

## **Performance Agreement 2024–2026**

between the

**Austrian Academy of Sciences**

and the

**Federal Ministry of Education, Science and Research**

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## 0. Preamble

The subject of this performance agreement (PA), which is concluded on the basis of the Research Funding Act (FoFinaG) and taking into account the minimum contents of performance agreements provided for in § 6 FoFinaG, are the major activities of the OeAW, which it provides on the basis of federal funds, and the corresponding, predominantly financial contribution of the Republic of Austria, represented by the Federal Ministry of Education, Science and Research (BMBWF), during a period of three years, from January 1, 2024 to December 31, 2026.

The OeAW carries out its mandate "to promote science in every respect" (Academy Law: *Bundesgesetz über die Österreichische Akademie der Wissenschaften*, as amended by the Federal Law Gazette of the Republic of Austria, hereafter referred to as BGBl I 75/2020) on a statutory basis. This statute serves as the foundation of the Academy's procedures and organizational structure. It is under the special protection of the Republic of Austria, represented by the respective Federal President, and is entitled to protection and funding from the federal government when fulfilling its mission. Detailed provisions can be found in the by-laws of the OeAW.

By agreeing on a global budget, this PA takes into account the scientific autonomy of the OeAW and the characteristics of basic research that is open to application. Dynamic further development, including the seizing of unforeseeable, promising opportunities in the course of a performance agreement period, is thus ensured.

The activities of the OeAW are in line with and support key programmatic guidelines and objectives of the federal government:

- The OeAW contributes to the implementation of the Austrian federal government programme 2020–2024 ("Out of responsibility for Austria"), in particular with regard to chapter 06 "Education, science, research & digitalization", as well as chapter 01 "State, society & transparency" (particularly actions under "Art and culture") and chapter 03 "Climate protection, infrastructure, environment & agriculture" (mainly actions under "Climate protection & energy", "Environment and nature protection" and "Agriculture, animal welfare & rural areas").
- The OeAW supports the federal government's RTI strategy<sup>1</sup> and is committed to its implementation. It is actively involved in shaping the RTI pact<sup>2</sup> in the areas relevant to the OeAW. The OeAW's objectives and actions can be assigned to the objectives and fields of action of the 2024–2026 RTI pact as follows:

Goal 1: Catch up with the international leaders and strengthen Austria as a research, technology, and innovation location

- Contribution to expanding and securing research and technology infrastructure
- Participation in EU missions and support for applicants in Horizon Europe
- Promotion of internationalization and cooperation in research

Goal 2: Focus on effectiveness and excellence

- Freedom and independence in science as a standard
- Implementation and promotion of excellent (also risky) open-topic basic research, creation of institutional freedom
- Setting priorities in research in view of current and pressing social challenges

Goal 3: Focus on knowledge, talents and skills

- Contribution to strengthening trust in science
- Awakening enthusiasm for science and research among children and young people

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<sup>1</sup> RTI Strategy 2030: Federal Government Strategy for Research, Technology and Innovation (2020): [www.bundestkanzleramt.gv.at/dam/jcr:648a402a-585f-4f97-bdfb-74cb59a09c3e/43\\_10\\_mrv.pdf](http://www.bundestkanzleramt.gv.at/dam/jcr:648a402a-585f-4f97-bdfb-74cb59a09c3e/43_10_mrv.pdf)

<sup>2</sup> RTI Pact 2024–2026 (2022): [www.bundestkanzleramt.gv.at/dam/jcr:894f23fe-25a3-4293-a74e-282858a1e79a/42\\_13\\_beilage.pdf](http://www.bundestkanzleramt.gv.at/dam/jcr:894f23fe-25a3-4293-a74e-282858a1e79a/42_13_beilage.pdf)

- Promotion of women in science
- Strengthening brain circulation, especially among young researchers

The OeAW's contributions to the implementation of the RTI pact are discussed in the annual OeAW performance and implementation report.

- The OeAW will coordinate with Austrian universities – taking into account the Austrian University Development Plan (GUEP)<sup>3</sup> – in order to make the best possible contribution to cross-institutional and cross-location cooperation in the Austrian (basic) research area.
- The OeAW will be an active partner in the implementation of the Austrian Research Infrastructure Action Plan 2030.<sup>4</sup>
- The OeAW will expressly continue to contribute to strengthening the humanities, social sciences, and cultural studies in the Austrian and European research area, also taking into account the strategic considerations of the BMBWF<sup>5</sup>.
- In line with initiatives of the BMBWF in particular, one of the OeAW's core tasks in the coming years will be to continuously strengthen the dialogue between science and society and to contribute to increasing trust in science and democracy. The BMBWF initiative TruSD<sup>6</sup> – 10-point program to strengthen trust in science and democracy in Austria – will be taken into account in this respect.
- The principles of Plan S<sup>7</sup> on Open Access will be implemented, where applicable, in the Academy's funding programs. Furthermore, the OeAW supports the recommendations of the existing Open Science Network Austria<sup>8</sup> (OANA), and is considering becoming a member of Open Science Austria (OSA).
- The OeAW supports the "Action Plan for a Competitive Research Area"<sup>9</sup> and will continue to promote participation in the sense of citizen science where scientifically meaningful.
- In accordance with the 2016 Ministerial Council resolution<sup>10</sup>, the OeAW contributes to the implementation of the "Agenda 2030 for Sustainable Development – Sustainable Development Goals (SDGs)"<sup>11</sup> in an interdisciplinary and science-based manner.
- Beyond Austria, the OeAW aims to further enhance its profile as a European research institution and to become more attractive. The OeAW understands and supports the European Research Area as an opportunity to strengthen economic, political, and social development in Europe through science – in particular basic research – and expressly while maintaining academic freedom. Impetus for this is provided by the European Commission's communication<sup>12</sup> of September 2020 and the EU Council conclusions<sup>13</sup> on the New European Research Area, in particular "Horizon Europe", including the implementation framework for the EU Horizon Europe missions in Austria,<sup>14</sup> and the Austrian Action Plan for the European Research Area (ERA-NAP)<sup>15</sup>, as well as various bilateral, regional and

<sup>3</sup> Austrian University Development Plan GUEP 2025 to 2030: [www.bmbwf.gv.at/dam/jcr:4facba49-1ab7-4e11-85c6-74fdc3feb8a8/GUEP\\_2025-2030\\_neu.pdf](http://www.bmbwf.gv.at/dam/jcr:4facba49-1ab7-4e11-85c6-74fdc3feb8a8/GUEP_2025-2030_neu.pdf)

<sup>4</sup> Regarding the Austrian Research Infrastructure Action Plan 2030: [www.bmbwf.gv.at/dam/jcr:65ac2af1-bf8d-45d3-9f3c-380ab678dbd1/FI-Aktionsplan%202030\\_BF.pdf](http://www.bmbwf.gv.at/dam/jcr:65ac2af1-bf8d-45d3-9f3c-380ab678dbd1/FI-Aktionsplan%202030_BF.pdf)

<sup>5</sup> [www.bmbwf.gv.at/Themen/Forschung/Forschung-in-%C3%96sterreich/Strategische-Ausrichtung-und-beratende-Gremien/Strategien/GSK-Strategie-Rahmenbedingungen.html](http://www.bmbwf.gv.at/Themen/Forschung/Forschung-in-%C3%96sterreich/Strategische-Ausrichtung-und-beratende-Gremien/Strategien/GSK-Strategie-Rahmenbedingungen.html)

<sup>6</sup> Regarding the BMBWF priority initiative "Trust in Science and Democracy (TruSD)": [www.bmbwf.gv.at/dam/bmbwfgvat/Hochschule---Universit%C3%A4t/Aktuelles/10Punkte\\_truSD\\_kurz\\_EN\\_final.pdf](http://www.bmbwf.gv.at/dam/bmbwfgvat/Hochschule---Universit%C3%A4t/Aktuelles/10Punkte_truSD_kurz_EN_final.pdf)

<sup>7</sup> Regarding the Plan S of cOAlition S: [www.coalition-s.org](http://www.coalition-s.org)

<sup>8</sup> Open Science Network Austria: [www.oana.at](http://www.oana.at)

<sup>9</sup> Action plan for a competitive research area from 2015: [https://era.gv.at/public/documents/2424/0\\_20150225\\_Forschungsaktionsplan.pdf](https://era.gv.at/public/documents/2424/0_20150225_Forschungsaktionsplan.pdf)

<sup>10</sup> Regarding the 2030 Agenda for Sustainable Development: [www.bundeskanzleramt.gv.at/themen/nachhaltige-entwicklung-agenda-2030.html](http://www.bundeskanzleramt.gv.at/themen/nachhaltige-entwicklung-agenda-2030.html)

<sup>11</sup> Transforming our world: the 2030 Agenda for Sustainable Development. United Nations (2015): <https://sdgs.un.org/2030agenda>

<sup>12</sup> Communication from the European Commission on a New European Research Area for Research and Innovation of September 30, 2020: [https://ec.europa.eu/commission/presscorner/detail/en/IP\\_20\\_1749](https://ec.europa.eu/commission/presscorner/detail/en/IP_20_1749)

<sup>13</sup> Council conclusions on the New European Research Area of 1 December 2020: <https://data.consilium.europa.eu/doc/document/ST-13567-2020-INIT/en/pdf>

<sup>14</sup> Implementation framework for the EU missions of Horizon Europe in Austria "More quality of life and sustainability through research and application": [www.bundeskanzleramt.gv.at/dam/jcr:13f3bd33-8a04-4405-abe8-4b72f36ba7af/umsetzungsrahmen\\_eu-missionen\\_he\\_in\\_aut.pdf](http://www.bundeskanzleramt.gv.at/dam/jcr:13f3bd33-8a04-4405-abe8-4b72f36ba7af/umsetzungsrahmen_eu-missionen_he_in_aut.pdf)

<sup>15</sup> [www.bmbwf.gv.at/Themen/Forschung/Forschung-in-der-EU/Leitthemen-der-EU-Forschung/Europ%C3%A4ischer-Forschungsraum-\(ERA\)/ERA-NAP.html](http://www.bmbwf.gv.at/Themen/Forschung/Forschung-in-der-EU/Leitthemen-der-EU-Forschung/Europ%C3%A4ischer-Forschungsraum-(ERA)/ERA-NAP.html)

macro-regional strategy processes and funding programs to strengthen international research cooperation. Gender justice, equality and diversity of opportunity are practiced by the OeAW, taking into account the EU Commission's gender equality strategy<sup>16</sup>.

The activities planned by the OeAW are based on its achievements in the 2021–2023 performance agreement period and build on existing initiatives.

The crisis-ridden years 2021–2023 due to unforeseeable events such as the COVID-19 pandemic or the war in Ukraine brought the international exchange of scientists to a standstill, led to supply bottlenecks and caused persistently high inflation and massive price increases. This was disproportionately high in areas that are essential for the OeAW as a research institution, particularly for high-tech equipment and energy costs. For the reasons mentioned, some appointments or new appointments to research groups at OeAW institutes could not be made as planned, and so there is a need to catch up in several respects.

Successful appointments can only be made if attractive recruitment packages are put together, so that under the new management the institutes can utilize the potential of dynamic further development in a future-oriented manner. The OeAW competes less with national institutions than with the world's best institutions in Germany, Switzerland, the United Kingdom and the USA. High-calibre scientific appointments that sustainably advance Austria as a location for research and innovation require attractive appointment packages within the overall framework of a modern research institution that opens up the full potential of digitalization, maintains state-of-the-art research infrastructure and quickly implements structural renovation projects. The Academy Campus in the heart of Vienna is an ideal example of the latter. The fact that large parts of the PSK can now be integrated into it once the tenant-side adaptations have been completed, is a prestigious object not only for the OeAW, but for science and society in Austria as a whole.

