



Central European University

Privatuniversität

Annual Report for AQ Austria
Academic Year 2024-25



March 25, 2026 (revised July 17, 2026)

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Scope and approach of the report

This annual report covers the 2024–25 reporting period and has been prepared with reference to the requirements of the PrivH-JBVO 2025.

It provides a qualitative and quantitative account of CEU's developments in the areas required under the regulation, including strategic developments and quality improvements, changes in studies and teaching, developments in research, measures to support early-stage researchers, co-operations and international activities, measures relating to gender equality, diversity and inclusion, staffing developments, and financial management.

Consistent with CEU's previous annual reporting practice, the report combines narrative analysis with statistical evidence and aims to explain not only what changed during the reporting period, but also the relevance and effects of those changes for the institution.

1. Development of CEU

1.1. Strategic developments and planning

CEU's strategic developments in the reporting period were shaped by both opportunities and constraints. On the one hand, the successful institutional reaccreditation and the development of an interim strategic plan provided an opportunity to consolidate institutional priorities and align planning more closely with current operating conditions. On the other hand, the institution continued to operate in a context shaped by transition, including leadership change and the need to secure a long-term campus framework in Vienna.

The conclusion of a long-term lease agreement and the clarification of interim strategic priorities should therefore be understood not only as administrative developments, but as strategic measures that support institutional quality by strengthening stability, enabling planning, and creating clearer conditions for future academic and organizational development.

The recommendations formulated in the accreditation evaluation report reinforced the need to develop an interim strategic plan while the broader strategic direction is developing. Accordingly, CEU has produced an interim strategic plan that outlines current priorities, developed through consultations with the university community. It reflects CEU's goals during the period of interim rectorship and will guide institutional focus until a longer-term strategic plan is established following the appointment of CEU's next full-term President and Rector in summer of 2027. An implementation framework has been developed for the interim strategic plan. The implementation phase of the strategic plan is guided by a collaborative, data-informed approach supported by the Institutional Research and Planning Office. The interim strategic plan and the implementation framework are available in Annex 1.

The developments described in this section (and reflected in the interim strategic plan) therefore form the institutional context for the more specific changes discussed in the remainder of the report, particularly in relation to studies and teaching, quality management, staffing, diversity and inclusion, and financial planning.

1.2. Campus development

CEU has signed a new long-term lease agreement with EURAMCO for its campus at Quellenstraße 51–55. The contract is valid until 2035 with an option for an early termination. The agreement provides stability for CEU in the coming years, while also maintaining flexibility.

1.3. Developments related to university leadership and organization

1.3.1. CEU Leadership

In February 2025, Professor Carsten Q. Schneider was elected Interim President and Rector of CEU with a mandate from August 1, 2025 until July 31, 2026. The appointment was subsequently extended by a year to allow more time for the Rector search process. The next full-term President and Rector is expected to take office on August 1, 2027.

Mathias Möschel, Professor at the Department of Legal Studies has been appointed to the position of Pro-Rector for External Relations, a position previously held by Interim President and Rector Carsten Q. Schneider.

1.3.2. Changes in the Board of Trustees

Maria Cattai was appointed Trustee on November 10, 2024 for an initial four-year term. She previously already served as an external member on the Finance committee of the CEU Board.

1.4. Policy changes

CEU continued to review, amend, and introduce policies and procedures in line with an institutional commitment to continuous improvement. Below is a selection of important policy changes in academic years 2024-25.

Policy on Accredited Study Programs

The policy has been revised to permit the establishment of undergraduate non-degree certificate programs to complement the current offer of non-degree advanced certificate programs aimed at master's and doctoral students. The programs are integrated into CEU's quality management system, with both the initial establishment and subsequent modifications being subject to the approval of the Senate.

Policy on Student Plagiarism

The policy has been revised in response to developments in the capabilities and availability of generative AI (GenAI) tools. The policy recognizes that various disciplines and even individual courses and assignments may require different regulations. According to the revised policy, limited use of GenAI is permitted by default but this limited fair use may be prohibited or extended at the departmental level. The policy requires students to complete a GenAI declaration of use statement when submitting work for grade.

The policy does not permit the use of GenAI detection services for the purposes of grading due to the tendency of these services to assess text written by non-native speakers of English as GenAI products. The policy permits the use of detection services only for departmental Academic Dishonesty Committees as part of ongoing investigations. However, reports produced by GenAI detection services may not be the sole basis of an academic misconduct ruling.

Student Rights, Rules and Academic Regulations

The concept of reasonable accommodation has been expanded to include work-restricted religious holidays. Students are able to request reasonable accommodation on the basis of an

interfaith calendar of religious holidays. See more below under section 5 on diversity and inclusion.

2. Study Programs

2.1. Degree programs

2.1.1. Overview of degree programs

In academic year 2024-25, CEU PU offered three bachelor programs, 11 doctoral programs and 33 master's programs. The offer included 5 joint degree programs, indicated in bold in the program list.

The one-year and two-year MA programs in Political Science were renamed to MA in Politics (one-year) and MA in Politics (two-year). The aim of this change is to better convey the comprehensive nature of the programs and help prospective students better understand the diverse opportunities for professional development and practical application of their studies.

The LLM in Comparative Constitutional Law was renamed to LLM in Global Comparative Constitutional Studies. The change reflects recent developments of the program and the courses offered. The new title is seen as a commitment of the program to embed law as an important, but not exclusive discipline to better understand and compare constitutional dynamics in various countries.

The MA in Cultural Heritage Studies and the one-year and two-year MA programs in Nationalism Studies were suspended by the CEU Senate, meaning that the programs continue to operate but without new enrollments. All three programs are currently in the process of developing a proposal for a revised structure, based on which they may be reinstated by the CEU Senate. Should the programs not be reinstated, they would be terminated as soon as they no longer have students enrolled.

Table: degree programs offered at CEU in academic year 2024-25. Joint degree programs in bold.

Table 1: list of degree programs offered by CEU, including title, award, duration in academic years, ECTS credit requirements, and tuition

Title	Award	Duration	ECTS	Tuition (EUR, per year)*
Culture, Politics and Society	Bachelor of Arts	3 academic years	180	8,000
Philosophy, Politics and Economics	Bachelor of Arts	3 academic years	180	8,000
Data Science and Society	Bachelor of Science	3 academic years	180	8,000
Doctor iuris	Doctor iuris	4 academic years	240	16,000 / 8,000 after comp. exam
Cognitive Science	Doctor of Philosophy	4 academic years	240	15,000 / 5,000 after comp. exam
Comparative Gender Studies	Doctor of Philosophy	4 academic years	240	15,000 / 5,000 after comp. exam
Comparative History	Doctor of Philosophy	4 academic years	240	15,000 / 5,000 after comp. exam
Economics	Doctor of Philosophy	4 academic years	240	17,000 / 8,500 after comp. exam

Environmental Sciences and Policy	Doctor of Philosophy	4 academic years	240	15,000 / 5,000 after comp. exam
Late Antique, Medieval and Early Modern Studies	Doctor of Philosophy	4 academic years	240	15,000 / 5,000 after comp. exam
Network Science	Doctor of Philosophy	4 academic years	240	15,000 / 5,000 after comp. exam
Philosophy	Doctor of Philosophy	4 academic years	240	15,000 / 5,000 after comp. exam
Political Science	Doctor of Philosophy	4 academic years	240	15,000 / 5,000 after comp. exam
Sociology and Social Anthropology	Doctor of Philosophy	4 academic years	240	15,000 / 5,000 after comp. exam
Public Policy (Mundus MAPP)	Erasmus Mundus Master of Arts	2 academic years	120	13,000
Comparative History (one-year)	Master of Arts	1 academic year	60	12,000
Comparative History (two-year)	Master of Arts	2 academic years	120	12,000
Critical Gender Studies	Master of Arts	2 academic years	120	12,000
Cultural Heritage Studies: Academic Research, Policy and Management	Master of Arts	2 academic years	120	12,000
Economic Policy in Global Markets	Master of Arts	2 academic years	120	12,000
Economics	Master of Arts	2 academic years	120	12,000
European Women's and Gender History (MATILDA)	Master of Arts	2 academic years	120	12,000
Gender Studies	Master of Arts	1 academic year	60	12,000
History in the Public Sphere (HIPS)	Master of Arts	2 academic years	120	12,000
Human Rights	Master of Arts	1 academic year	60	13,000
International Public Affairs	Master of Arts	2 academic years	120	12,000
International Relations (one-year)	Master of Arts	1 academic year	60	12,000
International Relations (two-year)	Master of Arts	2 academic years	120	12,000
Late Antique, Medieval and Early Modern Studies	Master of Arts	1 academic year	60	12,000
Nationalism Studies (one-year)	Master of Arts	1 academic year	60	12,000
Nationalism Studies (two-year)	Master of Arts	2 academic years	120	12,000
Philosophy (one-year)	Master of Arts	1 academic year	60	12,000
Philosophy (two-year)	Master of Arts	2 academic years	120	12,000
Politics (one-year)	Master of Arts	1 academic year	60	12,000
Politics (two-year)	Master of Arts	2 academic years	120	12,000
Public Policy	Master of Arts	1 academic year	60	12,000
Sociology and Social Anthropology (one-year)	Master of Arts	1 academic year	60	12,000
Sociology and Social Anthropology (two-year)	Master of Arts	2 academic years	120	12,000
Women's and Gender Studies (GEMMA)	Master of Arts	2 academic years	120	12,000
Comparative Constitutional Law	Master of Laws	1 academic year	60	13,000
Human Rights	Master of Laws	1 academic year	60	13,000
Global Business Law and Regulation	Master of Laws	1 academic year	60	13,000
Master of Public Administration	Master of Public Administration	2 academic years	120	14,500
Business Analytics	Master of Science	1 academic year full-time / 2	60	15,000

		academic years part-time		
Environmental Sciences and Policy	Master of Science	1 academic year	60	12,000
Environmental Sciences, Policy and Management (MESPOM)	Master of Science	2 academic years	120	8,000 for EU and EEA students, 18,000 for non-EU and non-EEA students
Finance	Master of Science	1 academic year full-time / 2 academic years part-time	60	15,000

*Note that tuition figures indicated are full costs, excluding waivers and scholarships. Doctoral students are automatically eligible for the CEU Doctoral Scholarship, which consists of a full tuition waiver and a monthly stipend of gross 1,880 EUR. Bachelor's students are eligible for tuition waivers of up to 50%, while master's students are eligible for tuition waivers up to 80% and stipends of up to 750 EUR per month. Erasmus Mundus scholarships and other forms of external financial assistance are available in applicable programs. Statistics on the proportion of students receiving financial aid are publicly available on the [CEU website](#).

