



AUSTRIAN  
AGENCY FOR  
RESEARCH  
INTEGRITY

# Commission for Research Integrity

## Annual Report 2021

## **Preface by the Chair of the Commission**

The present annual report shows that both the number of inquiries received by the OeAWI and the number of cases actually heard by the Commission continued to rise slightly in 2021. The Commission dealt with a total of 30 cases of various kinds (seven of which originated in the previous year); 18 of these cases were concluded in the calendar year 2021.

The office, however, has once again registered a record number of inquiries—a total of 64. For both the Commission and the Administrative Office, these figures represent a recognition of and confidence in the work the OeAWI does every year, work whose coordination and management require time and energy.

Looking at the cases documented in this report, it is clear that particularly the number of complex cases, whose clarification and negotiation require a great deal of communication and are thus time-intensive, has increased noticeably in the past year. The Commission's work often dealt with cases in which the investigation of the actual facts was already time-consuming. The question of the organisation and protection of intellectual property in collaborative work processes came up again and again. It is precisely in this area that the standards of Good Scientific Practice regularly collide with the dynamics of scholarly/scientific careers and the power relations associated with them. It is not uncommon in these cases—and they are the gratifying ones—to be able to suggest ways to resolve the conflict by resuming the conversation and recommending mediation. This is not always successful, of course.

While a fundamental openness and willingness to talk to all parties involved in the proceedings characterize the Commission's work, its work is also distinguished by strict confidentiality that the Commission upholds and is required to uphold—especially in cases of heightened public interest. The Commission maintains this principle not for its own sake but knowing full well that it can responsibly serve the Austrian scientific/scholarly community only if it provides a safe space for extensive negotiations of conflicts and transgressions. The Commission must offer a space where everything that needs to be said can be said. Safe-guarding such protection may not always be popular and may under some circumstances invite speculation. Nevertheless, the Commission has to be able to tolerate such effects and persist in upholding confidentiality if it wants to be sustainable.

There were a number of new appointments and changes within the Commission during the year under review:

Prof. Dr. Katrin Auspurg (LMU Munich) took over the expert's position for the social sciences as successor to Prof. Dr. Andreas Diekmann, whose many years of service in the Commission deserve our gratitude.

Thanks are also due to Alexandra Kemmerer, LL.M. eur., who represented the field of law until October 2021 while also serving as Vice Chair of the Commission.

In the meantime, Prof. Dr. Regina E. Aebi-Müller (University of Lucerne) has been appointed as her successor—in her representation of Law as well in her function as Vice Chair of the Commission.

