



MYKOLAS ROMERIS
UNIVERSITY

A photograph of a lecture hall with rows of wooden desks and chairs. Several people are seated, viewed from behind, looking towards the front of the room. The image is partially obscured by large geometric shapes: a grey triangle on the left and a red triangle on the bottom right.

2021 REPORT ON SUSTAINABLE ACTIVITIES, DIVERSITY AND EQUAL OPPORTUNITIES

STRATEGIC PRINCIPLES OF SUSTAINABLE ACTIVITIES

MRU's sustainable activities strategy is based on these core principles:

- Evidence-based and objectively measurable changes
- Implementation and maintenance of recognized standards for sustainable performance
- Development of internal standards and practices on the principle of a learning organization
- Giving priority to optimal business processes
- Developing environmental literacy and environmental citizenship in the university community
- Involvement of the university community and stakeholders in the process of creating a sustainable university

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SUMMARY

Areas and Indicators of Change

Indicator	2021 Goal	Result
Students/Staff participating in sustainability principle-based activities (Eur)	10%	7, 5%
University budget for sustainability principle-based activities (Eur)	112 000	189 205
Participation in international sustainable activities' ratings, ranking	To be ranked in GreenMetrics ratings	According to GreenMetrics ratings – 197th place in Europe
Number of volunteer/aid activities organized at University	6	6
Number of public initiatives on sustainability	2	10
„Green“ public procurement (% from all)	3%	7,67%
University page devoted to sustainable activities	Prepared	Prepared and continuously updated
No. of Didlaukis academic community activities on matters of sustainable issues	2	4

SUMMARY

Studies and Research

Indicator	2021 Goal	Result
Programmes, directly for increasing sustainability, part from the general programme number - growth	80%	80%
Increase in the share of research funding for sustainability issues in total research funding	20%	20%
Number of published research publications on sustainability issues	>50	44,82%
Number of published research on sustainability issues	50%	56%
Number of scientific events, devoted to questions of sustainability	>10	29
Number of academic projects, relating to sustainability questions	>26	84

Infrastructure and Landscape

Indicator	2021 Goal	Result
Adaptation of a smart building system (%)	22%	22%
Open space relationship with entire university territory (%)	63%	63%
Amount of University territory overgrown by forest (hect)	2,7	2,7
University territory overgrown with planted vegetation (hect)	5,9	5,9
General amount of open space	14,2	14,2

SUMMARY

Sustainable Consumption and Waste Management

Indicator	2021 Goal	Result
Reduction of electricity use at the University (%)	5%	4%
Reduction in amount of water for one university community member at University (%)	5%	19%
Part of renewable energy in the general amount of energy consumption (%)	4%	Will be achieved once we implement and begin using solar energy
Number of bike racks	48	48
Number of charging access points for electric vehicles installed	1	1
Paper use	Paper usually not used except in cases so prescribed by law	Use of paper reduced to a minimum
Use of Plastic	Plastic packed items usually not purchased for use at the University	Plastic items not purchased except for plastic garbage bags
Amount of sorted waste compared to the entire amount (%)	40%	40%
Increase of the number of sustainable consumption events/initiatives to increase University community awareness	2	14
Reduction of greenhouse gas emissions (%)	3% Ejected – 630 000 kg	Will be achieved when solar power station begins operation
Increase in the share of students/staff participating in awareness-raising events	10%	7,5%

SUMMARY

Health

Indicator	2021 Goal	Result
Proportion of students/staff who regularly exercise (%)	11%	10% (due to pandemic)
Number of health promotion/sports activities (variety)	25	20 (due to pandemic)
Student/staff, participating in health promotion/sports activities, part	14%	14%(due to pandemic)
Free psychological help for students/personnel (number of consultations)	3	378

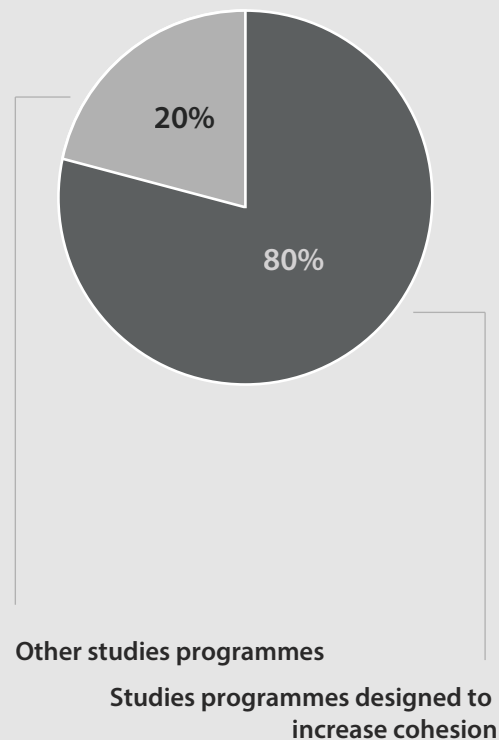
Social Support

Indicator	2021 Goal	Result
Amount of university funds allocated for social support for community members (Eur)	13 000	15 770
Increase in the number of scholarships to encourage good students in studies' places	6	6
Increase in amount of scholarships for foreign students from developing countries	12	3
Equal opportunities and diversity policy	prepared	Senate-approved announced

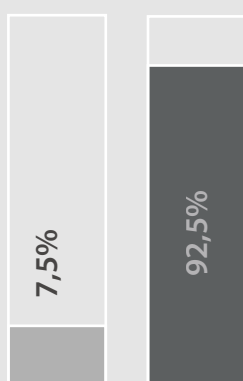
Studies

Studies programmes

In 2021 Mykolas Romeris University (MRU) offered 75 studies programmes of which 28 were taught in English. Studies' programmes were offered in 19 areas: translation, business, public administration, tourism and recreation, public security, philology (English), finances, law, management, informatics, communication, political science, human resource management, pedagogy, psychology, accounting, educational sciences, social work and economics. About 80% of all studies programmes, as set out in the Sustainable Activities Strategy (from heron Strategy), are directly related to United Nations Sustainable Development Goals. Sustainability is included in their contents. The University prepares highly-qualified social science specialists, able to resolve various societal challenges. Our most important priority – internationalization of studies programme content, adaptation to sustainability challenges and distance learning. In 2021 there was a review of the studies' programme content relating to sustainable development goals.



1.Share of studies programmes, directly intended to increase cohesion from the total number of programmes (%)



Number of students and staff participating in activities based on the principles of sustainability.

2nd example. Students and staff, participating in activities based on the principles of sustainability (%)

Participation in Sustainable Activities

In the 2021-2023 MRU University Sustainable Activities Strategy it was established that the number of students and staff participating in sustainable principle-based activities should reach 10% in 2021. The amount of growth reached was only 7,5%.

Studies

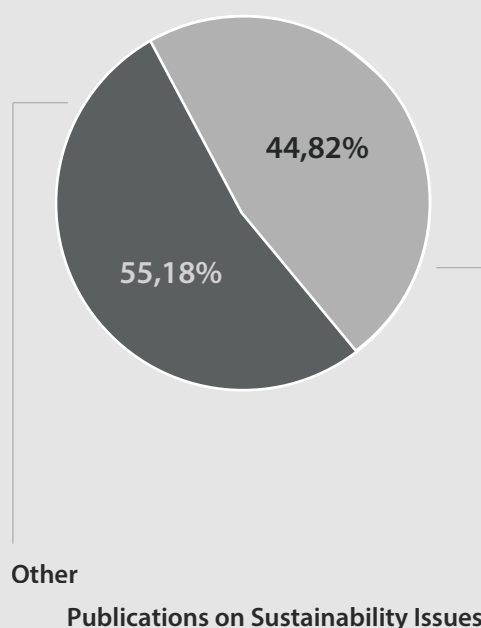
Student Organizations

There were 5 student organizations at MRU: The Student Representative Body MRUSA, the MRU Debate Club, the European Law Students' Association ELSA, the Erasmus Student Network MRU Vilnius and the MRU Doctoral Association. Student organizations are encouraged to increase their contribution to implementation of sustainability goals by actively participating in university activities, organizing student leisure, educational and cultural events such as freshmen camp, introductory studies week for freshmen including activities about sustainability and organizing the annual MRU doctoral association's conference.

Scientific Research

There was much attention devoted to scientific research on issues of sustainable development in 2021. Although in the Strategy it was planned to publish more than 50 research publications, this number has been exceeded. The number of published research publications on sustainability reached 44,82% from the total number of publications. The main areas of research included: ecosystem services, land planning, nature-based solutions, effects of climate change on city territories, coastal and marine environment, land degradation, city green and blue infrastructure, sustainability and entrepreneurship, legal sustainability aspects, and youth sustainable behaviour. In addition, there was attention devoted to reduction in poverty and inequality, to quality education, equal opportunities, economic growth, sustainable cities and communities, peacekeeping, justice and strong institution themes.

Publications



Other

Publications on Sustainability Issues

3rd example Number of publications, related to sustainability, from the total amount of publications (%)

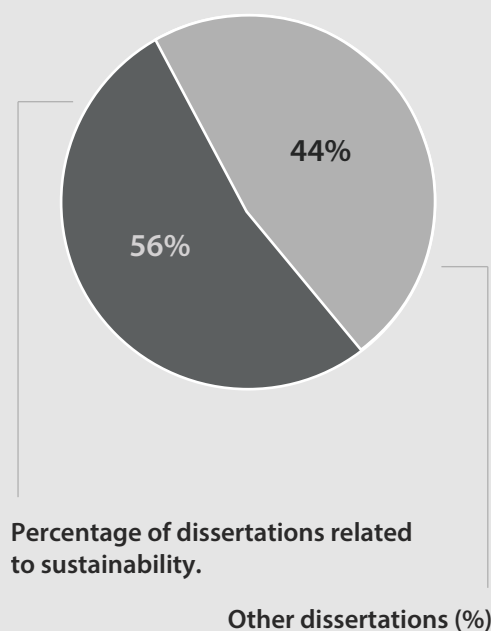


Scientific Research

Dissertations

The strategy outlined that the ratio of dissertations having connection to sustainability, compared with all of the prepared dissertations total, would be 50%. There was success in that 56% of prepared dissertations dealt with sustainability issues. The main areas of research included: EU climate law, legal regulation of circular economy, legal regulation of territory planning, legal regulation of waste management, mediation, monetary policy, higher education policy, health policy and law, resilience of organizations, security etc.

5th example. The ratio of dissertations, related to sustainability, of the total number of dissertations prepared.



Events

Events relating to sustainability issues were organized in order to acquaint the academic community and society as a whole about various scientific research results. Each year MRU organizes about 70 different events. In 2021 there were 28 events dealing with sustainability that were organized instead of the planned 10. For example, the national scientific conference, "Opportunities to Promote Environmentally Sustainable Behaviors: Insights for Policy Makers, Practitioners and Researchers," the international freedom and democracy forum, the international Internet seminar, "Higher Education in New Circumstances: Insights, Experiences and Discoveries," the international conference: The Pandemic's Influence on Organizations/"

Projects

The number of various academic projects, researching aspects of sustainability, exceeded the Strategic Plan. Instead of the planned 26, there were 84 projects implemented. For example, "Lithuanian Lake Ecosystem Services: The Impact of Climate and Land Use Changes," "Act Sustainably: Psychological Mechanisms of Environmentally Friendly Behavior," "Strategic Cutting Edge Research and Technology Programmes in Europe," "Law, Science and Technology Joint Doctorate: Rights of Internet of Everything," and "Entrepreneurship Through Cooperation with Individual Urban Areas," etc.