2.1.2. Changes in study programs

Doctoral School of Political Science

The rules for paper-based dissertations (as opposed to a monograph) have been revised and clarified. Students must decide already in the first year of their studies and the dissertation type must be reflected in the prospectus prepared by the students. Co-authorship of papers in the paper-based dissertation has been permitted but a 50% minimum percentage of authorship for each paper has been set.

Department of Economics

The thesis defense procedure in the one-year and two-year MA programs in Economics, Data, and Policy has been revised to require multiple presentations over the course of the program. The change was partially motivated by the emergence of generative AI technologies.

The fields of study available in the PhD in Economics were revised and consolidated based on student interest and the expertise available at the department. The fields available are 1) Applied, Labor, and Public Economics, 2) Behavioral and Financial Economics, 3) Econometrics and Macroeconomics, 4) International Economics.

Department of Environmental Sciences and Policy

The PhD in Environmental Sciences and Policy has introduced the option to write a paper-based dissertation for students who prefer that to a monograph.

Undergraduate Studies

The Undergraduate Studies unit developed new student mobility cooperations with Free University of Bozen-Bolzano (Italy), University of Pennsylvania (USA), National Sun Yat-Sen University (Taiwan), Eötvös Loránd University (Hungary).

2.1.3. Quality management and continuous improvement

CEU did not introduce a separate review mechanism specifically for the purposes of annual reporting. Instead, the quality of degree programs is monitored and developed through the

University's existing quality management framework, which combines formal program-level review processes with the regular monitoring of relevant indicators.

One element of this framework is the annual program review process. In 2024, CEU revised its Institutional Assessment and Quality Assurance Policy in order to place greater emphasis on student learning, the achievement of program-level learning outcomes, and the coherence of curricula. The implementation of this revised process is currently underway. Academic units have completed the initial preparatory stage, including the identification of program-level learning outcomes to be assessed in the first review cycle, and the development of curriculum-mapping exercises. As this process is still being implemented, no institution-wide outcome report is yet available for the reporting period.

A second element is the regular monitoring of program-relevant data provided through CEU's Institutional Research and Planning Office. This monitoring includes quantitative indicators relating to admissions, enrollment, graduation, student feedback, and other program-level trends. These data support ongoing oversight by academic and administrative leadership and inform discussions and interventions at department and institutional level. However, this monitoring function does not in itself produce a separate structured annual evaluation report for each program.

Taken together, these mechanisms support the continuous assurance and enhancement of quality in studies and teaching. During the reporting period, the emphasis was therefore on implementation, monitoring, and the use of available evidence for ongoing quality management, rather than on the completion of a new stand-alone review cycle.

As of the next annual report, the results of the first cycle of the learning outcome-focused annual program review will be available.

2.2. Overview of non-degree programs

CEU did not offer any programs according to § 10a PrivHG.

CEU currently operates two non-degree programs: the School Partnership Program and the Roma Graduate Preparation Program.

School Partnership Program

During the reporting year, CEU merged the FOCUS program aimed at adult learners and the Matura Support Program aimed at high school students. The new program is the School Partnership Program, which offers various types of engagement, including a workshop series on research skills, and courses and workshops on specific topics in social sciences and humanities, school visits at CEU.

Roma Graduate Preparation Program

In AY 2024-25, the Roma Graduate Preparation Program (RGPP) accepted 11 participants from 6 countries. Students undertook academic tutoring in public policy, sociology, gender studies, political science, international relations, economics, history and cultural heritage studies. Students received departmental introductions and visited MA courses related to their field of study and future academic plans.

There were six RGPP applications to CEU master's programs. Five applicants were accepted. An additional three RGPP participants were admitted to non-CEU master's programs.

Notable events related to the cultural and academic events included the following:

- Lectures: “Roma inclusion, equality and participation: strategies, limitations and opportunities” with Mirjam-Angela Karoly, Marcela Adamová and Marek Hojsík; “Five Years since the first lockdown: Anti-Roma Racism, Antisemitism, the Radical Right and the Covid-19 Pandemic” with guest speakers Ruth Wodak, Marton Rovid, Jan Rybak, Lydia Gabcova
- Book Launch: The Political Economy of Extreme Poverty in Eastern Europe with guest speakers Angéla Kóczé, Eniko Vincze.
- CEU Budapest Celebration of the International Romani Day. Poems by Kossuth Prize winner poet Karoly Bari (read by Janos Degi) and a discussion lead by activist Anna Daroczi.
- The annual Critical Romani Studies conference entitled “Romani Racialization Beyond Majority-Minority Narratives: Transnationalism, Activism and Solidarity” at the Vila Lanna, Prague, Czechia. This event was organized in cooperation with the Institute of Ethnology, Czech Academy of Sciences and the Prague Forum for Romani Histories.
- Advanced Certificate in Romani Studies Students presented their work at a half-day workshop open to the CEU Vienna community and public, which was also mandatory attendance for RGPP students.
- RGPP hosted Remi Seamon (Columbia University) as a Visiting Research Associate.
- The Critical Romani Studies Journal has published one volume (Vol. 7 No. 1; 2024) Roma and Environmental Justice in Europe and hosted a hybrid book launch at CEU’s campus
- Two RGPP alumni (both CEU master’s students) were sent on a study trip (1 week) organized in cooperation with Christ’s College Cambridge; attending courses, meeting faculty and other students. The study trip call is held on a competitive basis.

2.3. Student mobility

The number of outgoing exchange students somewhat increased compared with the previous year, while the number of incoming exchange students slightly decreased. Neither the increase in outgoing exchange students, nor the decrease in incoming exchange students were outside of normal fluctuations.

Table 2: incoming exchange and visiting students by department, academic year 2024-25

Exchange and visiting students by department, AY 2024-25	
Department	Number of students
Doctoral School of Political Science, Public Policy, and International Relations	2
Economics	9
Environmental Sciences and Policy	3
Gender Studies	2
Historical Studies	5
International Relations	3
Legal Studies	12
Nationalism Studies Program	5
Network and Data Science	1
Philosophy	2
Political Science	8

Public Policy	5
Sociology and Social Anthropology	2
Undergraduate Studies	45
Total	104

Table 3: outgoing exchange and visiting students by department, academic year 2024-25

Outgoing exchange students by department, AY 2024-25	
Department	Number of students
Economics	11
Environmental Sciences and Policy	30
Gender Studies	2
Historical Studies	7
Public Policy	1
Network and Data Science	2
Undergraduate Studies	29
Total	82

Erasmus partnerships

CEU has Institutional Erasmus Partnerships for Student and Staff Mobility in a long list of Erasmus Program Countries, please see the attached excel list. Students could choose from a list of 80 universities for study abroad semesters under Erasmus+. The partnerships are across all departments of the university. The full list contains mobility options for BA, MA, and PhD level students.

In 2024-25, CEU sent 54 students abroad in the frames of the Erasmus+ Mobility Program. CEU hosted 104 students throughout this academic year.

CEU Submitted successful applications for KA171 Student and Staff Mobility for Teaching in 2025 to partner countries with institutions in Canada, Kyrgyzstan, Taiwan and the United States. In 2026 CEU applied for KA171 again for the following countries to start or continue the ongoing cooperation: Armenia, Canada, Georgia, Israel, India, Japan, Palestine and Ukraine.

Austrian student and staff mobility partnerships

Student exchange cooperation continued in 2024/25 with the University of Applied Arts Vienna (Angewandte), Vienna University of Economics and Business (WU) and the University of Vienna. Credits can be transferred to the home institution and count towards the students' degree.

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

1. Seminar of 4 ECTS for Master and Doctoral students organised in the Fall/Winter Term by the Faculty of Business, Economics and Statistics of University of Vienna
2. Seminar of 4 ECTS for Master and Doctoral students organised in the Spring/Summer Term by Vienna University of Economics and Business
3. Scientific Workshop with invited participants and a subsequent public podium discussion organised by Central European University

4. Public lecture of the Guest Professor organised jointly by the three Parties, in cooperation with the Vienna Community Colleges (Wiener Volkshochschulen)

The Seminars are open for students who are enrolled as full-time Master's or doctoral students at any of the involved institutional partners. Students should be enrolled as visiting non-degree students at the host institution of the lectures and receive official academic credits there. The credits can then be transferred towards the academic degree of the students at their home institution based on the home institution's credit transfer policies.

2.4. Student numbers: graduation and enrollment

Enrollment

In the reporting year, CEU had 1300 students enrolled in its Austrian-accredited degree programs. This represents a slight decrease of approx. 3%, which is within normal fluctuation. No academic units had exceptional growth or decrease in student numbers.

The table below shows the number of enrolled students by degree program in academic year 2024-25. Note that the list includes programs that no longer recruit but still have students enrolled.

