writing to the other members at least seven days in advance.

§10. The University Council defines roles and procedures for its operation, in particular how it records its decisions and communicates them to other bodies of the University. The rules and procedures of the University Council must be accessible to all employees of the University. When no rules and procedures for the

University Council exist, the rules and procedures for the University apply analogously.	
Article VI. Deans §1. As outlined in the development plan of the University, the degree study programs offered by Modul University Vienna are organized by different academic levels: undergraduate, graduate, and post-graduate. Each degree study program is assigned to one particular academic level. §2. The Deans are the directors of all degree study programs and affiliated foundation programs of one academic level. The Deans are responsible within the scope of their authority for all matters concerned with instruction within their degree study programs. The University Senate elects the Deans for the undergraduate programs from among the Full and Associate Professors and the Senior Lecturers. The Deans for all other academic levels are elected from among the Full and Associate Professors. Elections must follow a call for application to all eligible candidates. Further regulations on the process and the election rules must be stipulated in the Rules of Procedure. §3. Deans are elected for a period of three years. Re-election is permitted. The election of a Dean requires the approval of the President. If this approval is not given, the election must be repeated. If the re-election does not lead to a new result, the President may appoint a Dean. In all cases, the President must provide a reason on why a Dean was not approved. §4. In the case of justified loss of confidence, conflict of interest, serious breach of duty, criminal conviction, a lack of physical or mental ability, or other behavior that makes further cooperation unreasonable, the University Senate may release the Dean from their duty upon proposal by the University Board. §5. The Deans must: (1) Represent the corresponding degree study programs with respect to the other university bodies. (2) Deal with the regular affairs of the degree study programs. (3) Harmonize the work of the degree study programs with the university's development goals. (4) Be responsible for the academic and	Scope: Deans now oversee both degree study programs and affiliated foundation programs. Election Process: Election rules clarified with call for applications, Presidential approval, and provisions for repeated elections or appointments. Term & Re-election: Term remains three years; re-election permitted; conditions for removal in case of loss of confidence or misconduct added. Duties: Responsibilities largely unchanged but reorganized and slightly expanded, including teaching staff appointments, collaboration with global campuses, and quality assurance. Delegation: Program Area Directors can now be assigned additional functions; explicit inclusion of foundation programs in delegation. Procedural Updates: References to rules of procedure and conference responsibilities updated; minor editorial adjustments for clarity.

pedagogical orientation of the degree study programs in collaboration with the University Board. (5) Make decisions on the interruption of studies. (6) Share experiences and exchange best practices with their counterparts at Modul University Global Campuses and report their findings to the President on a regular basis. (7) Be responsible for the resources at their disposal. (8) Participate in selecting students according to the admissions criteria of the respective degree study programs. (9) Chair conferences that are relevant to degree study programs as stipulated in Art. XI-XIII. 12 (10) Decide on waiving retake and study extension fees in exceptional cases. (11) Ensure that the teaching program complies with the curriculum. (12) Assure the quality of teaching within the degree study programs. (13) Assign the teaching staff to the courses following consultation with the Heads of Schools. (14) Select external lecturers for degree study programs and affiliated foundation programs. The appointments are made by the University Board. §6. For the combination of the degree study programs and affiliated foundation programs that are connected by their content (modules), the Dean can assign the functions named in §5 lit. 11-14 to a Program Area Director. The Dean appoints the Program Area Directors from among the faculty who hold a doctorate.	
Article VII. Schools §1. The University Board implements the academic organizational structure of schools and research centers according to the University's organizational plan. The purpose of the schools is to conduct research to further develop the academic knowledge of their discipline and to disseminate knowledge via study degree programs offered by the University.	Purpose: Wording updated to clarify that schools conduct research and disseminate knowledge via study programs; research centers focus on interdisciplinary collaboration and funding acquisition. Election of Heads: Election process now requires approval by the President; provisions for repeated elections or appointments added. Term & Re-election: Term remains five years; re-election permitted; minor procedural clarifications added.

§2. The Heads of Schools are, in the framework of their authority, responsible for the development of research and human resources within their school. The Heads of Schools are elected by the respective school's academic staff from among its Full and Associate Professors for a term of five years. Re-election is permitted. Each member of the academic staff is entitled to one vote. The school has a quorum if at least 50% of its members are present when the resolution is voted on. The school passes its resolution by a simple majority of the votes of the present members. Abstentions do not count. In the event of a parity of votes, the longest serving member of the academic staff makes the decisive vote. The election of the Head of Schools requires the approval of the President. If this approval is not given, the election must be repeated. If the re-election does not lead to a new result, the President may appoint a Head of School. In all cases, the President must provide a reason on why the approval was not provided. §3. The Heads of Schools' functions are: (1) Representing the school with respect to the other University bodies; (2) Dealing with the regular affairs of the school; (3) Harmonizing the school's activities in the areas of research, services, and sustainable development with the University's development goals; (4) Responsibility for the compliance of the school's academic staff with their teaching load, in cooperation with the respective Deans and Program Area Directors; (5) Assuring the quality of the school's activities; (6) Responsibility for and supervision of the academic staff assigned to him/her; (7) Responsibility for the resources at their disposal.	Duties: Responsibilities of Heads of Schools largely unchanged; wording updated for clarity and consistency with development plan and teaching load compliance. Research Centers: Heads appointed by University Board; responsibility framework clarified; emphasis on third-party funding targets added. Procedural Updates: Minor editorial and structural adjustments for clarity; references harmonized across constitution.
Article V. The President's Team §1. The President's Team consists of the President and up to three Vice-Presidents. §2. The term of the President's Team is five years starting with the appointment date of the President. Re-elections are possible. §3. The position of President must be publicly advertised by the University Council. The University Council is responsible for drafting the call and consults its contents with the University Senate before publishing it no later than ten months before the	<i>*This is a new article which was incorporated in the constitution, in order to offer clarifications regarding the president's team and their functionalities.</i>

position is expected to become vacant, or within two months of the date of dismissal or declaration of resignation of the President. Only a person with international experience, knowledge of the Austrian and European university system, and the ability to manage a university can be elected as President.

§4. If at the request of the University Council, the current President expresses an interest to serve for another term at least ten months before the end of the current term, then after consultation with the University Senate, the University Council can once prolong the President's term by another five years. In this case no public call is required.

