



*EAIR Annual Report*  
*September 2024–August 2025*



## EAIR Annual Report 2024–2025

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## Preface: looking backward while moving forward

Another EAIR-year has passed, and it's my pleasure to introduce the annual report *of* the network *to* the network. Wondering why such an annual report is important, I had to think of a famous quote by Søren Kierkegaard: "Life can only be understood backwards, but it must be lived forwards." This report gives the opportunity to grasp and understand what EAIR has been doing, and to understand which challenges lie ahead of us. I am happy to share some of my thoughts in this annual report, but I'm also inviting all of you to share and discuss your thoughts within the EAIR community. Because this is a community *of* members *for* members.

First of all, I must say that the EAIR Forums have a good reputation and are – based on your input – evaluated positively. While the Executive Committee worried that the EAIR Cork Forum 2024 would be less attended because we organised it earlier in August than generally, it turned out that we didn't have to worry. Both academically, as well as logistically and financially, the organisation of the Forum was a true success: the sessions were well attended, there were plenty of opportunities for networking, and it was great to see that the diversity of the network continues to grow, while welcoming both regular as well as new participants. With this, I would like to thank one more time University College Cork for having us in August 2024!

Second, it was the first year of the renewed Executive Committee. While some members left, new members came in. This is for every governance body a good and healthy evolution: within the EC we try to maintain the balance between sustainability and continuity on the one hand, and innovation and modernisation on the other hand. New ideas confront old habits. This is fruitful, useful and inspiring, and this is what EAIR wants to be as a network as well: a safe space to hold critical discussions among individuals. Recent evolutions in the world show us how crucial, yet fragile, this can be. Let's continue being that inclusive, safe and friendly community.

Third, EAIR is in good shape. The members of the Executive Committee are all taking up clear responsibilities, for which I cannot be sufficiently thankful; a longstanding debt with the tax office can now be settled; the financial reserves are looking more promising than a few years ago; and the back-office has gained more stability.

In addition to all this, I am happy to confirm that our journal, *Tertiary Education and Management*, is continuing to further develop itself as a high-quality journal. A challenge remains with the increasing number of submissions, but a renewed governance structure with more responsibilities for the associate-editor-in-chief should be helpful in tackling the challenges that are on the table. At the same time, the sixth volume of the EAIR book series has been published, while another book proposal to be published under that series has been submitted. It means that the series is creating traction, something that EAIR has been working on since a few years now.

Time flies, and I realise that this is already my third year as Chair. I am confident about the future of EAIR, and I'm lucky to be confident because that's only possible because of the commitment of all our EAIR-members.

Today, we look back on positive achievements of the previous year and look forward to the years to come, and we welcome all our members to remain active in this unique Higher Education community, and to invite others to join us as well.

*Bruno Broucker, Chair of EAIR*



## EAIR FORUM 2024

The planning for 2024 Annual Forum was a rewarding experience for the team, made possible through the unwavering dedication and collaboration of our planning committee and the outstanding contributions of our host institution, University College Cork (UCC). UCC was an exceptional partner throughout the planning process. From the early stages of development, through registration and eventually execution, they were instrumental in shaping a highly successful and engaging event. The commitment of the UCC team to excellence, attention to detail and forward-thinking were exemplary and greatly appreciated. Working closely with us from the outset, they played the central role in refining and co-developing the conference theme ('Sustainability, Resilience & Wellbeing'), ensuring that it reflected some of the most current and pressing issues in Higher Education internationally. Their insight and knowledge of the sector proved fundamental in shaping a compelling and timely agenda.



A key milestone in the planning process was the identification and structuring of the thematic tracks. These were carefully curated to reflect the diversity and depth of EAIR, with two expert Co-Chairs appointed for each one. These Chairs, drawn from UCC and a range of international institutions and disciplines, brought valuable leadership and academic rigour to the process of reviewing proposals to ensure that each track provided rich, engaging content for delegates. Very importantly in this post-Covid, more-blended educational world, the planning team addressed the need for greater sustainability and flexibility by including a hybrid track to accommodate online contributors. Another major highlight was the participation of an inspiring lineup of keynote speakers. Thanks to the UCC's extensive network and proactive outreach, the Forum was able to attract internationally recognised thought leaders on the Forum theme whose contributions elevated the discourse and energised attendees.

The practical and administrative aspects of the planning were equally well-managed. Building on our learning from the Linz Forum in 2023 we employed Conftool again in 2024 for the submission and review process as it provided an efficient and user-friendly platform. From the receipt of abstracts and full papers to the coordination of peer reviews and reviewer assignments, Conftool provided a robust framework for managing the academic content. It also facilitated a smooth and secure registration process for attendees. By the close of the Forum 175 participants had taken part in the event in Cork.