Table 4: enrolled students by program, academic year 2024-25

Enrolled students by program, AY 2024-25	
Department/Program	Total enrolled / New first-year students
Department of Cognitive Science	37 / 6
PhD in Cognitive Science	37 / 6
Department of Economics	118 / 61
MA in Economic Policy in Global Markets	26 / 0
MA in Economics	8 / 0
MA in Economics, Data, and Policy (one year)	3 / 2
MA in Economics, Data, and Policy (two year)	29 / 29
MSc in Business Analytics	13 / 13
MSc in Finance	11 / 11
PhD in Business Administration	10 / 0
PhD in Economics	18 / 6
Department of Environmental Sciences and Policy	91 / 39
MSc Environmental Sciences, Policy and Management (MESPOM)	54 / 28
MSc in Environmental Sciences and Policy	10 / 7
PhD in Environmental Sciences and Policy	27 / 4
Department of Gender Studies	85 / 43
MA in Critical Gender Studies	31 / 16
MA in European Women's and Gender History (MATILDA)	4 / 4
MA in Gender Studies	8 / 8
MA in Women's and Gender Studies (GEMMA)	14 / 10
PhD in Comparative Gender Studies	28 / 5

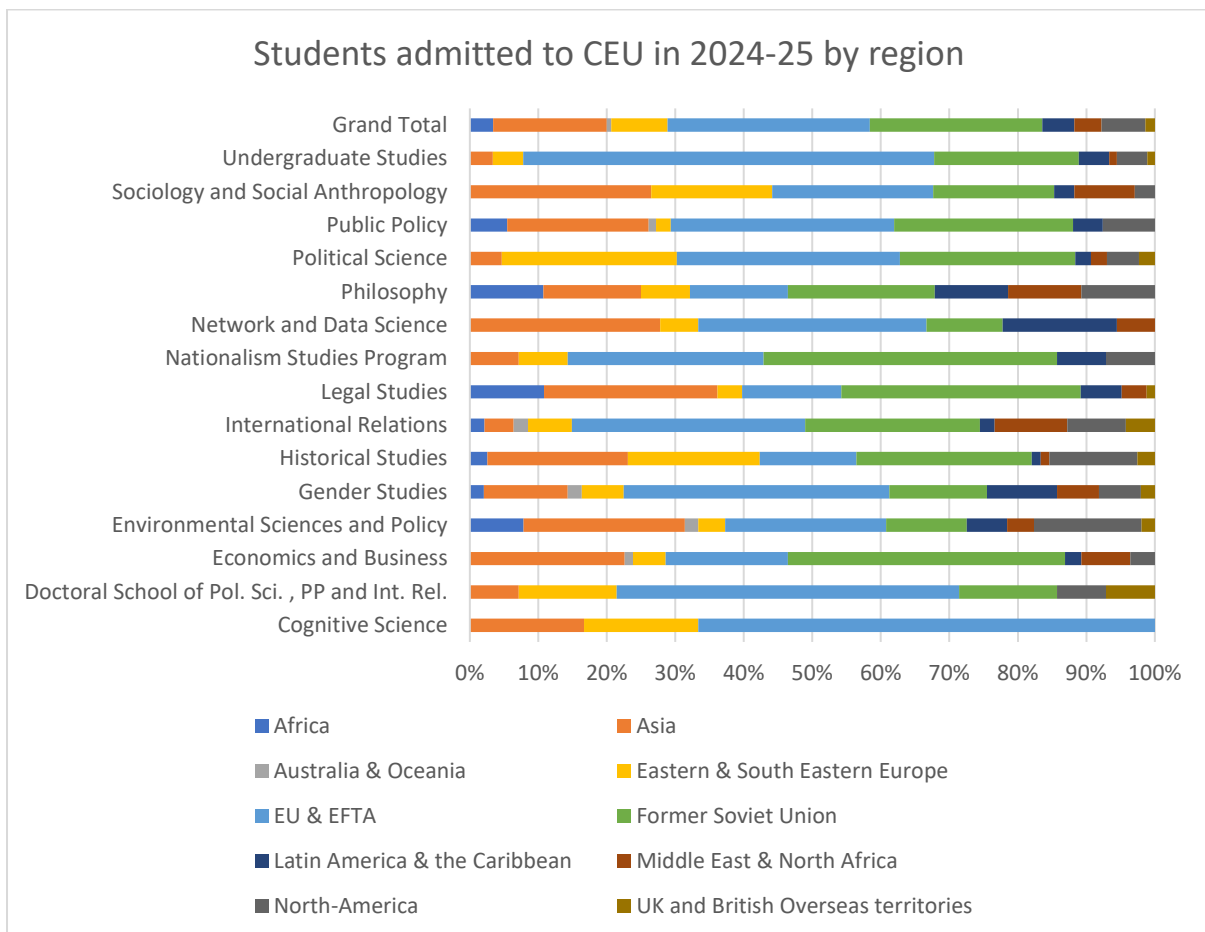
Department of Historical Studies	150 / 59
MA in Comparative History (two-year)	14 / 0
MA in Historical Studies (one-year)	5 / 4
MA in Historical Studies (two-year)	20 / 20
MA in History in the Public Sphere	26 / 11
PhD in Comparative History	41 / 8
MA in Cultural Heritage Studies	9 / 4
MA in Museum Studies	8 / 8
PhD in Late Antique, Medieval and Early Modern Studies	27 / 4
Department of International Relations	64 / 33
MA in International Relations (one-year)	16 / 16
MA in International Relations (two-year)	48 / 17
Department of Legal Studies	78 / 59
Doctor iuris	24 / 5
LLM in Comparative Constitutional Law	11 / 11
LLM in Human Rights	10 / 10
LLM in Global Business Law and Regulation	23 / 23
MA in Human Rights	10 / 10
Department of Network and Data Science	47 / 12
MSc in Social Data Science (two-year)	21 / 9
PhD in Network Science	26 / 3
Department of Philosophy	52 / 23
MA in Philosophy (one-year)	2 / 2
MA in Philosophy (two-year)	26 / 17
PhD in Philosophy	24 / 4
Department of Political Science	45 / 28
MA in Political Science (one-year)	10 / 9
MA in Political Science (two-year)	35 / 19
Department of Sociology and Social Anthropology	68 / 29
MA in Sociology and Social Anthropology (one-year)	12 / 12
MA in Sociology and Social Anthropology (two-year)	25 / 12
PhD in Sociology and Social Anthropology	31 / 5
Doctoral School of Political Science, Public Policy, and International Relations	88 / 13
PhD in Political Science	88 / 13
Nationalism Studies Program	23 / 11
MA in Nationalism Studies (one-year)	4 / 3
MA in Nationalism Studies (two-year)	19 / 8
Department of Public Policy	101 / 64
MA in Public Policy	23 / 21
Erasmus Mundus MA in Public Policy (Mundus MAPP)	27 / 17
Master of Arts in International Public Affairs	24 / 13
Master of Public Administration	27 / 13

Undergraduate Studies	242 / 71
BA in Culture, Politics and Society	98 / 31
BA in Philosophy, Politics and Economics	91 / 26
BSc in Data Science and Society	53 / 31
Grand Total	1300 / 551

Admission data from the reporting year shows that the geographical composition of CEU's student body has not changed significantly. The student body continues to be very international. As in previous years, different departments have attracted students from different regions. The bachelor's degree programs offered by CEU continue to attract primarily students from the EU and the EFTA. Compared with the preceding year, the Department of Cognitive Science also attracted more EU and EFTA students in terms of percentage, however, as the Department only offers a single doctoral program that admits 5-6 students a year, large fluctuations in the nationality of admitted students are not unusual.

The chart below shows a breakdown of newly enrolled students by region and academic unit in 2024-25.

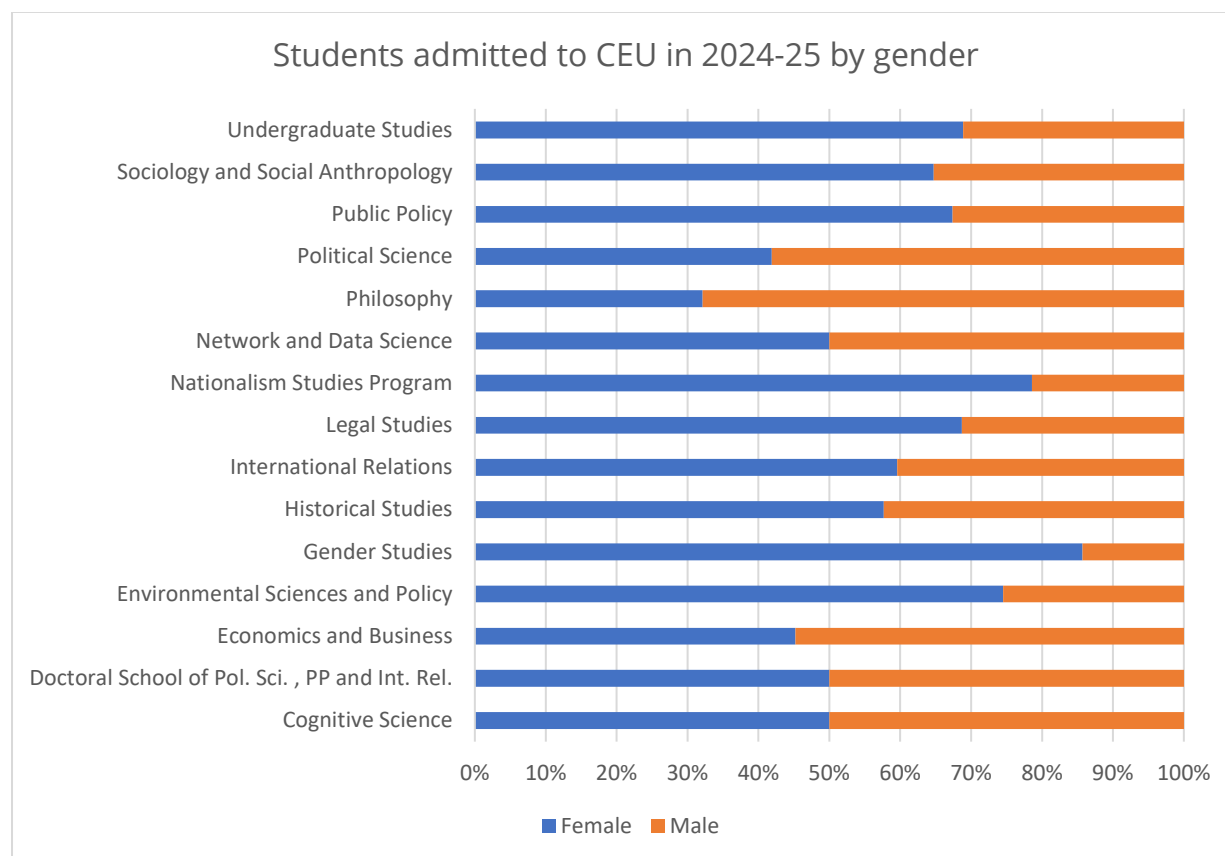
Table 5: Students admitted to CEU by region and department, academic year 2024-25



The gender composition of CEU's student body has not changed significantly since the previous reporting period. The ratio of female students has increased from 60% to 62% in the reporting year.