§5. In case of a public call, the University Council establishes a selection committee that will manage the search process for the position of President. The selection committee consists of five members, two appointed by the University Council and two appointed by the University Senate. These four members need to agree unanimously on a fifth member who will become the chairperson of the selection committee. If the four members cannot agree on a person in their first meeting, then the University Council appoints the fifth member, who then becomes the 10 chairperson. The selection committee's administrative work is organized and supported by a member of the human resources department appointed by the University Board.

§6. The selection committee will screen the applicants and compile a short list of at least three candidates. If there are fewer than three applicants, the short list can have fewer than three candidates. The selection committee communicates the process, the selection criteria, and the resulting short list in a written report to the University Council and to the University Senate.

§7. The University Council provides the budget for the recruitment process.

§8. The University Senate evaluates the shortlisted candidates and proposes a ranking of the candidates to the University Council.

§9. The University Council elects the President from the shortlisted candidates based on all the available information. The chair of the University Council negotiates with the recommended candidate.

§10. At any time, if the University Council and the University Senate conclude that none of the shortlisted candidates fulfill the qualifications or no candidate accepts the offer negotiated with the University Council for the position of President, the University Council must establish a new selection committee and restart the process.

§11. Vice-Presidents, including the Executive Vice-President, are appointed by the University Council, after consultation with the University Senate, based on the nomination submitted by the President. The President assigns an area of responsibility to every Vice-President. In case the President has no employment history with the University in a senior academic position (Full or Associate Professor), then the Executive Vice-President must hold an academic appointment at the university at the time of nomination.

§12. The function of a Vice-President ends with the expiry of the term of the President's Team, with the termination of the Vice-President's employment at the University, with the VicePresident's resignation from office, or with the Vice-President's dismissal from office by the University Council according to Art. II §8 (5).

§13. When the function of a Vice-President ends, the President may nominate a new VicePresident in line with §11 or reassign the responsibilities among any remaining Vice-Presidents. If the function of the Executive Vice-President ends, the President must nominate a new Executive Vice-President in line with §11.

§14. If the President's position becomes vacant before a new President has been elected, the Executive Vice-President absorbs the President's duties as Interim President until a new President is elected. If the Executive Vice-President's position is or becomes vacant at the same time, the University Council appoints the Interim President after consultation with the University Senate. The University Council makes sure that a call is published in line with §3.

§15. The Interim President's term is limited to twelve months, and after this period the longest serving Dean takes over as Interim President. 11 §16. If temporarily prevented from performing their duties, Vice-Presidents are deputized by the President or another Vice-President, as decided by the University Board.	
Article III. University Senate §1. The Senate is the University's central body of academic self-administration and the representation of employees in internal discussions. It has the right to participate and the obligation to contribute to the development of all academic affairs, the organization of research and study degree programs (consecutive and continuing education degree programs), and the appointment of university bodies. §2. The University Senate consists of a. six members from and elected by the group of the Full and Associate Professors; b. six members from and elected by the group of all other faculty members; c. three members from and elected by the group of all administrative staff; d. one member from and elected by the group of all non-faculty researchers; e. four student representatives, nominated by the University's representatives of the Austrian National Union of Students (ÖH). §3. Members of the University Board cannot be members of the University Senate at the same time. §4. The members of the University Board are invited to Senate meetings and participate in an advisory function. When teaching related items are on the agenda of the Senate meeting, Deans are invited to the Senate meetings and participate in an advisory function, unless they are an elected member. §5. Each member of the University Senate is entitled to a vote. The University Senate has a quorum if at least 50% of its members entitled to a vote are present when a resolution is voted on. Unless otherwise stipulated in the University's constitution, the University Senate passes its resolutions by a simple majority of the votes of the members present when a resolution is voted on. Abstentions do not	Role and Purpose: Clarified as the central body of academic self-administration and internal communication; explicit obligations for participation in academic affairs and appointment processes. Composition: Members of the University Board no longer vote; Deans participate in teaching-related matters; student nomination references updated. Elections: Member elections occur every three years via secret ballot; procedures for substitutes and temporary members clarified. If a Dean has not been elected to the University Senate, then he/she has only an advisory vote. Chairperson: Election of chairperson and vice-chairperson specified; term aligned with Senate term; provisions for interim leadership added. Voting & Quorum: Rules clarified for quorum, parity votes, and vote delegation; voting majorities for strategic/academic matters explicitly defined. Functions: Responsibilities updated and consolidated, including resolutions on statutes, development plans, promotions, appointments, degree programs, honorary awards, and communication with University Board and Council. Procedural Updates: Convening rules revised; agenda and written invitation requirements standardized; additional procedural powers for Senate included.

count. In the event of a parity of votes, the resolution is voted on by the group of Full and Associate Professors. In the event of another parity of votes, the chairperson makes the decisive vote. In case of absence, the vote can be transferred to another group member. If this group member is not an elected member of the Senate, then they become a temporary member of the Senate as long as they hold the transfer vote. No member of the Senate can have more than two votes.

§6. If an elected member of the University Senate leaves the University, changes to a different group, has requested to be on leave or is on leave for a period longer than six months, a new member is elected (or, in the case of the student representatives, nominated) by the respective group listed in §2.

§7. The members in §2 a-d are elected every three years via secret balloting by their respective peers. §8. In its constituent meeting or whenever the position becomes vacant, the Senate elects a chairperson and a vice chairperson from the elected members in §2 a-b, following an open call for application, including the transparent presentation of the process and the election rules. If no chairperson has been elected, the member of group §2 a-b who is the longest-serving employee of the University holds the chair until a chairperson has been elected. The chairperson of the Senate convenes and chairs the meetings of the University Senate and represents the University Senate to other University bodies and third parties.

§9. The term of the chairperson and the vice chairperson of the University Senate ends with the term of the senate, with resignation, with the termination of their employment at the University or when the University Senate elects a new chairperson. To be valid, the election of a new chairperson must be an explicit agenda point in the invitation to the respective Senate meeting.

§10. The University Senate is convened in written form and with the specification of an agenda by its chair at least twice per semester. It is also convened if at least six members, stemming from at least two groups (§2 a-f) request this in writing and

specify an agenda. At least one week must elapse between the posting of the invitation to the University Senate and the date on which the University Senate is held. The University Senate may decide on further rules of procedure.