In each of the areas vital to the OeAW – recruiting and retaining the best minds, digitalization, research infrastructure, renovation and much more – the inflation, which will not abate until the end of 2023, will have far-reaching consequences that will take full effect and must be cushioned in the coming performance period.

In addition to the research policy framework conditions in Austria and the European Union, this performance agreement takes into account advances in scientific knowledge and societal challenges, and is specifically based on the **OeAW development plan 2024–2026**<sup>17</sup>. Numerous activities extend beyond the 2024–2026 performance period. The OeAW will thus continue to contribute to a future worth living in Austria in the coming years, based on basic research and in the sense of promoting and communicating science and research.

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<sup>16</sup> Cf. [https://ec.europa.eu/info/policies/justice-and-fundamental-rights/gender-equality/gender-equality-strategy\\_en](https://ec.europa.eu/info/policies/justice-and-fundamental-rights/gender-equality/gender-equality-strategy_en) and [https://research-and-innovation.ec.europa.eu/strategy/strategy-2020-2024/democracy-and-rights/gender-equality-research-and-innovation\\_en#gender-equality-in-the-european-research-area-era](https://research-and-innovation.ec.europa.eu/strategy/strategy-2020-2024/democracy-and-rights/gender-equality-research-and-innovation_en#gender-equality-in-the-european-research-area-era) and <https://op.europa.eu/en/publication-detail/-/publication/ffc06c3-200a-11ec-bd8e-01aa75ed71a1/language-en/format-PDF/source-232129669>

<sup>17</sup> OeAW development plan 2024–2026: [www.oeaw.ac.at/fileadmin/NEWS/2023/pdf/EP\\_OeAW\\_2024-2026\\_barrierefrei.pdf](http://www.oeaw.ac.at/fileadmin/NEWS/2023/pdf/EP_OeAW_2024-2026_barrierefrei.pdf)

## 1. Activities of the OeAW

"**To promote science in every respect**" – in order to fulfill this mission, a high degree of flexibility and innovative capacity is required, in short: freedom for new ideas. Austria's largest non-university institution for basic research has offered this freedom since 1847, when the Academy was founded as a learned society. The OeAW conducts a broad range of research, and it researches what is relevant. The OeAW, with its **770 members** and around **1,800 employees**, is aiming to bring together experts, advance curiosity- and technology-driven research, discover new insights, and communicate relevant information. It thus provides "responsible science" in a holistic approach. Science is promoted by establishing and operating research institutions, by the funding of research programs and scientific careers as well as through members who address fundamental scientific issues. The OeAW holds a unique position in the Austrian research landscape as a **research institution, research funding organization and learned society**.

### 1.1. Academy as a whole

The characteristics and tasks of the academy as a whole result from the **future-oriented and science-promoting interaction** of academy members in Austria and abroad, committee members, employees, the research institutions of the entire OeAW Group (including subsidiaries), the funding initiatives for young researchers, international networking, and science-based mission towards politics, economics and society.

The OeAW is a place of **communication and dissemination of scientific achievements and findings**. Members, staff, and guests of the Academy engage in interdisciplinary exchange to address important questions about the future, advise politicians and society, and inform the public about important scientific findings. The OeAW passes on the fascination of research through a varied range of events, publications, and increasingly also digital content explicitly aimed at a young audience.

<i>Action/s</i>		<i>Implementation period</i>	<i>Review of the action taken</i>
1	<b>Political and social advice for a crisis-resilient republic</b> , e.g. <ul style="list-style-type: none"><li>– Research data – scientific monitoring of related national and European legislative and executive activities</li><li>– Climate crisis and contributions to overcoming it – establishing an advisory structure</li><li>– Potential crises: Examination of the establishment of advisory structures in cooperation with relevant stakeholders</li></ul>	2024 ff.	Report in the monitoring meetings

### 1.1.1. Knowledge transfer

Through measures in the area of **public relations and communication with the public**, the OeAW aims to strengthen the Austrian knowledge society as a whole and achieve a broad national impact.

The OeAW creates specific formats to reach the general public using multiplier effects. "**Science Update**" is one of these recent formats, which enables an interactive and longer discussion on certain topics between journalists and scientists in a "*Club 2* atmosphere". This needs to be made permanent.

In order to strengthen **trust in science** as a whole, the OeAW is taking concrete measures to improve accessibility to science and its results (open science and open data). It is increasingly seeking dialogue with the media and politics and will continue its successful formats of **policy advice**, e.g. "Science and Politics in Conversation" in cooperation with the Austrian National Council. Above all, the OeAW will install a "**Science Barometer Austria**" to regularly measure the Austrian population's perception of and trust in science.

The Academy operates its own publishing house to disseminate the new knowledge gained primarily – but not only – through the OeAW. The **Austrian Academy of Sciences Press** must be further developed with regard to production processes and forms of financing, in order to be even more visible nationally and internationally as an "academic high quality publisher" and to be even more successful in open access.

<i>Action/s</i>		<i>Implementation period</i>	<i>Review of the action taken</i>
2	<b>Science Update:</b> Continuation, at least three times p.a.	2024 ff.	Performance/implementation report (P&I report)
3	<b>Science Barometer Austria:</b> Annual survey, analysis and publication	2024 ff.	Submission
4	<b>Austrian Academy of Sciences Press:</b> Measures for further development <ul style="list-style-type: none"> <li>– Development of a common target image with the Press management</li> <li>– Realignment of the editorial office</li> <li>– Further strengthening of digitization and open access: Continuous increase in downloads and open access titles</li> </ul>	2024 ff.	P&I report

### 1.1.2. Generational bridges

Generational bridges must be built again and again so that no knowledge is lost. Convincing children, adolescents, and young adults of the power of science will significantly contribute to a well-established affinity for science. The OeAW wants to support exceptional young people. It wants to provide them with opportunities at an early age and familiarize them with the world of science.

The OeAW will continue to broaden the spectrum of direct physical and virtual encounters with research and researchers. The OeAW will continue its proven measures to bring children and young people into contact with science and research, e.g. participation in the "**Children's University at the OeAW**" (in cooperation with the University of Vienna) and the **Long Night of Research**. The "**Academy in the Classroom**" school lectures and the involvement of OeAW staff and members as **science ambassadors** as part of the OeAD initiative have also been successful. However, in order to reach not just one class at a time, but as many students and teachers as

possible, the OeAW is also planning to establish a **web-based, education-oriented science channel**. In this videocast for 10 to 14-year-old students throughout Austria, which was developed together with the target group, researchers will bring scientific findings into the classroom in an informative and entertaining way and provide an insight into their work. The link to the curricula is an essential element, as this is the only way to ensure increased use in the classroom.

The OeAW is planning to set up a "**Science Space**" in a dedicated room on the Academy Campus, which can be used for educational programs for small groups aged 8 to 16, with a particular focus on non-scientific milieus.

The OeAW also has special offers for students towards the end of their school career: the OeAW motivates female students in particular with a **prize for the best pre-scientific work in the STEM field**. With this award and the **Austrian Study Foundation**, the Academy offers exceptionally motivated and committed students support, training and networking opportunities in the spirit of talent promotion.

<i>Action/s</i>		<i>Implementation period</i>	<i>Review of the action taken</i>
5	<b>Science Space:</b> – Furnishings – Regular use	Q2/2025 Q3/2025 f.	P&I report
6	Web-based education-oriented <b>science channel</b> : Production of videocasts together with partner institutions for the target group of 10- to 14-year-old students throughout Austria – At least 8 videos per year linked to the curricula	2024 ff.	P&I report

### 1.1.3. Equality and diversity

Under the umbrella of the OeAW, a working and discourse environment must be created and maintained in which all employees and members feel respected regardless of their ethnic and national origin, gender and sexual identity, religion and world view, health condition, and age. The measures already underway range from the increased provision of at least **bilingual forms and websites** to **family-friendly working and participation models**, e.g. regarding meeting times and hybrid formats, and the consideration of **accessibility in all construction measures** wherever possible. The OeAW will continue to ensure the implementation of the "**Academy and Family**" policy adopted in 2022. Regular **lectures on gender and diversity** aimed at a general audience serve to raise awareness.

Among the many dimensions of diversity, the OeAW attaches particular importance to gender equality. The existing **OeAW Gender Equality and Women's Promotion Plan** (GFP) was comprehensively revised in 2023 and will continue to be consistently developed and implemented in the new PA period. Continuous monitoring is carried out using specific **indicators (glass ceiling index, proportion of women in committees, gender pay gap analysis)**. Gender parity must also be achieved in the learned society in the medium term. The OeAW is therefore committed to increasing the proportion of women among its members within its own sphere of influence, irrespective of women's university careers and the universities' appointment policies. It promotes this through active and equality-oriented management of the election process.

The OeAW's broad and diverse "**Working Group on Non-discrimination**" fulfills essential tasks as an interface: It contributes to the objectives of the GFP at a structural and procedural level and supports the Equal Opportunities Officer. The Clearing Office Against Discrimination, newly established in 2023, is responsible for receiving and investigating complaints of discrimination, (sexual) harassment, violence and bullying. The "Gender Equality Plan" **Jour Fixe**, chaired by a member of the Presiding



Committee, reviews progress in the implementation of the GFP. At the annual "**Gender & Diversity**" forum, equality issues are reported on and discussed at the Academy.

Action/s	Implementation period	Review of the action taken
7 <b>Gender &amp; Diversity Lectures:</b> Continuation, at least two per year	2024 ff.	P&I report
8 <b>Gender pay gap analysis:</b> Annually, incl. derivations for the further development of measures as part of the equality plan	2024 ff.	P&I report
9 Awareness-raising <b>measures to prevent</b> bullying, discrimination and sexual harassment <ul style="list-style-type: none"> <li>- Concept</li> <li>- Implementation <ul style="list-style-type: none"> <li>- Training offers for managers</li> <li>- Online training videos</li> </ul> </li> </ul>	2024 2025 f.	P&I report

#### 1.1.4. International cooperations

Science is global. The rules of honest research apply everywhere, and the theories and empirical results are universal. No other social subsystem is as unlimited as science and research. At the level of public governance in the European Union, this development is acknowledged and the dissolution of boundaries is supported by the creation of a common research area, the standardization of tertiary education ("Bologna Process") and the installation of long-term funding structures (research framework programmes). The same applies to selected scientific areas. CERN, ESA, ESO, EMBL, the infrastructure consortia CLARIN and DARIAH, and others are institutions that promote scientific cooperation across national borders, despite the different locations of participation.

The OeAW supports these **border-crossing processes** and sees its **cooperation** as a central instrument for strengthening Austria in the world, as a knowledge society and as a location for innovation. The aim is to continue the diverse cross-border alliances and successful OeAW collaborations and to supplement them with new relationships. **Participation in the Horizon Europe calls for proposals** is of particular importance.

Partnerships are made possible and mapped at the researcher level through their mobility. The OeAW has created formats to facilitate the **mobility of researchers** (regulations on leave of absence) and to promote it (mobility program **Joint Excellence in Science and Humanities - JESH**): cooperation at the level of the research institutes and the academy as a whole, through agreements with other academies (**60 international partnerships in more than 50 countries**), by holding joint conferences or activities (**Joint Academy Day**), through **memberships in international associations or institutions** (IIASA, ALLEA, EASAC, Africa-UniNet, etc.) or by taking over the operational management of cooperative consortia.

The OeAW joined **Science Europe** in 2023, as the second Austrian institution alongside the FWF, and will contribute expertise to the portfolio of Science Europe member organizations through its dual role as a research performing and research funding organization, which is currently underrepresented there.