The chart below shows the gender proportions of students admitted at CEU in 2024-25.

Table 6: students admitted to CEU by gender and department, academic year 2024-25



Graduate numbers and graduation rate

The tables below show the number of students who graduated in the reporting year. There was no significant change in graduation numbers compared to the previous year.

Table 7: number of bachelor's and master's graduates by department and program, academic year 2024-25

Number of bachelor's and master's graduates by department and program, AY 2024-25		
Department	Program	Number of graduates
Undergraduate Studies	BA in Culture, Politics and Society	25
	BSc in Data Science and Society	16
	BA in Philosophy, Politics and Economics	27
Total		68
Economics	MA in Economic Policy in Global Markets	25
	MA in Economics	8
	MBA in Global Executive Management	47
	MSc in Business Analytics	11
	MSc in Finance	10
	MA in Economics, Data, and Policy (one-year)	3
Total		104

International Relations	MA in International Relations (one-year)	16
	MA in International Relations (two-year)	31
Total		47
Environmental Sciences and Policy	MSc in Environmental Sciences and Policy	10
	MSc Environmental Sciences, Policy and Management	26
Total		36
Gender Studies	MA in Critical Gender Studies	15
	MA in Gender Studies	8
	MA in European Women's and Gender History (MATILDA)	0
	MA in Women's and Gender Studies (GEMMA)	9
Total		32
Historical Studies	MA in Cultural Heritage Studies	5
	MA in Comparative History (two-year)	19
	MA in History in the Public Sphere (HIPS)	11
	MA in Historical Studies (one-year)	5
Total		40
Legal Studies	LLM in Comparative Constitutional Law	12
	LLM in Human Rights	10
	MA in Human Rights	10
	LLM in Global Business Law and Regulation	22
Total		54
Nationalism Studies Program	MA in Nationalism Studies (two-year)	4
	MA in Nationalism Studies (one-year)	9
Total		13
Philosophy	MA in Philosophy (one-year)	2
	MA in Philosophy (two-year)	9
Total		11
Political Science	MA in Political Science (two-year)	10
	MA in Political Science (one-year)	16
Total		26
Public Policy	Master of Public Administration	14
	MA in Public Policy	23
	Erasmus Mundus MA in Public Policy (Mundus MAPP)	8
	Master of Arts in International Public Affairs	9
Total		54
Sociology and Social Anthropology	MA in Sociology and Social Anthropology (two-year)	11
	MA in Sociology and Social Anthropology (one-year)	12
Total		23
Total		508

The rates of graduation on time increased to over 90% in the reporting year. Previously, students who could not begin their studies on time due to visa restrictions often deferred their studies by a year, which caused them to appear as “continuing students”. CEU had introduced a separate, earlier application deadline for applicants arriving from visa-sensitive countries to address the

issue. The increase in on-time graduation is possibly a result of this policy change. However, it is not possible to make definitive conclusions so early following the policy change.

Current CEU policy (Student Rights, Rules and Academic Regulations) permits a leave of absence in a limited set of circumstances, e.g., prolonged illness, parental leave, maternity leave. Aside from such leaves of absence, students are required to complete their program during the standard program length. As seen from the table below, enrollment beyond the standard program duration is rare ("continuing" column). Therefore, counted in academic years, the average time to degree equals the duration of the respective program: one or two years in case of master's programs, three years in bachelor's programs for those seeking only an Austrian degree, and four years in bachelor's programs for those that wish to obtain an additional US degree.

Table 8: graduation and continuation rates in master's programs, academic year 2024-25

Graduation and continuation rates in master's programs, AY 2024-25							
Program	Started	Graduated		Continuing		Drop-out	
		N	%	N	%	N	%
MSc in Business Analytics	14	11	77%	2	14%	1	7%
MSc in Finance	11	10	91%	1	9%		0%
MA in Economics, Data, and Policy (one-year)	3	3	100%		0%		0%
MSc in Environmental Sciences and Policy	10	10	100%		0%		0%
MA in Gender Studies	8	8	100%		0%		0%
MA in Historical Studies (one-year)	5	5	100%	0	0%	0	0%
MA in International Relations (one-year)	16	16	100%		0%		0%
LLM in Comparative Constitutional Law	11	11	100%		0%		0%
LLM in Global Business Law and Regulation	23	22	96%		0%	1	4%
LLM in Human Rights	11	10	91%		0%	1	9%
MA in Human Rights	10	10	100%		0%		0%
MA in Late Antique, Medieval and Early Modern Studies	5	5	100%		0%		0%
MA in Philosophy (one-year)	2	2	100%		0%		0%
MA in Political Science (one-year)	10	9	90%	1	10%		0%
MA in Public Policy	23	22	96%	1	4%		0%
MA in Sociology and Social Anthropology (one-year)	12	12	100%		0%		0%
MA in Nationalism Studies (one-year)	4	4	100%		0%		0%
MSc in Social Data Science (two-years)	12	12	100%				
MA in Economic Policy in Global Markets	26	24	92%	1	4%	1	4%
MA in Economics	8	8	100%		0%		0%
MSc in Environmental Sciences, Policy and Management (MESPOM)	27	26	96%		0%	1	4%
MA in Critical Gender Studies	16	15	94%		0%	1	6%
MA in Women's and Gender History (MATILDA)	1	0	0%		0%	1	100%
MA in Women's and Gender Studies (GEMMA)	11	10	91%		0%	1	9%

MA in Comparative History (two-year)	23	19	82%	4	17%		
MA in History in the Public Sphere	15	11	73%	4	27%		0%
MA in International Relations (two-year)	31	31	100%		0%		0%
MA in Cultural Heritage Studies	4	4	100%		0%		0%
MA in Philosophy (two-year)	11	9	82%	1	9%	1	9%
MA in Political Science (two-year)	16	16	100%		0%		0%
MA in Sociology and Social Anthropology (two-year)	12	10	83%	2	17%		0%
MA in Nationalism Studies (two-year)	12	9	75%	1	8%	2	17%
MA in International Public Affairs	11	10	91%		0%	1	9%
MA in Public Policy (Mundus MAPP)	12	9	83%		0%	3	17%
Master of Public Administration	13	13	100%		0%		0%

The table below shows the number of doctoral graduates in the reporting year. The figures include students who had begun their studies in Budapest prior to CEU's relocation.

Table 9: number of doctoral graduates by department, academic year 2024-25

Number of Doctoral graduates by department, AY 2024-25	
Department	Number of graduates
Department of Cognitive Science	9
Department of Economics	2
Department of Environmental Sciences and Policy	7
Department of Gender Studies	4
Department of Historical Studies	11
Department of Legal Studies	1
Department of Network and Data Science	8
Department of Philosophy	3
Department of Sociology and Social Anthropology	5
Doctoral School of Political Science, Public Policy, and International Relations	17
Total	67

As of academic year 2023-24, a revised 4-year funding scheme has been introduced at CEU, which is aimed at reducing the time to degree in doctoral programs. The revised funding scheme applies to all students that started their studies as of 2023-24, but it is also open to other students on an opt-in basis (to date, 147 students have opted in). As four years have not passed since the introduction of the new system, it is not possible to draw definitive conclusions on its success. However, graduation on time has been increasing, which points to a positive effect.

The table below shows the number and proportion of doctoral students who graduated in four years. Note that prior to the introduction of the 4-year funding scheme, students were automatically eligible for a two-year extension to defend their dissertation.

Table 10: rates of doctoral graduation on time by year of initial enrollment, as of academic year 2024-25

Doctoral graduation on time, AY 2024-25

Cohort	N	Graduated		Enrolled		Drop-out		Graduated in 4 years	
		N	%	N	%	N	%	N	%
2019/20	77	37	48%	27	35%	13	17%	0	0%
2020/21	79	29	37%	38	48%	12	15%	6	8%
2021/22	69	14	20%	44	64%	11	16%	9	13%

2.5. Career outcomes

CEU's Career Services Office prepares regular surveys regarding the career outcomes of CEU graduates. The First Destination Survey reports for bachelor's, master's, and doctoral graduates indicate that CEU degree programs are closely aligned with graduates' subsequent employment and further study. Among bachelor's graduates, 63% continued directly to master's study, 100% of respondents pursuing further study stated that CEU had prepared them well for their current program, and 71% of employed respondents reported that their work was relevant to their CEU degree.

