ENAI Annual Report 2021

European Network for Academic Integrity, association (ENAI), is registered in the Associations Register of the Czech Republic, identification number (IČO): 6273629, file number L23001, registered at Regional Court in Brno (Krajský soud v Brně). ENAI was founded on 22nd May 2017.

The mission of ENAI is to support higher education institutions to work together in the field of academic integrity. According to ENAI, academic integrity means compliance with ethical and professional principles, standards and practices by individuals or institutions in education, research, and scholarship.

The objectives of ENAI are to promote integrity in all parts of academia (i.e., education, research and other aspects of the academic sector), specifically:

- to collaborate towards research and promotion of academic integrity (AI),
- to provide a platform for academics across all sectors to investigate, exchange, develop, collaborate and access resources in the field of academic integrity,
- to offer opportunities for researchers, educators and practitioners to take a leadership role in the field of AI,
- to present best practices in the management of AI,
- to make available a central point of reference where issues of academic integrity can be discussed, researched, progressed and shared with the wider academic community,
- to organise conferences, workshops and other events,
- to network and collaborate with individuals and organisations actively pursuing related research,
- to collaborate towards research,
- to appreciate individual and institutional efforts regarding academic integrity by offering awards.

Members

In 2021, the following institutions became members of ENAI:

- Institute for International Academic and Scientific Cooperation (Ukraine)
- Nazarbayev University (Kazakhstan)
- RISEBA University of Applied Sciences (Latvia)
- Petroleum-gas University of Ploiesti (Romania)
- SUNET (Sweden)
- Narxoz University (Kazakhstan)

In 2021, the following people became ENAI's individual supporters:

- Erja Moore (Finland)
- Felicity Prentice (Edith Cowan University, Australia)
- Johanna Gröpler (TH Wildau, Germany)
- Kristina Nicholls (Torrens University, Australia)
- Rodica Mirela Dragotoiu (University of Medicine and Pharmacy Carol Davila, Romania)
- Sarah Elaine Eaton (University of Calgary, Canada)
- Tihana Romanic (University of Europe for Applied Sciences, Germany)
- Zakir Hossain (ICS Inter-Community School Zurich/ International Association of School Librarianship (IASL), Switzerland)
- Catherine Cotton (Delft University of Technology, Netherlands)
- Apostolos Tsolakis (School of Dentistry, National and Kapoditrian University of Athens)

Bodies

The Board is the main governing body of ENAI. In 2020, the new Board members were elected at the Annual General Meeting. The Board consists of 5 members elected for 3 years:

- Tomáš Foltýnek / president (CZ)
- Sonja Bjelobaba / vice-president (SE)
- Inga Gaižauskaitė / member (LT)
- Július Kravjar / member (SK)
- Salim Razi / member (TR)

The Auditing group oversees the efficiency and transparency of spending. In 2020, the new Auditing group members were elected at the Annual General Meeting. The Auditing group consists of 3 members elected for 3 years:

- Shiva Sivasubramaniam / head (GB)
- Milan Ojsteršek / member (SI)
- Zeenath Reza Khan / member (AE)

ENAI Working groups

The ENAI Working groups are central to the activities conducted by ENAI. The working groups are established and dismissed by the Board. The Board also appoints the head of each working group, who is responsible for all the group activities. All groups are open to ENAI members and supporters, as well as anyone else who wants to contribute to the group activities. Anyone who is interested in joining any of the working group, is invited to contact the head of the group.

Previously established working groups:

- Academic Integrity Policies
- Academic Integrity Surveys Working Group
- Educational materials
- ENAI Award
- Ethical advisory group
- Ethical Publishing and Dissemination
- Gamification on academic integrity
- Glossary & Guidelines
- Integrity in secondary education
- Outreach
- Promotion and public relations
- Support for the victims of plagiarism
- Testing of support tools for plagiarism detection
- Working Group for Students

New working groups established at the AGM 2021:

- Working Group for Students
- Addressing Contract Cheating

Details of activities of the working groups are described below.