§11. The University Board provides a report about important developments since the last meeting to every Senate meeting and is available for questions and discussion.

§12. The functions of the University Senate include: (1) Passing resolutions on changes and/or amendments to the University's constitution on issues related to academic affairs proposed by the University Board. (2) Commenting on the University's development plan and organization plan, which are drafted by the University Board. (3) Passing resolutions on guidelines for promotion to Associate and Full Professor, which in addition to a simple majority of the University Senate, require a simple majority of the votes of the Full and Associate Professors present when the resolution is voted on. Topics involving the responsibilities of the University Board require the consent of the University Board. (4) Passing resolutions on guidelines for appointments of Professors, which, in addition to a simple majority of the University Senate, require a simple majority of the votes of the Full and Associate Professors present when the resolution is voted on. Topics involving the responsibilities of the University Board require the consent of the University Board. (5) Nominating the faculty representatives on promotion and habilitation committees for approval by the President, which, in addition to a simple majority of the University Senate, requires a simple majority of the votes of the Full and Associate Professors present when the resolution is voted upon. (6) Electing the professor representatives, the representative of the other faculty, as well as the chairperson of each Appointments Committee according to Art. XVIII §7. (7) Electing the representatives of faculty and administrative staff on the Studies and Examinations Committee, the Inclusion, Diversity and Equity Committee, the chair of the Examination Regulation Conference, and working groups decided by the University Senate. 7 (8) Evaluating the shortlisted candidates for the position or

function of the President and proposing a ranking to the University Council (Art. V §8). (9) Providing an opinion to the University Council on candidates for Vice-President nominated by the President (Art. V §11). (10) Applying or providing an opinion to the University Council for the discharge of the President or a Vice-President from office with immediate effect on the grounds of justified loss of confidence, serious breach of duty, criminal conviction, a lack of physical or mental ability, or other behavior that makes further cooperation unreasonable. (11) Passing resolutions on conferring honorary awards after consultation with the University Council. (12) Defining the requirements for academic degrees and distinctions. Passing resolutions on regulations for new degree study programs or amendments to regulations of existing degree study programs, which, in addition to a simple majority of the University Senate, require a simple majority of the votes of the Full and Associate Professors present when the resolution is voted on. Topics involving the responsibilities of the University Board require the consent of the University Board.	
Article X. Studies and Examinations Committee §1. The Studies and Examinations Committee is responsible for ensuring compliance with good scientific and artistic practice and ethical standards. To be able to properly judge a specific case, the committee can obtain (external) expert opinions, subject to previous alignment with the University Board concerning the funding involved. Forms of non-compliance with good scientific or artistic practice constitute scientific or artistic misconduct. In any case, scientific or artistic misconduct qualifies if someone: (1) Obstructs or sabotages the research or artistic activities of other persons; (2) Uses unauthorized aids, including the improper use of artificial intelligence applications; (3) Makes unauthorized use of another person in the preparation of a written work or examination or in the preparation of an artistic work or makes use of a commissioned work prepared by a third person (ghostwriting); (4) Adopts texts, ideas or artistic works in whole or in part and passes them off as their own, in particular if someone uses text passages, theories,	Role and Purpose: Responsibilities updated to include ensuring compliance with good scientific and artistic practice, ethical standards, and academic misconduct provisions. Composition: Student representatives clarified to be appointed by the Austrian National Union of Students; professor and faculty representatives elected by University Senate. Election & Term: Term remains three years; procedures for replacement and re-election clarified. Chairperson: Chair elected from professor representatives; retains decisive vote in case of tie. Duties: Expanded to include monitoring academic misconduct, suggesting termination of study contracts, reporting to University Board, and consultation for students and examiners.

hypotheses, findings or data by direct, paraphrased or translated adoption without appropriately identifying and citing the source and the author (plagiarism); (5) Invents or falsifies data or results. §2. Provisions regarding the measures to be taken in the event of academic or artistic misconduct, in particular in the context of seminar and examination papers, theses and academic and artistic papers, are to be included in the Examination Regulations. §3. The Studies and Examination Committee suggests to the President the termination of the study contract if the academic or artistic misconduct of a student is serious and the student has acted intentionally, in accordance with § 2a of the Austrian Higher Education Quality Assurance Act (HS-QSG). §4. The Studies and Examinations Committee consists of two professor representatives, two other faculty members, and two student representatives. The University Senate elects the representatives of the professors and the other faculty on the Studies and Examinations Committee. The University's representatives of the Austrian National Union of Students (ÖH) appoint the student representatives. At its initial meeting, the committee elects one of the two professors as the chairperson. §5. The duration of the members' term of office is three years. A new member is elected by the University Senate for the rest of the term if one of the members of the Studies and Examinations Committee resigns from their position. Re-election is possible. §6. The Studies and Examinations Committee is convened by the chairperson and has a quorum if the chairperson and two additional members are present. The Studies and Examinations Committee passes its resolutions with a majority of the valid votes cast. Abstentions count as votes that have not been cast. In the event of a parity of votes, the chairperson makes the decisive vote. §7. The chair of the Studies and Examinations Committee ensures that the examination regulations are continuously developed and complied with. The	Conflict of Interest: Members must disclose and exclude themselves from matters involving potential conflicts of interest. Access & Oversight: Members can attend assessments and examinations at any time; reporting obligations specified. Confidentiality: Members remain under an oath of confidentiality, with exceptions for required reporting.
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committee reports at least once a semester to the University Board on the outcome of the cases. §8. All students and examiners at Modul University Vienna can consult the Studies and Examinations Committee. §9. Members of the Studies and Examinations Committee should disclose any potential conflict of interest and must exclude themselves from dealing with matters that could involve them in a conflict of interest. §10. The members of the Studies and Examinations Committee can attend any assessment or examination at any time. §11. The members of the Studies and Examinations Committee are under an oath of confidentiality except for their obligation to report on their decisions.	
Article XI. Degree Study Program Conferences §1. New academic regulations, or changes of academic regulations, related to degree study programs of the University, except the Examination Regulations and Student Code of Conduct, are discussed and proposed by the Undergraduate, Graduate, or PhD Study Program Conference. It serves as a platform for information and as a tool of quality management for degree study programs. §2. The members of the Study Program Conference are the Dean, all faculty members who have taught or will be teaching in the previous, current, or next semester in the respective degree 15 study programs, the respective Program Managers, all Full and Associate Professors, the Internship Coordinator (if any of the degree study programs covered by the Degree Study Program Conference includes an internship opportunity), and two student representatives. All members of the Degree Study Program Conference have one vote. The Dean can invite external lecturers and other stakeholders with relevant information to specific cases in an advisory capacity. §3. The Degree Study Program Conference is convened by the Dean and has a quorum if a minimum of three other faculty members are present. The Degree Study Program Conference passes its resolutions with a majority of the valid votes	Purpose: Clarified to include PhD programs; retains role as platform for information and quality management. Composition: Wording updated to allow external lecturers and other stakeholders to participate in an advisory capacity. Voting & Quorum: Rules largely unchanged; quorum defined as minimum of three faculty members; Dean holds decisive vote in case of parity. Reporting: New requirement added for the Dean to provide minutes to the University Senate and University Board within four weeks. Terminology: Minor editorial adjustments for consistency.