Among master's graduates, 83% were either employed or continuing their studies within 7–9 months of graduation. Of those employed, 85% reported that their CEU degree was relevant to their current employment. Of those continuing their studies, all respondents were enrolled in a field relevant to their CEU degree.

The doctoral report shows similarly strong outcomes. Of respondents, 91% were employed within 6–9 months of graduation and 74% had secured employment within three months. In addition, 97% reported working in an area relevant or somewhat relevant to their degree, while 72% were employed in positions for which a PhD was a formal requirement.

The reports indicate that graduate destinations are consistent with CEU's open society mission. Graduates across all levels are represented in government, public policy, higher education, civil society, and international organizations. Selected employers include the European Commission, the United Nations, the Council of Europe, the World Bank, UNICEF, the EU Agency for Fundamental Rights, Amnesty International, and Greenpeace. Bachelor's graduates also reported a high level of volunteering during their studies.

The reports suggest that CEU degree programs are useful in preparing students for relevant employment and further study, and that they support career paths connected to research, public service, policy, and social impact. The results should nevertheless be interpreted in light of the differing response rates and knowledge rates across the three reports.

2.6. Faculty numbers, student-faculty ratios

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

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

Table 11: academic staff members by rank and unit, academic year 2024-25

Academic staff members by rank and department, FTE, AY 2024-25	
Unit/Rank	N
Department of Cognitive Science	10.5
Assistant Professor	1.0
Associate Professor	4.2
Professor	4.3
Post-doctoral Research Fellow	1.0
Department of Economics	24.3
Assistant Professor	4.0
Associate Professor	8.0
Professor	6.0
Lecturer	0.5
Postdoctoral Research Fellow	3.8
Professor of Practice	0.5
Senior Lecturer	0.5
University Professor	1.0
Department of Environmental Sciences and Policy	13.7
Assistant Professor	2.0
Associate Professor	5.0
Professor	4.8
Postdoctoral Research Fellow	1.9
Department of Gender Studies	8.2
Associate Professor	5.0
Professor	2.7
University Professor	0.5
Department of Historical Studies	31.4
Assistant Professor	2.0
Associate Professor	11.9
Professor	11.6
Lecturer	1.0
Postdoctoral Research Fellow	3.4
University Professor	1.5
Department of International Relations	16.0
Assistant Professor	6.0
Associate Professor	4.0
Professor	3.0
Postdoctoral Research Fellow	3.0

Department of Legal Studies	11.5
Assistant Professor	5.0
Associate Professor	3.3
Professor	3.2
Nationalism Studies Program	3.0
Assistant Professor	1.0
Associate Professor	2.0
Department of Network and Data Science	13.9
Assistant Professor	3.0
Associate Professor	3.1
Professor	1.6
Lecturer	1.0
Postdoctoral Research Fellow	5.2
Department of Philosophy	14.5
Assistant Professor	3.0
Associate Professor	3.0
Professor	5.0
Postdoctoral Research Fellow	3.5
Department of Political Science	14.3
Assistant Professor	5.0
Associate Professor	4.2
Professor	5.2
Department of Public Policy	14.9
Assistant Professor	0.5
Associate Professor	8.1
Professor	4.3
Postdoctoral Research Fellow	2.0
Romani Studies Program	1.0
Assistant Professor	1.0
Department of Sociology and Social Anthropology	10.5
Assistant Professor	4.0
Associate Professor	2.0
Professor	4.5
Center for Academic Writing	9.7
Lecturer	3.0
Senior Lecturer	6.7
Center for Ethics and Law in Biomedicine	1.2
Post-doctoral Research Fellow	0.7
Professor	0.5
Social Mind Center	2.0
Post-Doctoral Research Fellow	2.0
Yehuda Elkana Center for Teaching, Learning, and Higher Education Research	2.0

Lecturer	2.0
Grand Total	203.4

In the reporting year, a total of **123** visiting instructors participated in the delivery of degree programs. An FTE figure is not available for visiting instructors due to the varied nature of the visiting faculty body. The category includes instructors with a definite employment contract, full-time administrative CEU employee who participate in teaching related to their professional expertise, and external experts hired to teach or co-teach a relevant course. Unlike resident faculty members, who teach 24 ECTS credits worth of courses by default, visiting faculty members may teach significantly less, including a single course or part of a course. Therefore, the proportion of credits delivered by visiting faculty members is lower than the proportion of visiting faculty members among teaching staff.

Providing an accurate allocation of teaching staff to specific degree programs is not possible due to the fact that courses are typically offered in several programs. With that limitation in mind, annex 2 provides an allocation of teaching staff to the programs required by the PrivH-JBVO 2025. The calculations of the annex include courses from other departments available as electives in the programs, as well as cross-listed courses.

In addition, the table below provides the number of visiting researchers by department.

Table 12: visiting researchers by rank and department, academic year 2024-25

Visiting researchers by rank and department, academic year 2024-25		
Department	Headcount	FTE
Cognitive Science	6	6
Junior Visiting Researcher	1	1
Post-doctoral Researcher	5	5
Economics	4	3.75
Post-doctoral Researcher	4	3.75
Environmental Sciences and Policy	7	5.4
Junior Visiting Researcher	4	3.25
Post-doctoral Researcher	3	2.15
Gender Studies	4	3
Junior Visiting Researcher	3	3
Historical Studies	9	5.85
Junior Visiting Researcher	4	2.6
Post-doctoral Researcher	4	2.25
Visiting Researcher	1	1
International Relations	10	8.5
Junior Visiting Researcher	1	0.5
Post-doctoral Researcher	6	6
Senior Visiting Researcher	2	1
Visiting Researcher	1	1
Legal Studies	1	0.5
Senior Visiting Researcher	1	0.5
Network and Data Science	8	6.1
Junior Visiting Researcher	1	0.5

Post-doctoral Researcher	6	5.2
Senior Visiting Researcher	1	0.4
Philosophy	8	7.2
Post-doctoral Researcher	7	6.2
Senior Visiting Researcher	1	1
Public Policy	5	4.55
Junior Visiting Researcher	1	0.75
Post-doctoral Researcher	4	3.8
Grand Total	70	57.68

The student-faculty ratio at CEU has historically been very favorable, permitting intensive and interactive seminar-based teaching. It has been part of CEU's strategy to increase the ratio to approximately 10, which would still permit CEU to offer the distinctive interactive seminars that form the backbone of CEU's educational strategy, while also ensuring a prudent use of CEU's resources. In the reporting year, the student-to-faculty ratio was 7.5 across CEU.

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

Table 13: student-faculty ratio by department, academic year 2024-25

Student-faculty ratio by department, AY 2024-25	
Department	Student/faculty
Department of Cognitive Science	3.9
Department of Economics and Business	5.8
Department of Environmental Sciences and Policy	7.7
Department of Gender Studies	10.4
Department of Historical Studies	5.7
Department of International Relations	6.9
Department of Legal Studies	6.8
Department of Network and Data Science	5.4
Department of Philosophy	4.7
Department of Political Science	5.9
Department of Public Policy	9.6
Department of Sociology and Social Anthropology	6.5
Nationalism Studies Program	7.7
Undergraduate Studies	19.2

2.7. Administrative staff

The ratio of students to administrative staff at the academic units of CEU was between 6.1 and 40.3 in the reporting year, calculating with staff FTE. The CEU-wide ratio decreased to 15.4. The decrease is explained partially by the slightly lower student numbers in the reporting year compared to the preceding year, and partially by hires.

Table 14: student-staff ratio by department, academic year 2024-25

Student-staff ratio by department, AY 2024-25		
Department	Student/staff	Staff FTE
Department of Cognitive Science	3.9	6.1
Department of Economics and Business	5.8	13.8
Department of Environmental Sciences and Policy	7.7	16.3
Department of Gender Studies	10.4	15.7
Department of Historical Studies	5.7	17.3
Department of International Relations	6.9	16.7
Department of Legal Studies	6.8	20.0
Department of Network and Data Science	5.4	22.4
Department of Philosophy	4.7	15.8
Department of Political Science	5.9	28.0
Department of Public Policy	9.6	16.5
Department of Sociology and Social Anthropology	6.5	34.0
Nationalism Studies Program	7.7	10.0
Undergraduate Studies	19.2	40.3

Aside from administrative staff embedded in academic units, the operations of CEU are supported by academic support and administrative units. The table below shows the number of administrative staff members at CEU in the reporting year. Note that as of this year's report, the figure is indicated in FTE, rather than headcount. As a result, the total number is lower, as it accurately reflects employees working less than one FTE. There was no significant change in the number of administrative and academic support staff.

Table 15: number of staff in academic support and administrative units, FTE, academic year 2024-25

Number of staff in the academic support and administrative units, FTE, AY 2024-25	
Department/Unit	N
Academic Cooperation and Research Support Office	18.3
Admissions Office	5.0
Alumni Relations Office	1.0
Budget and Finance Office	23.9
Building Maintenance Group	11.0
Campus Redevelopment Office	4.3
Career Services Office	5.5
CEU Library	24.6
CEU Press	3.0
CEU Space Rentals Unit	2.0

Civic Engagement, Art and Culture	3.0
Communications Office	11.2
Community Engagement Office	1.3
Development Office	1.4
Event and Space Management and Campus Services Group	18.8
External Relations Office	9.5
Facility Management	10.8
Financial Aid Office	5.0
Front Office Services	3.9
Human Resources Office	30.7
Information Technology Office	34.6
Institutional Research Office	3.0
Legal Office	7.0
Medical Services	1.8
Office of Inclusion Diversity and Equality	3.5
Office of the Academic Secretary	5.0
Office of the Chief Operating Officer	2.0
Office of the Director of Facilities	2.6
Office of the President and Rector	4.5
Office of the Pro-Rectors/Budapest & KEE	1.0
Office of the Pro-Rectors/External Relations	1.2
Office of the Pro-Rectors/Research & Faculty	1.0
Office of the Pro-Rectors/Teaching & Learning	1.0
OSUN Secretariate at CEU	3.5
Student Records	5.5
Student Recruitment Office	4.0
Student Services Office	12.9
WEB Unit	3.5
Grand Total	291.3

3. Research

3.1. Research projects

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

In the reporting year, 18 projects were completed, as listed below.