The OeAW will strengthen its position in the European Research Area from 2024 by replacing the German National Academy Leopoldina as **host of the EASAC secretariat** from January 2024. The European Academies Science Advisory Council (EASAC) focuses on socially important issues relating to energy, the environment

and life sciences, primarily, but not exclusively, in a European context. The takeover of the office is a visible sign and a strengthening of the institutional vision of the OeAW to be the "capital" of basic research and international cooperation.

While the international networking described above ensures that research contributes to the common good and to understanding across borders, with mutual trust and respect, the risk of possible misuse of research results, especially in a global context, must be taken into account. Together with university partners, the OeAW will exchange views on the topic of foreign interference in order to raise awareness. Furthermore, the OeAW will sensitize its scientific staff across all the disciplines in its institutes to security-relevant aspects of their work and provide them with guidelines for dealing with possible risks.

<i>Action/s</i>		<i>Implementation period</i>	<i>Review of the action taken</i>
10	<b>EASAC secretariat:</b> Hosting taken over by OeAW	Q1/2024	P&I report
11	Development of measures to raise awareness in dealing with <b>foreign interference</b> – <b>Development of guidelines for dealing with risks relating to foreign interference</b>	2024 ff. 2024	P&I report Submission

### 1.1.5. Commissionings

The OeAW's memberships in **international research networks and infrastructures** on behalf of the Republic of Austria are open to the entire domestic research community and are supplemented by a large number of autonomous research collaborations with important international players.

<i>Action/s</i>		<i>Implementation period</i>	<i>Review of the action taken</i>
12	<b>Commissioned contribution payments, memberships and participation in international programs:</b> Continuation and, if useful, further development – <b>CLARIN, DARIAH</b> (membership fees) – <b>ESRF</b> - European Synchrotron Radiation Facility – <b>EUROfusion</b> - Austrian fusion research program – <b>ICDP</b> - International Continental Scientific Drilling Program – <b>IODP</b> - International Ocean Discovery Program – <b>ILL</b> - Institut Laue Langevin – <b>IIASA</b> - International Institute for Applied Systems Analysis - <b>IIASA</b> – <b>KEK / BELLE II</b> – Earth System Sciences by the <b>national committees "Global Change", "Geo/Hydro Sciences"</b> and <b>"Man and the Biosphere"</b> , including participation in programs for long-term ecological research within the framework of <b>LTER</b> and <b>LTSER</b> as well as support for <b>eLTER-RI (ESFRI)</b> ( <i>see 1.4.4.</i> )	2024 ff.	P&I report, as well as submission of the annual statement of accounts confirmed by the auditor

<i>Action/s</i>		<i>Implementation period</i>	<i>Review of the action taken</i>
13	<b>Platform of Historical Political Archives:</b> Continuation	2024 ff.	P&I report
14	<b>COVID-19 "Promoting understanding, seeking dialogue":</b> Completion of the project (additional service)	Q3/2024	Submission of final report
15	<b>"Scientific examination of the history of the BMBWF":</b> Cost-neutral extension and completion of this project as part of the already approved special funding from the PA 2021–2023	2024 f.	P&I report

## 1.2. Learned society

The learned society plays a central role in the visibility of achievement and appreciation within the scientific community and beyond. This is not only because it elects additional members in accordance with the **principle of self-supplementation**, but also because the members voluntarily participate in a wide range of selection processes, be it for admission to the Studienstiftung, for scholarships or for the awarding of prizes.

Important and prestigious **prizes** for scientific lifetime achievements and outstanding individual scientific achievements are awarded by the OeAW learned society. The OeAW currently awards 23 prizes for young researchers, including two prizes to OeAW employees as part of the City of Vienna's Jubilee Fund for the OeAW. Most prizes are awarded annually; the total amount awarded across all prizes is up to € 200,000 per year.

OeAW members will continue to design and implement **dialogue-oriented public events in** order to promote enthusiasm for research and science in the general public and especially among young people. The range of event and publication formats realized by members is broad and includes lectures and discussions, statements, as well as **contributions to international positions of academy networks**, etc. These activities are to be continued without restrictions, as is the **publication series "Academy in Dialogue: Research and Society"**. The OeAW will further increase its presence throughout Austria by organizing events in the federal states. The learned society serves as a fundamental pillar in knowledge transfer to the public.

The learned society also plays an important role to bridge knowledge between the generations. OeAW members are involved in the area of Young Science, particularly in school lectures as part of "Academy in the Classroom" and in the Study Foundation. The Young Academy in particular, with its outstanding young talents from all disciplines, makes a significant contribution to this. Membership in the Young Academy is limited to a period of eight years. A future **alumni:ae association of former members of the Young Academy** (with unlimited membership) will permanently strengthen the multidisciplinary networks and the connection to the OeAW.

The by-laws of the OeAW define the tasks and governance of the **commissions**. Accordingly, they can be established for a maximum of 5 years and extended for a further 5 years. The task of a commission is the scientific processing of a clearly defined subject area, the formulation of a scientific question, the coordination of relevant initiatives, or science-based advice to society and politics. Within the commissions, valuable cooperation is facilitated between members – working on a honorary basis – and other experts from among the OeAW staff or externally.

Several scientific commissions have so far carried out long-term tasks that are not ideally placed in an institutional framework tailored for temporary issues. This includes long-term, documentary-oriented research as well as the publication of established periodicals.

Commissions with such long-term research projects or immanent tasks should be gradually evaluated and, once a decision has been made to continue them in the longer term, transferred to a different organizational form depending on the specific possibilities. A grouping of similar long-term tasks that are carried out in institutes and science-oriented facilities should be discussed.

New applications for scientific commissions as well as participation in thematic platforms are welcomed and reviewed in accordance with the guidelines. To strengthen generational bridges (*see 1.1.2.*) and diversity (*see 1.1.3.*), **new commissions** should be **established** in an open and transparent process. This is intended to open up equal opportunities for members who have not previously received any material support from the learned society funds, particularly younger ones, to realize outstanding projects within the framework of a commission. A significant increase in the number of scientific commissions is not intended.

<i>Action/s</i>		<i>Implementation period</i>	<i>Review of the action taken</i>
16	<b>Alumni:ae association of former members of the Young Academy:</b> Establishment	Q3/2025	P&I report
17	Transparent, competitive <b>procedure for the establishment of new scientific commissions:</b> Establishment and implementation – Performance documentation	2025 f.  2026	P&I report  Submission
18	Conceptual and, if necessary, legal revision of – <b>Publication, awarding and administrative commissions</b> – <b>Long-term activities</b> within commissions Implementation	2024   2025 f.	Submission   P&I report

### 1.3. Research funding

The **promotion of young scientists** is essential for Austria as a science and research location in general and for the OeAW in particular. The OeAW fulfills this task in two ways: by promoting younger scientific employees of the OeAW itself through an appropriate **career model** and associated support, and by promoting all younger scientists by **awarding of scholarships & prizes**. In addition, the OeAW offers other excellence-oriented, thematically focused **funding channels and networking opportunities**.

Grants, fellowships & prizes are awarded in accordance with the OeAW's **compliance regulations** and funding guidelines (some of which are specific to individual calls for proposals). Applications and award proposals are carefully reviewed and evaluated. It is a matter of course and common practice to make possible conflicts of interest between the awarding committees and funding recipients transparent and to take appropriate action.

**Scholarships** awarded by the OeAW benefit the entire Austrian research area. Regardless of the connection to an institution, the scientific achievements, the potential, and the research ideas of applicants are evaluated. With its fellowship programs, the OeAW thus pursues a person-oriented and at the same time excellence-oriented approach. This has a systemic effect on the entire research area.

- The pre-doctoral funding of doctoral students with the **DOC** and **DOC-team** programs and the **APART-GSK** and **APART-STEM** postdoctoral researcher programs will be continued in the proven manner.
- The **Post-DocTrack program** will continue to promote the transition from the pre-doc to the post-doc researcher phase, with a focus on humanities, social sciences, and cultural studies, and offered throughout Austria.

Mobility funding is an essential form of support, especially for young scientists. The OeAW can refer to a differentiated portfolio. The programs to be continued are

- **GO.INVESTIGATIO**, the location-independent archive and travel grants.
- The **JESH program** (incoming and outgoing), for mobility to and from selected focus countries.

The IIASA Young Scientists Summer Program fellowships and **the selection of candidates** for participation in the prestigious **Lindau Nobel Laureate Meetings** will continue.

In addition to the above listed, the OeAW continues to award the following fellowships from separate, external funding:

- **L'ORÉAL Austria** fellowships for the promotion of women in STEM subjects, a cooperation with L'ORÉAL Austria and the Austrian UNESCO Commission in a program half-funded by the BMBWF,
- **MAX KADE grants** for stays in the USA, funded by the Max Kade Foundation (New York).

The "**Earth System Sciences**" (ESS) program, which promotes complex inter- and transdisciplinary research in the field of earth system sciences, is one of the funding programs open to the entire Austrian research area. The synergetic cooperation between the three ESS-related national committees – "Global Change", "Geo/Hydro Sciences" and "Man and the Biosphere" (see 1.1.5.) – in relation to the Sustainable Development Goals will be further consolidated.

<i>Action/s</i>		<i>Implementation period</i>	<i>Review of the action taken</i>
19	Continuation of the <b>OeAW fellowship programs</b> : <ul style="list-style-type: none"> <li>- DOC and DOC-team</li> <li>- APART-GSK and APART-STEM</li> <li>- Post-DocTrack</li> <li>- GO.INVESTIGATIO</li> <li>- JESH</li> <li>- IIASA Young Scientists Summer Program fellowships</li> </ul>	2024 ff.	P&I report
20	<b>Lindau Nobel Laureate Meetings</b> : Selection of candidates for participation	2024 f.	P&I report
21	" <b>Earth System Sciences</b> " (ESS): One thematically focused call as well as one call from the "Man and the Biosphere (MAB)" national committee	2024	Submission

## 1.4. Research performing organization

The OeAW is a dynamic supporting institution for **curiosity-driven, application-independent basic research** at an internationally competitive level. The OeAW institutes conduct research into the fundamentals of nature, life, society, and cultural heritage, and work on the innovations of tomorrow.

### 1.4.1. Research institutes

The OeAW is continuing its knowledge-oriented scientific commitment, combined with its **claim to excellence**, in its **26 research institutes** (as of January 1, 2024) in this PA period. The research institutes, with their broad range of disciplines, see themselves as innovative drivers within the Austrian and European research landscape, in close **cooperation** with university partners, be it in the joint recruitment of scientific leaders, in the postgraduate promotion of young researchers, in particular through joint doctoral programs, or in the joint procurement and use of state-of-the-art research infrastructure.

The OeAW's research activities are continuously subject to **quality assurance in line with international standards and in accordance with its scientific mission**. The Academy has many years of experience with scientific evaluation processes; the OeAW Research Board, which is made up of prestigious scientists including Nobel Prize winners, assists in the independent selection of scientific evaluators and in the preparation of important decisions on scientific issues. In regular intervals – full evaluations generally every five years – with the exclusive participation of independently selected, impartial, internationally renowned scientists from abroad, the scientific achievements of each institute are evaluated, recommendations for the further development of the institute are drawn up, and the basis for decisions by management bodies is laid.

Evaluation is based on standardized criteria in the areas of publication output (including excellence-oriented, bibliometric analysis, if applicable), acquisition of third-party funding (third party share, acquisition of high-ranking grants such as ERC, etc.), and promotion of young researchers (proportion of excellent young researchers, academic theses). Highly cited monographs or publications in the best journals and the acquisition of prestigious grants are expected from each individual research group or similar. In addition, and this is essential, there is the direct qualitative determination of the strengths and weaknesses or future potential of the individual research groups. These are analyzed by the evaluation team in the course of an on-site visit lasting several days, including discussions with researchers working at the institute at all career levels, with administrative staff and also with members of the Presiding Committee.