Prof. Dr. Philipp Theisohn  
Chair of the Commission for Research Integrity

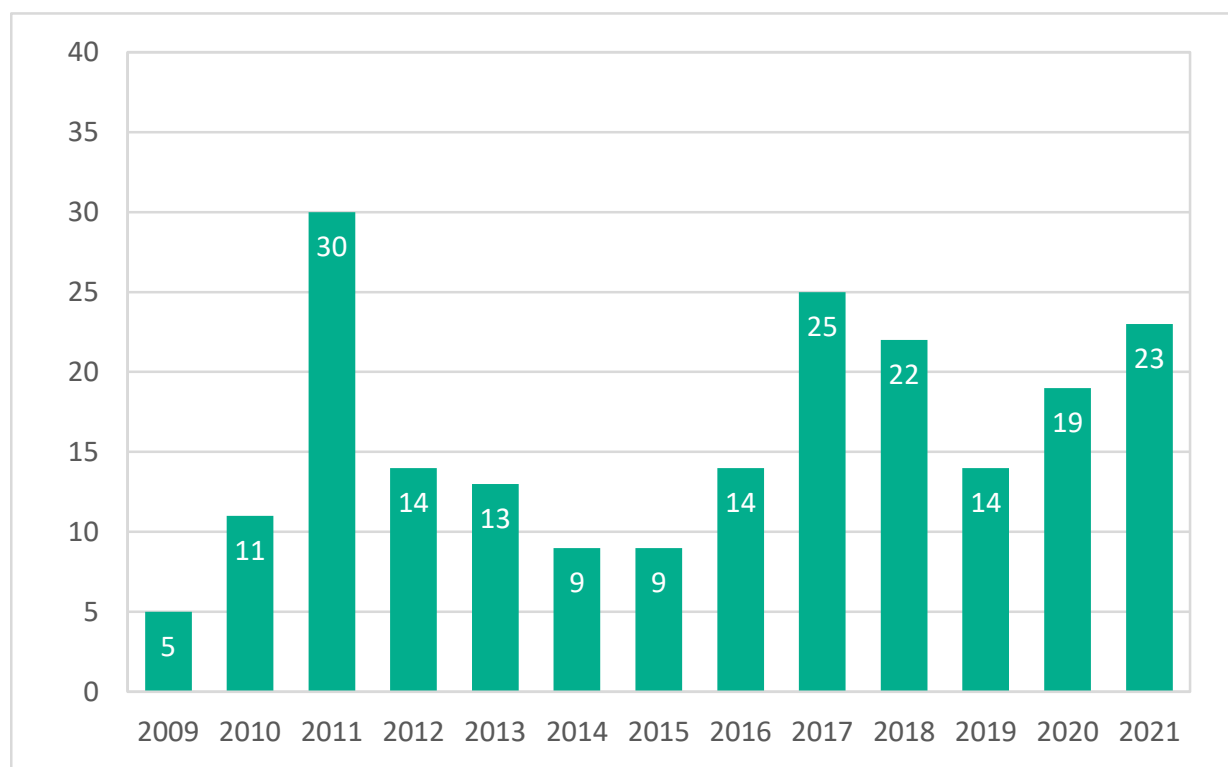
## **Commission for Research Integrity**

The Commission for Research Integrity is an independent body of the Austrian Agency for Research Integrity (OeAWI). The Commission examines allegations of research misconduct pertaining to Austria. It consists of a maximum of seven scientists/scholars from outside Austria whose expertise covers a broad variety of disciplines. An Austrian legal scholar also serves on the Commission as a non-voting member clarifying questions about the Austrian legal system.

The Commission operates on the basis of its Rules of Procedure and the Guidelines for Good Scientific Practice ([www.oeawi.at](http://www.oeawi.at)). An important principle underlying the Commission's work is confidentiality, which must be ensured to protect the parties submitting inquiries as well as those accused of misconduct.

## **Overview of Inquiries, 2009 to 2021**

By the end of 2021, the Commission for Research Integrity had handled a total of 208 inquiries since starting its work in June 2009.



Graph 1: Inquiries to the Commission between June 2009 and December 2021 (n=208).

## **Inquiries in 2021**

In 2021, the Commission held three regular meetings, two extraordinary meetings as videoconferences, and an additional one as a full-day face-to-face meeting in Vienna.

The Commission received 23 new inquiries in 2021 and processed a total of 30 inquiries. In addition to seven inquiries from 2020, eleven of the new reports received were completed in 2021. Twelve inquiries from 2021 are still being processed. In 2021, the Commission was able to close a total of 18 inquiries, which are described below.

This report is based on a style guide that emphasizes inclusion, and so the personal pronouns “she” or “he” will be used alternatively in addition to using the gender-neutral plural “they”.

### **Inquiry A 2020/01:**

In a multi-year long, escalating conflict over authorship and data ownership between employees of various university and non-university institutions in Austria, the Commission had initially recommended that the accused person grant the other party access to data and program codes.

Consequently, the person accused of research misconduct and the institution concerned submitted documents relating to an internal investigation, which persuaded the Commission to reassess the issue of research misconduct on the basis of the new facts stated in the institutional report. The Commission came to the conclusion that no research misconduct had occurred. The complainant did not agree with this assessment and requested further investigations by the Commission. After re-examining all available and subsequently submitted documents, the Commission reaffirmed its decision and considered the case closed. The conflicting parties were informed thereof and subsequent requests for a reopening of the proceedings were not granted.