Academic Integrity Policies

- Head of the group: Salim Razi

There were seven internal meetings of the group in 2021. As the WG, we presented at the Canadian Symposium on Academic Integrity held by the University of Calgary on the 22-23 June 2021:

- Razı, S., Sivasubramaniam, S., Eaton, S. E., Bryukhovetska, O., Glendinning, I., Khan, Z. R., Bjelobaba, S., Çelik, Ö., & Zehir Topkaya, E. (2021). Systematic collaboration to promote academic integrity during emergency crisis. Paper presented at the Canadian Symposium on Academic Integrity 2021, June 22-23. https://media.tru.ca/media/Systematic+Collaboration+to+Promote+Academic+Integrity+During+Emergency+Crisis/0_qzl8jiap
https://journalhosting.ucalgary.ca/index.php/ai/article/view/74163

We received our first citation as the WG for our Canadian conference paper:

- https://scholar.uwindsor.ca/cgi/viewcontent.cgi?article=1048&context=itos21

Working review paper & Presentation plan

We started working on a review paper entitled "Changing trends in academic integrity policy development: Implications for post-Covid era". We are planning to present our paper at the ECAIP 2022 and later publish the full-text paper.

Member support

Our WG member Olha Bryukhovetska from the National University of Kyiv-Mohyla Academy, Ukraine prepared an institutional academic integrity policy for her university and as the WG members we provided advice for their policy. Olha's university also established the "Writing Centre".

Academic Integrity Surveys Working Group (former Survey Working Group & Self-Evaluation Tools Working Group)

- Head of the group: Inga Gaižauskaitė

In 2021, members of the *Academic Integrity Surveys Working Group* (WG) proposed and delivered a workshop "Researching academic integrity: Ways to help research participants give genuine responses" at the European Conference on Academic Integrity and Plagiarism 2021 (Uppsala University, Sweden, online conference, June 9-11, 2021). Based on the workshop, WG members prepared a paper to be submitted for publication in conference proceedings.

WG members submitted a proposal and delivered a webinar "Good teaching practices to promote academic integrity" at the European Academic Integrity Week (Uppsala University, Sweden, online, October 21, 2021).

WG members Laura Ribeiro and Ana Cristina Veríssimo (Faculty of Medicine, University of Porto, Portugal) with their colleagues prepared *Academic Integrity Self-Evaluation Tools* for validation as data collection instruments. Four new members joined the working group in 2021.

Addressing Contract Cheating

- Head of the group: Sonja Bjelobaba

Purpose

The 'Addressing Contract Cheating' group is an ENAI working group dedicated to discussions on contract cheating that was formed as a result of a discussion of ENAI members at the *5th International Day of Action Against Contract Cheating Twenty Live in 20* broadcast sessions.

Mission

European Network for Academic Integrity

The mission of the group is to research, discuss, and educate about different aspects of contract cheating such as prevention, detection, reaction, assimilating and assisting with policy documents, and pedagogical strategies that can decrease the risk of contract cheating in different countries and institutions.

There are currently 18 members of the group. The group conducts regular meetings with their members, they have a format of so called "master classes": each meeting has a specific topic on addressing contract cheating and is moderated by one member of the group. The group thus focuses on educating each other and discussing different subtopics. The master classes are open to everyone, in case of interest, anybody is welcome to contact the head of the group. In 2021 this working group had 8 meetings.

At the ECAIP 2021, five members of the group organised a pre-conference webinar: "Policies to Address Contract Cheating".
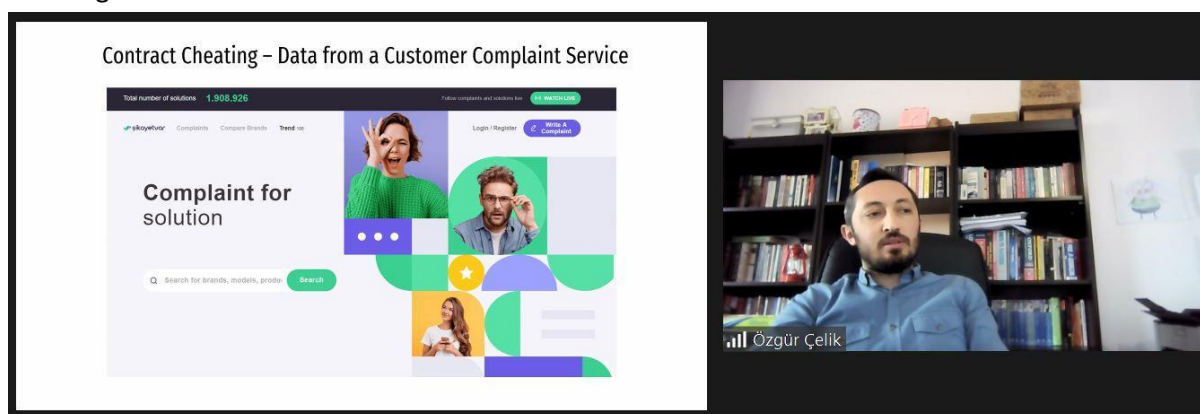
Educational materials
- Head of the group: Ansgar Schäfer

There was a strategy meeting for further activity of WG by the group leaders Dita Henek Dlabolová and Ansgar Schäfer. We were promoting open educational resources at events. We designed and conducted a training event for the University of Suceava (Romania), where several people from ENAI were included.