Table 16: list of externally-funded research projects completed, academic year 2024-25

Research projects completed in 2024-25		
Title	Funder	Project Lead

Knowledge Transfer in Global Gender Programmes	EU/H20/MSCA/IF	Laura Rahm/Andrea Krizsan
Remembering the Great Patriotic War: norms, agency, and everyday politics in Russia	ÖAW - DOC	Vladimir Ogula
Decarbonizing Heat in P-TECC countries	University of California, Lawrence Berkeley National Laboratory	Diana Üрге-Vorsatz
Social Explainable Artificial Intelligence	FWF- CHIST-ERA	Janos Kertesz
Understanding Dynamic and Multi-scale Systems	McDonnell Foundation	Iacopo Iacopini/Márton Karsai
Making Anti-Communist Intellectuals: A Historical-Sociological Assessment of Ideological Warfare Through Transnational Exchange in Cold War Social Science	ÖAW	Dr. Matthias Duller
NetFi (Network Analysis and Financial Diaries)“	Universität Freiburg	Janos Kertesz
European Integrated Infrastructure for Social Mining and Big Data Analytics	EU/H2020/RIA	Janos Kertesz, Marton Karsai
Values and Political Ideology in the Arab-Muslim World	APSA	Ameni Mehrez
Reshaping European Advances towards green Leadership Through Deliberative Approaches and Learning	EU/H2020/RIA	Stephen Stec
Masterclass for Women: Empowering Hungary's Next Generation	US Department of State	Zsuzsanna Szelényi
Science Support for IPCC Activities	European Climate Foundation	Diana Üрге-Vorsatz
AI Aware Universities	American University in Bulgaria (OSUN subgrant)	Tamara Kamatovic
Striking from the Margins Phase 2	Carnegie Co.	Nadia Al-Bagdadi
Continued development of the Talk of the Town App, for launching research through the Developing Belief Network.	John Templeton Foundation	Jonathan Kominsky
The Afterlives of Feudal-Aristocratic Formations	FWF - Erwin Schrödinger Fellowship	Christian Zolles
Mapping the Menstrual Movement	Foundation for a Just Society	Inga Winkler
Good Integration (GOODINT): Goals and bottlenecks of successful integration and social cohesion	The Research Council of Norway	Zoltán Miklósi

CEU researchers launched a total of 25 new projects.

Table 17: externally-funded research projects launched, academic year 2024-25

Research projects launched in 2024-25		
Title	Funder	Project Lead
Masterclass for Women: Empowering Hungary's Next Generation	US Department of State	Zsuzsanna Szelényi

The Afterlives of Feudal-Aristocratic Formations	FWF - Erwin Schrödinger Fellowship	Christian Zolles
DemocraTease: Democratic Participation through Artistic Thinking	European Cultural Foundation	Flora Laszlo
CEU 2025: IPCC Building Connections through Outreach and Strategic Communication	European Climate Foundation	Diana Ürge-Vorsatz
EFI: Sources of Resistance to Autocratization	ERSTE Foundation	Szelényi Zsuzsa
Becoming a member: The role of affective deontic markers in social learning	Swiss National Foundation	Thomas Ganzetti
How Effective are Illiberal Strategies of Citizen Manipulation?	EU/HEU/MSCA/PF	Alexander Bor
Inferring the cross-platform structures of socio-political POLARization around CLIMATE change on social	EU/HEU/MSCA/PF	Max Falkenberg/Tiago Peixoto
Factive and non-factive mental state attribution	ÖAW	Anna Kispal
General principles of representing space and time during automatic formation of visual and auditory chunks and objects	EU/HEU/MSCA/PF	Linda Garami/ József Fiser
States Preceding Actions Reasoning	OEAD	Eva Wittenberg
COMplex LInks of Neighbourhoods	FFG	Márton Karsai
Times of Crisis, Times in Crisis: The Temporalities of Europe in Polycrisis	FWF - CHANCE-HERA	Vlad Naumescu
Networks and the Rule of Law: Uncovering Socio-Economic Outcomes	EU/HEU/RIA	Mihály Fazekas
European Men, Masculinity, and Extremist Leadership Online	EU/HEU/RIA	Violetta Zentai
Evaluation of and Teacher Incentives in the Complex Instruction Program in Hungary	UniCredit Foundation ETS	Timea Laura Molnár
Financing for Green Transition	EU/HEU/MSCA/SE	Anil Duman
Parenthood: A Study of Lived Experience	FWF - PI	Dylan Trigg
The Activist, the archivist and the researcher	EU/HEU/MSCA/SE	Oksana Sarkisova
Why Do Coherent Belief Systems Tolerate Incoherence? Belief Update Failures in Society	FWF - Special Research Area	Agnes-Melinda Kovacs
What is in question ?	FWF- Principal Investigator Project (Joint France)	Michael Schmitz
The structure of higher-order interaction networks	FWF- Principal Investigator Project (Joint France)	Federico Battiston
Resilience and Malleability of Social Metabolism	FWF - Emerging Fields	Anke Schaffartzik
Simons Collaboration on Ecological Neuroscience	The Simons Foundation	Jonathan Kominsky
Simons Collaboration on Ecological Neuroscience	The Simons Foundation	Máté Lengyel

3.2. Publications

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

2024-25. Detailed information on publications is available via CEU's Research Portal at <https://research.ceu.edu/>

Table 18: number of publications by publication type and department, academic year 2024-25

Publication numbers by publication type and department, AY 2024-25							
Unit	Contri- bution to journal	Book or Report	Contri- bution to Book or Report	Contri- bution to conference	General interest publication	Other	Total
Dept. Cognitive Science	0	0	1	0	0	0	1
Dept. Economics	10	1	4	0	0	0	15
Dept. Environmental Sciences and Policy	1	0	0	0	0	0	1
Dept. Gender Studies	32	0	2	0	0	3	37
Dept. Historical Studies	8	2	4	0	0	0	14
Dept. International Relations	17	2	4	0	1	1	25
Dept. Legal Studies	24	6	18	0	10	1	59
Dept. Network and Data Science	28	5	17	0	9	3	62
Dept. Philosophy	16	1	15	0	0	1	33
Dept. Political Science	16	4	14	0	0	5	39
Dept. Public Policy	52	1	3	1	0	0	57
Dept. Sociology and Social Anthropology	16	0	2	0	0	1	19
Nationalism Studies Program	39	3	6	0	0	0	48
Romani Studies Program	24	0	6	0	0	2	32
Center for Academic Writing	10	0	2	0	0	0	12
Center for Ethics and Law in Biomedicine	3	0	0	0	0	0	3
Cognitive Development Center	0	0	3	0	0	0	3
Social Mind Center	2	0	0	0	0	0	2
Yehuda Elkana Center	1	0	0	0	0	0	1
Undergraduate Studies	1	0	0	0	0	0	1
Grand Total	300	25	101	1	20	17	464

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

IWM postdoctoral fellowship

In May 2023 a cooperation agreement was signed with the Institute for Human Sciences (Institut für die Wissenschaften vom Menschen, IWM) for the implementation of a postdoctoral fellowship. The program started in September 2024 for a period of three years with the possibility of renewal.

Global Teaching Fellowship (for CEU doctoral students and graduates)

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

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

Relief of teaching and administrative load (for junior faculty)

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

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

3.4. Academic, university-life and cultural events

In the reporting year, CEU hosted hundreds of academic, social, and cultural events, including lectures, conferences, moderated talks, exhibitions and other events with the participation of international and Austrian guests. A full list of the events is available on the [CEU Events Page](#). Below is a list of some highlights from academic year 2024-25.

CEU Community Conversation: Making Sense of the Austrian Parliamentary Elections (October 15, 2024)

An academic and social discussion covering the local and international implications of the September 2024 Austrian parliamentary elections. Moderated for the public and CEU community, this event prominently featured distinguished academics Ruth Wodak and Rainer Bauböck as speakers.

Five Years Since the First Lockdown: Anti-Roma Racism, Antisemitism, the Radical Right, and the COVID-19 Pandemic (March 20, 2025)

Co-organized by the CEU Jewish Studies Program and Romani Studies Program, this public academic panel examined how the pandemic exposed deeply rooted structural discrimination, conspiratorial thinking, and racism.

CEU Intercultural Festival 2025 (January 18-19, 2025)

A vibrant, CEU-exclusive (plus registered guests) cultural and social event celebrating the immense diversity of the university community. The festival featured a cultural fair, global cuisines, spoken word, international music and dance performances.

European Central Bank Employer Presentation (November 7, 2024)

An exclusive career-focused social event geared toward CEU students looking to enter the European banking supervision sector. Hosted online by the Career Services Office, it allowed students to interact directly with recruiters and representatives from the European Central Bank to discuss professional growth and post-graduation opportunities.

My Favoriten Things: An Interactive Community Adventure (September 19, 2024)

Designed exclusively for the CEU community to help new students settle into Vienna, this social and cultural event took participants on an interactive adventure through Vienna's 10th district. Attendees uncovered the neighborhood's hidden stories through playful tasks while building new connections with their peers.

Somebody Should Do Something: How Anyone Can Help Create Social Change (April 30, 2025)

A public, socially-driven academic panel discussion held at the Kulturhaus Brotfabrik in Vienna. Celebrating the book launch of "Somebody Should Do Something" (MIT Press), the event invited attendees to explore how individuals and institutions can drive meaningful progress in areas like climate action and social justice. The panel featured prominent guests such as Purdue University philosopher Daniel Kelly, artist Cesy Leonard, and Der Standard senior editor Eric Frey..