In addition to evaluations, excellence-oriented tendering and appointment procedures ensure that the best minds and highly qualified staff are recruited. Given the global competition in which the OeAW finds itself due to its excellence, successful appointments can only succeed if internationally competitive, attractive appointment packages can be put together. Each institute is accompanied by an international scientific advisory board on an ongoing basis. Target agreements concluded with the institute for a period of three years allow continuous monitoring of the most important performance and development parameters.

#### 1.4.1.1. Life Sciences

##### **CeMM - Research Center for Molecular Medicine GmbH, Vienna**

Located on the campus of the Medical University and Vienna General Hospital, the highly international and interdisciplinary CeMM combines basic research with clinical expertise to develop innovative approaches for precision medicine. Research focuses on cancer, the immune system, metabolism and cellular ageing

processes, among others. The availability of "patient material" makes it possible to further develop chemical substances, biological elements (proteins, antibodies, RNA) and cells in order to treat diseases in a targeted manner (biological and chemical engineering).

#### **GMI - Gregor Mendel Institute of Molecular Plant Biology GmbH, Vienna**

The GMI is a world-leading plant research institute dedicated exclusively to basic research using different plants as model organisms. Research at the GMI aims to understand the growth, development, and interactions with the environment of plants at the genetic and molecular level. It thus supplements the research spectrum at the Vienna BioCenter with a scientific area whose relevance, e.g. for dealing with climate change, for sustainable food, and for energy management, is extremely important. At the same time, the international orientation (e.g. participation in the preparation of the Austrian participation in ESFRI EMPHASIS, which is currently being planned) and networking of GMI researchers provide excellent research and training conditions for young scientists in the plant sciences.

#### **IMBA - Institute of Molecular Biotechnology GmbH, Vienna**

IMBA is one of the leading biomedical research institutes in Europe and one of the largest institutes of the OeAW. IMBA conducts basic research in the field of molecular biology and specializes in stem cell research, the development of disease models, RNA biology and cell biology. The focus is on the molecular biological foundations of diseases of civilization such as cancer, cardiovascular diseases, vascular diseases, diabetes, as well as neurological and neurodegenerative diseases. In recent years, IMBA has established itself as an international center for innovative and pioneering organoid research. As part of the Vienna BioCenter, IMBA researchers benefit from excellent infrastructure, interdisciplinary collaboration, and a dynamic environment. After a long interim directorship, a new appointment of an internationally renowned researcher is being sought.

#### **Carl and Gerty Cori Institute of Molecular and Computational Metabolism, Graz**

With the founding of the Cori Institute of Molecular and Computational Metabolism in Graz (in cooperation with the University of Graz, the Medical University of Graz and the Graz University of Technology) in October 2022, the OeAW is emphasizing its pan-Austrian, cooperative and innovative character. The interdisciplinary research approach at the Cori Institute will allow it to enter a new field of knowledge. Cellular metabolic processes will be investigated systematically, experimentally, and molecular biologically, and modeled using mathematical methods. Specialists from various disciplines such as medicine, mathematics, computer science, biology, chemistry, and engineering will work closely together in the research groups. The OeAW is responsible for the detailed scientific orientation of the Cori Institute and the call for research groups in cooperation with the aforementioned universities. Infrastructures such as seminar rooms, special laboratories and IT will be shared. An internationally renowned search committee has been appointed, the call for applications has been announced. The search process for a founding director is expected to be completed by mid-2024. Appropriate budgetary arrangements must be made for a correspondingly internationally attractive appointment package.

#### *1.4.1.2. Mathematics, Physics, Space Research, and Materials Science*

#### **Erich Schmid Institute of Materials Science (ESI), Leoben**

Together with the Chair of Materials Physics at the University of Leoben, ESI conducts cross-scale basic research on modern high-performance materials. Mechanical and functional properties are determined in order to gauge the relevant applicability of the materials. Questions of energy conversion and storage

are becoming increasingly important in view of the energy transformation. In cooperation with leading industrial partners, research at the ESI is setting the grounds for completely new material concepts.

#### **Institute of High Energy Physics (HEPHY), Vienna**

The scientists at HEPHY conduct research in the field of fundamental building blocks of the universe and their interactions with each other. One focus is the search for particle-based solutions to previously unexplained phenomena, such as the existence of dark matter. HEPHY is significantly involved in international research collaborations: at CERN (Switzerland), at KEK (Japan), at LNGS (Italy) and at Chooz (France). For future experiments, new detectors are being developed at HEPHY, which could be used not only in particle physics experiments, but also in medical radiation therapy such as at MedAustron in Wiener Neustadt. The experimental activities are complemented by a research group on theoretical particle physics. Research into gravitational waves is currently being considered.

#### **Institute for Quantum Optics and Quantum Information (IQOQI Innsbruck), Innsbruck**

The IQOQI Innsbruck is dedicated to theoretical and experimental basic research in the quantum sciences. The topics range from the fundamental principles of quantum physics and the structure of quantum matter to their application, including metrology, sensor technology, quantum simulations, and quantum information processing. A lively cluster of spin-off activities is forming around the institute and its partners at the University of Innsbruck, which are at the forefront in the global race to build a quantum computer. The appointment of a new scientific director is imminent. In a globally extremely competitive environment such as quantum research, it is important to put together an appointment package that is highly attractive by international standards.

#### **Institute for Quantum Optics and Quantum Information (IQOQI Vienna), Vienna**

The IQOQI Vienna researches the scientific foundations of quantum physics, quantum information, and the physics of space-time and gravity. Groundbreaking contributions to quantum mechanical entanglement, such as secure quantum communication through the exchange of tap-proof information via a satellite connection, or research into the interface between quantum physics and gravitation through experiments on massive quantum systems, position the IQOQI Vienna at the international forefront of quantum research. The clear focus on fundamental questions as well as the combination of theory and experiment under one roof creates a globally unique environment in the field of "quantum foundations". Henceforth, the Nobel Prize winner Anton Zeilinger has his only scientific workplace there and will continue to conduct research and head a working group at IQOQI Vienna.

#### **Acoustics Research Institute (ARI), Vienna**

The ARI conducts application-independent basic research in the field of acoustics. This multi- and interdisciplinary field of research combines findings from numerous disciplines such as physics, psychology, phonetics, communications engineering, biology, and mathematics. The interdisciplinary approach makes the institute unique in Austria, and there are only a few research institutions in the world that deal with this wide range of challenges in the field of acoustics. Close cooperation with companies, for example in the development and manufacture of cochlear implants, is significantly improving the quality of life for more and more people, as they can only continue their social interaction with the help of the implants.

#### **Space Research Institute (IWF), Graz**

The IWF deals with the physics of space plasmas and (exo-)planets on the basis of measurements taken directly "on site" in the solar system and indirectly through observations made possible by modern space telescopes. To this end, the IWF develops and builds space-qualified devices whose data are scientifically analyzed and interpreted at the institute. The IWF is currently involved in over twenty international space missions, making it the Austrian center in the global



network of space research institutes. Following a highly competitive appointment process, the OeAW has succeeded in appointing a woman to head the IWF for the first time in 2021 with an internationally attractive package whose budgetary requirements are spread over several years.

#### **Johann Radon Institute for Computational and Applied Mathematics (RICAM), Linz**

RICAM conducts basic research in computational and applied mathematics. At the institute, scientists from all over the world work together on new methods of mathematical modelling, simulation, and optimization as well as on the basics of machine learning (artificial intelligence) and inverse problems. The results are directly applied to solve current problems in society and industry. With their technical expertise, the working groups create a unique environment for excellent research. In addition, RICAM promotes global networking and interdisciplinary cooperation by conducting its "special semester", thereby playing an active role in the international research environment.

#### **Stefan Meyer Institute for Subatomic Physics (SMI), Vienna**

The SMI is also dedicated to fundamental questions of particle physics and thus the search for the smallest building blocks of matter, ultimately for answers to questions about the origin of nature and life. The matter-antimatter asymmetry is investigated in precision experiments using antihydrogen. Experiments on strong interaction attempt to explain the origin of the mass and structure of hadrons. The experiments are carried out at the leading particle accelerators CERN (Switzerland), DAFNE (Italy) and JPARC (Japan), making SMI a sought-after partner in large-scale international research projects. After moving to the PSK building, HEPHY and SMI will share infrastructure and complement each other more closely in terms of content.

#### *1.4.1.3. Archaeology and Classical & Ancient Studies*

#### **Austrian Archaeological Institute (OeAI), Vienna**

The OeAI combines basic research in the fields of archaeology and ancient studies at the OeAW. Its core task is the study of human history from the Quaternary to modern times, taking into account all material archaeological sources and written records. The three departments of the OeAI (Prehistory & West Asian/Northeast African Archaeology, Historical Archaeology, and Classical Studies) cover the entire range of subjects and the variety of methods of the disciplines they represent. Thanks to excellent laboratory equipment and diverse expertise, the OeAI has established itself as a research center for archaeological sciences. Interdisciplinarity and subject interconnectedness characterize the institute, which occupies a leading international position.

#### *1.4.1.4. Asian Studies and Social Anthropology*

#### **Institute of Iranian Studies (IFI), Vienna**

The history, languages, literatures, and material culture of Iran from prehistory to the present are the subject of IFI's cultural history research. Particular attention is paid to the cultures of the Caucasus, Central Asia, and South Asia, which are historically and culturally closely linked to Iran – all of which are located in an exceptionally challenging geopolitical region. The research supports a de-ideologization of common explanatory models of the history of this area. The institute is responsible for the Caucasus Forum, which is to be established and which will bring together and stimulate relevant research in cooperation with universities throughout Austria.

#### **Institute for the Cultural and Intellectual History of Asia (IKGA), Vienna**

The goal of the IKGA is long-term research into the cultures of East, Southeast, South, and Central Asia. Research is based on original sources and makes use of a philological-historical inventory of methods with aspects derived from cultural studies. Research projects serve the edition of important primary sources, the compilation of specialized dictionaries, and the investigation of historical questions. The results of the institute's work, which is almost unique in Europe in its specialization, promote knowledge about the cultures and societies of Asia, which are becoming increasingly intertwined with Europe.

#### **Institute for Social Anthropology (ISA), Vienna**

The ISA conducts ethnographic, historical, and scientific-historical basic research on the Middle East, Inner Asia, and Southeast Asia. Research interests focus on spatial, social, political, and religious movements as well as social and ecological/climatic changes. The institute is characterized by a high level of academic diversity, which is also reflected in approaches to solving current political conflicts in the region, expertise in art-based research and material culture, as well as informative public academic events. The ISA also maintains and researches the Archive for European Association of Social Anthropologists (EASA), scientific gifts and bequests as well as important historical collections from the field of social anthropology. An internationally renowned researcher from the United Kingdom, who emerged from a high-caliber appointment process, was appointed as the new director in 2023.

#### *1.4.1.5. Historical Sciences*

#### **Institute for Medieval Research (IMAFO), Vienna**

The IMAFO is internationally regarded as one of the leading centers for research into the Latin Middle Ages and Byzantium from ca. 300 to ca. 1500 CE. The analysis and interpretation of the medieval heritage is carried out through historical-philological source research and with the use and further development of digital methods. They form the basis for topic-oriented work on non-literary texts, everyday culture, and multilingualism as well as the associated social practices. In a larger framework and in interdisciplinary dialogue, highly topical research questions on identity and community building, environmental history and resilience as well as mobility and global networks are addressed. IMAFO has the lead of an FWF Cluster of Excellence. As part of a rotating directorship, the OeAW – possibly together with the University of Vienna – intends to attract an internationally renowned research personality from Princeton (USA) to IMAFO, for the benefit of Austria as a research location.