ENAI Award
- Head of the group: Teddi Fishman

In 2021 we maintained our focus: recognizing, inspiring, and celebrating significant and innovative achievements in the field of academic integrity, and bringing attention to exceptional work in our field. Most of our work consisted of revising and sending out calls for the 2021 ENAI Awards, tweaking processes in order to streamline the nominating procedures, slightly updating the instructions for submissions, and then selecting and presenting awards for the 2021 conference (Congratulations to all!)

This year, we put into place a stipulation (beginning in the 2022 conference cycle) that award group members would remove ourselves from consideration for awards in years in which we serve, and adjusted our processes to include former award winners in our selection process. Most recently we revised and sent out the calls for the 2022 awards and will soon be selecting award recipients for the upcoming conference in Porto.

Ethical advisory group
- Head of the group: Shivadas Sivasubramaniam

The working group was providing free webinars in 2021. Altogether we have delivered over 15 workshops in the fields of medical ethics, teaching guidelines, student training, research ethical approval procedures and corporate ethics. This activity will now be incorporated into the bi-monthly seminars of ENAI activities. We have also

produced several YouTube-based ethical scenarios, Shiva is aiming to transform these into ENAI teaching materials in 2022/23. The group currently focuses on developing guidelines for independent researchers, by collaborating with ENRIO and other independent research advisory fora. We will also involve independent researchers in WG discussions to understand their expectations for ethical guidance. With the experience we gained from our collaborative working with HE institutions, we have submitted a full paper titled "Understanding the enablers and barriers of ethical guidance and review for academic research" as a book chapter for conference proceedings of 2021.

Another abstract titled "Improper, unethical, or both? Opportunistic questionable academic practices during Covid-19 by HE students and their consequences" is under review for the Porto conference.

Ethical Publishing and Dissemination

- Head of the group: Irene Glendinning

The working group started the year by changing its name to EPAD (Ethical Publishing and Dissemination), which we believe is much more positive and easier to remember than IN_A_DIP (Integrity in Academic Dissemination and Publishing).

There have been 7 meetings of EPAD during 2021 and we have provided three presentations/ webinars/workshops as a working group. There were two meetings with external guests.

In addition to the EPAD scheduled events, members of the group have also participated in the following events and webinars:

- 24th November King Fahad Medical Centre – Guest lecture for staff event: Irene Glendinning integrity in academic research and publication.
- 14th December 2021 – Guest lecture for Academic Integrity policies course, Canakkale, Turkey, Irene and Salim: Ethical publishing: Avoiding predatory publishers through a critical approach to white and black lists.

The WG believes that the external-facing events are important for several reasons. Firstly presenting to non-members helps to publicise the work of the group and to encourage other people to join ENAI, EPAD and other working groups. Secondly, the presentations and workshops are designed to inform, educate and guide participants on both positive and negative aspects of academic publishing and related processes, which we see as an essential part of our mission as a working group.

There are currently 18 members of the group representing 10 countries. We very much welcome new members who are interested in this field of study and research.

The purpose and content of meetings have varied considerably. We have had external guest speakers, Andrei Rostovtsev and Jeffrey Beall and also members of the group have communicated about their research. WG members have been working on research ideas, workshops and publications.

The group considered dividing into sub-groups to focus on a wide range of different aspects of publishing and dissemination, however we decided to stay as a single united group. This does raise some problems when there are very many authors and contributors to events and publications. We need to work on how to resolve this without losing the good level of inclusivity we have achieved so far.

One of the most useful aspects of the WG is learning from each other, sharing new publications and news reports that we can then discuss and critique at the next meeting.

We have several members who are postgraduate students. They are able to contribute considerably to provide a student perspective on our one of our objectives of developing materials to educate and guide early career researchers.

The group members have several events and activities in progress and planned for 2022, which are explained in the forward-looking report to complement this annual report.

Gamification on Academic Integrity

- Head of the group: Zeenath Reza Khan

The Gamification working group has been active since its formation in 2019. The group aims to work towards developing gamified learning modules on academic integrity as supporting educational resources.