### **Inquiry A 2020/07:**

The OeAWI received a complaint from a professor who felt discriminated against by a domestic non-university research institution due to its withholding promised project funds. The accused institution was asked to comment on the claims of alleged obstruction of research activities and data theft. A reference made therein to obstruction of research activities by a third party, a non-university institution abroad, contradicted the allegations made. According to further investigations by the Commission, the facts of the matter did not suggest any evidence of research misconduct on the part of the accused. The involvement of a non-European institution prevented any further investigations; investigations into the events and motives there would clearly have exceeded the capacities of the OeAWI. Without the possibility of questioning this

third party, the facts of the case could not be fully ascertained and an objective assessment made difficult.

In the final statement of the Commission, the whistleblower and the leadership of the accused institution were informed about the difficult framework of the investigation and that neither research misconduct nor discrimination on the part of the accused could be established. Rather, the problems mentioned seemed to be related to politically caused motives of the non-European institution, which are not within the scope of the Commission, i.e. would concern misconduct outside the Standards of Good Scientific Practice. The proceedings were discontinued.

### **Inquiry A 2020/15:**

On behalf of two of her postdoctoral fellows/project collaborators, a professor from a northern European university approached the OeAWI for help in a conflict with an Austrian professor. The allegations of plagiarism and theft of ideas pertained to source and research material underlying the dissertation of the main person concerned. The material had been used in a joint research funding application of both, the complainants and the accused, with subsequent scientific (online) publications, books and further public dissemination. The initial research work of the former doctoral student and the contributions of the second postdoctoral student had not been appropriately acknowledged. The first project proposal, based on the research topic and academic work for the dissertation of the main person concerned, had been submitted—jointly with the defendant as a co-applicant—to a national research funding institution and rejected. This institution is located in the Northern European country from which the charges had originated. In order to resubmit the project proposal to another funding institution, this time in Austria, it was necessary to have an Austrian co-applicant. The Austrian co-supervisor of the dissertation became the co-applicant. After the principal investigator and another postdoctoral fellow withdrew from the project for various reasons, the Austrian professor was left as the sole (now successful) applicant and thus she assembled a new team. The project proposal still contained the complainants' ideas and research material. This project resulted in scientific and public use giving grounds for charges because the whistle-blowers did not see their work acknowledged. After previously good cooperation on a professional as well as personal level, the different views on the contribution or attribution led to a rift.

In order to review the allegations supported by unusually extensive documentation, the Commission sought out external expert opinions from neighbouring countries. The Commission also requested statements from the conflicting parties and reports from a public institution in Austria and the research funding agency concerned. In response to the testimonies of all parties involved as well as the external reports, and after a thorough review, the Commission agreed with the expert assessment that both parties had behaved inappropriately. However, no research misconduct could be established. In its final opinion, the Commission recommended that the conflict be resolved through mediation, which the complainant and the defendant agreed to.

**Inquiry A 2020/16:**

The OeAWI received a report from a young scientist who used to conduct research in Austria, but has since moved to a non-European country. The allegations of ethical, research and other kinds of misconduct were directed against two professors employed at non-university research institutions in Austria: one had co-supervised her dissertation submitted to a university in a neighboring country in 2017. Two publications with her as lead author and the professor as co-author had resulted from the doctoral thesis. For the other professor, she had worked as a postdoc on a research project.

The allegations, which were very vague and insufficiently supported by evidence, related to inadequate supervision of her dissertation, unethical research behavior by having failed to make further use of her materials, career obstruction through defamation, and violations of employment law. Furthermore, it was clear from the attached correspondence that legal representatives and committees of various research institutions had already dealt with the allegations made by, but also against, the complainant: Regarding one of the publications pertaining to the dissertation, a special university committee had issued a reprimand to the complainant based on research misconduct due to incorrect handling of data and illustrations. The publication of an *erratum* and the subsequent deletion of the publication one year later had caused the supervising professor to terminate his co-operation. In the course of the Commission's preliminary investigation, the complainant did not clarify the accusations of research misconduct despite repeated requests. With the complainant's consent, the Commission turned to the internal Commission for Research Integrity and Ethics at the second institution concerned. The latter had already conducted an investigation into the complaints submitted there and concluded that they were not valid.