cast. Abstentions count as votes that have not been cast. In the event of a parity of votes, the Dean casts the decisive vote. §4. The respective Dean must provide the minutes of the Conference to the University Senate and the University Board within four weeks.	
Article XII. Examination Regulation Conference §1. The Examination Regulation Conference proposes changes in the Examination Regulations and Student Code of Conduct. The Conference serves as a platform for information and as a tool of quality management for all rights and duties of students related to their studies in any of the degree study programs offered by the University. §2. The members of the Examination Regulation Conference are the Deans, a representative of the Studies and Examinations Committee nominated by its chair, the head of quality management nominated by the University Board, one representative of the Academic Office nominated by the President, and two student representatives. The Deans and the representative of the Studies and Examination Committee have one vote. All other members of the Examination Regulation Conference have an advisory vote. The chair of the Conference is elected by the University Senate from among all Deans of Modul University Vienna. The chair can invite informants with an advisory vote. §3. The Examination Regulation Conference is convened by the chair and has a quorum if a minimum of two Deans and two other members are present. The Examination Regulation Conference passes its resolutions with a majority of the valid votes cast. Abstentions count as votes that have not been cast. In the event of a parity of votes, the chair casts the decisive vote. §4. The chair of the Examination Regulation Conference must provide the minutes of the Conference to the University Senate and the University Board within four weeks.	Purpose: Wording clarified to consistently reference Examination Regulations and Student Code of Conduct; role as platform for information and quality management unchanged. Reporting: New requirement added for the chair to provide minutes to the University Senate and University Board within four weeks. Terminology: Minor editorial adjustments for clarity and consistency; no substantive changes to roles or responsibilities.
Article XIII. Semester Conference	Composition: Addition of one member of the Academic Office with advisory vote; Dean may invite other faculty/staff in advisory capacity.

§1. If stipulated by the study regulations, a Semester Conference is held for each degree study program at the end of every semester. If not stipulated by the study regulations, the functions of the Semester Conference are taken by the Dean. 16 §2. The Semester Conference is the body deciding on a student's termination of enrolment due to academic reasons (to be executed by the University Board). §3. The members of the Semester Conference are the Dean, all members of the teaching staff for the respective semester and degree study program, one member of the Academic Office, and two student representatives. The Dean and each member of the teaching staff have one vote; the member of the Academic Office and the student representatives have an advisory function. The Dean may invite other faculty and staff with an advisory function. §4. The Semester Conference is convened by the Dean and has a quorum if a minimum of three other members of the teaching staff are present. The Semester Conference passes its resolutions with a majority of the valid votes cast. Abstentions count as votes that have not been cast. In the event of a parity of votes, the Dean makes the decisive vote. §5. Members of the Semester Conference must recuse themselves from matters that may involve a conflict of interest. All discussions within the Conference are to be treated as confidential. §6. The chair of the respective Semester Conference must provide the decisions of the Conference to the University Board within one week.	Reporting: New requirement for the chair to provide the Conference's decisions to the University Board within one week.
Article XIV. Admissions Committee §1. The University Board appoints an admissions committee for each individual degree study program. §2. They are comprised of the Dean of the respective degree study program responsible for examining academic qualifications, as well as one representative of the administrative staff who is responsible for examining the formal criteria. A student representative with a consultative vote may be nominated by the Student Union to participate in the Admissions Committee. Decisions are made by simple	Decision-making: New clarification: decisions by simple majority; in case of tie, University Board decides. Confidentiality: Explicitly stated that all participants are subject to strict confidentiality. Function: Minor wording update; still assesses applications based on academic and formal criteria.

majority. In the event of a tie, the University Board will decide whether to accept a candidate. All participants are subject to strict confidentiality. §3. The function of the Admissions Committee is to assess the applications for admission to degree study programs at the University according to the stipulated academic and formal criteria. §4. If necessary, a ranking system with waiting lists will be applied. §5. There is no right of appeal against the decisions made by the Admissions Committee. §6. The President is responsible for the formal admission of students. §7. Applicants who feel they have been discriminated against during the application process may inform and lodge a complaint with the Inclusion, Diversity and Equity Committee. §8. Rules of procedure for the admissions committee are published by the University Board.	Complaints: Minor wording update; applicants now lodge complaints with the Inclusion, Diversity and Equity Committee (IDEC), reflecting the change from the previous Inclusion and Diversity Committee (IDC). Procedures: New requirement for University Board to publish rules of procedure for the Admissions Committee.
Article XV. Inclusion, Diversity and Equity Committee §1. The Inclusion, Diversity and Equity Committee consists of five staff members, of whom at least two must be women, elected by the University Senate for a period of two years. In matters pertaining to the student body of the university, the committee may invite two representatives of the Union of Students at the University (MU ÖH) to aid in such matters. The Committee may decide on additional guests with an advisory vote. The Inclusion, Diversity and Equity Committee elects one of its members as its chair (known as the Diversity Manager) by a simple majority. The chair then acts as the coordinator of its actions and as the primary contact person of the committee for people and bodies outside the university. Additionally, the committee appoints a Special Needs Coordinator who serves as the primary contact person for issues concerning disability. The Special Needs Coordinator is elected by a simple majority.	Composition: Five staff members elected by the University Senate for two years, at least two of whom must be women; may invite two student representatives from the Student Union (MU ÖH) with advisory vote; additional guests may be invited with advisory vote. Leadership: Committee elects one member as chair (Diversity Manager) by simple majority; chair coordinates actions and is primary contact for external requests. Special Needs Coordinator appointed by simple majority to handle disability issues. Affirmative Action: Committee proposes an Affirmative Action Plan to the University Senate and monitors compliance after approval. Guidelines for Students with Special Needs: Committee proposes procedures to the University Senate and implements approved guidelines. Reporting: Chair provides a summary of the committee's activities once per academic year to the University Board and University Senate, respecting confidentiality obligations.