#### **Institute for Habsburg and Balkan Studies (IHB), Vienna**

The IHB researches the Habsburg Monarchy and the Balkan region from a historical, art-historical, linguistic, and anthropological perspective, and thus makes important contributions to the investigation, preservation, and interpretation of Austria's cultural heritage. Fundamental historical and cultural-scientific questions are dealt with across epochs and with a wide range of methods. Among other things, digital humanities techniques are used. The results are actively introduced into scholarly discourse and communicated to a non-scientific audience using contemporary formats. The History of Art unit, which is integrated into the IHB, produced the five-volume series on the architectural and functional history of the Vienna Hofburg, while the History of the Habsburg Monarchy unit produced the twelve-volume anthology "The Habsburg Monarchy 1848-1918", both of which are internationally acclaimed standard works.

#### *1.4.1.6. Cultural Studies and Digital Humanities*

##### **Austrian Centre for Digital Humanities & Cultural Heritage (ACDH-CH), Vienna**

The ACDH-CH conducts digitally supported research in the humanities and develops infrastructures that support researchers in the innovative use of digital methods and tools. One focus is on basic research in the humanities to analyze, preserve, and interpret cultural heritage, especially in the context of long-term projects. Building on the methodological and theoretical paradigms of digital humanities, the institute combines relevant expertise, integrates existing resources and thus enables the sustainable increase in the quality of humanities research. This is done in close cooperation with national and international initiatives and networks such as CLARIAH-AT, CLARIN, DARIAH, and EOSC.

##### **Institute of Culture Studies and Theatre History (IKT), Vienna**

The IKT examines how memory and knowledge are generated, represented, and updated in social and cultural power structures at local, national, and global levels. Central research questions are how societies deal with a traumatic past and how historical and contemporary identities are regulated through knowledge production in the context of academic and media discourses, practices, and norms that are often guided by power. Research into antisemitism, which primarily deals with the current manifestations of the phenomenon, is being promoted in particular. The IKT is currently headed on an interim basis; taking into account the recommendations of an international perspectives committee, the question of the permanent directorship will have to be clarified in the 2024–2026 PA period.

#### *1.4.1.7. Social Sciences and Law*

##### **Vienna Institute of Demography (VID), Vienna**

Research at the VID focuses on international analyses and prognoses of fertility, mortality, migration, and human capital, including their impact on society, the economy, and the environment. As part of the Wittgenstein Centre for Demography and Global Human Capital, the institute cooperates closely with the International Institute for Applied Systems Analysis (IIASA) and the University of Vienna. Competitive scientific quality, social relevance, and innovative methods on a strictly empirical basis make the VID an internationally sought-after center of excellence. Following the conclusion of an international appointment procedure, the management of the institute is being replaced and the structure reorganized.

##### **Institute for European Tort Law (ETL), Vienna and Graz**

The ETL, which is run in cooperation with the University of Graz, researches European tort law on the basis of a comparative approach and an interdisciplinary methodology, and has become the leading European research institute in its field. In addition to its hub function at European level, the ETL acts as a starting point for an international dialogue on transnational tort law. By combining basic research and projects on new, promising research fields, the theoretical pervasion of national, European, and comparative tort law is promoted, and a political and civic impact is achieved. This contributes significantly to the enhancement and harmonization of legislative bases and legal practice at national and European level.

##### **Institute for Interdisciplinary Mountain Research (IGF), Innsbruck**

The IGF is dedicated to the long-term monitoring and analysis of natural and socio-spatial structures and processes in mountain regions. Using methodologically broad, innovative research approaches, the institute contributes to a better understanding of the dynamics of human-environment interactions at an

international level. Due to the high density of data and the long research history, the Alps occupy a special position in basic research. With the knowledge gained in the Alps and strong international networking and cooperation, the current societal challenges of sustainable development, globalization, and climate change are faced in various mountain regions by developing adaptation and control measures. Following an international appointment procedure and on the basis of an attractive package with budgetary requirements spread over several years, for the first time in 2021 the OeAW has succeeded in appointing a woman as scientific director of this scientifically and socially highly relevant institute.

#### **Institute for Urban and Regional Research (ISR), Vienna**

The ISR is a spatial science-oriented research institute outside of a direct planning environment that conducts application-independent basic research at an international level. It is concerned with the analysis of structures and dynamics of contemporary society in an urban and regional context, analyzing population and society in connection with the natural, physical-built, and social environment. The ISR emphasizes a multi-perspective and transdisciplinary approach, also in cooperation with institutes of a similar orientation in Europe. The ISR is currently managed on an interim basis; the question of permanent directorship will have to be clarified in the 2024–2026 PA period.

#### **Institute for Comparative Media and Communication Studies (CMC), Vienna and Klagenfurt**

The CMC, jointly operated by the OeAW and the University of Klagenfurt, examines the changing role of (mass) media and journalism in public communication. It analyzes the effects of digitization, social networks, and automated communication on media offerings, communication content, media use, social behaviour, especially in relation to politically relevant communication, and media policy requirements. In addition, the institute deals with science communication, collaborating with the University of Klagenfurt in a dedicated working group.

#### **Institute of Technology Assessment (ITA), Vienna**

The ITA investigates the effects of technological change on society, the economy, the environment, and health in order to contribute to a better understanding of the societal relevance of technology and to further develop the technology assessment methods. The institute is particularly dedicated to analyzing the unintended consequences of technological change: researchers from the natural, technical, and social sciences work together in an interdisciplinary and practice-oriented manner. The experiences of experts, stakeholders, and users are integrated into the analyses through participatory methods. The options and recommendations developed are used by politicians – in particular the National Council –, the administration, and the public for orientation and decision-making.

There are several **topic platforms** at the OeAW. These represent an instrument for (predominantly) OeAW-internal cooperation between institute staff and Academy members. In contrast to the OeAW commissions, the research and cooperation impetus for topic platforms also comes from the OeAW institutes. Topic platforms aim to stimulate the connection of complementary approaches and the emergence of new ideas that can be quickly implemented and tested in concrete research activities at the participating institutes. For this reason, such cooperation is to be taken into account in the target agreements with the institutes in the future – while fully retaining the instrument of the topic platform itself.

In the area of **knowledge and technology transfer**, the OeAW is committed to a targeted, **innovation-promoting exchange between science and other sectors** of society. Opportunities to use research results in the form of licenses, spin-offs, and investments are open. The goals are to provide the best possible support for OeAW

researchers regarding IP and to increase the number of invention disclosures. The OeAW thus aims to strengthen Austria as a location for innovation and business by licensing OeAW technologies and know-how to cooperating companies and through spin-offs.

<i>Action/s</i>		<i>Implementation period</i>	<i>Review of the action taken</i>
22	<b>Establishment and expansion of the Carl and Gerty Cori Institute of Molecular and Computational Metabolism</b> in cooperation with the University of Graz, the Medical University of Graz and the Graz University of Technology – Presentation of the overall concept	2024 ff.  2024	P&I report  Submission
23	<b>IP strategy:</b> – Implementation Academy-wide including the annual update of the BMBWF questionnaire <i>Leitfaden Verwertungsstrategie</i> – Alignment of the IP strategy in accordance with the "Council Recommendation (EU) 2022/2415 of 2 December 2022 on guiding principles for the valorization of knowledge" – Simplification/alignment of the start-up process in cooperation with other research organizations, incubators, funding agencies, etc. – Institutionalized dialogue with the business community	2024 ff.	P&I report incl. submission of the completed questionnaire

#### 1.4.1.8. New initiatives

Basic research that is open to application and excellence require continuous critical review, quality assurance at all levels, and an allocation of funds based on performance. The OeAW institutes must remain flexible both internally and in cooperation with others, set aside worn-out research questions and be prepared to take up new questions and provide strong impetus within the Austrian research landscape.

#### Thematically focused basic research initiative

The OeAW intends to focus more strongly on the following impulses in the 2024–2026 PA period, taking into account the relevance and existing strengths of the OeAW:

- **Ageing research:** The phenomenon of ageing, from the cells to the human being to societies in the European and non-European context. The aim is to investigate ageing processes from a molecular biological perspective and to develop strategies to slow them down. Strategies for coping with the ageing of society (with regard to care, health, and financing within the framework of the social welfare state) are also to be scientifically examined and developed.
- **Climate impact research:** Climate change is causing excess mortality, changes in land use, shifting of vegetation boundaries, an increase in neophytes, the disappearance of glaciers, an increasing number of natural disasters, and much more. The Academy would like to contribute to solving, mitigating, and adapting to the consequences of climate change with broad-based, multidisciplinary research – over and above the research already being carried out at its institutes in this area.

- **Energy research:** The transition away from fossil fuels, the expansion of renewable energy production, energy storage, and direct solar-to-fuel conversion are among the most important challenges of the coming years. Research into the transformation of energy systems is urgently needed to ensure that this process of change – accompanied by facts, figures, and science – can succeed.
- Research into **empires and world orders:** More in-depth knowledge about empires and world orders provides necessary contextual knowledge demanded from the population, media, and politics. It is not only about empires and world orders of the present, but also about the historical analysis of their emergence, change, and possible failure. China, the USA, Russia, Europe, but also Southeast Asia and the Caucasus are the focus of interest.
- **Artificial intelligence:** Machine learning can be applied wherever extensive amounts of data are generated by cutting-edge technologies, e.g. in the sequencing of genes, medical imaging, the analysis of legal documents or the automated recording of medieval manuscripts. Artificial intelligence will significantly change the cognitive process based on empirical data.

**Depending on budgetary constraints,** funding is provided for working on these topics. The topics are not assigned a priori to a specific research institute of the OeAW, but only after a corresponding quality-assured process; they are also not necessarily worked on in one OeAW institute alone, but possibly also by broader research consortia that may include several OeAW institutes or also cooperations with institutions outside the Academy. The decisive factor is quality. The organizational structure (working group, cross-institutional hub, individual research, and more) depends on the research question and on the availability of budgetary funds. The OeAW sees this new initiative as an important, thematically focused instrument to overcome the fragmentation of cutting-edge research, to further develop the research performing organization, and at the same time to obtain answers to the most pressing questions the present and the future. It is not a move away from curiosity-driven and application-independent basic research, as the thematic guidelines are broad and do not differentiate in terms of time or space, discipline or content.

Furthermore, the OeAW intends to consider integrating externally funded research institutes with a claim to excellence into its research institution. **Following a positive evaluation, externally funded institutes (e.g. in the field of "artificial intelligence and biomedicine") will be integrated into the OeAW research body and managed as part of the global budget.**

<i>Action/s</i>	<i>Implementation period</i>	<i>Review of the action taken</i>
24 <b>Thematically focused basic research initiative:</b> <ul style="list-style-type: none"> <li>– Checking the feasibility of implementation</li> <li>– In the event of a positive audit result and coverage from global budget:               <ul style="list-style-type: none"> <li>- Development of a concept</li> <li>- Internal OeAW call with external participation</li> <li>- Selection procedure</li> <li>- Implementation</li> </ul> </li> </ul>	Q1/2024  Q2/2024 Q3/2024 Q1/2025 Q3/2025 f.	   Submission Submission P&I report P&I report
25 <b>Examination of the integration of externally funded institutes (e.g. in the field of "artificial intelligence and biomedicine") into the OeAW research body</b>	2024	P&I report

### 1.4.2. Intramural career development

In the area of scientific careers for researchers employed at the OeAW, the coming PA period will be characterized by in-depth experience with the **implementation of the OeAW career model**, also in combination with the collective agreement. Requirements such as transparency, increased mobility or the involvement of doctoral students as "first stage researchers" are taken into account, so that the OeAW remains compatible with universities in the area of scientific careers and an attractive employer for highly qualified international talents in application-oriented basic research. The **summer school program**, in which numerous OeAW research institutions participate and which has become an integral part of the networking and continuing education offerings for young scientists, is also very important in this regard.