Budget

In the University Sustainable Activities Strategy, there was 112,000 Eur that was to be allocated from the University budget for activities based on sustainable principles. This indicator was not only achieved, but also exceeded as 189,205 Eur was allocated for sustainable activities. As planned, financing of research on questions relating to sustainable development, compared to the total research financing part, grew by 20%.

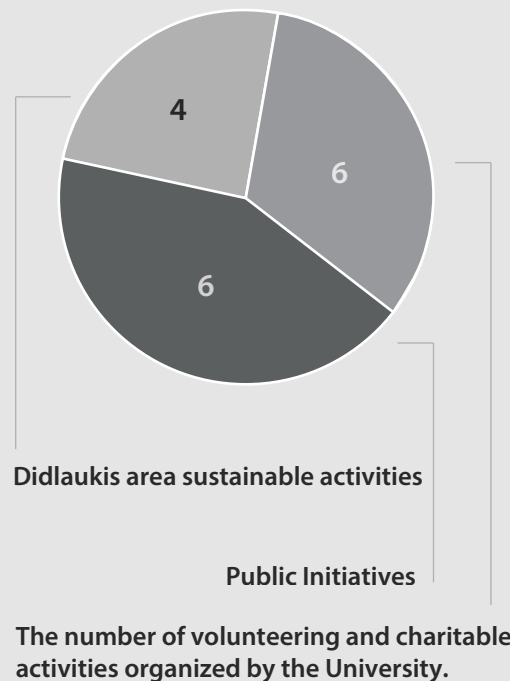
Ratings

Mykolas Romeris University in 2021 was the only university in Lithuania that was in the global UI GreenMetric world university rankings for sustainability. MRU was ranked 197th among the most sustainable universities in Europe. There were 956 universities worldwide ranked according to such indicators as: education and research, infrastructure, energy and climate change, waste, water, and transportation.

Public Initiatives

The Mykolas Romeris University community participated in a wide range of volunteer and charitable activities. For example, in October they took part in the “Food Bank” campaign held at shopping centers distributing food and canned goods to needy citizens in Lithuania. Volunteers helped collect food products for lonely and elderly living in poverty in the Vilnius organization’s Friend’s Home: „Senų bičiulių namai.” Just as planned, MRU organized 6 volunteer and charitable activities.

Together with the Didlaukis academic community and other partners, there were events organized dealing with various sustainability issues. For example, students from the Vilnius Service Business Vocational Training Centre and Social Innovation cluster representatives, held a meeting organized at the social initiative restaurant in Vilnius – „Pirmas blynas” where the physically handicapped wait on tables. The meeting, “No to Poverty and Hunger,” also included MRU students from abroad including Germany and the Netherlands. In September a series of 4 seminars, „Climate Talks” were organized by MRU with the Young Lithuanian Researchers’ Association, Vilnius Tech, Vilnius University (VU) and the Vilnius city municipality. During the meetings, the discussion touched a variety of topics including: green zones, ecological transport, ecological buildings, skills necessary for the green economy. The first discussion, „Climate Talks: Green Zones” was held at Mykolas Romeris University. Experts involved in the process discussed the formation of green zones in urban areas and how green walls, rooftops and other spaces are established. Such green spaces don’t allow buildings and streets to become too hot and reduce CO2 emissions and improve the health and quality of life for all.

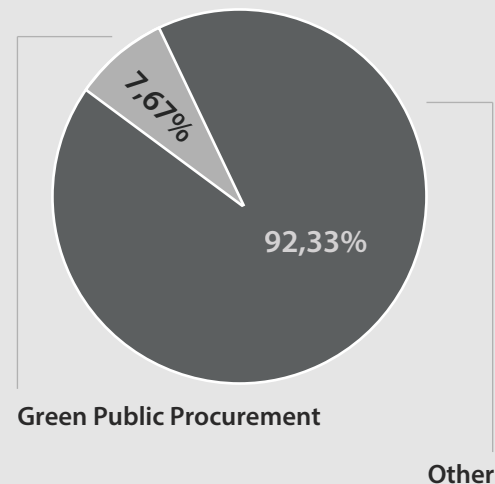


6th example. Number of social, volunteer and charitable activities (amount)

There were also a number of international sustainability initiatives including participation in International Association of Universities (IAU) events and a report was prepared on projects relating to sustainable development goal implementation, on initiatives and good practices. MRU, together with foreign partners, has paid more attention to implementing the 11th goal: “Sustainable Cities and Communities.”

Green Public Procurement

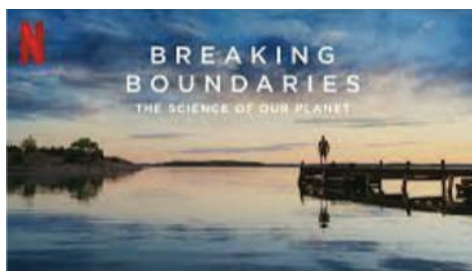
In the Strategy it was planned that in 2021, green public procurement will total 3% of all public procurement. This was successfully achieved and in fact, exceeded by double and 7,67% of all procurement was green. Such green procurement is implemented buying paper for writing, printing and copying as well as purchasing office supplies from paper and cardboard, supplies from recycled plastic, and services relating to publication and printing as well as event planning services, printer and copy machines, multi-functional cassettes, copy supplies and ink, IT means and catering and cleaning services.



7th example. The amount of MRU green public procurement from the total number of purchases

Raising Awareness

MRU has focused on communication, awareness-raising activities and the implementation of sustainable development goals. As outlined in the Strategy, a University page dedicated to sustainable activities was prepared and each month updated. There is information continuously prepared for the MRU newsletter and social networks. In 2021 there were various university community events and initiatives organized relating to sustainable use. Instead of the 2 events or initiatives mentioned in the Strategy, there were 14 organized.



For example, there were film screenings, discussions and „quiz nights“ organized. In November, together with the Italian Embassy, there was a film screening of “Climate Limbo”, which dealt with issues of migration and climate change. It tells how Italy overcame obstacles and challenges. Another film was also screened in conjunction with the U.K. Embassy, “Breaking Boundaries.”

Green Public Procurement



The MRU Team was also successful in a „Brainstorming Pop Quiz“ competition and having overcome several stages, took part in the National Brainstorming Final, organized by the Green Policy Institute and the Netherlands Embassy in Lithuania. In addition, there were several initiatives organized encouraging to conserve electricity, water and paper.



7th example. The amount of MRU green public procurement from the total number of purchases

Infrastructure and Landscape

MRU's territory includes 142 000 m² and the buildings take up 61,846 m². MRU has two campuses in the largest cities of Lithuania: Vilnius and Kaunas. The University has 4 Faculties: the Law School, the Faculty of Public Governance and Business, the Faculty of Human and Social Studies and the Public Security Academy. Three of the Faculties are located in Vilnius. The Public Security Academy is in Kaunas. The central building is 15000 m² and the Social Innovations LAB network has 1926,21 m², while the Student House dormitories in Vilnius - 20672,73 m². In Kaunas the historical buildings are comprised of 24,247,06 m².

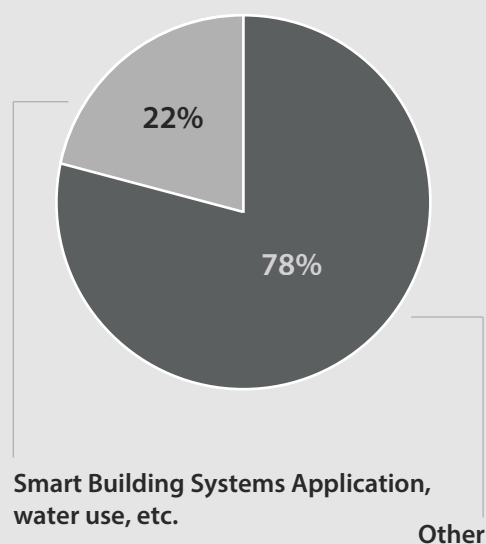


9. MRU Vilnius and Kaunas campus buildings and dormitories

Infrastructure and Landscape

Smart Buildings

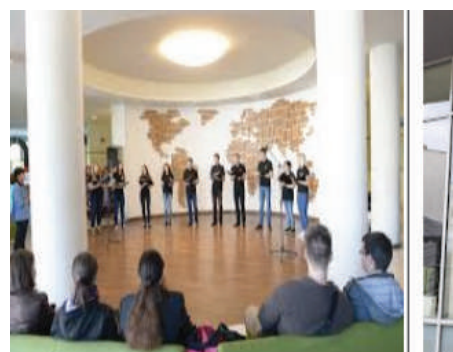
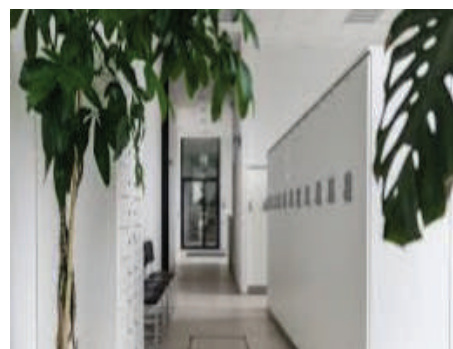
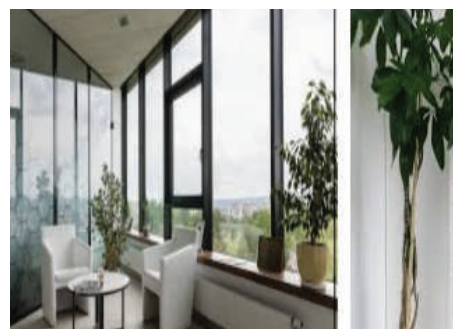
In the Strategy report, smart building system application covers automatization, security, energy, water use, the internal building environment, lighting – 22%. In 2021 this indicator was achieved having updated heat control mechanisms, installing sensors for lighting, and upgrading the fire safety automatic feeding system. During the quarantine period, about 3,2% of the facilities were renovated.



10. Implementation of smart building systems

All Mykolas Romeris University buildings meet the requirements of European and Lithuania's buildings for energy standards. They are designed to reduce the negative effects to human health and the environment through the efficient use of energy and water, reducing waste and pollution and protecting health and productivity with the use of sustainable construction or renovation materials wherever possible. Most buildings use natural ventilation and full natural daylight. Facilities are decorated with plants and natural decorations. Many windows have protections against bird accidents.