2021 began with the publication of our first full paper that won Best Paper award at PAEB2020 Dubai. The publication has already received seven citations. More metrics are shown below:
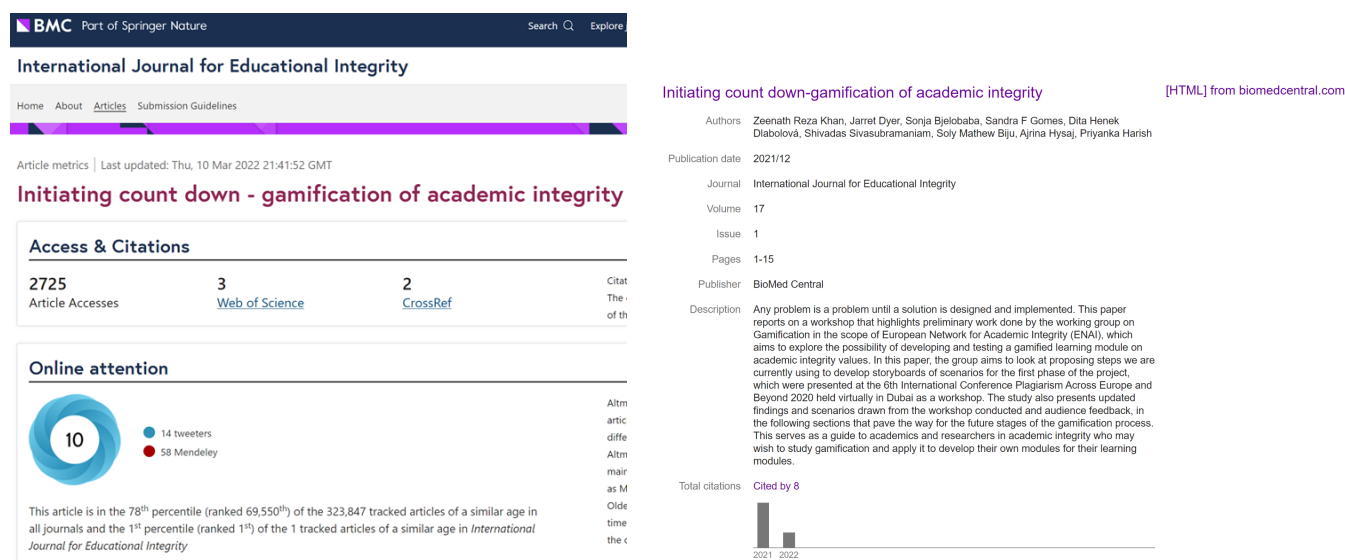
The group also has been working on collating a database of existing games on ethics, academic integrity and dilemmas. This has been made available through the Working Group's page on ENAI website. Once we developed the database, we also began working on a review tool – a tool that may be used to review existing modules or games. This review tool was presented at the Canadian Symposium on Academic Integrity in 2021.

The working group also wrote a review of ICAI's IDOA Contract Cheating Awareness Jeopardy Game that was published by ICAI.

In 2021, the group also welcomed a new member – Dr. William Bülow.

Finally, the working group worked on a funding grant proposal and submitted it to the University of Wollongong Learning and Teaching Innovation Grants round.

Glossary & Guidelines

- Head of the group: Július Kravjar

There were no new activities of the group in 2021 as the group was looking for a new leader. In late 2021, Július Kravjar was appointed as a new head and activities towards standardising a process of changes in the Glossary and Guidelines has started.

Integrity in Secondary Education

- Head of the group: Özgür Çelik

There were no activities in 2021, a new leader (Özgür Çelikk) was appointed.

Promotion and Public Relations

- head of the group: Inga Gaižauskaitė

Group member Dita Henek Dlabolová supervised a thesis focused on online marketing communication of ENAI. The student collected relevant data to describe the current state - members miss opportunities for horizontal communication, but they are happy with the email communication from the side of ENAI. The ENAI website is technologically and structurally outdated and requires updating. The thesis is available here, it is in Czech, but there is an English summary of the recommendations for ENAI. Jana Dannhoferová and Pavel Turčínek started working on the website update in late 2021.

Outreach

- Head of the group: Zeenath Reza Khan

This working group was formed in 2020 during the ENAI conference in Dubai. The group has five core members (Dr Salim Razi, Dr Sonja Bjelobaba, Dr Shivadas Sivasubramaniam, Professor Michael Draper and Dr Zeenath Reza Khan) and works closely with the ENAI Board and President, Dr Tomáš Foltýnek. The group aims to develop strategies to provide accessibility of resources, training, advice and expertise to institutions, individuals and students to help establish a culture of integrity beyond borders.