§2. The Inclusion, Diversity and Equity Committee proposes to the University Senate an Affirmative Action Plan and monitors the plan's compliance after its approval. §3. The guidelines about the procedure for students with special needs are proposed to the University Senate by the Inclusion, Diversity and Equity Committee and the Committee additionally implements the guidelines approved by the University Senate. §4. The chair of the Inclusion, Diversity and Equity Committee provides a summary of the activities once per academic year to the University Board and University Senate in compliance with the confidentiality obligations.	Name Change: Reflects the change from Inclusion and Diversity Committee (IDC) to Inclusion, Diversity and Equity Committee (IDEC).
Article XVI. Institutional Review Board §1. The Institutional Review Board (IRB) is the independent ethics committee by the University to protect and ensure the rights of human subjects who participate in research conducted at Modul University Vienna and its subsidiaries. The IRB facilitates this objective by reviewing and/or modifying and ultimately approving or rejecting the data collection procedures and instruments submitted by researchers, lecturers, and students. No data collection from human subjects shall take place before gaining approval from the IRB, which is based on compliance with relevant Austrian and EU laws and regulations as well as the Belmont Report for international purposes. §2. The IRB consists of three faculty members including at least one Full or Associate Professor that are elected by the University Senate for a period of three years. §3. The IRB is convened by the chair and has a quorum if a minimum of two members are present. The IRB passes its resolutions on the quality assessment criteria with a majority of the valid votes cast. Abstentions count as votes that have not been cast. In the event of a parity of votes, the chair casts the decisive vote. §4. The chair of the IRB provides a summary of the activities once per academic year to the University Senate and the University Board.	<i>*New article.</i> Today, universities are required to have an IRB if they want to apply for research funding. The IRB is a standing committee that has been established by the University Senate for many years and has proven to be a very successful institution.
Article XVII. Open Office	<i>*New article.</i>

§1. The purpose of the Open Office is to enhance the academic experience of all students by offering academic mentoring, a process which falls under the responsibility of the Deans. The Open Office consists of three Academic Mentors, who are appointed unanimously by the Deans from among the faculty. The representation of different genders in the Open Office must be ensured. §2. The role of the Open Office is to support and advise students during their time at MU. Students may approach Open Office mentors with questions and concerns related to their studies and/or personal issues. Academic Mentors are key stakeholders in the Special Needs Process hosted by the Inclusion, Diversity and Equity Committee. Academic Mentors offer their mentoring to low performing students when identified by the Dean and can act as informants in the Semester Conference if their mentees allow them to share relevant information with the Semester Conference. The Open Office can publish further details of their activities in the Quality Management Handbook of the University. §3. The chair of the Open Office provides a summary of the activities once per semester to the Deans and the University Board in compliance with the confidentiality obligations.	The Open Office is an invention of the faculty and has been an important facility to support the mental well-being of students for many years.
Article XVIII. Procedures for Appointing Staff §1. Each new position at the University is to be publicly advertised by the University Board, within Austria and abroad. Exceptions are possible for temporary positions when the cumulative period of work does not exceed six months, for marginal employments according to §5 (2) ASVG (Labor Social Security Act Austria), and for exceptions stipulated in the University Constitution. §2. Every job call must be reviewed by the Inclusion, Diversity and Equity Committee prior to being published. The period during which a position is to be advertised must be at least three weeks for academic positions and one week for administrative positions. §3. For University Lecturers, Senior Lecturers, and Assistant Professors, the Head of School in question will prepare the text for advertising the post (advertising text,	Scope: Procedures are expanded from academic staff only to include both academic and administrative positions. For reasons of simplicity, the previous articles XIII (“Appointment Procedures for Academic Staff”) and XIV (“Appointments Committee”) have been merged into one article (“Procedures for Appointing Staff”). Advertising Exceptions: Additional exceptions to public advertising are introduced, including marginal employment under §5 (2) ASVG and exceptions defined in the University Constitution. Diversity Oversight: Review of job advertisements shifts from the Diversity Manager to the Inclusion, Diversity and Equity Committee, with explicit responsibility for non-discrimination checks.

media and period during which the post is to be advertised, statement of the Inclusion, Diversity and Equity Committee) and a report including a justified recommendation to the President regarding appointment. For Junior Faculty (Researchers and Lecturers), the Dean of the PhD program will assume these tasks in collaboration with the Head of the respective School. For third-party funded Researchers, the respective Director of Research Center or project leader will assume these tasks. §4. Employment contracts are concluded as defined in Article IV § 5 (4) and §6. §5. Full and Associate Professors are appointed upon the proposal of an independent Appointments Committee. 19 §6. Each Appointments Committee consists of three Full Professors, one Associate Professor, one member of the other faculty, and one student representative. In the Appointments Committee there shall be proven expertise in the scientific field specified in the call. If there is insufficient expertise within the University, Full and Associate Professors from other universities must be invited. §7. The President nominates and the University Senate elects the professor representatives, the representative of the other faculty, as well as the chairperson of the Appointments Committee. The President must submit an alternative proposal as soon as possible but no later than fourteen days, if the Appointments Committee is not elected by the University Senate. The new proposal by the President cannot be rejected by the Senate. §8. Student members are nominated by University's representatives of the Austrian National Union of Students (ÖH). §9. At the first meeting, the committee members may elect a different chair from among the Full and Associate Professors. §10. The Appointment Committee's administrative work is organized and supported by a person of the University's human resources department appointed by the President.	Advertising Periods: Minimum advertising periods are differentiated, with three weeks for academic positions and one week for administrative positions. Roles in Drafting Calls: Preparation of job announcements is more clearly structured, including collaboration between Heads of Schools, Deans, Research Center Directors, and the Inclusion, Diversity and Equity Committee. Appointments Committee: A detailed and standardized composition of the Appointments Committee is introduced, including professors, other faculty, student representation, and external experts where needed. Election and Nomination Process: The procedure for nominating and electing Appointments Committee members is formalized, with defined roles for the President and University Senate. The Committee may decide on a different chairperson. Student Representation: Student members are formally nominated by the Austrian National Union of Students (ÖH). Procedural Rules: Detailed rules are introduced for convening meetings, quorum requirements, voting procedures, and ballot voting. External Assessment: Mandatory involvement of three external assessors for Full and Associate Professor appointments is introduced. Presidential Oversight: The President's role is expanded to include information rights, rejection of flawed procedures, and the ability to terminate or relaunch appointment processes. Candidate Presentations: Candidates must be given the opportunity to present themselves to all university employees, not only to academic units. Appointment Proposal: Appointment proposals must include a ranked list of candidates, with justification required for deviations from the standard number. Venia Docendi: Expiry of the teaching license is clarified and linked to a period of more than five years without teaching activity, unless justified.
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§11. The committee is convened by its chairperson. The invitation must be sent in writing to the other members at least one week in advance.