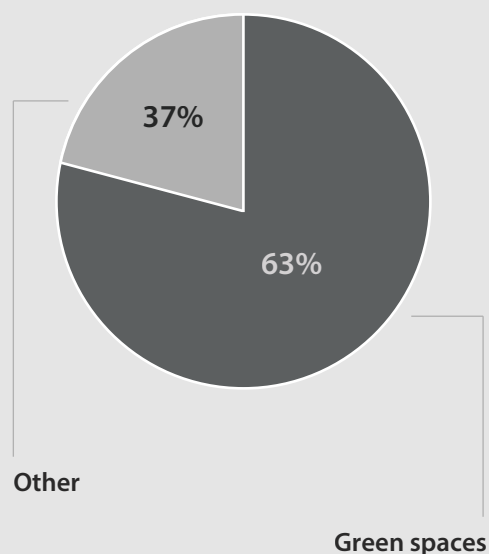
11. Smart building systems application at MRU



Infrastructure and Landscape

Green Spaces

Green spaces are also an important part of the infrastructure of universities. In the Strategy, the ratio of the planned open space to the entire territory of the University is 63%. This was achieved. The total open space of the University covers 14,2 ha of land.



13. MRU forested area and planted vegetation

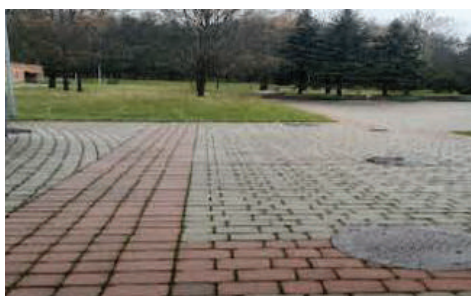
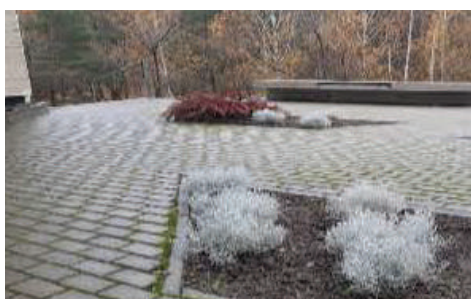
The MRU territory covered by forest is 2,7 ha. As outlined in the Strategy, this figure didn't change in 2021. It was also planned that 5,9 ha of University territory will be planted vegetation and this has also been achieved.



Water Absorption

There is much attention paid to water absorption, when managing infrastructure. This infrastructure not only helps to absorb rainwater, but also maintains the security of the buildings. It also provides a convenient and an aesthetically-pleasing access to campus buildings. The water absorption area includes 28 400 m².

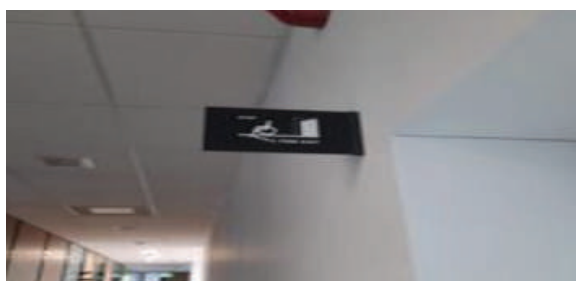
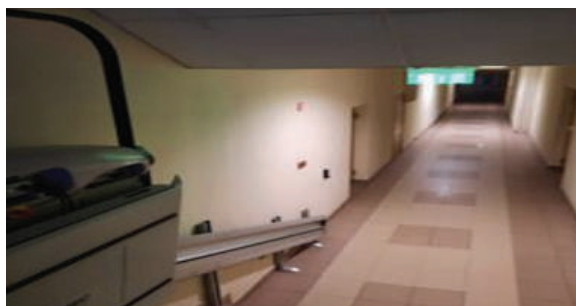
14. Water absorption areas



Infrastructure and Landscape

Universal Design

The University has devoted much attention to the MRU community's needs increasing the attractiveness of the studies process and providing conditions for all who want to study, to easily access the Library and other facilities. Universal access for all by special ramps near buildings helps to easily navigate the University campus with a wheelchair. There are wheelchair lifts erected near the stairs (mostly in the older building). There are infant care and feeding rooms.

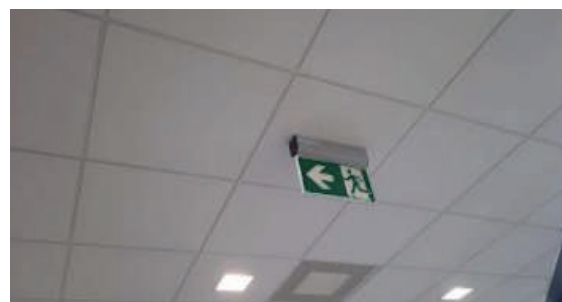
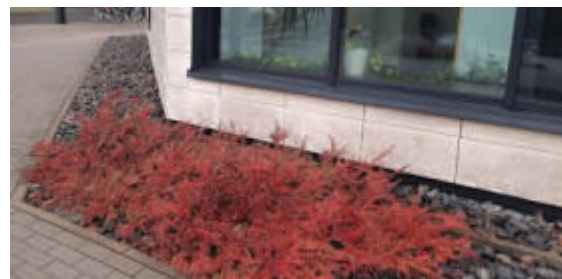


15. Possibility to enter buildings with wheelchair, infant care rooms

Security of Buildings

MRU devotes attention to the security of its infrastructure. There are camera monitoring systems installed in all the buildings and there are marked emergency exits. Many of the auditoriums, and even separate buildings (for example the MRU Lab building) are locked by keycards. Fire protection safety equipment is installed and its position is clearly marked.

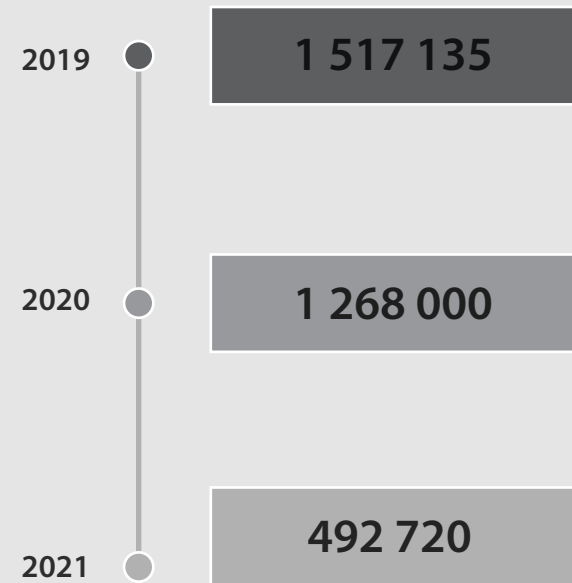
16. Security and emergency exits at MRU



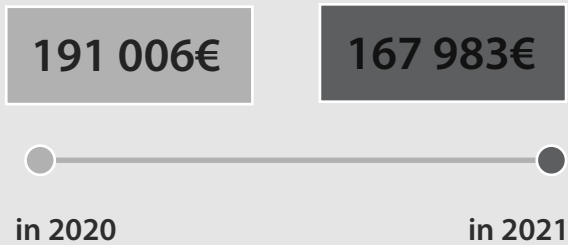
Sustainable Consumption

Electricity

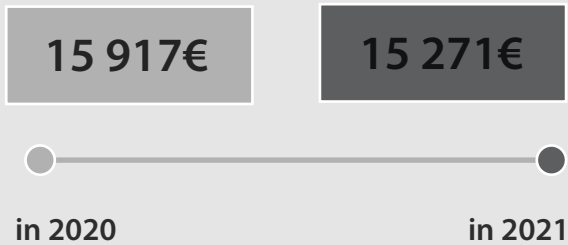
MRU has implemented an energy-saving programme and is concerned with conserving energy. During the quarantine period in 2020 electricity use was reduced. But in 2021 electricity use slightly increased, when returning to hybrid blended studies. The University premises are equipped with sustainable technologies, such as a daylight roof with light detection. Some of the rooms are also equipped with automatic light switch on/off systems and LED lights. Educational activities are undertaken with the aim of changing the behaviour of the community in order to save as much energy as possible. The Strategy envisages that the share of energy from renewable sources as part of total energy consumption in 2021 would be 4%. Solar power plants have been purchased. They will be erected on the roofs of buildings at Didlaukio St. 57 and Didlaukio St. 86. An agreement has been signed for the partial solar energy park acquisition under the APVA programme. In 2020 the electricity bill was 191,006 Eur. On average it was 15,917 Eur/month. In 2021 the electricity bill came to 167,983 Eur and on average 15,271 Eur/month. The reduction was due in part to the University community's reduction in use and desire to save as well as hybrid studies and remote work. The Strategy outlined a 5% reduction in electricity on campus. However, it was possible to achieve only a 4% reduction.



Total



On average per month

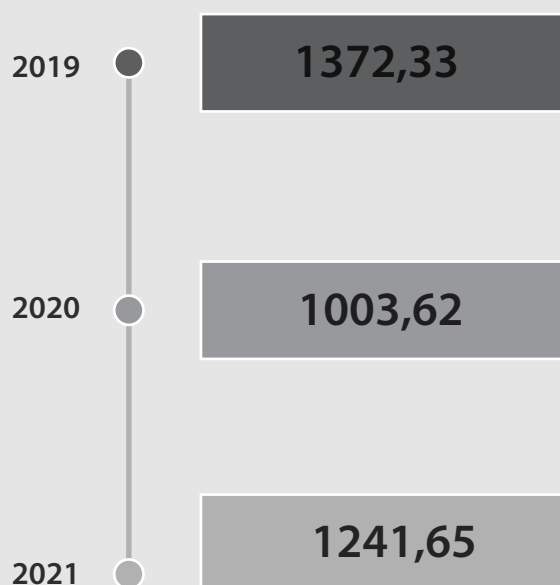


17. Electricity use

Sustainable Consumption

Heating

MRU also concentrates on conserving heat. There are community educational activities organized and monitoring is conducted along with analysis. The University is continuously focused on finding ways to conserve heating. In 2020, compared to 2019, heat consumption was reduced due to the pandemic. In 2021, there was a rise after returning to contact and hybrid studies and part-time work.

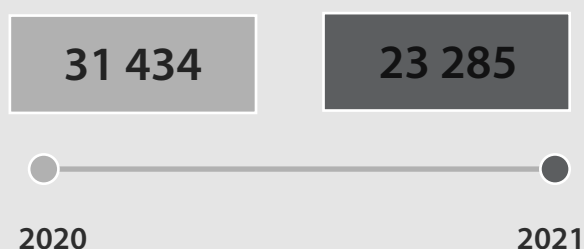


18. Heating during 2019-2021

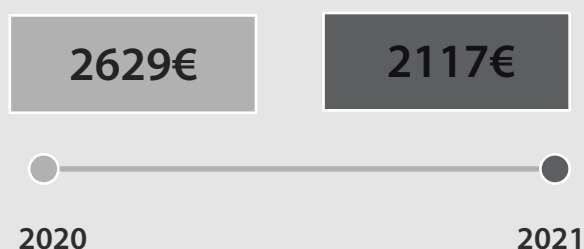
Water

The Strategy has outlined reduction of water use for one community member by 5%. This indicator has not only been achieved, but quadrupled reaching 19%. This was due to hybrid studies and in part to remote work. In 2020, the water bill totalled 31,434 Eur or on average 2629 Eur/month. In 2021 there was a total of 23,285 Eur paid for water or on average 2117 Eur/month.