The group conducted a workshop during ECAIP 2021 on outreach efforts on academic integrity and supporting the greater community.

We have also submitted **a full paper** which has been accepted for publication in the ECAIP2021 Springer book. Workshop was conducted for Universitatea Ștefan cel Mare din Suceava.

We were invited to join a panel discussion for students at Nazarbaeyv University through Student Wing

Summer school organised by Salim Razi, Inga Gaižauskaitė and Zeenath Reza Khan as an outreach effort by ENAI for PhD students. A joint effort by #CannakaleOMUniversity, #UOWD and #LithuanianCentreforSocialSciences for #ENAI, we welcomed more than 35 PhD and PG students, across 10 sessions, five days and 21 lecturers from across the globe to engage in a fun-filled, hands-on, interactive school on academic integrity!
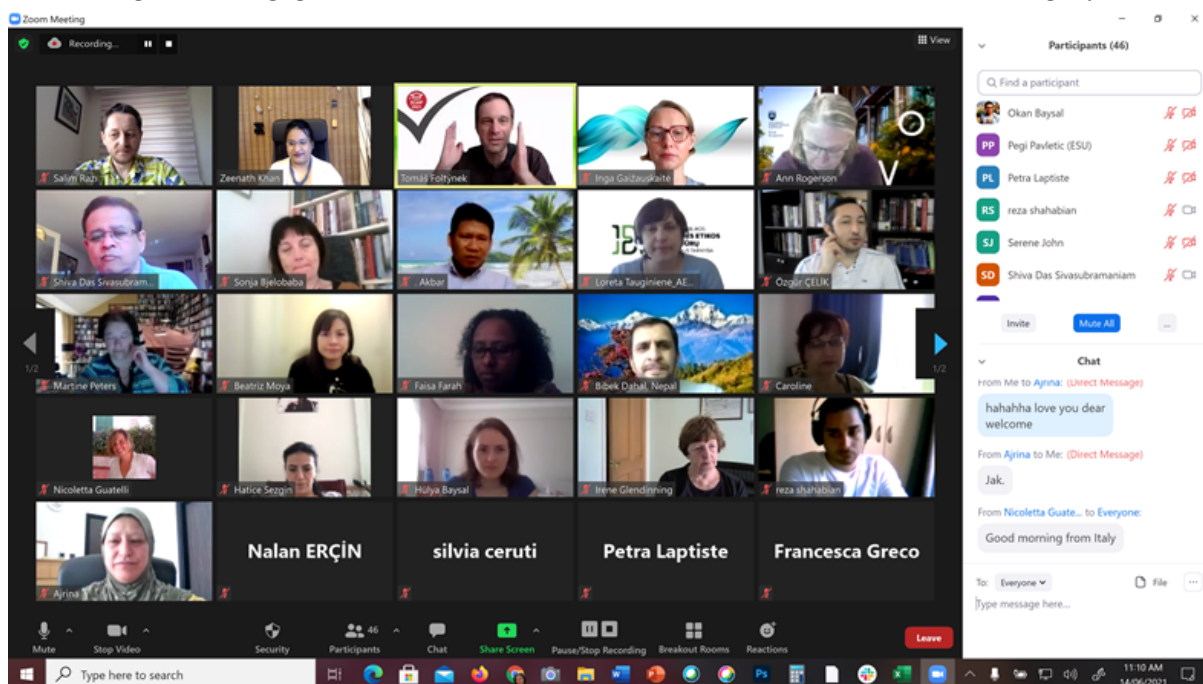
Outreach Partners:
- International Centre for Academic Integrity
- World Education Research Association
- Centre for Academic Integrity in the UAE
- Centre for Academic Integrity, Canakkale Onsekiz Mart University, Turkey

Support for the Victims of Plagiarism

- Head of the group: Rita Santos (appointed in 2022)

There were no new activities in the group in 2021. However several members of the group were preparing on Erasmus+ project bid - Facing Academic Integrity Threads (FAITH), which includes activities and a portal for supporting the victims of plagiarism and academic misconduct as a project output. The involved institutions are: Canakkale Onsekiz Mart University (as the leading partner), ENAI, University of Konstanz, University of Maribor, University of Porto. The success of the FAITH project was announced in late 2021, and the activities will start in early 2022.

Testing of Support Tools for Plagiarism Detection

- Head of the group: Tomáš Foltýnek

There has been a new activity initiated within the group, a team led by Salim Razi started working on a testing of Japanese language, this activity is named TeSToP-J and it is planned for 2022.