IV Annual Graduate Workshop of Late Antique and Byzantine Studies (February 28, 2025)

An academic workshop organized predominantly for CEU and University of Vienna graduate students. It served as a collaborative academic incubator for early-career researchers to present ongoing historical research, refine their methodologies, and engage in cross-institutional dialogue.

4. Co-operations

4.1. CIVICA

The updated CIVICA Consortium Agreement was signed in January 2025, strengthening the alliance's quality assurance mechanisms and enhancing conflict resolution procedures.

A comprehensive internal survey has been launched in preparation of the Feasibility Study on a CIVICA Degree. The data collected is currently being compiled and analysed, with complete results expected in 2026.

To strengthen cross-institutional collaboration, a staff mobility scheme was launched for non-academic staff. A total of 48 staff members participated (including 9 funded by CIVICA directly), resulting in greater exchange of expertise and enhanced operational cohesion across the alliance.

The collaboration with the five Ukrainian partner institutions continued to expand. 15 Ukrainian scholars were invited to CIVICA institutions, and 11 Ukrainian students participated in key CIVICA

educational programmes. CEU awarded 3 scholars, and will support their visits, taking place in the AY 2025-26.

The digital campus (my.civica.eu platform) has continued to evolve, with a notable increase in the number of available courses and digital content. The alliance has also successfully launched a dedicated working group on pedagogical innovation, fostering collaboration and the development of new teaching practices across member institutions.

Under the collaboration of the libraries, a feasibility study on the pooling of documentary resources within the alliance has been conducted and has contributed to the development of a shared digital library infrastructure. Reading lists were analysed to identify missing eBooks in view of initiating negotiations for expanded access. In the area of Open science, the CIVICA OpenAIRE gateway is being established, reinforcing the alliance's commitment to open access.

CEU participates as full member in WP3 – CIVICA Engage Track, Bachelor Education. 10 CEU undergraduate students participated in the second summer school, European Week organized by SNSPA in Bucharest. At master's level CEU participated in two multicampus courses: fifth edition of the multicampus course "The Future of Europe" with 150 participating students in Fall 2024 – 7 instructors, Maryiana Angelova from CEU; first edition of the new multicampus course "The Road to the Green Transition" with 107 participating students in Spring 2025, 9 instructors, Michael Labelle from CEU. In addition, CEU faculties participated in three joint courses out of the six at alliance level: Mihály Fazekas - Corruption and Economic Favoritism in Policymaking, jointly taught by CEU and Sciences Po; Thilo Bodenstein – Policy evaluation, with EUI and Sciences Po; Andrea Peto – Gendering Illiberalism, with SNSPA. At the PhD level the CIVICA Teacher Development Programme, designed to enable early-stage researchers to develop their skills and expertise as teachers in higher education, continues to offer courses. CEU contributed to the programme with 3 training courses (through Yehuda Elkana Center for Teaching and Learning) from 17 courses at alliance level.

The other work package led by CEU, WP7- CIVICA for Society, continued its work to promote diversity, equity, and inclusion within the CIVICA community and beyond. In March 2025, a feasibility study on the establishment of a first-generation programme was completed, based on an analysis of existing resources, partners' input. There is strong support for developing a CIVICA Inclusiveness Initiative for university students from disadvantaged backgrounds, focusing on career workshops, mentorship, internships, and mobility opportunities. The "CIVICA for All" platform has acquired 32 new members, which brings the total number of members to 122. One wellbeing and two skill-building workshops were offered online through the platform.

Five CIVICA high school workshops were organized (one by CEU), helping high school students prepare more confidently for university and future career paths. A total of 135 high school students participated in the workshops.

4.2. Other co-operations

In 2025 a new Memorandum of Understanding was signed with the Digital Innovation School Initiative of the Complexity Science Hub. CEU joined this initiative as a partner institution.

A Cooperation agreement has been established in April 2025 between the Natural History Museum Vienna and the Cognitive Development Center of the Department of Cognitive Science of CEU. This research partnership between CEU and the NHM focuses on collaboratively investigating a joint study titled "Sorting Shells." The aim of the study is to examine children's

level of knowledge prior to participating in the activity, assess what they can learn from such hands-on experiences, and identify ways to further improve the museum's educational programs.

CEU officially joined the CLARIAH-AT digital humanities consortium as a temporary member from January 2025. CLARIAH-AT refers to the joint representation of two European research infrastructure consortiums in Austria, CLARIN (Common Language Resources and Technology Infrastructure) and DARIAH (Digital Research Infrastructure for the Arts and Humanities). As central hubs of promoting scholarly engagement with technology in the humanities and social sciences, both organizations aim to promote and support research and teaching with digital methods and foster collaboration, networking, and intellectual exchange on a European level and beyond. CEU as an observer member won two grants in last year's highly competitive funding scheme: Alíz Horváth (Assistant Professor) received a grant to support the organization of the highly successful international event, OCR/HTR Workshop for Under-resourced and Under-represented Languages in Digital Humanities, which took place at CEU on October 3-4, 2025. In addition, Mark Wittek (Assistant Professor) won a grant to set the foundation of a novel research project to map the network of jazz musicians. Furthermore, CEU welcomed DH practitioners from all around Austria for the first DH Fest on December 4, 2025. The event included the CLARIAH-AT Roadshow, the largest and most important annual event of the consortium, with a lively project showcase from partner institutions and a special CEU medley session, followed by an innovative project incubation and consultation workshop for members of the Cluster of Excellence EurAsian Transformations, which also helped bring the two communities closer together.

5. Measures for the Promotion of Diversity and Inclusion

In academic year 2024-2025, CEU strengthened its framework for gender equality and diversity through multiple initiatives. In addressing gender-based violence, the University launched the SpeakApp in October 2024, led the development of the GenderSAFE Model Policy Framework at the European level, and contributed as expert to the Austrian National Action Plan against Violence against Women. CEU improved data-driven equality monitoring through radical improvements in HR systems that now enable significantly better-quality monitoring of faculty recruitment. The University established religious accommodations rules to ensure equal access for students of diverse religious backgrounds, and launched a Sexual Health and Wellness Program in partnership with students. CEU also initiated the grading of administrative job positions, a crucial step for gender equality that will enable the monitoring of equal pay for work of equal value, transparent career progression, and full compliance with the transposition of the EU Pay Transparency Directive into Austrian national law in 2026

Harassment (including sexual harassment) and Gender-based Violence

Training, Awareness, and Frontline Capacity

- During Orientation Week in September 2024, the Gender Equality Officer delivered a mandatory session on inclusion, diversity and equality to inform all new students on gender equality and equal opportunity-related policies (approximately 450 attendees). A representative from the Austrian NGO ZARA (Civil Courage and Anti-racism Work) also delivered a mandatory lecture on sensitive communication and cultural differences, with gender equality elements (approximately 450 students). Sara Hassan delivered 3 mandatory lectures for all incoming students on "The red flag system: how to recognise patterns of sexual harassment", with each lecture attended by approximately 100 to 150

incoming students from all levels of studies (bachelor's, master's and doctoral students). These trainings are delivered annually as part of CEU's orientation program.

- On the 26th of September 2024, the *SpeakApp* (the CEU App to submit and handle harassment and sexual harassment complaints) was launched with a hybrid event attended by 56 members of CEU's community. Following the launch, recurring coordination meetings with IT supported its maintenance and further development throughout the year.
- On the 1st, 2nd and 3rd of October 2024, the members of the CEU's Ombudspersons Network and the Disciplinary Committee received a 3-day training on communication and mediation skills, interviewing skills, investigation stages and pitfalls, red flags, sanctions and reporting in harassment and sexual harassment cases. The invitation for this training was also extended to the members of the CEU Counselling Services.
- In April 2025, two mandatory training sessions on emergency responses to cases of sexual harassment were delivered to front desk employees of the CEU Library (1st April and 28th April). Training was delivered to front desk employees, security personnel, and library personnel who are likely to serve as first responders to sexual harassment incidents, focusing on immediate response, referral pathways, and coordination with institutional mechanisms.
- On 17th June 2025, the Gender Equality and Diversity Officer delivered an online talk on CEU's policy on harassment for *Genderplattform*, the platform of organizations for the advancement of women and gender studies at Austrian public universities, focusing on institutional policy framework and approaches to addressing harassment.

GenderSAFE Project

CEU continued to play a leading role in the EU-funded GenderSAFE project, contributing to policy design, testing, and dissemination. CEU's team is in charge of the coordination of the project's Legal Circle.

- On the 14th of November 2024, within the framework of the EU-funded GenderSAFE project, CEU hosted an online webinar titled "Professional Boundaries and Sexual Harassment in Academic Settings", delivered by Dr Anna Bull. The session was attended by 65 participants from 17 European countries and explored the concept of professional boundaries, discussed boundary-blurring behaviours that can enable sexual harassment, and provided an interactive case study discussion with participants.
- In April 2025, the launch of work with GenderSAFE policy testers took place, involving two preparatory workshops. The workshops focused on training participants who will test selected portions of the GenderSAFE model policy framework. This work supports the practical validation and refinement of policy tools developed within the project.
- Starting in May 2025, CEU's interdepartmental strategy development on safer recruitment has been conducted as part of the testing phase of the GenderSAFE project, in collaboration with Human Resources Office, Legal Counsel, and Student Services Office. The work focuses on exploring GDPR-compliant mechanisms to strengthen recruitment and admissions processes, with the aim of preventing the hiring or admission of individuals with a history of sexual misconduct. As part of this process, external consultations were initiated with Austrian organizations participating in misconduct disclosure schemes, including Rotes Kreuz (Austrian Red Cross) and Caritas.
- On 3rd of June 2025, within the framework of the EU-funded GenderSAFE project, the Gender Equality and Diversity Officer delivered a 4-hour pre-conference training workshop

on “Understanding Gender-Based Violence in Higher Education and the 7P Framework” at the European Network of Ombuds in Higher Education (ENOHE) Annual Conference in Amsterdam.