Throughout the process UCC and EAIR worked in concert showing responsiveness, efficiency and a commitment to collegial working. Whether responding to logistical queries, liaising with vendors, or coordinating committee meetings the team consistently delivered.

*Mark O'Hara (EAIR Forum Coordinator),*

*Silke Preymann, (EAIR Track Chair Coordinator),*

*Anne Gannon (EAIR UCC Forum 2024 Coordinator)*



## EAIR Finances 2024

We would like to thank the Audit Committee (Karin van der Zeeuw and Ton Kallenberg) for their contribution.

### Expenses (€)

	<b>Budget 2024</b>	<b>Realisation 2024</b>	<b>Difference</b>
Personnel	€7,500	€7,394	€106
Related Personnel	€2,300	€881	€1.419
Housing	€100	€0	€100
Secretariat costs	€3,900	€5,395	€ -1,495
Forum	€53,787	€46,611	€7,176
Executive Committee	€6,000	€4,760	€1,240
TEAM	€6,543	€5,842	€700
<b>Sum</b>	<b>€80,130</b>	<b>€70,884*</b>	<b>€ -9,246</b>

\*Rounding difference

Regarding the results of the expenses the following can be concluded:

- 1) The result of our expenses is in total €9,246 lower than budgeted, mainly due to the lower Forum costs than anticipated (€7,176).
- 2) At this stage EAIR does not have any personnel anymore. We did however have some final payment to make for work done in 2023.
- 3) The table below clarifies that the Forum fees resulted into €73,756, which means a positive result of the Forum of €3,756. However, in total the income was overall lower than budgeted. There are two main reasons for this difference, namely: (1) a slightly smaller number of participants at the Forum and, (2) as membership was included in the Forum ticket some membership fees are part of the Forum fee.

### Income (€)

	<b>Budget 2024</b>	<b>Realisation 2024</b>	<b>Difference</b>
Membership fees	€ 10,000	€ 85	€ -9,915
Forum fees	€ 70,000	€ 73,756	€ 3,756
Springer	€ 5,410	€ 10,933	€ 5,523
Sponsor/exhibitors	€ 300	€ 323	€ 323
<b>Sum</b>	<b>€ 85,710</b>	<b>€ 85,097</b>	<b>€ -613</b>



The result of our Income is almost zero. This is due to lower than budgeted membership fees but a higher than budgeted income from Springer, mainly due to higher royalties.

This also means that EAIR had an almost break-even year, and that the budgeting is organised by the EC in a realistic manner. Yet, a positive difference is still the purpose, in order to avoid spending the reserves unnecessarily. About the reserves, the following can be said: in 2024, EAIR's positive equity grew from €16,137 to €48,531, which is a very good result for EAIR, and which has been the explicit objective of the current Executive Committee. Because EAIR has no paid coordinator anymore, and the Executive Committee takes over the responsibilities, the positive equity might grow in the next years. This also implies that EAIR can pay the outstanding creditors. At the same time, it will allow the EC to further reflect on the next steps regarding the positive equity. While the objective is to have sufficient reserves to cover financially an unsuccessful forum, the reserves can also be used strategically for different means. This is a debate the EC will pick up in the year 2025-2026.

### Balance (€)

Debit (asset)		Credit (liability)	
<u>Liquidity</u>			
ABN Banking Payment account	€ 35,147	EAIR Capital and reserves	€ 48,531
ABN Banking Savings account	€ 40,444		
<u>Debtors</u>	€ 1,250	<u>Creditors</u>	
		Dutch Tax (Gerlof)	€ 9,236
		Daniella salary 2019–2020	€ 19,074
	€ 76,841		€ 76,841

### EAIR Budget 2024 to 2025

This financial situation is almost where we want it to be. In the meantime, EAIR still has to be prudent and be aware of our costs.