Working Group for Students

- Head of the group: Pegi Pavletić

The working group held two meetings in 2021. Students were invited to participate in the ECAIP2022. Individual contributions from the WG members have been submitted.

We have prepared the Guidelines for the submission of the Academic integrity chapters for students, with the guidance of Irene Glendinning and with the help of Tomáš Foltýnek and Zeenath Reza Khan. The document is available [here](#). We plan on organising a training for students on the topic of academic integrity in April.

Events and Activities

European Conference on Academic Integrity and Plagiarism 2021

The ENAI annual conference changed its name in 2021 to better reflect its aim. The new name is the "European Conference on Academic Integrity and Plagiarism", abbreviated as ECAIP 2021.

ECAIP2021, the seventh ENAI annual conference was originally planned to take place in September in Vienna, organised jointly with the University of Music and Performing Arts Vienna. Unfortunately, due to the Covid-19 it was decided in the late 2020, that the conference couldn't be planned physically and it was decided that it would take place online. The co-organisers were Mendel University in Brno and Uppsala University.

The Virtual conference took place online from June 9 to June 11. It was attended by 217 participants from all over the world, there were more than 70 presentations including practical workshops. The participants enjoyed speeches from three keynote speakers and there were three panels with experts.
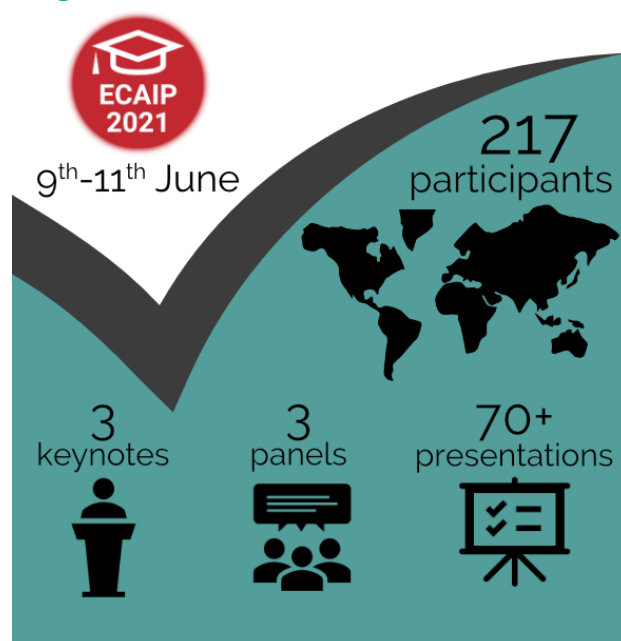
All conference abstracts in the online book of abstracts, participants had a chance to submit later their contribution as full papers which are going to be published as an edited book in 2022. All conference sessions were recorded, keynote speeches and panels are publicly available, recordings from regular sessions are available to the conference participants. With the aim of making the conference plenary sessions accessible for Eastern European participants, we provided simultaneous translation to Russian.

Recordings from the Conference

Recordings from all conference sessions are available for the conference participants in the Sched. We share the recordings of the keynote speeches, panels and pre-conference webinars below with all of you.

- Keynote Speech: Guy Curtis (Evolving an understanding of academic integrity)
  - In English
  - In Russian
- Keynote Speech: Erika Löfström (Supervision as an arena for teaching and learning academic integrity and research ethics)
  - In English
  - In Russian
- Keynote: Sarah Eaton (Communities of Integrity: Engaging Ethically Online for Teaching, Learning, and Research)
  - In English
- Panel: Student involvement in building culture of academic integrity
  - In English
  - In Russian
- Panel: Future of software tools for academic integrity
  - In English
  - In Russian
- Panel: Academic integrity in Secondary education
  - In English
  - In Russian
- Pre-conference webinar: Policies to Address Contract Cheating
  - In English
- Pre-conference webinar: Publication and research integrity: Does it matter where you publish your research?
  - In English

Conference Sponsors

The conference was sponsored by seven sponsors. Find their list and their promotional material below.