§12. Each member of the committee is entitled to one vote. The committee has a quorum if at least two-thirds of its members are present when the resolution is put to a vote. The committee passes its resolutions with a simple majority of the votes of the members present when the resolution is voted on. Voting is done via a ballot. Abstentions do not count.

§13. The committee prepares the text of the job announcement based on a proposal by the University Board. Each job announcement must be checked and approved for nondiscrimination by the Inclusion, Diversity and Equity Committee. The job announcement must be for a specific position and must include an application deadline.

§14. The members of the Appointments Committee assess the suitability of the applicants for the advertised post of Full or Associate Professor and prepare a short list of candidates. In particular, they must judge whether applicants possess the high level of academic and professional qualifications required for the advertised post (e.g. habilitation or equivalent proof).

§15. The Appointments Committee decides on the short list of candidates based on the application material and on the opinions and experience of its members.

§16. Three external assessors must be commissioned by the committee to evaluate the applicants on the short list. The external assessors evaluate the research and scholarly performance and, in particular, their qualification as Associate or Full Professors in a written report. Additional internal or external assessors may be invited by the committee to assess other areas of activities.

§17. The President must be informed about the shortlist before the committee forwards the applications to the reviewers. If an applicant does not meet the criteria specified in the job advertisement, the President must notify the Appointment Committee.

§18. The President must give all suitable candidates the opportunity to present themselves in an appropriate manner to all employees. §19. Based on the applications, assessor reports, presentations, and opinions, the Appointment Committee prepares a justified appointment proposal containing a ranking of the three applicants who are deemed most suitable for the post . Special reasons must be stated for a proposal containing fewer or more than three candidates. §20. The President selects from the appointment proposal and appoints the successful candidate. §21. If there is evidence that the procedure was severely violated, the President can reject a proposal and request a revision or terminate the process. The President may also decide to relaunch or terminate the process if the proposal does not include any suitable candidates. §22. Upon signing their contract of employment with Modul University Vienna, the Full Professor or Associate Professor acquires the Modul University Vienna teaching license (venia docendi) for the subject for which they have been appointed. They are required to use the title 'Full Professor' or 'Associate Professor' with the suffix "at the private university." §23. The Modul University Vienna teaching license (venia docendi) of a Full or Associate Professor expires when they do not execute teaching activities for more than five years without justification.	
	*Merged with previous Article
Article XIX. Habilitation and Promotion Committees §1. On application and following a habilitation guideline according to Art. III §12 (3), the President of Modul University Vienna can grant a Modul University Vienna teaching license (venia docendi) for an academic subject area proposed by the Habilitation Committee to members of the academic staff with a doctorate who are particularly distinguished in their field of research and teaching. The teaching	Guideline-Based Procedures: Habilitation and promotion procedures are now explicitly tied to guidelines adopted by the University Senate under Art. III §12 (3). Committee Nomination Process: The University Senate now proposes the members of the habilitation or promotion committee, while the President approves the committee and appoints its chair.

license must fall within the scope of Modul University Vienna's areas of specialization or usefully complement the area. The granting of the teaching license is associated with the right to freely practice academic teaching at Modul University Vienna using its facilities, as well as to supervise and assess academic theses. §2. Any member of the academic staff with the rank of Associate Professor whose high level of performance and contributions to the mission of the University can, upon application and following the promotion guideline according to Art. III §12 (3), be granted promotion to the title of Full Professor by the President of Modul University Vienna. §3. The application for the granting of the teaching license or for being promoted to Full Professor is to be addressed to the President. The President must initiate the habilitation or promotion 21 committee and invites the University Senate to propose three Full Professors, one Associate Professor, and one Assistant Professor or Senior Lecturer for the committee. Up to two Full Professors may hold a position at a university other than Modul University Vienna. Student representatives are entitled to appoint one member. §4. Upon the nomination by the University Senate, the President approves the habilitation or promotion committee and names its chairperson. The University Senate must submit an alternative proposal as soon as possible if the committee is not approved. §5. The committee reaches its decision based on the reports and opinions outlined in the guidelines for habilitation and promotion committees, which are decided on by the University Senate. A minimum of three external assessors must be commissioned by the committee to evaluate, in a written report, the research and scholarly performance of the candidate. Additional internal or external assessors may be invited by the committee to assess other areas of activities. §6. Each member of the committee is entitled to a vote. Student representatives can only vote on the teaching qualifications of the applicant. The committee has a	External Representation: Up to two Full Professors on the committee may now come from universities other than Modul University Vienna. Student Voting Rights: Student representatives remain members of the committee, with their voting rights explicitly limited to the teaching qualifications of the applicant. Voting Procedure: Voting is explicitly defined as taking place by secret ballot. Committee Reporting: The committee must submit a comprehensive final report exclusively to the President, including procedural steps, reviewers' reports, feedback, and voting results. Candidate Feedback: A formal final meeting between the committee chair and the candidate is introduced to verbally communicate the outcome and key feedback. Presidential Review Powers: If procedural violations are identified, the President may request the University Senate to propose a new committee rather than directly rejecting the recommendation. Appeal Rights: The exclusion of any right of appeal against the President's decision is reaffirmed and clarified. Titles and Legal Effects: Clarifications confirm that granting <i>venia docendi</i> or promotion to Full Professor does not create or modify an employment relationship with the University.
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quorum if at least twothirds of its members are present when the resolution is put to a vote. The committee passes its resolutions by a simple majority of the votes of the members present when the resolution is voted on. Voting is done via a secret ballot. Abstentions do not count. In the event of a parity of votes, the resolution is rejected.