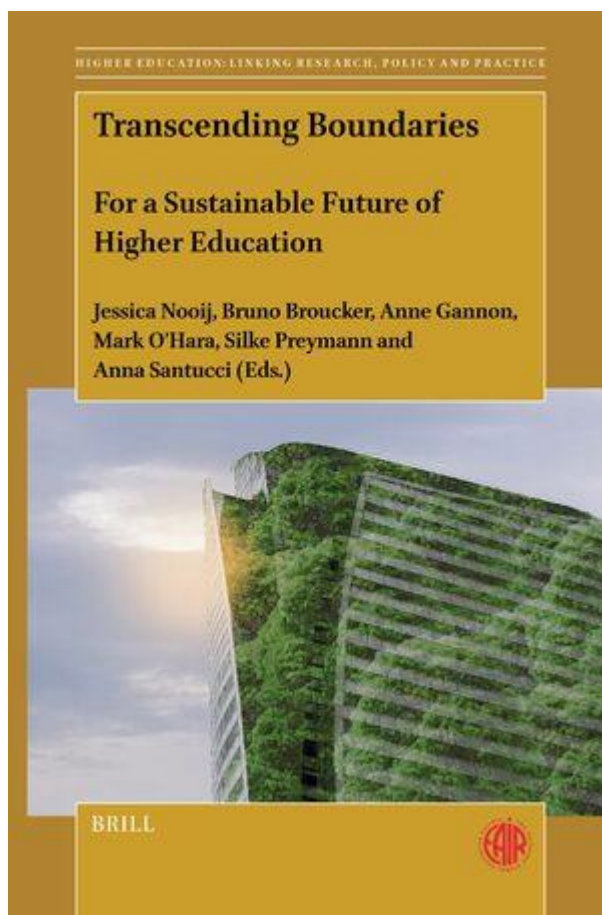
*Auke Ruhe, EAIR outgoing treasurer  
Göran Melin, EAIR incoming treasurer*

## Publications

### EAIR Book Series

**Editor-in-Chief: Jessica Nooij**

**Co-editors: Bruno Broucker, Anne Gannon, Mark O'Hara, Silke Preymann, and Anna Santucci**



The EAIR has a book series published by Brill (<https://brill.com/view/serial/EAIR>). Each volume contains a selection of contributions from scholars, policymakers and practitioners in the broad field of higher education. The sixth volume was published in June 2025 and was based on proposals submitted for the 2024 EAIR Forum.

The book presents 14 chapters that examine how higher education supports societal transitions from various perspectives. These range from issues of sustainable strategic management and governance in higher education, to fostering sustainable research approaches, and exploring the role of digitalisation in shaping inclusive and sustainable learning environments

Contributors are: Joris Boonen, Bruno Broucker, Paweł Bryła, Jannica Budde, Thierry Burger-Helmchen, Ana Maria Carneiro, Flávia Colus, Bård Drange, Brigitte Ecker, Erik Fledderus, Jon Furholt, Anne Gannon, Isabelle Grosch, Ankie Hoefnagels, Arlette Jappe, Jouni Kekäle, Ben Kokkeler, Andrea Kottmann, Carrie Kovacs,

Jean-Yves Le Corre, Julia Mayr, Jessica Nooij, Mark O'Hara, Atul Kr. Ojha, Neslihan Onder-Ozdemir, Rómulo Pinheiro, Katie Power, Silke Preymann, Verena Régent, Anna Santucci, Louise Schubotz, Margrete Søvik, Sandra von Sydow, Mingfeng Tang, Jens Tobor, Gerhard Yngve Amundsen and Jin Zhao.

More information on: <https://brill.com/display/title/72952>

*Bruno Broucker, Series-Editor-In-Chief*



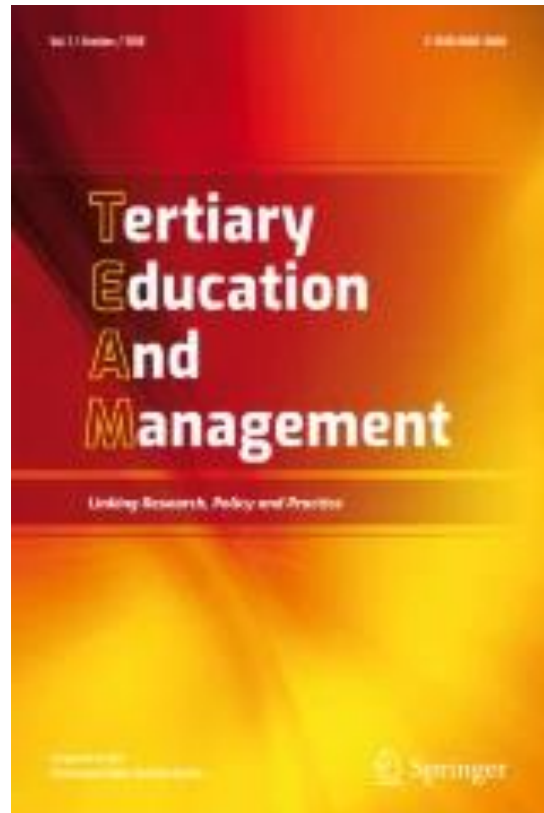
## Tertiary Education and Management (TEAM)

**Editor-in-chief: Kurt De Wit**

**Associate editor: László Horváth**

The journal of the EAIR, *Tertiary Education and Management* (TEAM), is an international, interdisciplinary and peer-reviewed journal welcoming research contributions that reflect upon, study or question main developmental trends and practices, and address current and future challenges in higher education. The thematic focus of TEAM includes management, governance and organisation of higher education; teaching and learning in higher education; the academic profession and academic careers; higher education and the labour market; and institutional research in higher education.