Videos from the gold sponsors:

- Ouriginal
  - Welcome to Ouriginal! Verena Kunz-Gehrmann, CMO of Ouriginal, talks about Academic Integrity
  - Meet Ouriginal: An introduction by Ouriginal's CTO Peter Witasp
- Turnitin
  - ECAIP: Hello from Turnitin
  - Katya Levchenko: Emerging Patterns of Academic Misconduct and How to Combat Them
- Antiplagiat.ru
  - Antiplagiat Official Video

Packages from all the conference sponsors:

- [Turnitin package](#)
- [Ouriginal package](#)
- [Antiplagiat.ru package](#)
- [Studiosity package](#)
- [Compilatio package](#)
- [StrikePlagiarism.com package](#)
- [Springer - link to a series of books Ethics and Integrity in Educational Context](#)

ENAI Awards 2021 Winners

To acknowledge the exceptional contributions and courage of those who work in the field of academic integrity, ENAI presented six awards in 2021. Recipients of ENAI Awards have demonstrated continuous commitment to the promotion of academic integrity and bringing about positive culture change locally, nationally and/or globally. The awards were announced on Thursday 10th of June, 2021 at the ECAIP 2021. The following nominees were confirmed as the winners of ENAI Awards 2021:

- **Zeenath Reza Khan** of University of Wollongong in Dubai (United Arab Emirates) received the ENAI Exemplary Research Award for outstanding, nationally and internationally recognised research in the area of academic integrity.
- **Sonja Bjelobaba** of Uppsala University (Sweden) received the ENAI Outstanding Member Award for significant contributions to the advancement of ENAI goals.
- **University of Wollongong in Dubai conference organising committee members Priyanka Hemnani, Jefin Joshy, Irene Manoj, Atharv Arvikar, Salma Rakhman, Swathi Venugopal** led by **Zeenath Reza Khan** received the ENAI Special Award for Pandemic Response for their tremendous effort to transfer 6th International Conference Plagiarism Across Europe and Beyond 2020 online in a very short time thus ensuring continuation of the annual conference event.
- **Debora Weber-Wulff** of HTW Berlin (Germany) received the ENAI Exemplary Activism Award for her continuing dedication to researching and promoting academic integrity as well as detecting and dealing with complex cases of academic misconduct.
- **Teddi Fishman**, independent researcher (United States of America) received the Tracey Bretag ENAI Memorial Award for her globally significant contribution for promoting a positive approach to academic integrity, inspiring enthusiasm and for leading by example.
- **Veronika Králíková** of Mendel University in Brno (Czechia) received the ENAI Outstanding Student Award for her dedication to academic integrity research and being a positive role model for other students.

ENAI PhD Summer School on Academic Integrity

Five-day [virtual summer school](#) on academic integrity was organised collaboratively by Canakkale Onsekiz Mart University, Turkey; University of Wollongong in Dubai, UAE; and Lithuanian Centre for Social Sciences, Lithuania on behalf of ENAI. It took place between June 14-18, 2021.

There were over 40 participants coming from 13 different countries including Australia, Canada, Croatia, Iran, Ireland, Italy, New Zealand, Qatar, Switzerland, Turkey, United Arab Emirates, United Kingdom, and Vietnam. At the end of the summer school, participants were awarded with certificates.

The program included various topics from academic integrity which were lectured in two 3-hours sessions per day. The lecturers were 21 academic integrity experts from all over the world.

European Academic Integrity Week 2021

The second *European Academic Integrity Week* took place from 18th to 22nd October 2021, with four webinars from ENAI academic integrity experts. The EAIW was organised in collaboration with the Centre for Research Ethics & Bioethics at Uppsala University in Sweden.

Programme:

- *Monday 18th October*
    - **Putting our trust in academic publications – how can we know whether the research and results are reliable?**
    - Instructors: *ENAI working group for Ethical Publishing and Dissemination*
- *Tuesday 19th October*
    - **Understanding ethics and ethical behaviour beyond the realm of medical practice and clinical research**
    - Instructors: *Dr Shivadas Sivasubramaniam* (University of Derby, UK) and *Dr Zeenath Reza Khan* (University of Wollongong in Dubai, UAE)
- *Thursday 21st October*
    - **Good Teaching Practices to Promote Academic Integrity**
    - Instructors: *ENAI Academic Integrity Surveys Working Group*
- *Friday 22nd October*
    - **Interpreting text-matching software similarity reports**
    - Instructors: *Dr Dita Henek Dlabolová* & *Dr Tomáš Foltýnek (*Mendel University in Brno, Czechia)

The recordings of the webinars are available at the ENAI YouTube channel.

Starting with the next year (2022), ENAI has decided to change the format of our open educational webinars. Instead of concentrating them into one week, when many institutions have their own activities, we decided to spread them throughout the year and organise regular monthly webinars. The details are going to be announced at the ECAIP2022 and the webinars will start in September 2022.