§7. The committee is convened by its chairperson. The invitation must be sent in writing to the other members. At least one week must elapse between the posting of the invitation and the date on which the constituent meeting of the committee is held.

§8. The committee submits their final report exclusively to the President. The final report contains a description of all key procedural steps, the reviewers' reports, the main feedback from the committee members, and the result of the vote. The chairperson of the committee conducts a final meeting with the candidate where they verbally inform the candidate of the result of the votes and summarize the main feedback from the committee members.

§9 . The President decides on the approval of the teaching license or promotion in accordance with the recommendation of the habilitation or promotion committee. After reviewing the course of the procedure, the President informs the candidate in writing of the final result. There is no right of appeal against this decision. If the President determines that important principles of the procedure were infringed, the President can request the University Senate to propose another committee.

§10. The successful completion of the habilitation procedure entitles the applicant to use the professional title 'Associate Professor' so long as they remain employed by the University, thereafter 'Privatdozent'. The title 'Associate Professor' or 'Privatdozent' is to be used together with the suffix 'at the private university'. The granting of the Modul University Vienna teaching license (venia docendi) neither establishes an employment relationship nor alters any existing employment relationship with Modul University Vienna. 22

§11. The successful completion of the promotion procedure entitles the applicant to use the professional title of ‘Full Professor’ as long as they remain employed by the University. The title ‘Full Professor’ is to be used together with the suffix “at the private university.” The right to use the title of Full Professor does not automatically alter an existing employment relationship with Modul University Vienna.	
Article XX. Supervision and Assessment of Undergraduate and Postgraduate Theses §1. All academic staff and external lecturers may take on the supervision and assessment of bachelor and master theses. However, the supervision of a bachelor or master thesis by external lecturers or by academic staff without a doctorate requires the approval of the Dean in question. §2. The supervision and assessment of a dissertation must be conducted by academic staff or external lecturers with habilitation or equivalent qualifications. The supervision of a dissertation by an external lecturer requires the consent of the respective Dean.	Editorial Clarifications: Minor wording adjustments improve clarity and consistency. If the Dean decides that an external lecturer without a doctorate is able to supervise a Bachelor's or Master's thesis, then this person should also have the opportunity to assess the thesis independently.
Article XXI. Issuance of Diplomas, Diploma Supplements, and Transcripts §1. All academic diplomas issued by Modul University Vienna must be signed by the President of Modul University Vienna and the Dean of the respective degree study program. All diploma supplements are signed by the Dean of the respective degree study program. Official copies and replacements are signed by respective officials at the time of issuance. All transcripts are signed by the President or by an administrative staff member appointed by the President and need to be archived by the University for a minimum of 80 years. §2. Documents mentioned in §1 can also be signed digitally instead of wet ink signatures. §3. The award notice of an academic diploma is to be revoked and withdrawn by the President if it subsequently emerges that the academic degree or the academic	Transcript Categories Clarified: The distinction between final and temporary transcripts is removed; all transcripts are now treated uniformly. Archiving Requirement Introduced: Transcripts must now be archived by the University for a minimum period of 80 years. Signatory Rules Adjusted: Official copies and replacement documents are explicitly signed by the responsible officials at the time of issuance. Digital Signatures Expanded: Digital signatures are permitted for all listed documents without the requirement to specify a fraud-proof public verification system. Terminology Update: The wording is updated from “academic name” to “academic title” in cases of fraudulent degree acquisition.

title has been obtained fraudulently, in particular through falsified certificates or by simulating academic or artistic achievements.	
Article XXII. Continuing Education Programs § 1. After consultation with the University Council, the University Board may decide on continuing education courses or continuing education study programs offered by Modul University Vienna or any of its affiliated companies. The basic aim of continuing education studies is to provide academically informed degree and non-degree education. § 2. Non-degree continuing education studies may be licensed by a national or international partner and offered in different languages. The responsibilities of the partner organization and Modul University Vienna or any of its affiliated companies will be outlined in a collaboration or service level agreement. The quality assurance of the teaching offered in non-degree continuing education studies in collaboration with national or international partners must be under the supervision and control of Modul University Vienna. § 3. From among all faculty members of Modul University Vienna with a doctoral degree, the University Board appoints the Director of Continuing Education that directs all non-degree studies. The Director of Continuing Education may appoint a Program Director for each of the non-degree continuing education programs. All regulations related to non-degree continuing education studies require approval by the University Board. § 4. The regulations of non-degree continuing education courses or programs must be published on the website of Modul University Vienna. The admissions criteria for non-degree continuing education courses or programs may include the recognition of professional experiences and/or prior learning skills. § 5. Offering a course or portion of an accredited degree program as a continuing education course or study program requires approval by the respective Dean. § 6. When a non-degree course or study program is offered as a foundation for a degree program, then the course or program must be proposed by the respective	Scope of Aim Clarified: The description of continuing education is streamlined by removing the explicit reference to an “applied focus,” while retaining the academic nature of degree and non-degree education. Diploma Structure Adjusted: The explicit reference to a Diploma of Advanced Studies for programs with at least 60 ECTS is removed; only the Certificate of Advanced Studies is explicitly mentioned for non-degree programs. Legal Reference Added: Degree-awarding continuing education programs are now explicitly linked to §10b PrivHG as their legal basis. Degree Pathways Clarified: The possibility for continuing education programs to constitute full degree programs is explicitly framed as a standard option under the law, rather than an exceptional or “special circumstance.” Consistency in Governance: Approval requirements by the respective Dean, Degree Study Program Conference, University Senate, and University Board are reaffirmed for degree-awarding continuing education programs. Editorial and Structural Refinements: Minor wording and formatting adjustments improve clarity and legal precision without changing substantive responsibilities or processes.