In implementing the career model, the analysis and **further development of the staff evaluation process** – especially with regard to tenure – will require particular attention. In future, science-to-public and science-to-policy activities should also be considered in employee evaluations, without compromising the claim to scientific excellence.

The "**Seal of Excellence Fellowships**" will be continued in order to implement excellently evaluated MSCA applications that are not funded by the EU for budgetary reasons, with a focus on high-risk projects, insofar as these fit into the OeAW's research portfolio.

<i>Action/s</i>	<i>Implementation period</i>	<i>Review of the action taken</i>
26   <b>Joining CoARA</b> (Coalition for Advance in Research Assessment)	Q1/2024	P&I report
27   <b>Evaluation of scientific staff:</b> Considering the possibility of incorporating science-to-public and science-to-policy activities into the process	Q2/2025	Submission
28   " <b>Seal of Excellence Fellowships</b> ": Award of up to two fellowships p.a.	2024 ff.	P&I report

### 1.4.3. Science-oriented units

The OeAW will take measures to make the diverse activities of the science-oriented units **more visible**, to **secure the OeAW's collections** in the long term and to ensure **low-threshold accessibility** for the public and for research.

#### **BAS:IS (Library, Archive and Collections: Information & Services)**

This science-oriented unit is responsible for the collection, indexing, presentation, and dissemination of the OeAW's cultural heritage. Electronic media and digital availability, in conjunction with open access, play a vital role in increasing the reach and low-threshold accessibility of scientific publications and the like. With its relocation to the library on the Academy Campus, BAS:IS has also become a place for direct encounters; exhibitions invite a wider public to participate in the OeAW's historical holdings.

### Phonogrammarchiv

The Phonogrammarchiv is intensifying the digitization, indexing and legal processing of its unique audio and video archives with global provenance spanning 125 years of research, with the aim of making them more easily accessible and more widely available. The relocation of the Phonogrammarchiv to the PSK will deepen cooperation and create new synergies.

BAS:IS and Phonogrammarchiv have the overlapping, joint task of working on a **collection and documentation strategy** covering the areas of text, image, sound, and video, including a calculation of the costs to be expected for their operational implementation. Documents from the administration, from events, and other documentation of the OeAW's institutional memory, which need to be collected, made accessible, and secured in the long term, are also taken into account.

### Austrian Historical Institute in Rome (OeHI)

Based on the agreement with the BMBWF, the OeAW will assume a steering function vis-à-vis the OeHI. The administration will be organized according to the OeAW processes. With a scientific advisory board, the content-related topics of the OeHI will be harmonized with the reorientation according to the concept (submitted by the OeAW to the BMBWF in 2018; approved by the BMBWF). In addition to its own research projects and continuous publication activities (*Römische Historische Mitteilungen*, book series), a key task of the OeHI is to network Austrian researchers and research institutions with Italian partner institutions. This is done through workshops, conferences, and joint research initiatives, also in cooperation with the international institutes based in Rome. The successful mentoring of Austrian researchers in Rome will be continued within the framework of the OeAW scholarship program GO.INVESTIGATIO. With its large specialized library and the organization of scientific events, the OeHI continues to contribute to the establishment and consolidation of academic cooperation between Austria and Italy.

<i>Action/s</i>	<i>Implementation period</i>	<i>Review of the action taken</i>
29 <b>BAS:IS and Phonogrammarchiv:</b> Development of a collection and documentation strategy	Q2/2026	Submission
30 <b>Austrian Historical Institute in Rome:</b> At least four cooperative events, e.g. with the Sapienza Università di Roma, the Accademia Nazionale dei Lincei or similar	2024 ff.	P&I report

#### 1.4.4. Research infrastructure

Targeted measures will include investments in **e-research infrastructures, including shared data infrastructures**, in order to create a promising basis for the use of artificial intelligence in a network of digital research infrastructure. The efficient use of high-performance computing infrastructure and the sustainable development of state-of-the-art infrastructures for digital humanities will also be pursued.

The active participation of OeAW institutes in ESFRI projects will be continued and, where possible, expanded:

- The Austrian Centre for Digital Humanities and Cultural Heritage (ACDH-CH) is involved in CLARIN ERIC - Common Language Resources and Technology Infrastructure and DARIAH ERIC - Digital Research Infrastructure for the Arts and Humanities.



- Within ESRF EBS - European Synchrotron Radiation Facility Extremely Brilliant Source, the OeAW is the funding body.
- As a prospective member, the OeAW is involved in eLTER-RI and LTER-Austria Integrated European Long-Term Ecosystem, critical zone and socio-ecological system Research Infrastructure, as well as in GGP - The Generations and Gender Program with the Wittgenstein Centre for Demography and Global Human Capital.
- The GMI - Gregor Mendel Institute of Molecular Plant Biology GmbH is involved in preparing Austria's participation in the ESFRI EMPHASIS research infrastructure, which is currently being planned.
- The Austrian Archaeological Institute (OeAI) aims to connect the national node for cultural heritage infrastructures AT-HSI to E-RIHS, the European Research Infrastructure for Heritage Science.

<i>Action/s</i>		<i>Implementation period</i>	<i>Review of the action taken</i>
31	<b>Cloud Infrastructure Platform (CLIP):</b> Technical renewal	2025	P&I report
32	<b>Research infrastructure database</b> of the BMBWF: Continued participation	2024 ff.	Database entries
33	<b>Joining the AUSSDA consortium</b> (The Austrian Social Science Data Archive)	2024	P&I report

### 1.5. Governance and administration

The OeAW Group acts in accordance with the principles of legality, efficiency, economy and expediency with the diligence of a "prudent business manager". The Academy will continue to take various measures to increase the **efficiency and effectiveness of the OeAW's administration**.

The principle of excellence is of fundamental importance to the OeAW in every area, be it scientific or non-scientific – mediocrity is to be avoided, dynamic development is to be promoted. This is achieved in particular through consistent selection processes, through quality-promoting career models, and through regular evaluations as a central instrument of quality assurance.

The demand for excellence and quality assurance play an important role in the **career model** established for academic staff in 2020. With this in mind, a **career model for non-scientific employees** is to be developed and implemented.

While the regular **evaluation of the institutes** has long been common practice, a **quality-assuring evaluation** in the non-scientific area will be carried out for the first time in the 2024–2026 PA period, specifically in selected areas of the **OeAW administration**, which will be externally monitored and conducted according to international standards. In cooperation with other academies of a similar nature, e.g. the Royal Netherlands Academy of Arts and Sciences, and the respective stakeholders of the administration, work processes will be evaluated on the basis of written reports and on-site visits, and improved through the **transfer of best practices**.

The **digitalization of processes** is being driven forward intensively. By installing a **computer-aided facility management system**, costs are controlled more precisely than before; by installing powerful **digital conference systems**, hybrid formats of meetings and conferences can be promoted. This also helps to reduce travel-related expenses. By installing a planning and controlling tool, a continuous, workflow-supported planning process is possible, on which analyses as well as aggregated and

consolidated financial reports are subsequently based. The **comprehensive digitalization of administration** intends to make processes leaner, less error-prone, and more efficient. Under the leadership of the "**Chief Digital Strategy Officer (CDSO)**" position, a position to be filled for the first time in 2023, digitalization is to be promoted and installed comprehensively and in a targeted manner as part of a holistic process.

The OeAW will strengthen its **cyber security resilience** and prepare its response to security incidents, taking into account the Directive on measures for a high common level of cyber security (NIS-2 Directive 2022/2555), i.e. by intensifying risk management measures such as backup management, risk analysis and staff training, among other things. Cyber security is of utmost importance for an organization like the OeAW. It is not only about protecting sensitive administrative data, but also research data. In recent years, the OeAW has consistently invested in network security and software and carried out external stress tests. The Academy cooperates with external IT companies on an ongoing basis in order to be able to react quickly in the event of network attacks. Specifically, there is a need to invest further in the expansion of IT security at the OeAW, for example in the areas of "monitoring and threat detection", i.e. implementing security monitoring and threat detection systems to detect attacks early/preventively, and "incident response and emergency planning", i.e. setting up processes for rapid detection, response, and recovery after security incidents. To cover these tasks, the cyber security team needs to be strengthened in order to provide both sufficient capacity and the necessary expertise. Efficiency and digitalization measures in the sense of optimization processes will further increase the overall cost-effectiveness of the research administration.

<i>Action/s</i>		<i>Implementation period</i>	<i>Review of the action taken</i>
34	After being reviewed by the OeAW: <b>Implementation of the Austrian Court of Audit's recommendations addressed to the OeAW</b> ( <i>Bericht des Rechnungshofs, Reihe BUND 2023/6</i> )	2024 ff.	Report in the monitoring meetings
35	<b>Implementation of the Austrian Court of Audit's recommendations addressed jointly to the OeAW and the BMBWF</b> ( <i>Bericht des Rechnungshofs, Reihe BUND 2023/6</i> )	2024 ff.	Report in the monitoring meetings
36	<b>Preparation and implementation of a reform of the OeAW by-laws</b> and, if necessary, of the OeAW statutes, taking into account the report of the Austrian Court of Audit ( <i>Reihe BUND 2023/6</i> ) <ul style="list-style-type: none"> <li>– Preparation</li> <li>– Implementation</li> </ul>	2024 2025 f.	Submission P&I report
37	<b>Career model for non-scientific employees</b> at the OeAW <ul style="list-style-type: none"> <li>– Development</li> <li>– Implementation</li> </ul>	Q2/2025 Q1/2026 f.	Submission Technical monitoring discussions
38	<b>Evaluation of selected areas of the OeAW administration</b>	2024 ff.	P&I report
39	Comprehensive <b>digitalization process</b> for services and procedures within the OeAW Group with special consideration of <b>IT and cyber security aspects</b> <ul style="list-style-type: none"> <li>– Roll-out of multifactor authentication</li> <li>– Introduction of online training for OeAW employees on cyber security awareness</li> </ul>	2024 ff.  2024 ff. 2024	P&I report

## 1.6. Site development

After the completion of extensive renovation and adaptation work on the Academy Campus, including the **PSK**, new structures for cooperation between the institutes are becoming a reality. Synergies in the fields of physics and archaeology are evident and improve the opportunities for excellent research. This will allow the OeAW to turn its attention to other, still pending location issues, in particular the **renovation of the building in Boltzmannngasse** owned by the OeAW. The project must be reconsidered due to unforeseeable findings on the utilization of the building's foundations, and therefore project implementation can only be started from the 2024–2026 PA period – and not as already planned and partially funded in the 2018–2020 PA. The project development with the submission of a feasibility study will be completed in the 2021–2023 PA period.

The **renovation of the ESI building** in Leoben will be completed in the 2024–2026 PA period.

**In addition to the ongoing maintenance required, energy efficiency improvements** are a necessity for a number of buildings in view of the climate crisis and energy transition. Energy-saving measures, the insulation of external components, and the generation of electricity through photovoltaic systems – but also the adaptation of user behavior – are being examined. The buildings owned by the OeAW in Leoben, Graz, and Vienna are given priority. The digitalization of processes at the OeAW will help with the energy challenge; for example, the installation of a computer-aided facility management system will make it possible to control and plan costs and usage more precisely than before.