Projects

Facing Academic Integrity Threats (FAITH)

A bid for Erasmus+ Strategic partnerships, where ENAI was a partner, was successful. The project name is *Facing Academic Integrity Threats* (FAITH). The three-year project is being conducted by a consortium consisting of *Canakkale Onsekiz Mart University*, *European Network for Academic Integrity*, *University of Konstanz*, U*niversity of Maribor*, and *University of Porto*. The project budget is 274,709 EUR. The project starts in February 2022 and lasts until 2024.

There will be three project results:
- Policy for good practice
  Output: A benchmark for minimum standards for academic integrity policies based on good practice internationally
- Proactive approach to deter academic misconduct
  Output: evidence-based guidance and training materials.
- Support for victims of academic misconduct
  Output: interactive web-portal and support network to aid victims of unethical practice.

Plans for 2022

- Hire a full-time employee for a position of an executive manager (see the job offer describing the tasks and responsibilities)
- Organise the annual conference ECAIP in Porto with cooperation with the University of Porto (dates: **4th to 6th May 2022)**
- Organise the 2nd ENAI PhD Summer School on Academic Integrity with cooperation with the Çanakkale Onsekiz Mart University. It will take place physically in Çanakkale, Turkey from the 20th to the 28th of August 2022.
- Offer regular monthly free webinars on academic integrity (planned start is in September 2022)
- Revise the member benefits and introduce officially a new benefit - each member institution can ask for one tailored free webinar
- Introduce a list of trainings and trainers that ENAI can provide
- Continue the activities of the working groups
- Significantly increase the number of ENAI members, and increase international recognition of ENAI

Financial report

ENAI uses a [transparent bank account](#) and PayPal since June 2019. All transactions via the bank account are publicly visible.

EUR transactions

Revenues

Membership fees	10 492,00 EUR
Fees from individual supporters	1 546,83 EUR
Sponsorship of ECAIP2021	11 000,00 EUR
Donation	100,00 EUR
Training (for University of Suceava)	1 000,00 EUR
Conference profit – PAEB2020	9 487,13 EUR
Conference fees – ECAIP2021	5 182,70 EUR
Expert opinion	180,00 EUR
Transfer between EUR & CZK accounts	4 801,83 EUR
Total	**43 790,49 EUR**

Costs

Staff costs and taxes	5 782,07 EUR
Accounting services	569,00 EUR
Web services	44,45 EUR
Bank fees	37,91 EUR
Postage fee	104,94 EUR
SurveyMonkey fee	457,19 EUR
ENAI award plaques	166,37 EUR
Article fee	691,85 EUR
Training for University of Suceava - reward for 6 trainers	800,00 EUR
Contribution to the memory of Tracey Bretag	100,00 EUR
Conference organising staff – ECAIP2021	7 000,00 EUR
Conference costs (Sched, Zoom, FB ads)	1 105,73 EUR
Expert opinion - reward for the expert	160,00 EUR
Transfer between EUR & CZK accounts	141,49 EUR
Total	**17 161,00 EUR**

The staff costs were used to provide salaries for administrative, website and communication staff. Their tasks included general administration (invoices, etc.), communication with partner institutions, supporters and the general public, website maintenance and activities at social media.

Balance

Total revenues	43 790,49 EUR
Total costs	17 161,00 EUR
Total balance	**26 629,49 EUR**

Cash flow

Bank account balance on 1st of January	21 510,03 EUR
Bank account balance on 31st of December	47 534,40 EUR
PayPal account balance on 1st of January	287,08 EUR
PayPal account balance on 31st of December	892,20 EUR
Cash balance on 1st of January	170 EUR
Cash balance on 31st of December	170 EUR

CZK transactions

Revenues

Fees from individual supporters	1 272,55 CZK
Donations	152,62 CZK
Conference fees – ECAIP2021	135 373,59 CZK
Transfer between EUR & CZK accounts	3 500,00 CZK
Total	**140 298,76 CZK**

Costs

Bank / card payment fees	10 008,67 CZK
Transfer between EUR & CZK accounts	136 357,89 CZK
Total	**136 357,89 CZK**

Balance

Total revenues	140 298,76 CZK
Total costs	136 357,89 CZK
Total balance	**3 940,87 CZK**

Cash flow

Bank account balance on 1st of January	110,00 CZK
Bank account balance on 31st of December	4 050,87 CZK
Cash balance on 1st of January	0 CZK
Cash balance on 31st of December	0 CZK

All transactions were revised by the Auditing group; additional details on the particular revenues and costs were provided to the Auditing group.