Austrian National Action Plan against Violence against Women

- In 2025, the Gender Equality and Diversity Officer was invited by the Federal Ministry for Women, Science and Research (BMFWF) to participate as an expert in *AG 1: Gewaltfrei vom Kindesalter bis zur Hochschule* within the development of the Austrian National Action Plan (NAP) against Violence against Women (2025-2029). The NAP was mandated by Council of Ministers decision (MRB 7/13) of 23 April 2025 and developed through a participatory, multi-stakeholder process coordinated by the BMFWF and the Federal Ministry of Education. The working group focused on prevention of gender-based violence across the education system, from early childhood through higher education. As part of the process, concrete and practice-oriented policy proposals were prepared and submitted for consideration by the political steering group, aligned with the Istanbul Convention, GREVIO recommendations, the EU Directive on combating violence against women and domestic violence, and relevant national policy frameworks.

Sexual Wellness Program

In partnership with students, CEU developed and launched a Sexual Health and Wellness Program. The design phase began in spring 2025 with a student-led anonymous survey to identify priorities and needs. As part of implementation, CEU established an ongoing partnership with Wiener AIDS Hilfe, through which the University receives 1,000 condoms per year, provided free of charge in regular batches. Condoms are distributed on campus together with information pamphlets on correct use and references to CEU's Sexual Health SharePoint site hosting curated resources. This partnership supports harm reduction, sexual health education, and informed consent.

Gender Equality and Diversity in Employment, Research, and Governance

- In November, the Gender Equality and Diversity Officer published the Gender Pay Gap (GPG) report 2024 (annex 3). The report shows no systematic gender discrimination in salaries at CEU. Within the academic body, the small, gendered differences in pay at the same rank are not statistically significant. Within the administrative body, CEU is very close to eliminating differences in pay between men and women. The high university-wide, unadjusted GPG at CEU is not driven by gender discrimination but by gender segregation in employment: women are overrepresented within the administrative body and at the lowest academic rank.
- CEU further strengthened monitoring of its *Policy on Increasing the Representation of Women as Faculty* through automated reporting. Digital collection and monitoring of faculty recruitment data enable systematic tracking of gender balance. Monitoring data shows notable improvement in gender balance, including increased representation of women among newly hired resident faculty since the policy entered into force.
- Further work included continued implementation of the *Student Employment Policy*, supporting transparency and fairness in student employment practices. This policy is a significant step in ensuring third-country nationals are not indirectly discriminated against in employment opportunities, as it mandates publication of vacancies and establishes a timeline that allows the university to employ them.

- CEU launched a Student Diversity Dashboard that provides aggregated data on gender, first-generation students, countries of origin and world regions, students with disabilities, and socio-economic background. This tool supports evidence-based monitoring and policy development.
- A gender-sensitive tie-break rule was introduced in Senate elections: in the event of equal votes, the non-male candidate is considered elected, replacing the previous toss-the-coin selection procedure.
- In October 2025, CEU launched community consultation rounds for the development of its 3rd Gender Equality Plan, accompanied by a monitoring report assessing implementation of the previous plan (valid until December 2025). The draft plan was discussed by the Senior Leadership Team and is scheduled for Senate discussion.

Promoting diversity equal access in the student body

In 2025, CEU established a formal framework to accommodate work-restricted religious holy days and to ensure equal access to academic participation for students of diverse religious and belief backgrounds.

The policy defines work-restricted holy days and eligibility for accommodations, introduces a standardized request procedure, aligns absences for religious observance with other justified absences, and establishes clear procedures for alternative assignments and deadlines. In determining eligible holy days, CEU follows an established interfaith calendar, ensuring consistency and equal treatment across religious traditions. This policy represents a significant step in institutionalizing religious inclusion at CEU.

Family-friendly University

- CEU continues to operate an annual €50,000 emergency fund for student parents, providing need-based financial support to students with children or other dependents who face unexpected expenses related to caregiving responsibilities.
- A dedicated child-friendly room at the campus remains operational. In October 2024, CEU adopted internal Onsite Childcare Guidelines, formalizing procedures for contracting childcare services during academic events and ensuring that costs are borne institutionally rather than by individual parents.

6. Finances

Background

- 1) CEU GmbH's statutory Financial Statements for the year ending July 31, 2025, are available in annex 4. The Financial Statements are accompanied by the Management Discussion and Analysis ("Lagebericht").
- 2) Our external auditor, KPMG, issued an unqualified audit opinion on the Financial Statements for the year ending July 31, 2025.
- 3) CEU's operations have not changed significantly compared to the previous year: the volume of total assets increased from EUR 67.5m to EUR 75.8m, while total revenue (revenue and other operating revenue) exceeded EUR 95m compared to EUR 75m in the previous year.
- 4) Financial sustainability of CEU GmbH's operations is ensured by the commitments of our Founder, as well as our dedicated Endowment Fund.
- 5) Information about the accounting and valuation principles, and detailed explanations about individual items of the Financial Statements can be found in the notes to the Financial Statements.

Major developments in the year ending July 31, 2025

- 6) Assets:

	Share AY 2024/2025	y-o-y change
Assets		
(a) Intangible assets	10.5%	1258.9%
(b) Properties, plants, and equipment	24.5%	-5.2%
(c) Other receivables and other assets	44.1%	-2.4%
(d) Cash with banks	18.1%	22.7%

- a. Intangible Assets: this position (EUR 8.0m compared to EUR 0.6m last year) increased significantly mainly due to a one-off payment to obtain a right in the context of the renewal of our rental contract for our Vienna campus at Quellenstrasse 51. This right is being amortized over 10 years (minimum duration of the rental contract plus extension period).
- b. Properties, plants, and equipment: this position (EUR 18.6m compared to EUR 19.6m last year) is slightly decreasing based on the annual depreciation for our investments in the rented campus at Quellenstrasse 51.
- c. Other receivables and other assets: CEU GmbH's receivables from Central European University, New York, decreased slightly compared to the previous year from EUR 34m to EUR 33m, as that was converted to cash (see also the point Investment Grants ("Investitionszuschüsse"). The position also consists of Other receivables from EU projects (EUR 5.2m) and Other receivables from other grants (EUR 8.9m). In general, Central European University, New York, supports operating CEU GmbH with donations for its operations. The source of funding these assets is grants from Central European University, New York.
- d. Cash with banks: CEU GmbH's cash balance has increased from EUR 11.2m to EUR 13.7m and is mainly held with Austrian credit institutions. The main reason for the increase is the conversion of receivables from Central European University, New York, into cash.

7) Liabilities and Equity

	Share AY 2024/2025	y-o-y change
Liabilities and Equity		
(a) Investment Grants ("Investitionszuschüsse")	35.1%	31.6%
(b) Provisions	9.3%	5.6%
(c) Liabilities	17.3%	-1.1%
(d) Accruals	38.3%	6.3%

- Investment Grants ("Investitionszuschüsse"): this position (EUR 26.6m compared to EUR 20.2m) increased by nearly 32% based on grants received but not yet called from Central European University, New York.
- Provisions: this position (EUR 7.1m compared to EUR 6.7m) remained nearly unchanged, and its main components are provisions for unused vacations and provisions for career transition allowances.
- Liabilities: this position (EUR 13.1m compared to EUR 13.3m) decreased slightly.
- Accruals: this position (EUR 29.0m compared to EUR 27.3m) increased by roughly 6% and consists mainly of accrued revenue from EU projects (EUR 12.8m), accrued revenue from other grants (EUR 7.7m), and Other accrued revenue (EUR 8.5m).

8) Profit and Loss Accounts

	Share AY 2024/2025	y-o-y change
Revenue		
(a) Revenue (incl. tuition and fees)	5.6%	8.5%
(b) Other operating revenue (incl. donations and third-party funds)	94.4%	29.4%
Interest and similar revenue	0.1%	-72.0%
Expenses		
(c) Personnel expenses	61.3%	31.8%
Depreciation	2.9%	-21.3%
(d) Other operating expenses	35.5%	27.3%
Interest and similar expenses	0.2%	-4.4%
(e) Profit for the Period	0.0%	0.0%

- Revenue: this position is driven by **tuition and fees** and increased by 8.5%, reaching EUR 5.3m this year compared to EUR 4.9m last year.
- Other operating revenue: the majority of CEU GmbH's income comes from **donations** from Central European University, New York, in amount of EUR 78m (compared to EUR 58m in the previous year). In addition, CEU GmbH was successful in attracting more **research-related grants and other third-party funds** (EUR 9.5m compared to previous year's EUR 8.4m).
- Personnel expenses: CEU's **personnel expenses** position increased due to the general increase in salaries (individual increase and inflation adjustments), and the overall grow in head counts. Compared to EUR 44.6m last year, this position increased y-o-y by nearly 32% reaching EUR 58.8m for the academic year 2024/2025.
- Other operating expenses: this position increased from EUR 27m in the previous year to EUR 34m this year. Main driver is the increase for **supporting our students** (stipends and,

student support in amount of EUR 9.6m compared to EUR 7.4m last year) and an increase in the **rental expenses** (including maintenance cost) in amount of EUR 14.3m compared to EUR 9.5m.

- e. Profit for the period: as CEU GmbH is a non-profit organization, its aim is to at least break even – thus the level of revenues and expenses is nearly identical. Overall, we show no profit/no loss for the period.