Total



Monthly average



19. Expenses for water in 2020 and 2021 (eur)

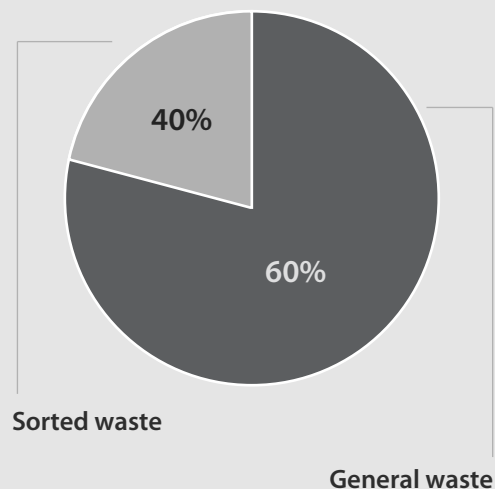
During the pandemic, Mykolas Romeris University equipped sanitary stations/zones with liquid hand sanitizers and informational stands.



Waste Management

MRU encourages its students and lecturers to reduce purchases and consumption, to apply circular economy principles and to recycle plastic, glass and paper. In the Strategy it is foreseen that the amount of sorted waste, compared with the general amount of waste, would reach 40%. In 2021, this indicator was achieved.

21. Amount of sorted waste (%)



Organic Waste

MRU, according to public procurement agreement, organizes the collection and recycling of organic waste. Tree branches, leaves, and grass are collected and are sent for processing to biofuel. Catering companies at MRU also operate under public procurement contracts. Food waste and other organic materials are handled autonomously.

Non-Organic Waste

The University devotes much attention not only to accessibility of places for sorting waste, but also to their design in order that non-organic waste sorting would be an attractive, natural and pleasant experience. MRU organizes non-organic waste collection and transfer for processing, according to public procurement contracts. Places for such waste disposal – of batteries or printer cassettes, are in accessible University places – for example near coffee machines, on the way to the Library or auditoriums. MRU seeks to make sorting waste easy and convenient.



Waste Management

Reducing Paper and Plastic Consumption

MRU seeks to reduce consumption of paper and plastic in daily activities. For example, from 2016 MRU switched to a full electronic document and process management system eDVS. In 2013 MRU signed the Berlin Open Access Declaration. Since then, it has used an electronic MRU repository for research and scientific studies. In addition there is an open system for research journals. This infrastructure helps to protect the environment, increases the accessibility and visibility of MRU research and fosters academic ethics. The Strategy outlines that paper for documents is usually not used at MRU (except in cases where the law provides otherwise). In 2021 paper use was reduced to a minimal amount. Reducing plastic is also one of MRU's goals. The Strategy foresees that the University doesn't buy plastic products for daily use. It is hoped the amount of plastic waste will be reduced 100% by 2023. In 2021 plastic products usually weren't purchased, except for plastic garbage bags.

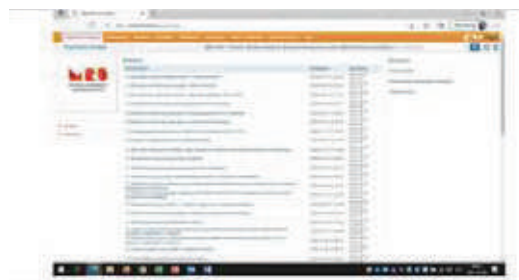
In the Strategy there is mention of reducing by 3% the greenhouse gas emissions. This figure will be achieved when solar power plants will be installed and put into operation on campus.

23. Examples of electronic MRU systems helping reduce paper use



Repository

Electronic Repository of MRU publications



e-Document Management system eDVS



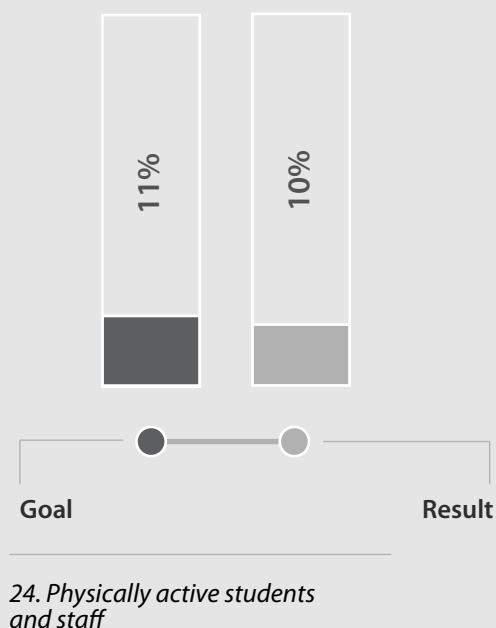
Open access to MRU research publications AS



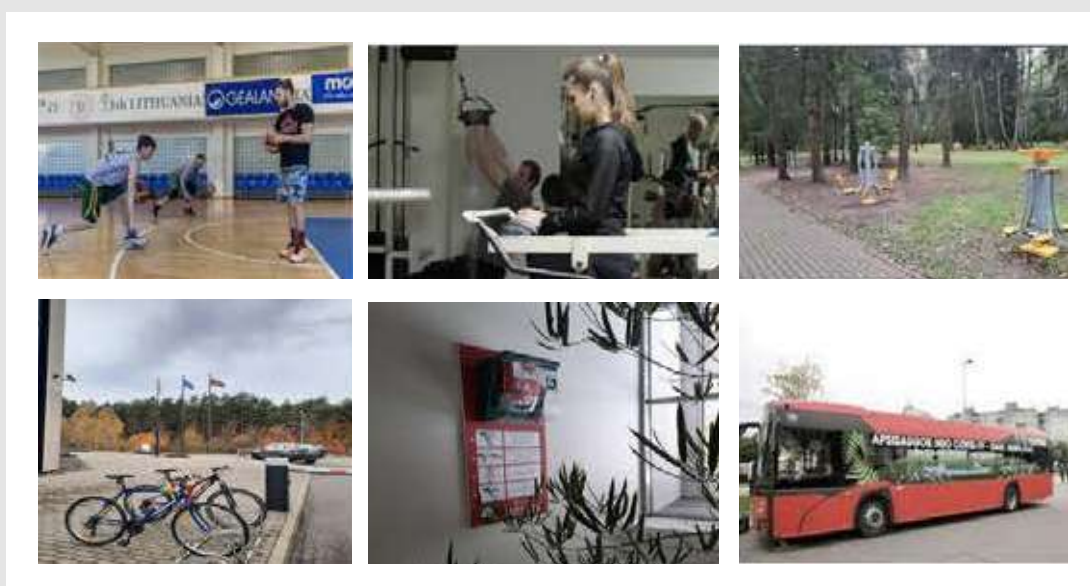
Open research journal systems

Health

MRU devotes much attention to the health and well-being of its academic community. There are indoor and outdoor sports facilities, a gym and a relaxation room. In case of a heart attack, cardiac defibrillators are installed in the Central building along with a first-aid room. At the MRU academic community, the Vilnius City Municipality vaccine bus was operating to vaccinate against COVID-19. The Strategy outlined that the number of physically active students and staff would reach 11% in 2021. This wasn't achieved due to the pandemic situation. The indicator was 10%.



The Strategy envisions that the University will offer a wide array of health and sports activities. However, due to the pandemic, instead of the 25 planned activities, only 20 were implemented. For example, students are invited to join University men's or women's basketball teams, women's volleyball, women's soccer, wrestling, poer triathlon and chess team. There were yoga, volleyball, pilates, Nirvana Fitness, karate, and basketball workout sessions offered. MRU's community has the possibility to reserve MRU's workout hall, where one can undertake cardio and strength workout sessions using the installed equipment (callanetics balls, weights) and other sporting equipment (power machines, cardio, rowing, eliptical trainers, stationary bikes). The share of students and staff participating in health promotion and sports activities was also reached, as planned. It totalled 14% of the total students and staff.



Transport

MRU encourages students and staff to travel to the University on foot, by bike or public transport and to leave cars at home. The closest public bus stop, “Mykolo Romerio universitetas” is conveniently located near the University and can take students to any part of the city. The University’s bus service, can service groups of students or staff, traveling beyond Vilnius to educational or sporting outings. The Strategy outlines that in 2021 there will be 48 bike spots equipped for the convenience of bike riders. This has been achieved. The bike zone is covered by a roof due to security concerns. There is a monitoring system operating as well. The MRU academic community is friendly not only to bikers, but also to pedestrians. The pedestrian walkways are marked in order to ensure safety. The Strategy also foresees that electric vehicle charging stations would be installed. In 2021 this was achieved as one electric vehicle charging station was installed in the inner courtyard of the University’s central building. One such station is being installed in Kaunas in the inner courtyard of Maironio St. 27. In order to reduce the number of cars, there are restrictions on parking within the MRU academic community zone. For example, there is a parking barrier near the Social Innovations Laboratory network MRU LAB and the Student House. Near MRU’s central building „reserved” signs restrict parking. This forces MRU’s community to use public transport or bike to work. The last Friday of each month, community members are encouraged to celebrate “Car-less Day” and to come to the University by public transport, by bike or on foot.



26. Restrictions on parking at MRU’s campus



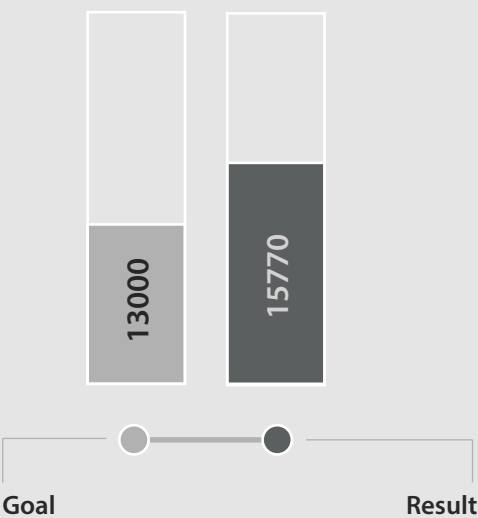
The Didlaukis academic campus and MRU have great pedestrian pathways for walking which connect the Central building, the MRU LAB facilities and the Student House. During evening hours and when it is dark, the pathways are lighted. They are also marked for the physically disabled. The pathways are located within natural surroundings that is why students and staff can relax as they walk around and foster a healthy lifestyle.

27. Pedestrian paths at MRU and the Didlaukis academic campus

Social Support

The Strategy outlined that the social support for members of the community from University funds would total 13 000 in 2021. This was successfully achieved and the amount of funds increased to 15 770 Euros.

The Strategy also foresees increasing the amount of scholarships for excellent students studying in VNF study places. As planned, there were 6 such places set. It is also planned to increase the number of scholarships for students from abroad who come from developing countries to 12. This was also achieved.