Degree Study Program Conference and approved by the University Senate and the University Board. § 7. Students successfully completing continuing education study programs with at least 30 ECTS can receive a diploma conferring the title 'Certificate of Advanced Studies (CAS)'. All diplomas of continuing education can be affiliated with a content characteristic name as a suffix. All non-degree continuing education diplomas must be signed by the Director of Continuing Education. § 8. Based on the decision of the respective Dean, credits earned during non-degree continuing education studies can be transferred to a degree study program offered by Modul University Vienna. § 9. Following §10b PrivHG continuing education programs can be degree programs. Students successfully completing continuing education study programs with at least 180 ECTS at a similar qualification level as undergraduate degree study programs, can receive a diploma conferring the titles "Bachelor of Arts (Continuing Education)", short "BA (CE)", "Bachelor of Science (Continuing Education)", short "BSc (CE)", or "Bachelor Professional", short "BPr". Students successfully completing continuing education study programs with at least 120 ECTS at a similar qualification level as graduate degree study programs, can receive a diploma conferring the titles "Master of Arts (Continuing Education)", short "MA (CE)", "Master of Science (Continuing Education)", short "MSc (CE)", or "Master Professional", short "MPr". Continuing education master study programs in the field of "Business Administration" shall be awarded the academic degree of "Master of Business Administration", short "MBA" or the degree of "Executive Master of Business Administration", short "EMBA", provided that the scope and requirements are demonstrably comparable to the scope and requirements of several foreign master programs in the subject in question. All continuing education study programs which lead to a degree are subject to the same MU quality requirements and rules as degree study programs. They are in the discretion	
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of the respective Dean, must be proposed by the respective Degree Study Program Conference and approved by the University Senate and the University Board.	
Article XXIII. Policy on Honorary Awards §1. With the consent of the University Senate and after consultation with the University Council, the University Board may confer honorary awards and titles. (1) The University may confer the degree of honorary doctor (Doktor honoris causa, Dr h.c.) upon people who have made an outstanding contribution through scholarly achievements, who have contributed in a significant way to disciplines of interest to Modul University Vienna, and who, through their work, have a relationship to Modul University Vienna. The honorary doctor title will be awarded in an area relevant to Modul University Vienna's academic disciplines. (2) The University may confer the title of honorary senator upon people who have earned recognition through special measures to Modul University Vienna and by aiding in the development of their scientific field. This title, apart from purely scholarly honors, is the highest award conferred by Modul University Vienna. Honorees must be resolute in their extraordinary and long-term commitment to the academic and cultural mission of Modul University Vienna. (3) The University may confer the title of honorary citizen upon people who have performed acts of exceptional merit in contributing to the development of Modul University Vienna. (4) The University may confer an honorary university ring upon people who have either made a significant academic contribution to any of Modul University Vienna's disciplines or who have achieved merit in respect to the development of Modul University Vienna. The honorary university ring may only be awarded once a year and can be awarded to representatives of companies. (5) The University may re-confer an academic title upon people, especially on the occasion of the 50th anniversary of the day the title was first awarded, who have earned this recognition through outstanding scholarly achievements or through a special relationship to their alma mater - Modul University Vienna.	Minor Wording Adjustments: Wording changes were made for clarity and consistency. The term "submit an application" is replaced with "apply" in §2 for consistency. Paragraph and Numbering Format: Minor formatting changes, such as integrating the lit. numbering into parentheses in §1, were applied for consistency.

§2. Applications to confer an honor, in accordance with these guidelines, must be submitted in writing to the University Board. Members of the University Council, the University Board, as well as the Heads of Schools at Modul University Vienna are eligible to apply. §3. The honorees listed in §1 lit. 1-4 are entitled to use the title conferred upon them in their daily business and professional lives. To keep a record of names, titles, dates, and the duration of the honors, a book of honors will be maintained by the office of the President of Modul University Vienna. §4. The re-conferring of an academic title, as well as the conferring of an honorary doctorate, honorary senator, honorary citizen title, or the honorary university ring will be performed during 25 an academic ceremony. The honoree will receive a diploma signed by the President and stamped with the official seal of Modul University Vienna. §5. With a two-thirds majority vote, the University Senate may recall the University Board's decision to confer an honorary title on an honoree that proves unworthy of the honor. The title will be revoked, and the registration in the book of honors will be deleted. §6. Provisions will be made in the Modul University Vienna budget to cover the costs of bestowing honorary titles as proposed in §1.	
Article XXIV. Guidelines for Dedications §1. After consultation with the University Senate and the University Council, the University Board may make a dedication in a person's honor. (1) The University may place honorary plaques in bronze, silver, or gold in honor of natural people or legal personalities who have contributed to Modul University Vienna, its organizational units, its students via material support, or who have performed great acts of service to the University. (2) The University may dedicate buildings, as well as rooms (e.g., lecture halls and seminar rooms). The dedication may make use of the name of a living or deceased natural person, or legal personality, or the name may include words that describe a specific event. (3) The University may dedicate buildings and establish monuments in honor of deceased persons who	Terminology Change: some minor wording updates to ensure consistency in language. Expanded Scope: Now explicitly allows memorials for students and employees who die while completing their studies or while employed at Modul University Vienna.

worked at Modul University Vienna, and whose reputation for outstanding scholarly achievements continues to be celebrated. Monuments in honor of living people are not permitted. The earliest a monument can be erected is five years after the person's death. Plaques honoring specific groups of people or functionaries of Modul University Vienna or recognizing a specific event in the history of the University are not considered monuments. (4) The University may dedicate a memorial for students and employees who die while completing their studies or while employed at Modul University Vienna. §2. Applications for dedications as laid out in the guidelines must be submitted in writing to the University Board. Members of the University Council, the University Board, as well as the Heads of School of Modul University Vienna are eligible to apply. §3. Provisions may be made in the budget of Modul University Vienna to cover the costs of bestowing honorary dedications as proposed in §1 lit. 1-4. In order to cover the costs incurred (in particular those stemming from lit. 3), the applicant should submit a financing proposal.	
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Table A - Changes to the University Constitution (Annex III)