After evaluating all the material, the Commission decided not to initiate main proceedings. Instead, the Commission drew the complainant's attention to her own research misconduct with regard to a publication and emphasized that her accusations were not supported by substantial evidence. However, the Commission also addressed the negligent behavior of the persons she was accusing: they had not fulfilled their duty to conscientiously check the complainant's research contributions and thus they could not be fully exonerated in their role as co-authors and, in particular, in their function as project leaders. However, the Commission could not identify any research misconduct on the part of the defendants, which concluded the inquiry at the level of the preliminary investigation.

**Inquiry A 2020/17:**

A professor contacted the OeAWI regarding a conflict between himself and one of his superiors. The whistle-blower had lost his professorial appointment, which he attributed largely to his internal tip-off about suspected research misconduct (plagiarism). According to the OeAWI Standards on Good Scientific Practice (GSP, 2015), obstruction of professional advancement (in this case, removal from office) of persons who indicated somebody's possible research misconduct constitutes research misconduct in the same way as, for example, plagiarism. The conflict focused, among other things, on the whistle-blower's analyses and publications on plagiarism in the university environment, as well as on the area of archival law.

In the course of an initial review of the documents submitted, the Commission for Research Integrity decided to start a preliminary investigation and request further documents from the whistle-blower. In the meantime, however, the whistle-blower had regained his professorship following internal developments at the university, which meant that there was no longer any need for further external review of the conflict.

**Inquiry A 2020/18:**

At the end of 2020, a group of three named and two anonymous whistle-blowers submitted a dossier concerning alleged research and other misconduct on the part of the head and several team members of a working group as well as the dean's office of a university institute. The complainants, with the exception of one person who chose to remain anonymous, were no longer employed at the institute and asked the Commission to investigate their suspicions of various violations of good scientific practice—conflicts of authorship, obstruction of research, career obstruction—as well as other misconduct, including mobbing, bossing, violation of labor law agreements and occupational health and safety. The singular allegation of alleged honorary authorship could not be confirmed by the Commission.

The review and evaluation of the complaints *in toto* led the Commission to conclude that in this specific case there were very clear indications of violations of the Standards of Good Scientific Practice on the part of the institute's leadership over many years. The Commission issued a final statement to the three complainants who were known by name, suggesting that the information provided by the complainants indicated shortcomings in the promotion of the careers of young scientists. In this regard, the Commission also informed the university leadership and requested that the reported violations of GSP be investigated together with the relevant internal commission. Any clarification of the allegations raised would therefore have to be undertaken on-site together with the whistle-blowers.

Furthermore, the Commission emphasized that the other very different sources of conflict and types of allegations described in the dossier (regarding issues of labour law, human resources,



and administrative procedures) did not fall within the scope of the OeAWI's responsibility. Notwithstanding this fact, the Commission definitely wanted to draw the attention of the university leadership to the grievances raised by the whistle-blowers, which was done in a statement to the university leadership. Those in charge of the OeAWI proceedings also offered the internal commission support in any subsequent on-site investigation; the offer was declined.

#### **Inquiry A 2020/19:**

A professor approached the Commission with the request to review a conflict at her university, as no solution seemed feasible internally. The conflict concerned a professor and her university assistant. The dispute had arisen in the course of revisions of a joint project, which subsequently led to the supervisor's releasing the university assistant from all her outstanding duties. There were two core issues of conflict presented to the Commission: first, a dispute about the correct identification of the authorship of a jointly produced conference volume in digital and printed form (in different iterations); second, the unilateral modification of the assistant's curriculum vitae by her supervisor in preparation of the print run. The Commission obtained comments from both parties and succeeded in settling the conflict concerning the university assistant's biography.

After reviewing various oral and written agreements on authorship between the two parties and analysing the underlying hierarchies and developments in the professional relationship, the Commission issued a final statement to the parties involved. The Commission found that the research activity had indeed been obstructed by the superior and therefore recommended that the university assistant be named as co-editor in the digital version of the conference proceedings.