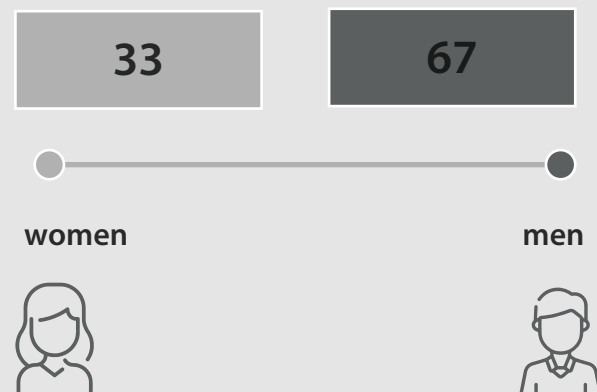
28. The amount of social support for allocation to University members from University funds

Diversity and Equal Opportunities

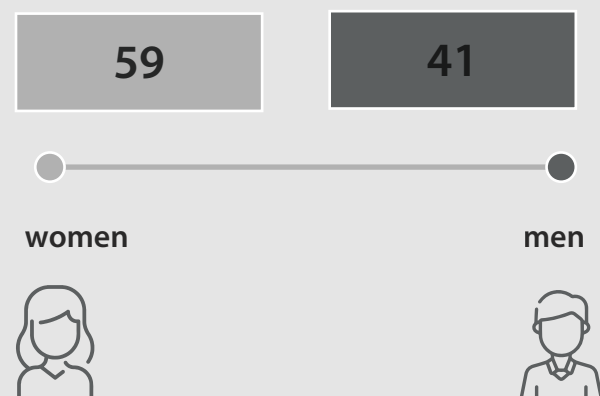
Gender in Management Structures

In the Council of Mykolas Romeris University in 2021, the highest structure of governance, there were 67% men and 33% women. In the Senate, the distribution by gender was more evenly divided. There were 59% women and 41% men in the Senate. A man heads one Senate Commission and 3 - are headed by women. The Senate Chairman and the Secretary are men. The Deputy Chairman is a woman. The Rector's team is composed of a Deputy Rector and Vice-Rector for Academic Affairs. The University Rector is a female. The Rectorate is comprised of women (75%) and men (25%). Within the academic governing structures of faculties, women dominate. Women mostly head Faculties (75%) and men have 25% of the positions. A majority of women (90%) occupy posts of vice-dean and 10% of these posts are occupied by men.

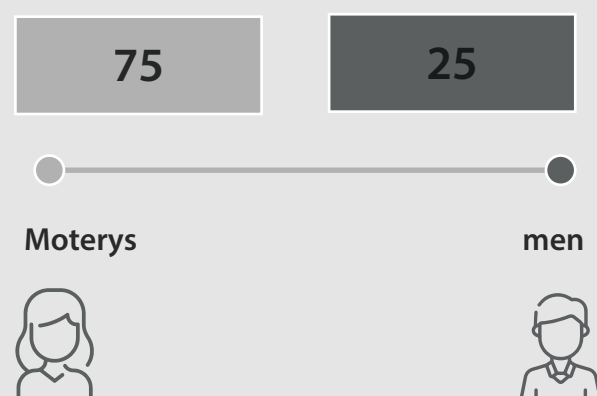
Council



Senate

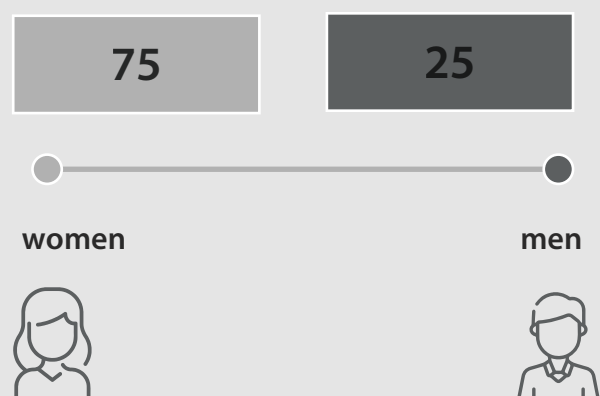


Rectorate

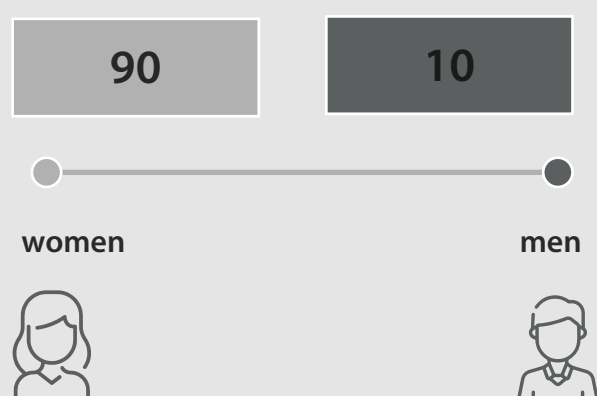


29. Distribution in MRU management structures by gender 2021 (%)

Deans



Vice-Deans



30. Distribution in academic department management structures by gender

Diversity and Equal Opportunities

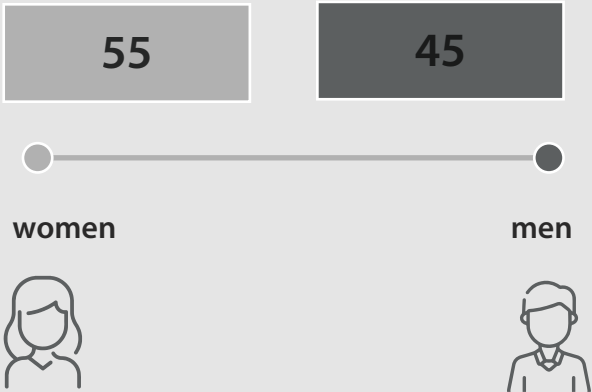
Gender of Academic Personnel

The gender of academic personnel is as follows:
Professors: 55% are women and 45% men;
Partnership professors - 100% men;
Assoc. Professors - 55% women and 45% men;
Partnership Assoc. Professors - 11% women, 89% men;
Lecturers - 56% women and 44% men
Partnership Lecturers - 100% men;
Assistants 50% women and 50% men. The total amount of academic personnel is 53% women and 47% men.

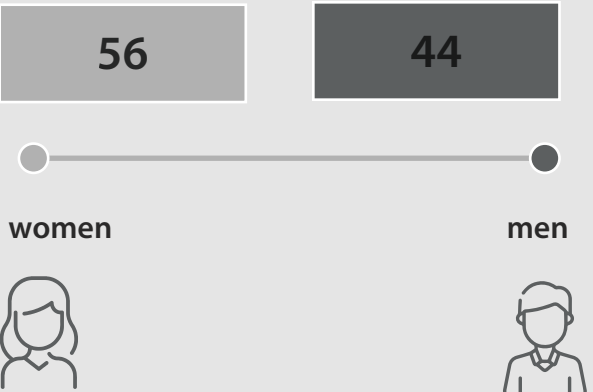
Professors



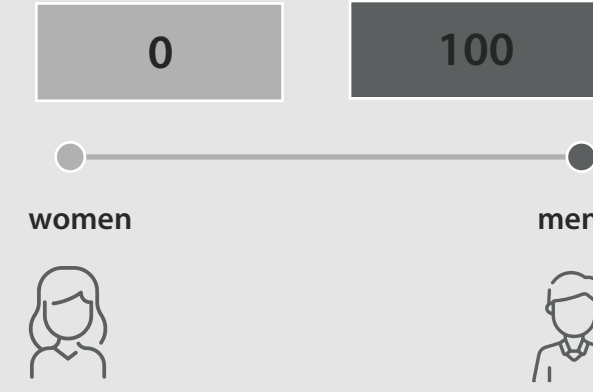
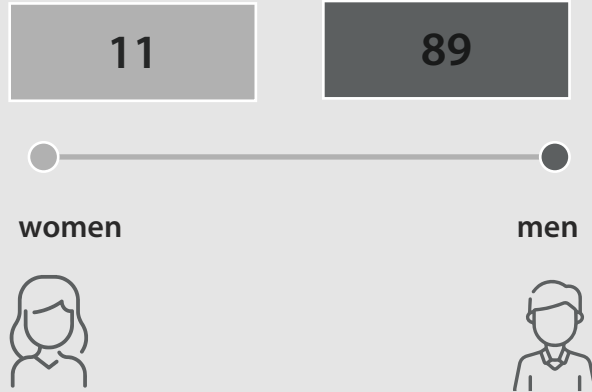
Associate Professors



Lecturers



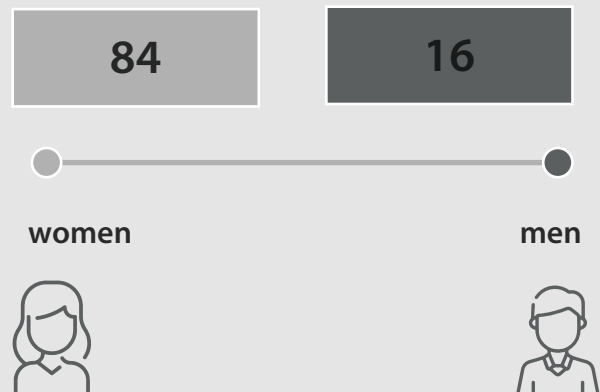
Partnership Associate Professors Partnership Professors



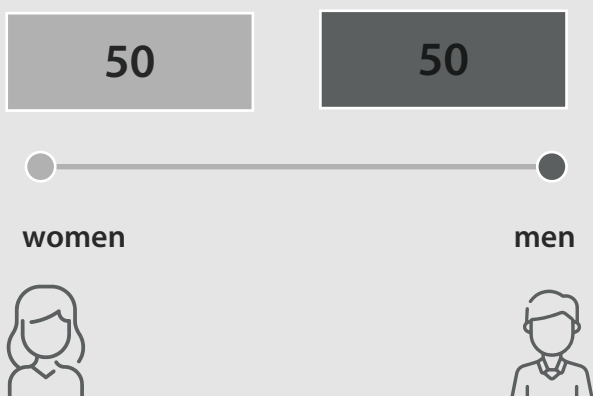
Diversity and Equal Opportunities

Gender distribution of researchers: Chief researchers - 84% women and 16% men, Senior researchers - 50% women and 50% men; Researchers - 63% women and 37% men; Junior researchers - 56% women and 44% men; Experts - 67% women and 33% men.