TEAM has been published jointly with Springer since 2019 (see the TEAM website at Springer: <https://www.springer.com/journal/11233>). The contract with Springer was renewed in 2023 and now runs until the end of 2028. TEAM is published four times a year, giving room for approximately 24 articles a year, including the (selective) publication of special issues. Under the new contract with Springer the number of published articles will however increase to 36 in 2027/2028. Currently, the acceptance rate is around 10% which is comparable to similar journals. The submission-to-decision average time unfortunately is still high and amounts to almost 6 months. The availability of reviewers and the quality of submissions (given the prominence of paper mills) remain points of attention. TEAM is indexed in Clarivate's Emerging Sources Citation Index (ESCI) and the Journal Impact Factor has increased from 1.2 in 2022 to 1.4 in 2023 and to 1.6 in 2024. Requests, downloads, and citation scores (e.g., Scopus CiteScore) have been steadily increasing.



**Editorial Board:** Tommaso Agasisti, Paul Ashwin, Damian Barry, Ivar Bleiklie, Victor Borden, Bruno Broucker, Teresa Carvalho, Sinéad Critchley, Lise Degn, Magdalena Fellner, Hugo Figueiredo, Nicoline Frölich, Ellen Hazekorn, Jeroen Huisman, Jussi Kivistö, Gergely Kováts, Charles Mathies, Roberto Moscati, Sude Peksen, Rosalind Pritchard, Maria João Rosa, Cláudia Sarrico, Jung Cheol Shin, Georgios Stamelos, Bjørn Stensaker, Dawn Geronimo Terkla, Jarle Trondal, Jani Ursin, Linda Wedlin, Marijk van der Wende, James Williams, Johanna Witte

*Kurt De Wit, Editor-in-Chief TEAM*





## Newsletters and social media

### **EAIR Newsletter – A New Communication Channel**

This year marked the successful launch of the EAIR Newsletter, with two editions published on 27 January and 29 April. The newsletter has been very well received by our members, offering structured and accessible updates, including:

- A Message from the Chair
- News and developments from the Annual Forum
- Highlights from the TEAM Journal (Tertiary Education and Management)
- Updates and contributions from our members

To encourage broader member involvement, we have also introduced a dedicated submission page, allowing members to share their news and initiatives with the community:

🔗 <https://the-eair.org/newsletter-contributions/>

### **Social Media – A Strategic Focus on LinkedIn**

In line with our digital engagement strategy, EAIR has decided to consolidate its social media presence on LinkedIn, with the deactivation of our Twitter and Facebook accounts. This allows us to better target our communications toward professionals in the field of higher education research and policy.

We are pleased to report significant engagement growth:

- 300+ new followers
- 18,730 impressions
- 33 reposts
- 400+ comments

These figures reflect the increasing visibility of EAIR's work and the growing interest in our activities and publications.

*Panourgias Papaioannou, EAIR external communication coordinator*



## Leadership

### **Executive Committee 2024-2025**

#### **President of EAIR**

- MARIJK VAN DER WENDE • Utrecht University • Utrecht • The Netherlands

#### **Elected Executive Committee members**

- BRUNO BROUCKER (CHAIR) • Institute of Tropical Medicine • Antwerp • Belgium
- MARK O'HARA (VICE-CHAIR and FORUM COORDINATOR) • Advance Higher Education • United Kingdom
- GÖRAN MELIN (TRACK CHAIR and INCOMING TREASURER) • Technopolis Group • Stockholm • Sweden
- SILKE PREYMAN (TRACK CHAIR COORDINATOR) • University of Applied Sciences Upper Austria • Linz • Austria
- ANNE GANNON (SECRETARY) • University College Cork • Cork • Ireland (Secretary)
- PANOURGIAS PAPAIOANNOU (COMMUNICATION AND SOCIAL MEDIA) • Technical University Dortmund • Dortmund • Germany

#### **Co-opted Executive Members**

- KURT DE WIT (CHIEF-EDITOR TEAM) • KU Leuven • Leuven • Belgium (Chief-Editor TEAM)
- AUKE RUHE (OUTGOING TREASURER) • Leiden University • Leiden • The Netherlands
- RUTA BRUZIENE (FORUM 2026 ORGANISER) • Vilnius University • Vilnius • Lithuania
- MARK TE WIERIK (CO-TREASURER AND DUTCH ASSOCIATION ADVISOR) • Windesheim University of Applied Sciences • Windesheim • the Netherlands