#### **Inquiry A 2021/01:**

An anonymous report informed the Commission of the OeAWI of the suspicion that there existed cases of unlawful use of academic titles and related title mills to obtain Austrian academic degrees. It involved the title "título propio", which was offered via various "study centres" or a "campus" in Austria and awarded by a Spanish private university. Such "título propio" titles are neither recognized in Spain nor are there such academic degrees according to Spanish university law and are therefore not recognized in many countries. In Austria, owners of this title would often supplement the description "Diplomstudium" to the title. The person providing the information had attached a four-page list of persons holding this title as an excerpt of the research results on several hundred persons holding this title: these were high-level professionals, such as psychologists, mediators, business and tax consultants, and experts in various disciplines.

Since there was no objective basis for the Commission or the Administrative Office of the OeAWI to assume responsibility for this matter, the report was forwarded to the relevant governmental institution with the request to review the facts of the case. The latter responded to the OeAWI with an explanation of the Austrian legal framework as it pertains to the legal implications, according to which the use of foreign academic degrees, i.e. the personal use by the holder, is generally permitted. Any degree awarded by a recognized or accredited university is considered to have been duly acquired.

### **Inquiry A 2021/03:**

A university of applied sciences turned to the Commission of the OeAWI requesting an independent investigation of a suspected case of plagiarism in a diploma thesis from 2006.

After experts from neighboring countries had provided their opinions on the suspected plagiarism, the person confronted with the allegation of research misconduct had the opportunity to comment in writing as well as in person at a hearing with the Commission. On the basis of the external expert opinions and the analyses carried out on the part of the Commission, the allegation of plagiarism could not be substantiated.

In a final statement to the accused person and the institution concerned, the result of the investigation was as follows: Combining the findings of the experts and the results of a plagiarism software, one could undoubtedly discern technical shortcomings and inaccuracies in citation amounting to violations of the Standards of Good Scientific Practice (GSP) according to § 2 of the Guidelines of the OeAWI. This assessment applied even when considering the citation and research rules valid at the time of submission of the work. However, intent or gross negligence could not be proven, especially with regard to context comparisons carried out by the experts.

According to § 3 para. 1 of the OeAWI Guidelines on Good Scientific Practice, no research misconduct was identified in this case.

### **Inquiry A 2021/05:**

The academic director of a university turned to the OeAWI with the suspicion of ghostwriting relating to a master's thesis. The thesis had previously been evaluated negatively because of insufficient quality. In subsequent discussions with the student, the suspicion arose that parts of the thesis had not been written by the student. There had also been problems in communication or rather a lack of communication between the student and her supervisor prior to the submission of the thesis.

After reviewing the available documents and information, the Commission sent a letter to the parties involved at the university presenting recommendations and outlining a possible future

course of action: in a personal interview, the student ought to be informed about the allegations and given the opportunity to comment. If the suspicion of ghostwriting would not be substantiated, the student should be given the opportunity to resubmit the thesis in a timely manner, since the master's thesis had not (yet) been approved and could therefore still be considered part of the educational process. The focus should be on the qualitatively criticized aspects of the thesis.

#### **Inquiry A 2021/06:**

The OeAWI was informed by a degree program director of a university of applied sciences about the suspicion of ghostwriting regarding a master's thesis in his course of studies. The thesis had not yet been evaluated/graded. The accused had submitted a master's thesis one year earlier, and that work had been given a failing grade resulting in the requirement of a resubmission. When he submitted the second master's thesis, the institution received an anonymous letter claiming that the student had commissioned a ghostwriter for his thesis.

On the advice of the Administrative Office of the OeAWI, the university of applied sciences obtained a stylometric analysis from a neighboring country. The student was called in and confronted with the accusation and questioned about the content of the work. The student rejected the accusation of having commissioned ghostwriting and thus the conversation did not yield any clear results.

After completing the preliminary investigation, the Commission issued a "no-jurisdiction" decision: Any further investigation by the Commission would not be expedient, since all possibilities for a fair and transparent clarification had already been exhausted on the part of the university. In addition, it was pointed out that ghostwriting would be very difficult to prove without a confession or without content-related failing demonstrated in an interview or, at the latest, in the context of the thesis defense. Even stylometric analyses do not provide ultimate certainty. These aspects are core problems in cases of suspected ghostwriting.