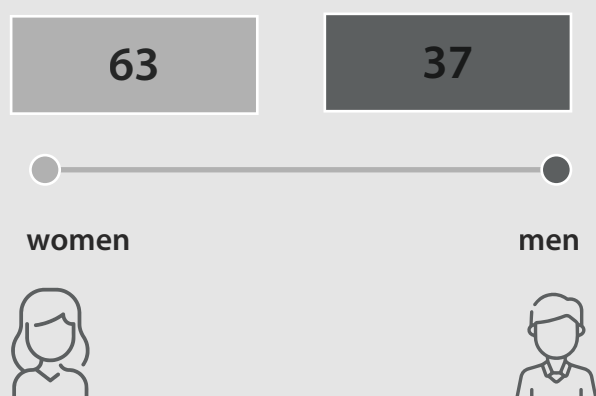
Chief researchers



Senior researchers



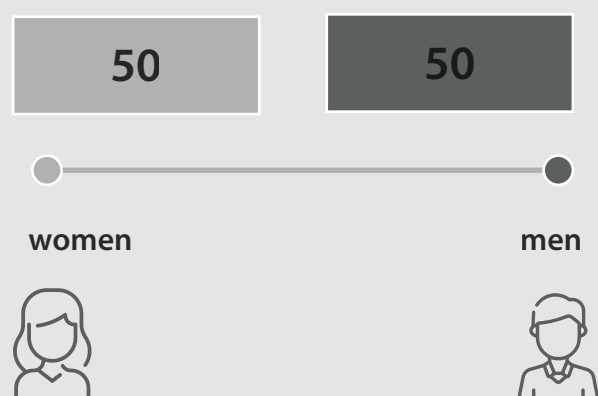
Researchers



Partnership Lecturers

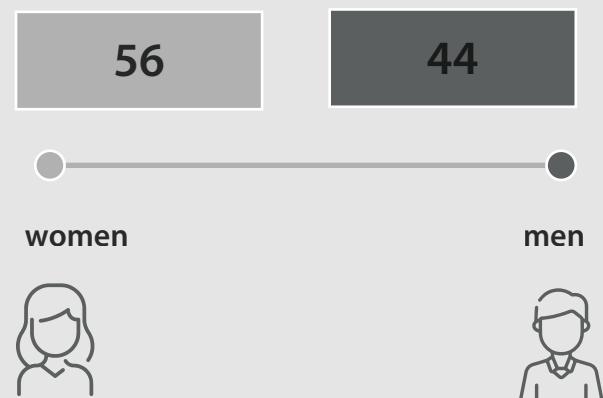


Assistants

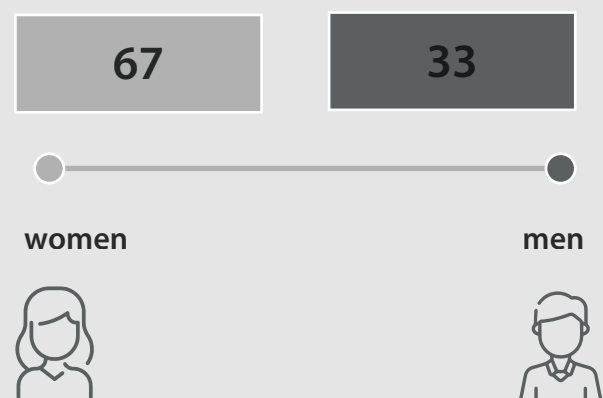


Diversity and Equal Opportunities

Junior Researchers

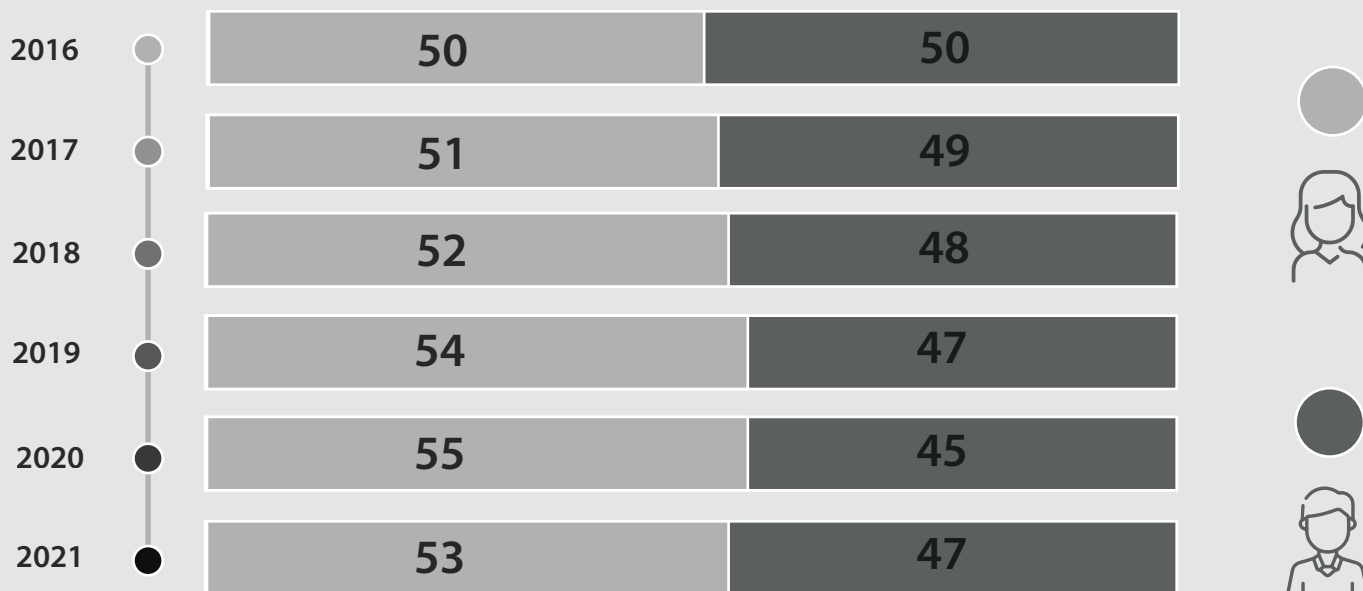


Experts



32. Academic researchers' distribution by gender (%)

Analyzing academic personnel according to gender data in 2016-2021, there is a consistent increase in the proportion of women, although in 2021 there is a close gender balance.



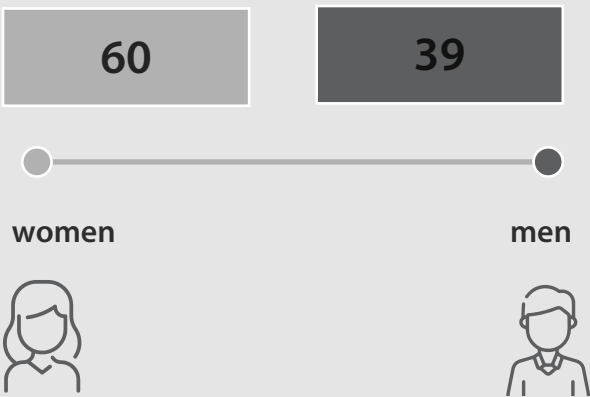
33. Academic personnel gender distribution 2016-2021

Diversity and Equal Opportunities

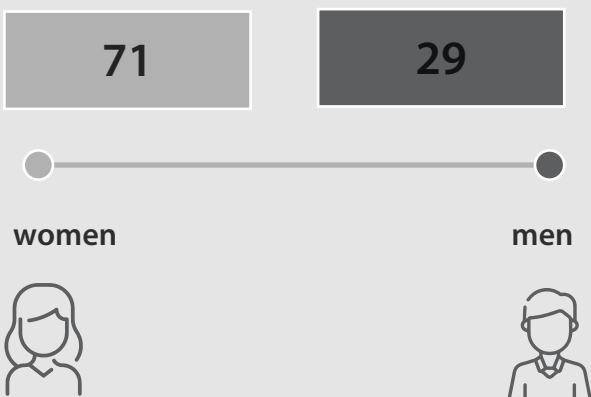
Gender of Administrative Staff

In 2021 within the ranks of administrative staff, there were 58% women and 42% men employed. Of this number, 71% of women worked in management positions (Head, Director) compared to 29% of men. Their deputies were women - 66% and men - 34%. Among Faculty and Institute heads, 61% were women and 39% men. The position of chief manager was filled only by women - 100%.