<i>Action/s</i>		<i>Implementation period</i>	<i>Review of the action taken</i>
40	<b>Ephesus</b> : Relocation of the depot	Q4/2025	Technical monitoring discussions
41	<b>ESI building</b> in Leoben: Completion of the refurbishment	Q4/2025	Technical monitoring discussions
42	<b>IQOQI building in Boltzmannngasse (Vienna)</b> <sup>18</sup> : General renovation and extension <ul style="list-style-type: none"> <li>– Procurement of general planning</li> <li>– Procurement of construction services</li> </ul>	Q2/2024 Q4/2025	Technical monitoring discussions
43	<b>PSK building</b> <sup>19</sup> : Completion of the tenant-side adaptation in accordance with the agreement of 20.2.2024	Q4/2026	Technical monitoring discussions
44	<b>Energy upgrading and maintenance</b> of OeAW buildings <ul style="list-style-type: none"> <li>– Examination and conception</li> <li>– Implementation if feasible</li> </ul>	Q4/2024 2025 f.	Technical monitoring discussions

<sup>18</sup> See also PA 2018–2020: Chapter 8.

<sup>19</sup> See also PA 2021–2023: Action 81.

#### Implementation:

After submission of the following documents for the projects

- Cost framework for one-off costs (e.g. investment costs, furnishings, etc.) and ongoing costs (e.g. rent, operating costs, average maintenance, heating, electricity, cleaning, etc.) / cost breakdown in accordance with ÖNORM
- Financing concept
- Description of the effects on the OeAW's other real estate projects
- Schedule
- Relevant key figures (assumed benchmarks etc.)
- Information on the decision criteria applied by the OeAW

the OeAW will reach agreement with the BMBWF, Department Präs/5, and the respective project sum will be released.

For real estate projects whose one-off costs exceed € 10 million (gross amount) or whose ongoing rental costs exceed € 600,000 (net amount) per year, the provisions of the Universities Real Estate Ordinance (Uni-ImmoV) regarding approval projects are to be applied analogously, and agreement must be reached with the Federal Minister of Finance before approval is granted.

## 2. Federal contribution: Maximum payments

The FoFinaG and the OeAW Act oblige the federal government to finance and manage the OeAW. The budget is made up of an annual global budget, research funding, commissions, additional services and in-kind services provided by the federal government. The maximum payments made by the BMBWF to cover all OeAW services agreed within the framework of this performance agreement amount to around € 529.2 million (excluding in-kind services).

The funds made available to the OeAW will be used in an impact-oriented, efficient and transparent manner and the OeAW undertakes to achieve a balanced result in the PA period in question to the best of its ability. Proof of this is provided by a balanced result, at least cumulatively, over the performance period in question. Within the agreed budget framework and the statutory provisions, the OeAW shall independently take corrective measures that are deemed necessary to achieve the objectives on the basis of ongoing reviews.

The OeAW shall ensure that the funds available from this PA are used to finance all measures and objectives described in it.

If it becomes apparent that the agreed projects or objectives cannot be achieved, suitable consequences or corrective measures must be taken in the current performance agreement period in consultation and agreement between the contracting parties (BMBWF and OeAW) and after a precise analysis and justification. This also applies analogously in the event that a balanced budget cannot be achieved over the performance agreement period due to the general economic development.

Actions that are not completed during the period of this PA can be transferred to the following PA in agreement with the BMBWF with the corresponding budget funds available for this purpose.

Payments by the federal government are made in line with requirements. The following budget overview table forms the basis for federal government disbursements.

### Budget overview 2024–2026 (in Euro)

<b>A) Global budget</b>	<b>488.332.400</b>
<b>B) Research funding incl. administrative costs</b>	<b>19.264.132</b>
<b>C) Commissionings and additional services</b>	<b>21.633.468</b>
<b>TOTAL PLANNED DISBURSEMENT according to FoFinaG</b>	<b>529.230.000</b>

The above amounts are maximum amounts.

The BMBWF also continues to finance the ongoing personnel and travel costs and secondments of federal employees at the OeAW, the rental costs (BIG) and membership of the ACO-Net, as well as the operating, maintenance and rental costs of the OeHI in accordance with the relevant agreement.

The following funding and fellowship programs (promotion of young researchers) are to be implemented by the OeAW in the 2024–2026 PA period: DOC and DOC-team, APART-GSK and APART-STEM, Post-DocTrack, GO.INVESTIGATIO, JESH, IIASA fellowships, and ESS.

Flexibility is thereby necessary as the number and quality of applications per program cannot be predicted. Depending on the application situation (number and quality), it may be necessary to reallocate funds for the fellowships flexibly. The fellowships awarded from **research funding** vary considerably in terms of amount and duration (6, 12, 24, 36 or 48 months).

## 2.1. Performance-based financing

The performance-related payments (see table) are made by the BMBWF according to actual success. To ensure the implementation of selected performance-related measures, a total amount of € 15 million, i.e. 3 % of the global budget of the OeAW as a research institution, divided into three tranches, will only be paid out by the BMBWF in December of the respective year after the OeAW has demonstrated its performance, as described below.

Target achievement is determined annually in November and settled as follows:

- If the agreed targets for 2024 are achieved in the reporting period from January to October 2024 and reported at the end of October 2024, the OeAW will receive € 5 million from the BMBWF in December 2024.
- If the agreed targets for 2025 are achieved in the reporting period from November 2024 to October 2025 and reported at the end of October 2025, the OeAW will receive € 5 million from the BMBWF in December 2025.
- If the agreed targets for 2026 are achieved in the reporting period from November 2025 to October 2026 and reported at the end of October 2026, the OeAW will receive € 5 million from the BMBWF in December 2026.

If the targets agreed below are not or not fully achieved, the OeAW has the opportunity to prove that it has failed to achieve the agreed goals for reasons for which it is not responsible, despite taking the necessary and appropriate actions to achieve them. If this proof is not convincing, resources of up to € 15 million will not be allocated or will be reduced accordingly.

A consensual clarification should be sought during the monitoring meetings.

Aims	2024: Share of performance-based financing in the amount of € 5 million	2025: Share of performance-based financing in the amount of € 5 million	2026: Share of performance-based financing in the amount of € 5 million
<b>International research collaborations</b>	60 %	60 %	20 %
<b>Gender mainstreaming</b>	20 %	20 %	20 %
<b>Fulfilling the role in society</b>	20 %	20 %	20 %
<b>Digital planning and controlling tool</b>	-	-	40 %

### **International research collaborations:**

The cooperation of the OeAW with scientists at foreign university and non-university research institutions is an important principle of the Academy. Proof of achievement of this goal is provided by indicating all scientific publications that appear in the publication database WoS and have at least one co-author with OeAW affiliation and at least one co-author with an affiliation outside of Austria. This is an essential indicator for the OeAW, which is related to a core performance of the OeAW and – by way of the FTB – to comparable institutions. The OeAW aims to ensure that at least 70 % of all **publications by the OeAW research institution reported in WoS** for the respective reporting period have **at least one co-author with an affiliation outside Austria**. The following publication types are taken into account: articles, proceedings papers, reviews, letters.

If this target is not achieved in 2024, 2025 and/or 2026, the budget earmarked for target achievement in the respective reporting period will be reduced proportionally. For example, if in a reporting period only 63 % of the OeAW's publications listed in WoS have at least one co-author with an affiliation outside Austria, the share to be paid out for the corresponding reporting period is reduced to 90 % of the amount planned for achieving the goal of "international research collaborations".

### **Gender Mainstreaming:**

The OeAW aims to increase the number of women in management positions. The **Glass Ceiling Index** is an indicator that evaluates women's opportunities for advancement and is also used for gender monitoring in higher education.

The OeAW's goal is to achieve a Glass Ceiling Index – calculated as the "proportion of women among all employees" / "proportion of women in management positions" – of less than 1.57. The calculation as of June 30 of each year, includes the following management positions at the OeAW research bodies: Institute directors, scientific directors, group leaders, junior group leaders, administrative and technical management staff.

If this target is not achieved 2024, 2025 and/or 2026, i.e. if the Glass Ceiling Index exceeds 1.57, the budget earmarked for the target achievement in the corresponding year will be reduced proportionately. For example, if this value is 1.75 on June 30 of one year, the share to be paid out is reduced to 90 % of the amount planned for this year for the achievement of the goal "gender mainstreaming".

### **Fulfilling the role in society:**

An important task of the OeAW is to make basic research, in all its forms and with all its opportunities and risks, accessible to a broad public, especially schoolchildren. The task is accomplished through the following activities:

- At least 45 OeAW school lectures "**Academy in the classroom**" at secondary schools throughout Austria per twelve-month reporting period.
- At least 10 **summer and winter school seminars within the framework of the Austrian Study Foundation** per twelve-month reporting period.

The budget shares earmarked for these two goals are half of the share for "fulfilling of role in society" for each objective.

If these targets are not achieved in 2024, 2025 and/or 2026, the budget earmarked for target achievement in the corresponding year will be reduced proportionally. For example, if only 5 seminars took place as part of the summer/winter schools in one of the reporting periods, the share to be paid out is reduced to 50 % of 50 % of the amount planned for this year for the overall achievement of the goal "fulfilling of the role in society".

#### **Digital planning and department for financial controlling:**

As part of its efforts to digitalize and increase efficiency, the OeAW will acquire a digital tool in 2025 so that its **budget planning** and **financial controlling** will be carried out centrally using this tool from 2026. To achieve this administrative milestone, which will be reported to the BMBWF in September 2026 at the latest, a one-off 40 % of performance-based funding is earmarked for 2026.

### **3. Reporting obligations, quality assurance and control measures**

#### **3.1. Monitoring meetings**

Representatives of the OeAW and the BMBWF will meet **once a year for a monitoring meeting** to report on the current status of the implementation of the measures defined in this PA, in accordance with § 6 Z 4 and 5 FoFinaG, as well as on any deviations from measures and target figures. If necessary, a second monitoring meeting may be held in the second half of the year. An important component of these accompanying PA meetings is the monitoring of the status of the implementation of the PA measures as planned.

The OeAW's annual performance and implementation report will be used for the **monitoring meeting – planned for June** – with a particular focus on those PA measures that have not been or cannot be implemented as planned. Additional points for discussion can be agreed in advance if required.

The implementation status of the reporting serving the federal government's review of the Academy's financial management, is subject of an OeAW-BMBWF technical monitoring discussion – planned for the fall of each year; any written documents are submitted by mutual agreement at working level in advance. Further technical monitoring discussions on specific topics are possible at working level.

#### **3.2. Regulations on the annual performance and implementation report**

The annual performance and implementation report briefly summarizes the status of implementation of the measures agreed in the PA for the previous year and the first three months of the current PA year – Including a preview of the steps planned up to the end of the current PA year – , and makes specific reference to milestones. The following questions must be considered for each measure: 1) Will the measure be implemented as planned in terms of content and timing? 2) Should or must the measure be implemented with changes to content and/or a delay? If so, for what reason? 3) Will it not be possible to implement the measure within this PA year or within the period of validity of this PA? If so, for what reason? 4) What implementation steps are planned for the measure to achieve the milestones by the end of the current PA year (preview)?

The performance and implementation report on the objectives and measures of the PA (monitoring), including the implementation of the RTI pact, serves as the basis for the monitoring meeting in June.



### **3.3. OeAW Public Corporate Governance Report**

The OeAW is committed to submitting group-wide, annual public corporate governance reports. This OeAW Public Corporate Governance Report refers to the requirements of the 2017 Federal Public Corporate Governance Code (B-PCGK 2017). In accordance with point 15.1.4 B-PCGK 2017, the OeAW prepares its PCG report as a "group-wide report". The three subsidiaries of the OeAW, which are separate legal entities, are excluded from this. Each of these creates a separate PCG report, which is submitted together with the OeAW PCG report

### **3.4. Commissionings**

Part of this PA is also the financial planning for commissionings, which represent planning values per year.