#### **Inquiry A 2021/07:**

In a case of alleged ghostwriting of a diploma thesis, the legal unit of a university requested an investigation by the Commission. It concerned the thesis of a student who was not named. The head of the department and supervisor of the thesis had reported her suspicion to the legal unit in writing.

After reviewing the work, the plagiarism software checks, and the supervisor's evaluation, the Commission notified the unit still during the preliminary investigation that it was not willing to assume responsibility for the case due to the fact that the thesis had not been approved yet.

Furthermore, the Commission agreed with the view of the supervisor and recommended an internal follow-up at the university. The legal unit continued to ask the Commission for a more detailed investigation and a clear assessment of whether ghostwriting had occurred. Following another review by the Commission, it informed the petitioning party in writing that it was upholding its argumentation and would not initiate an investigation.

#### **Inquiry A 2021/09:**

Regarding a closed case, an informer approached the Commission with the request to re-examine alleged research misconduct with regard to authorship. After reviewing the documents submitted, however, no new facts could be established that would justify reopening the old case. Therefore, a reopening or initiating a new investigation was rejected.

#### **Inquiry A 2021/12:**

In the context of an anonymously submitted inquiry, the Commission was informed of suspected violations of Good Scientific Practice in a dissertation submitted to an Austrian university. The allegations concerned, among other things, insufficient documentation of methods, use of inappropriate statistical methods, and lack of data transparency. The report was accompanied by numerous statements, reviews and documents.

Upon the Commission's review of the dissertation and the submitted documents, no research misconduct could be determined. However, the defendant, who had assumed a position as a professor at a German university in the meantime, was given the recommendation to publish the underlying data of the empirical work anonymously for the sake of traceability and in the spirit of "open science".

#### **Inquiry A 2021/14:**

An informer approached the OeAWI with suspicion of plagiarism concerning a dissertation at an Austrian university. The report was accompanied by an external evaluation of the dissertation, which had been commissioned by the informer and which supported her allegations.

Upon the Commission's evaluation of the submitted materials in the course of its preliminary investigation, sufficient suspicion of research misconduct was established. The Commission's subsequent request that the informer provide further information remained unanswered. As a result, the suspected case of plagiarism was reported to the university concerned with a request for an internal review.

**Inquiry A 2021/15:**

A university filed a complaint with the OeAWI regarding a lecturer at the institution. The accused was the editor of a journal. In the course of this activity, he was accused of partiality with regard to the refusal to print a particular submission. The subject was an academic controversy related to a previously published contribution of another scientist in the journal concerned, to which the complainant wanted to react. He accused the editor of having unjustifiably rejected his response after consulting with the aforementioned scientist and demanded consequences for the editor's employment at the university.

After examining the allegations and conducting extensive consultations, the Commission did not initiate an investigation, since the assessment and acceptance of contributions were within the purview of the journal's Editorial Board, and no violation of Good Scientific Practice could be discerned. Nevertheless, the Commission suggested to the accused that he differentiate more clearly between the operational agendas of the journal and those of the contributors.

**Inquiry A 2021/16:**

Still in progress

**Inquiry A 2021/17:**

Still in progress

**Inquiry A 2021/18:**

Still in progress

**Inquiry A 2021/19:**

Still in progress

**Inquiry A 2021/20:**

Still in progress

**Inquiry A 2021/21:**

Still in progress

**Inquiry A 2021/22:**

An anonymous informer reported via the BKMS Compliance System that an external lecturer whose academic career did not suggest a doctorate compliant with given rules was employed at an Austrian university and a university of applied sciences; in addition, the master's degree listed on the person's business card was not plausible. Furthermore, some information in his curriculum vitae was incorrect and concealed the fact that the doctoral degree had been awarded by a

private university in a neighboring country that was no longer accredited and had recently been forcibly closed by ministerial decree. Moreover, the defendant's dissertation was questionable in terms of quality and methodology.