Institute Heads



Heads of Administrative Departments



Administrative Dept. Deputies



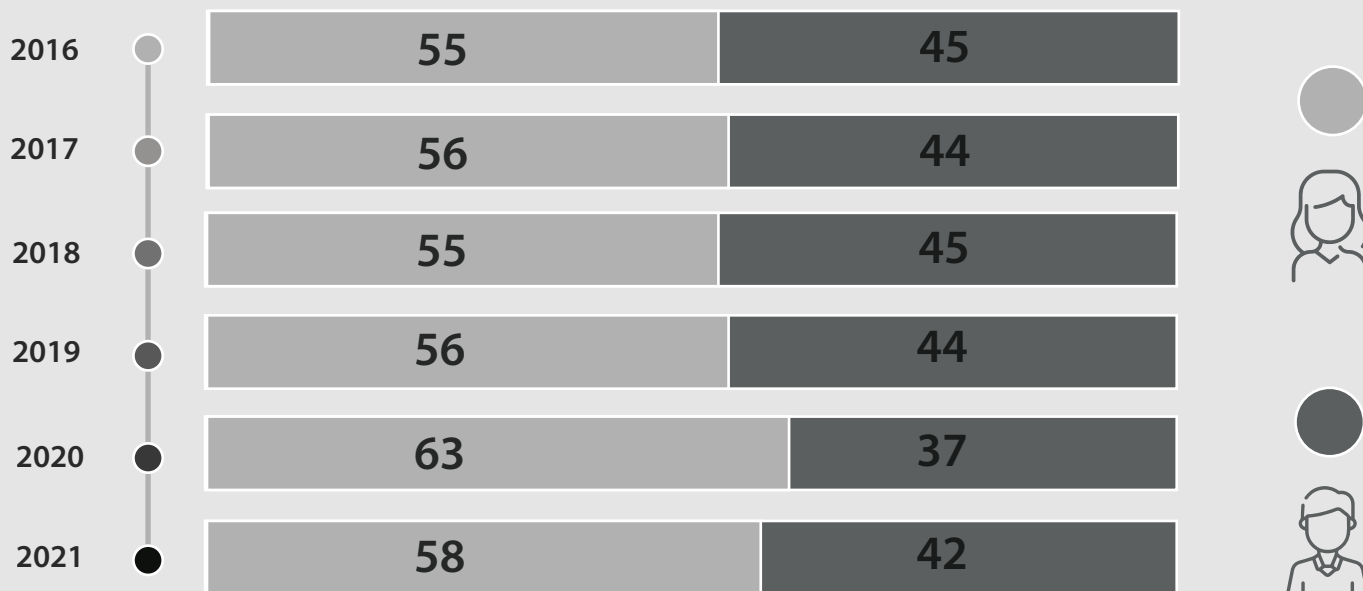
Chief Managers



34. Administrative staff gender distribution (percent)

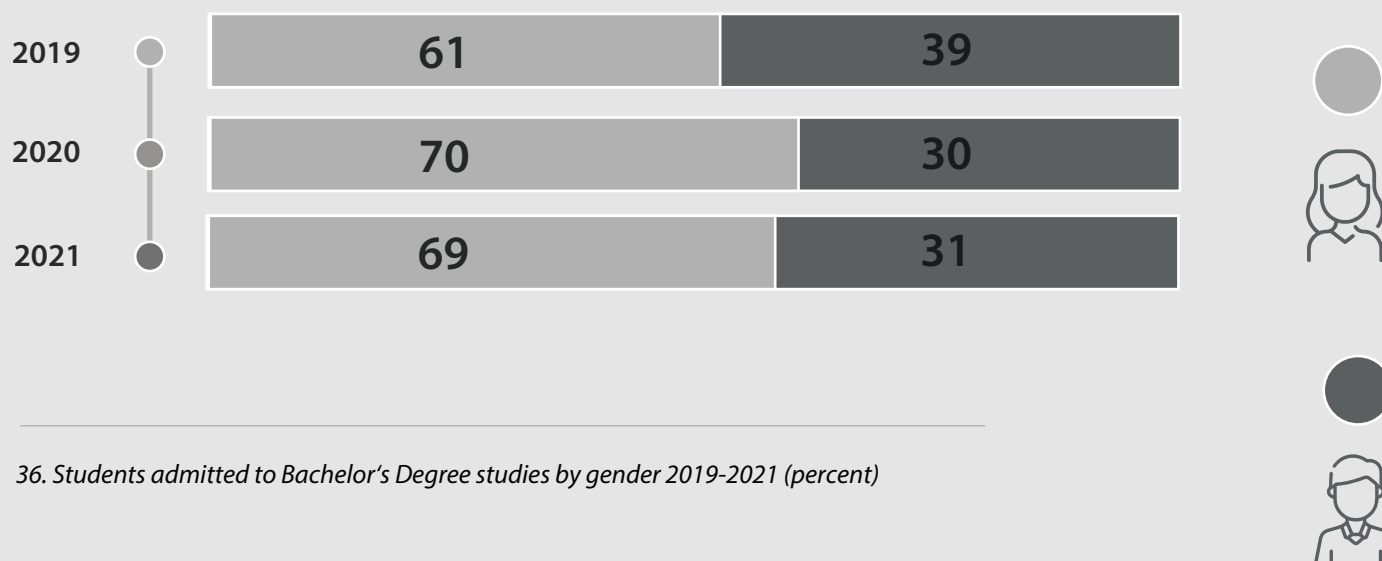
Diversity and Equal Opportunities

Analysing administrative staff by gender during 2016-2021, it must be noted that more than half of employees are women. Between 2020-2021 their number grew, but not markedly.



35. Administrative Staff Distribution by gender (%)

Gender of Students



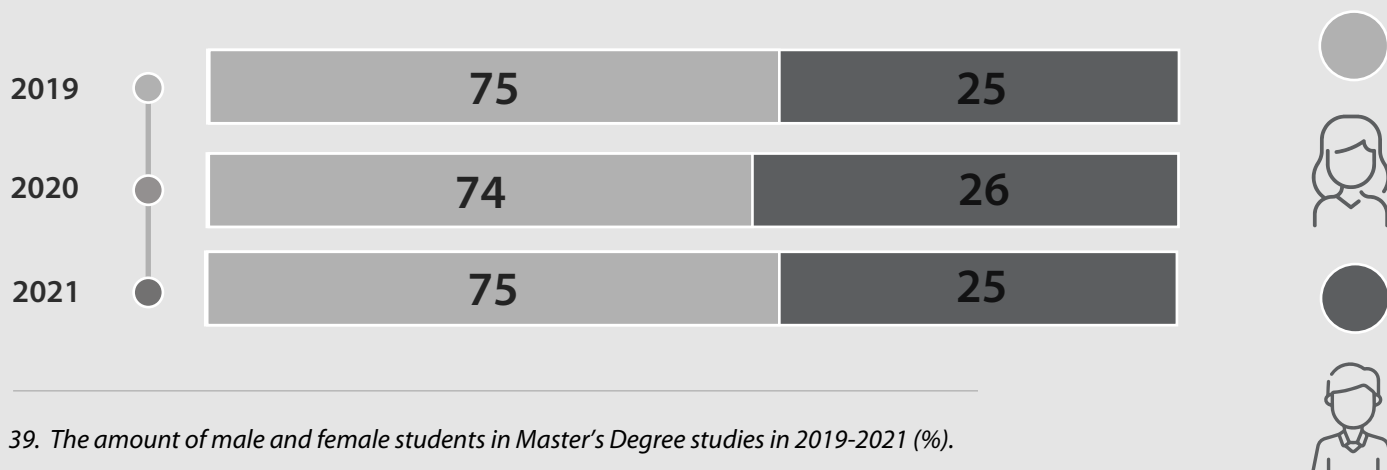
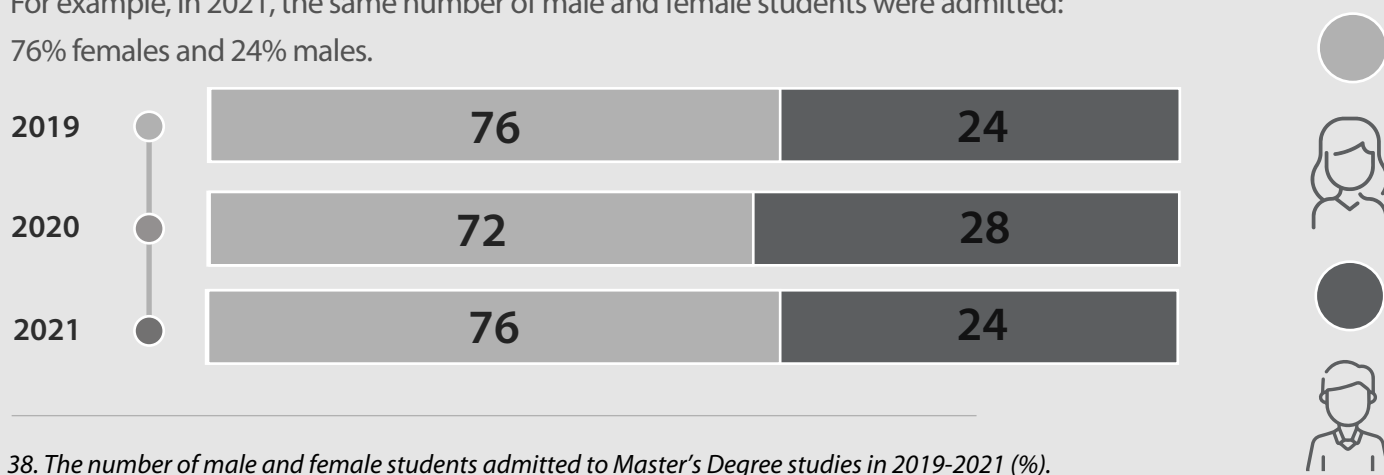
36. Students admitted to Bachelor's Degree studies by gender 2019-2021 (percent)

Diversity and Equal Opportunities

There were almost twice as many females admitted to Bachelor's Degree studies as male students. In 2019, for example, 60% of admitted students were female and this figure in 2021 reached 69%. The number of male students has been declining from 39% in 2019 to 31% in 2021. The general number of Bachelor's Degree male students has been declined somewhat annually and the number of females has been slightly increasing. For example, in 2019 the number of females increased from 65 to 69%, and the number of males fell from 32% to 31%.



There were almost 2/3 more female students admitted than male students to Master's Degree studies at MRU. For example, in 2021, the same number of male and female students were admitted: 76% females and 24% males.



Diversity and Equal Opportunities

The total ratio of male to female students during a 3-year period remained similar: in 2021 it was 76% of females and 24% males.



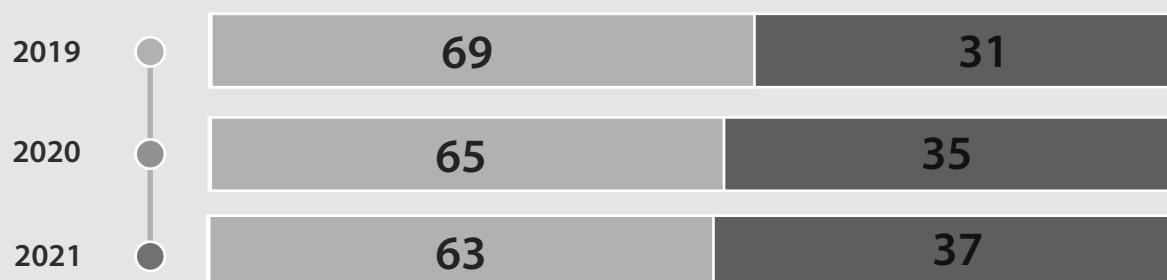
40. Admitted male and female students to professional studies in 2019-2021. (%)

Professional studies are dominated by female students, although the number of male students in 2019-2021 almost tripled. For example in 2019 there were 93% females and 7% males. In 2021, there were 76% of females and 24% of males.



41. The total number of professional studies students (male/female) in 2019-2021. (%)

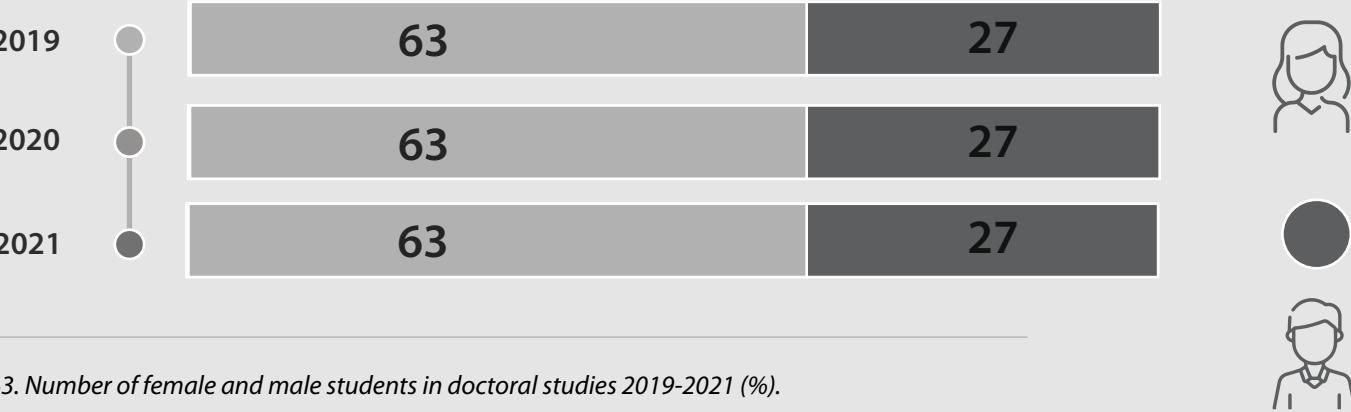
About 2/3 of the students admitted to doctoral studies were female and more than a third were male students. The amount of female students fell from 69% in 2019 to 63% in 2021. But the number of male students increased from 31% in 2019 to 37% in 2021.