Financial planning and actual requirements are compared annually with the beneficiary institutions. Each year, the BMBWF is provided with a detailed list of the contributions and memberships actually paid out in the previous year, which is confirmed by the OeAW's auditors as part of the annual audit. The annual commissionings that have not been charged or pre-financed are shown in the audited annual financial statements as separate items under liabilities and receivables, individually for each beneficiary.

Should there be an additional requirement for commissionings in the course of the 2024–2026 PA period – regardless of reason, including due to exchange rate fluctuations – these will not be covered from the OeAW global budget but from the OeAW budget share "Commissionings".

### **3.5. Data provision**

#### **3.5.1. Research and Technology Report**

For monitoring purposes, the OeAW provides data for annual reporting by the BMBWF as part of the Austrian Research and Technology Report (FTB), in the first quarter of each year. Pursuant to Section 8 (1) FoFinaG, the Federal Ministers must report to the Austrian National Council annually in accordance with Section 1 (2) FoFinaG as part of the FTB to be prepared pursuant to Section 8 (1) of the Research Organization Act. Section 8 (2) and (3) FoFinaG shall apply with regard to the implementation of the monitoring.

#### **3.5.2. Impact Orientation Reports of the BMBWF**

For monitoring purposes, the OeAW provides the mutually agreed WiSt and WFA key figures as data for compliance with the BMBWF's budgetary obligations in the context of effect-oriented administration, in accordance with the relevant criteria to which research is subject, thus effect-oriented impact assessment and management

in accordance with the *WFA-Grundsatz-Verordnung* (WFA-GV idgF), the *Wirkungscontrollingverordnung* idgF and the *Verordnung über Angaben zur Wirkungsorientierung* idgF, this on March 15 of each year.

#### **4. Measures in the event of non-fulfillment of the performance agreement**

The fulfillment or non-fulfillment of measures is determined as part of the monitoring meetings. In the event of non-fulfilment, appropriate consequences or corrective measures are to be taken by the contractual partners in the current PA period, including the cutting and reclaiming of funds, following a precise, jointly conducted analysis and justification in the course of the monitoring meetings.

#### **5. Amendment and/or supplement to the performance agreement**

The present performance agreement may be amended or supplemented within its term by mutual agreement between the two contracting parties in the event of serious changes to the underlying framework conditions. Amendments or additions to the PA must be made in writing by means of a supplementary agreement. If the proposed amendment or addition is substantial, a new agreement with the Federal Ministry of Finance (BMF) is mandatory. According to Section 5 (8) FoFinaG, this is the case if the planned amendment is expected to result in additional allocations of funds from the federal government, as well as in case of changes to the definition of objectives and tasks.

The pledging, instruction and assignment of rights arising from the contract is not permitted and is ineffective vis-à-vis the federal government. Therefore, there will be no direct transfers to creditors of the OeAW.

#### **6. General regulations**

##### **Applicable law/jurisdiction**

Austrian law applies to the present agreement and any disputes resulting from it, excluding any reference provisions that refer to other legal systems. Any disputes arising from or in connection with this agreement will be decided by an arbitration committee within the framework of § 2a para. 2 of the Academy Law (*Bundesgesetz über die Österreichische Akademie der Wissenschaften*, as amended BGBl I 75/2020).

##### **Principle of written form**

The contracting parties agree to the so-called "principle of written form", i.e. all amendments and additions to this contract are only legally effective if they are made in writing; this also applies to the departure from the written form.

Verbal side agreements have no effect and have not been made.

**Good governance, liability**

The OeAW manages its business in accordance with the principles of legality, economic efficiency and expediency.

**Data protection**

The contracting parties are obliged to comply with the provisions of data protection, in particular the General Data Protection Regulation (GDPR), the Austrian Data Protection Act (DSG), and the Research Organization Act (FOG). Data transfers from the OeAW to the BMBWF require a legal basis in accordance with Art. 6 or Art. 9 GDPR to be admissible and, if possible, must be anonymized or pseudonymized. The OeAW undertakes to comply with all requirements of the DSG and the GDPR.

**Severability clause**

Should individual provisions of this contract be or become invalid or unenforceable in whole or in part, the validity of the remaining contractual provisions remains unaffected. The invalid or unenforceable provision shall be replaced by a valid and enforceable regulation whose effects come closest to the economic objective pursued by the contracting parties with the invalid or unenforceable provision. The above provisions shall apply accordingly in the event that the contract proves to be incomplete. If the interpretation is inadmissible for legal reasons, the contracting parties undertake to make supplementary agreements accordingly. In the event of non-agreement, the relevant statutory provisions at the time of performance shall apply on a subsidiary basis.

**Compliance**

The OeAW compliance guideline is implemented on an ongoing basis throughout the Academy.

**Transitional provisions**

The performance report 2023 (reporting period) will be submitted for the last time by 15.6.2024 in accordance with the 2021–2023 PA. The first performance and implementation report in accordance with this PA will be submitted by 30.4.2025 at the latest.

## ANNEX

### **Important abbreviations:**

ACDH-CH	<i>Austrian Centre for Digital Humanities and Cultural Heritage of the OeAW</i>
ALLEA	<i>All European Academies</i>
APART	<i>Austrian Program for Advanced Research and Technology of the OeAW</i>
ARI	<i>Acoustics Research Institute of the OeAW</i>
BAS:IS	<i>Bibliothek, Archiv, Sammlungen: Information &amp; Service (Library, Archive and Collections: Information &amp; Services of the OeAW)</i>
BELLE II	<i>Experiment on B-physics at the Japanese Research Center for Particle Physics</i>
BGBI	<i>Bundesgesetzblatt (Federal Law Gazette of the Republic of Austria)</i>
BIG	<i>Bundesimmobiliengesellschaft m.b.H.</i>
BMBWF	<i>Bundesministerium für Bildung, Wissenschaft und Forschung (Federal Ministry of Education, Science and Research)</i>
CeMM	<i>Research Center for Molecular Medicine GmbH of the OeAW</i>
CERN	<i>European Organization for Nuclear Research in Geneva</i>
CLARIAH-AT	<i>Consortium for the coordination of Austrian activities in European research infrastructures</i>
CLARIN	<i>Common Language Resources and Technology Infrastructure</i>
CMC	<i>Institute for Comparative Media and Communication Studies of the OeAW and the University of Klagenfurt</i>
DAFNE	<i>Electron-positron collider of the Laboratori Nazionali di Frascati (LNF) in Italy</i>
DARIAH	<i>Digital Research Infrastructure for the Arts and Humanities</i>
DOC	<i>Doctoral fellowship program of the OeAW</i>
DOC-team	<i>Doctoral fellowship program of the OeAW for interdisciplinary teams from the humanities, cultural studies and social sciences</i>
DSG	<i>Datenschutzgesetz (Data Protection Act, as amended BGBl I No. 14/2019)</i>
EASAC	<i>European Academies Science Advisory Council</i>
eLTER	<i>European Long-Term Ecosystem, critical zone and socio-ecological Research</i>
EMBL	<i>European Molecular Biology Laboratory</i>
EMPHASIS	<i>European Infrastructure for Multi-scale Plant Phenomics and Simulation</i>
EOSC	<i>European Open Science Cloud</i>
ERC	<i>European Research Council</i>
ERIC	<i>European Research Infrastructure Consortium</i>
E-RIHS	<i>European Research Infrastructure for Heritage Science</i>
ESA	<i>European Space Agency</i>
ESFRI	<i>European Strategy Forum on Research Infrastructures</i>
ESI	<i>Erich Schmid Institute of Materials Science of the OeAW</i>
ESO	<i>European Organization for Astronomical Research in the Southern Hemisphere</i>
ESS	<i>Earth System Sciences research program at the OeAW</i>
ETL	<i>Institute for European Tort Law of the OeAW and the Karl-Franzens-University Graz</i>
FoFinaG	<i>Forschungsfinanzierungsgesetz (Research Funding Act, as amended BGBl I No. 75/2020)</i>

FTB	<i>Forschungs- und Technologiebericht (Research and Technology Report)</i>
FWF	<i>Fonds zur Förderung der wissenschaftlichen Forschung (Austrian Science Fund)</i>
GDPR	<i>General Data Protection Regulation</i>
GFP	<i>Gender Equality and Women's Promotion Plan of the OeAW</i>
GMI	<i>Gregor Mendel Institute for Molecular Plant Biology GmbH of the OeAW</i>
GSK	<i>Humanities, social sciences, and cultural studies</i>
HEPHY	<i>Institute of High Energy Physics of the OeAW</i>
idgF	<i>in the current version</i>
IFI	<i>Institute of Iranian Studies of the OeAW</i>
IGF	<i>Institute for Interdisciplinary Mountain Research of the OeAW</i>
IHB	<i>Institute for Habsburg and Balkan Studies of the OeAW</i>
IIASA	<i>International Institute for Applied Systems Analysis</i>
IKGA	<i>Institute for the Cultural and Intellectual History of Asia of the OeAW</i>
IKT	<i>Institute of Cultural Studies and Theater History of the OeAW</i>
IMAFO	<i>Institute for Medieval Research of the OeAW</i>
IMBA	<i>Institute of Molecular Biotechnology GmbH of the OeAW</i>
IP	<i>Intellectual Property</i>
IQOQI	<i>Institute for Quantum Optics and Quantum Information of the OeAW</i>
ISA	<i>Institute for Social Anthropology of the OeAW</i>
ISR	<i>Institute for Urban and Regional Research of the OeAW</i>
ITA	<i>Institute of Technology Assessment of the OeAW</i>
IWF	<i>Space Research Institute of the OeAW</i>
JESH	<i>Mobility program "Joint Excellence in Science and Humanities" of the OeAW</i>
JPARC	<i>Japan Proton Accelerator Research Complex</i>
KEK	<i>High Energy Accelerator Research Organization in Japan</i>
LNGS	<i>Laboratori Nazionali del Gran Sasso</i>
LTER	<i>Long-Term Ecosystem Research</i>
LTSER	<i>Long-Term Socio-Ecological Research</i>
MAB	<i>National committee "Man and the Biosphere"</i>
MSCA	<i>Marie Skłodowska-Curie Actions Research Fellowship Program</i>
OeAD	<i>Agentur für Bildung und Internationalisierung (Austria's Agency for Education and Internationalization)</i>
OeAI	<i>Austrian Archaeological Institute of the OeAW</i>
OeAW	<i>Austrian Academy of Sciences</i>
OeHI	<i>Austrian Historical Institute in Rome</i>
P&I report	<i>Performance and implementation report</i>
PA	<i>Performance agreement</i>
PCG(K)	<i>Public Corporate Governance (Code)</i>
PSK	<i>Building of the former Vienna Postal Savings Bank by Otto Wagner</i>

<i>RICAM</i>	<i>Johann Radon Institute for Computational and Applied Mathematics of the OeAW</i>
<i>RNA</i>	<i>Ribonucleic acid</i>
<i>RTI</i>	<i>Research, technology and innovation</i>
<i>SMI</i>	<i>Stefan Meyer Institute for Subatomic Physics of the OeAW</i>
<i>STEM</i>	<i>Science, technology, engineering, and mathematics</i>
<i>VID</i>	<i>Vienna Institute of Demography of the OeAW</i>
<i>WFA</i>	<i>Wirkungsorientierte Folgenabschätzung (effect-oriented impact assessment)</i>
<i>WiSt</i>	<i>Wirkungsorientierte Steuerung (impact-oriented management)</i>
<i>WoS</i>	<i>Publication database Web of Science</i>