In consultation with the Commission, which, like the Administrative Office, is neither responsible for queries on correct titling nor for the quality of the content or the methodology of a thesis, the submitted information was forwarded to the leadership of the institutions concerned. The accused reacted to the investigations initiated there by submitting an injunction against the OeAWI, which proved to be irrelevant. One of the institutions responded to the OeAWI stating that the alleged inaccuracies were not valid and that the students consistently gave the lecturer's classroom performance high ratings. The second institution did not provide any response.

### **Inquiry A 2021/23:**

The Administrative Office of the OeAWI was sent documents regarding suspected plagiarism in a dissertation submitted to a public university in 2008. The anonymous letter with a request for evaluation and consideration of legal action was accompanied by pertinent evidence supporting the allegations and the curriculum vitae of the author of the thesis. The latter could not be clearly identified and the thesis was not recorded in relevant online databases.

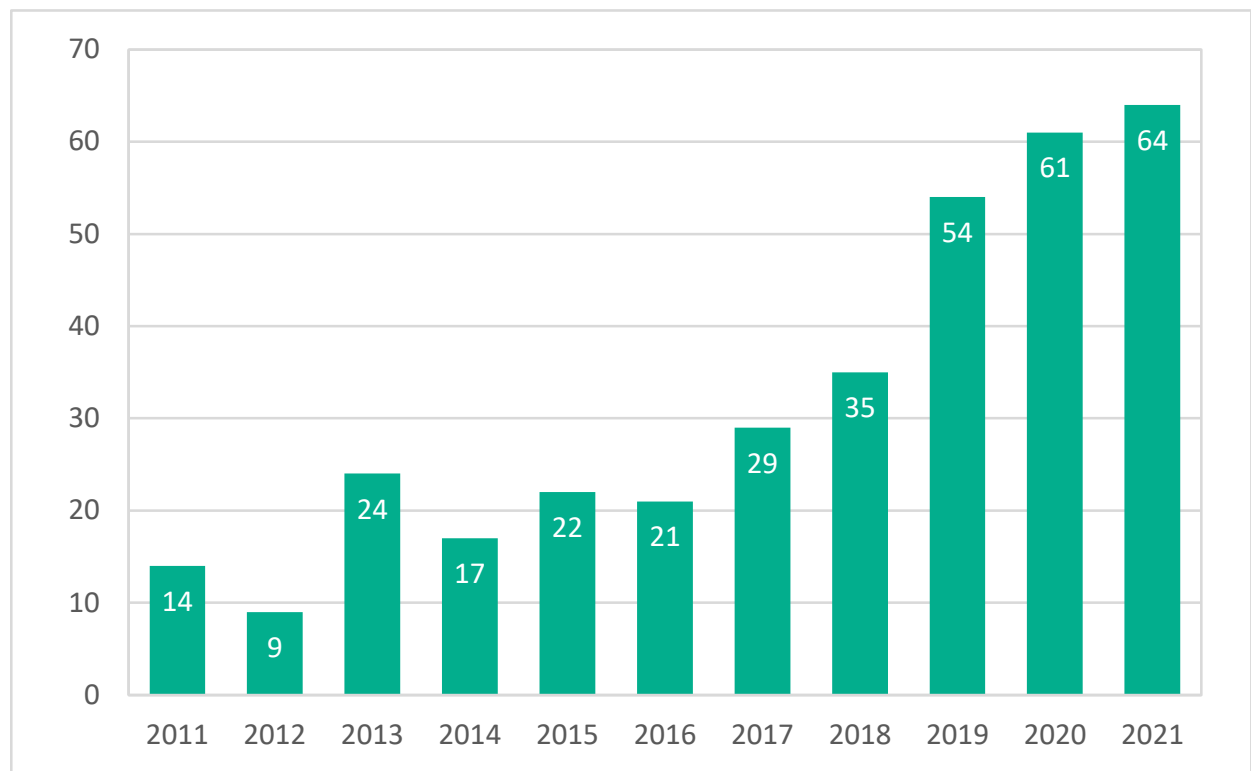
According to the cover letter, the information had also been sent to other, unnamed institutions or persons. However, if the alleged case of plagiarism was being investigated elsewhere, the Commission would be kept from initiating proceedings on the basis of its Rules of Procedure (exclusion of parallel proceedings).