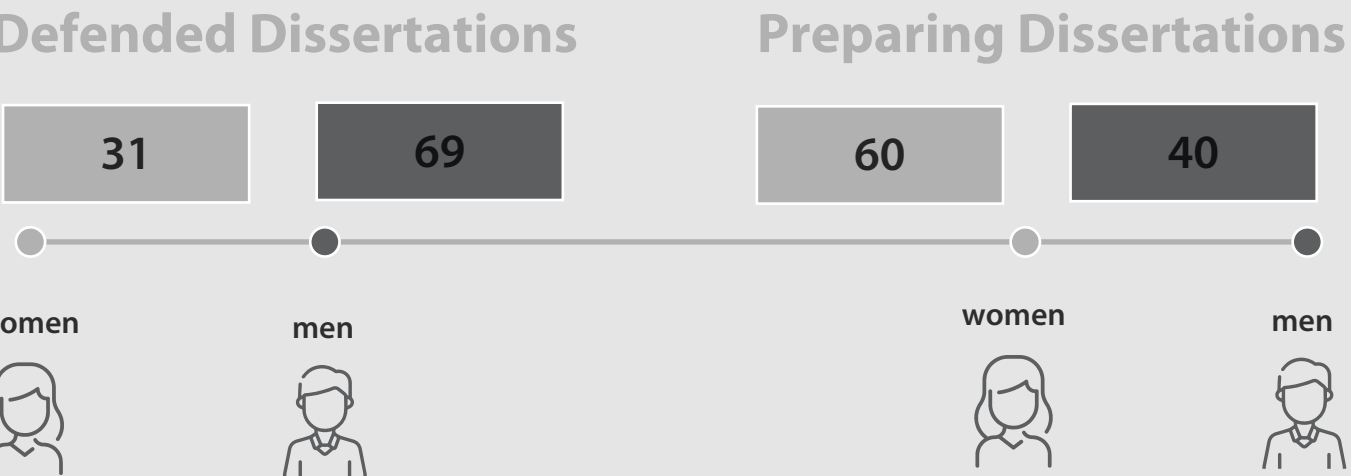
42. Admitted male and female students to doctoral studies in 2019-2021 (%).

Diversity and Equal Opportunities

Female students dominate doctoral studies, but the number of male and female students has remained stable over the last several years. In 2019-2021, 63% of the students were female and 37% were male.



In 2021, there were 16 doctoral students that successfully defended their dissertations of which 31% were women and 69% men. There were 89 junior researchers preparing dissertations of which 60% were women and 40% men.

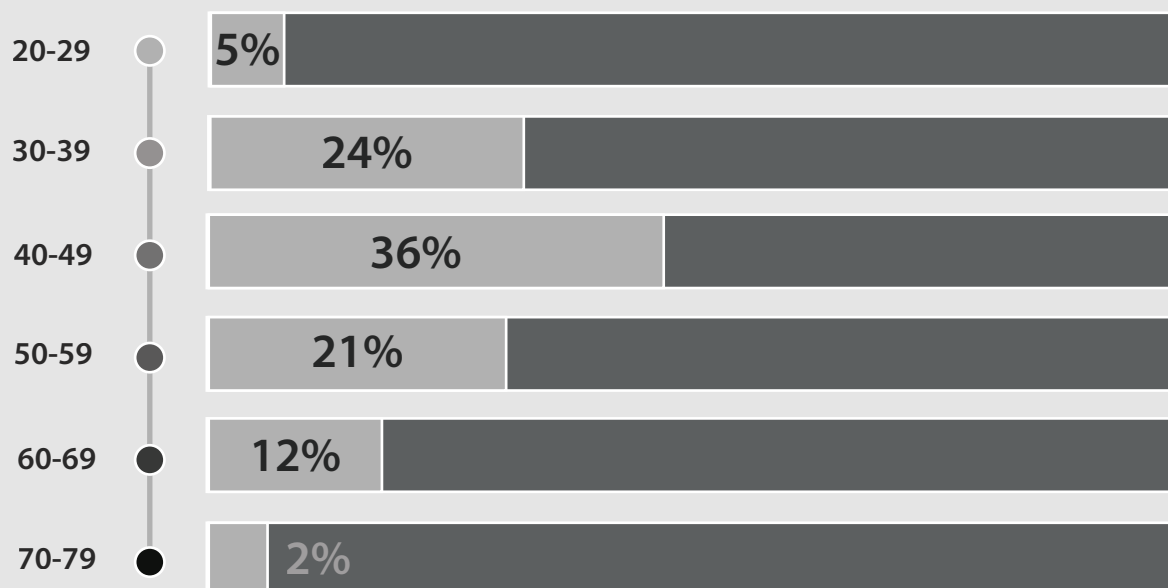


44. Successfully defended dissertations and prepared dissertations by gender (%).

Diversity and Equal Opportunities

Age of Academic Personnel

Analyzing the age of academic personnel employed by the University it can be noted that various age groups of staff work at MRU. There are few 20-29 year-olds employed and even fewer seniors who are in the 70-79 year-old age bracket. University personnel are mostly middle-aged (40-49 years old) and make up 36% of the University's workforce. Those from 30-39 years of age comprise 24% of the work force.

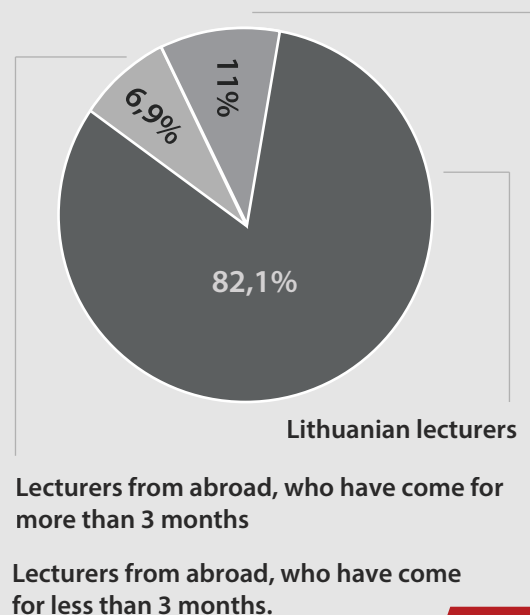


45. Academic personnel by age

Citizenship of Academic Personnel

There was an increase in 2021 of international lecturers or researchers, coming for 3 months or longer, (labour, services or other agreements) from 26 to 30. Their part of the entire academic personnel totaled 6,9%. International lecturers or researchers, coming for visits shorter than a 3-month period to teach as part of exchange programmes or working visits, comprised 11% of the total academic personnel. In 2021 there were 48 incoming lecturers or researchers who took part in mobility.

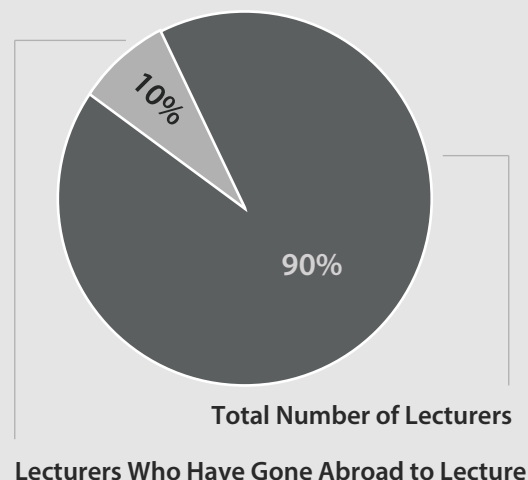
46. Lecturers or researchers from abroad and the ratio with the entire academic personnel



Diversity and Equal Opportunities

The number of lecturers and researchers, who have gone abroad to teach or conduct research abroad grew in 2021. Lecturers and researchers who went abroad on 116 visits comprised 10% of the total number of academic personnel.

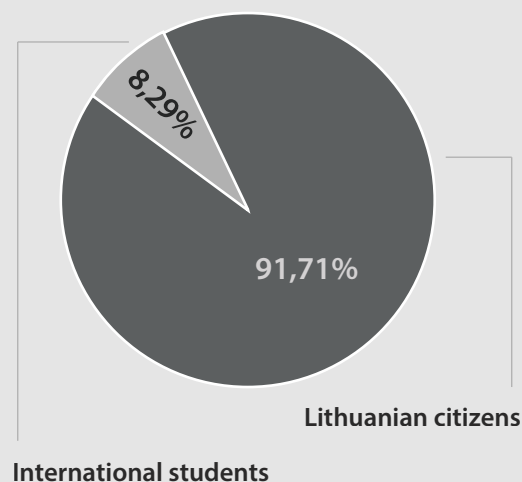
47. Lecturers who have gone abroad to lecture (%)



Citizenship of Students

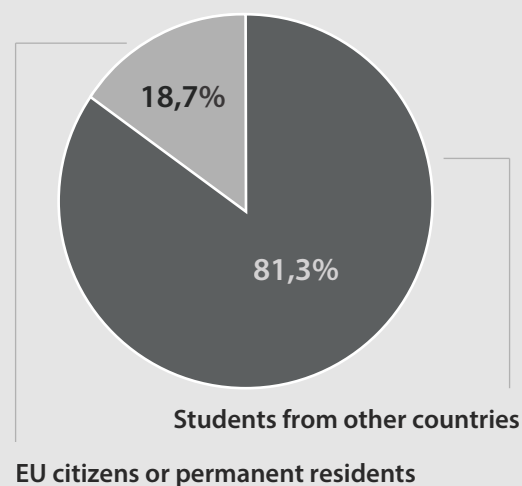
International students comprised 8.29% of the total of all those studying. Those with a special status – (refugees, etc.) numbered 16. In 2021 those students with a special status (refugees etc.) grew to 9. Foreign and Lithuanian emigrants numbered 5. In 2021 foreign and emigrant Lithuanian numbers grew by three.

48. Ratio of MRU Lithuanian students and those from abroad (%)



EU citizens or permanent residents from all international students totalled 18,7%.

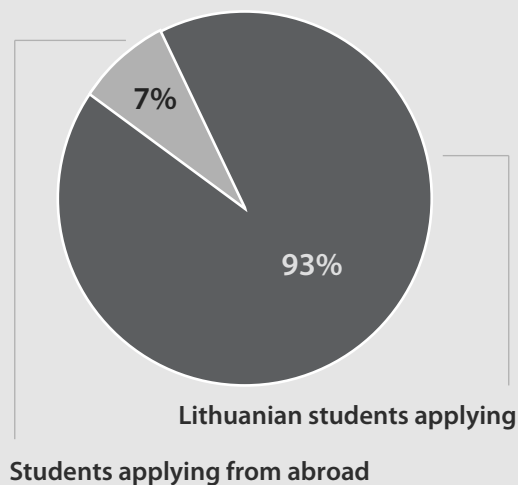
49. EU citizens or permanent residents of all international students (%)



Diversity and Equal Opportunities

In 2021 there were 513 degree-seeking students from abroad. Their percentage from the entire student body grew from 7,78% to 8,29%. International students applying to degree programmes in 2021 grew by 7%.

50. Students applying from Lithuania and abroad (%)



There were 285 students that came to study at MRU in 2021 as part of the "Erasmus+" exchange or other exchange programmes and bilateral university agreements for studies, training or intensive programmes. The number of incoming students, compared to the previous year, rose 16%. There were 210 students who came to the University as part of the "Erasmus+" or other exchange programmes or bilateral cooperation agreements in 2021. Students, going abroad for a semester or two of studies, from the entire student body grew from 2,24% to 2,91%.



Ateities St. 20



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