Since the documents showed at which university the work had been submitted, the vice rectorate there could be informed of the facts. The OeAWI found out that the suspicion of plagiarism had already been reported by one of the allegedly plagiarized authors from a neighboring country, who had received the same documents as the OeAWI. After a legal evaluation the university initiated an internal investigation; obtained statements from the dissertation author, her supervisor and a second reader; and commissioned external expert opinions. In the final analysis, the accusation of research misconduct could not be substantiated: any findings of plagiarism concerned definitions in the introductory part of the thesis and methodology but not the results of the study or the interpretation of the data. The work contained several inaccuracies concerning citation style, bibliography, captions of illustrations, etc., but no intent to deceive could be discerned. The dissertation supervisor was to be blamed for not having introduced the doctoral candidate sufficiently to standards of research.

## **Inquiries to and Consultation by the Administrative Office**

In 2021 there were 64 inquiries to the Administrative Office of the OeAWI. These queries involved different kinds of topics: procedures regarding the investigation of research misconduct ; issues of authorship (criteria and international standards of authorship and honorary authorship); definition of terminology and semantics in the scientific context; EU projects (regulations and jurisdiction); questionable use of academic titles; obstruction of research; research data management (who owns the data/who is permitted to present the data, expiration of data archiving); issues of research ethics (bias, disinformation, internal and external communication); research law; freedom of research and right to research; intellectual property, theft of ideas, and use of intellectual property; ghostwriting; selection process for evaluators ; GSP; obstruction of career development; conflict management with journals and editors; national and international networking; (non)-sanctioning of misconduct; plagiarism; ethics of publication and peer-review; false charges; support of external ombuds-work; support software for investigations; awarding of academic degrees; confidentiality obligation and rights of parties involved in the course of investigating alleged research misconduct; citation; institutions for the enforcement of ethics standards or standards of research integrity (e.g., ethics commissions, ombudsman offices, commissions for research integrity); and others, such as, discrimination (in the context of study law), mobbing, nepotism (in the evaluation of academic work), and duress (in the context of academic work).

In these matters, the Administrative Office acts in an advisory capacity or as a facilitator, but not as a mediator between conflicting parties. The ten-year time series in the graph below shows that the number of requests for advice has more than quadrupled compared with the base year 2011.



*Graph 2: Overview of inquiries (n=350) to the Commission and the Administrative Office (inquiries to the latter have been recorded only since 2011).*



## **Members of the Commission for Research Integrity**

**Prof. Dr. Philipp Theiso**hn (Chair of the Commission since Dec. 2020)

**Alexandra Kemmerer, LL.M. eur** (Member and Deputy Chair until Oct. 2021)

**Prof. Dr. Katrin Auspurg** (since Oct. 2021)

**Prof. Dr. Andreas Diekmann** (until Sept. 2021)

**Prof. Dr. Nikolaus Forgó**

**Prof. Dr. Joachim Heberle** (since May 2021)

**Prof. Dr. Susanne Modrow**

**Prof. Dr. Frits R. Rosendaal**

**Prof. Dr. Kerstin Schneider**

## **Administrative Office:**

**Dipl. Geogr. Eva Korus**

*Coordinator of the Commission Affairs, Consultation*

**Samuel Mühllechner, BA**

*Consultation, IT-Manager and System Administrator*

**Dr. Nicole Föger**

*Managing Director of the OeAWI, Consulting and Training (until Feb.8, 2022)*

**Melanie Lettl**

*Assistant to the Management, Administration*

**Prof. Dr. Christof Gattringer**

*Interim Managing Director of the OeAWI (from Feb.9 to March 31, 2022)*

**Sabine Chai, PhD**

*Managing Director of the OeAWI (since April 1, 2022)*

Landstraßer Hauptstraße 9/21

1030 Wien

T: +43/1/710 68 21

[www.oeawi.at](http://www.oeawi.at)