



Mykolas Romeris
University

REBUILDING MYKOLAS ROMERIS UNIVERSITY

COMMUNITY IN THE POST-PANDEMIC WORLD

Sensitive Career and Workplace Design Conference

Rome, October 5 -6 2023

Laura Daučiūnienė
October 3, 2023 Vilnius,
Lithuania

UNIVERSITY ID



Internationally-minded public Lithuanian University of Social Sciences and Humanities (SSH) established in **1990**.

OUR IDENTITY

Dynamic and international university of an individual, society and the state.

OUR VISION

Open, progressive, vibrant and cohesive academic community, a leader in social sciences in the European Higher Education Area

Bachelor (3-4 years)

Master (1,5-2 years)

LLM (1 year)

MBA (1 year)

Doctoral (4-6 years)

LAW SCHOOL

Law studies and research

PUBLIC SECURITY ACADEMY

Public Security studies and research

FACULTY OF PUBLIC GOVERNANCE AND BUSINESS

Business studies, Economics, Finance, Human Resource Management, Informatics, Political Sciences, Public Administration studies and research

FACULTY OF HUMAN AND SOCIAL STUDIES

Psychology, Communication, Education, Philology, Management, Pedagogy, Social Work studies and research



Vilnius Campus



Kaunas Campus



STUDENTS

~6000



STAFF

~650

SITUATION WHEN WE START OUR JOURNEY

EXTERNAL ENVIRONMENT

Merger threat with another university

Poor MRU as employer's image

Lack of investment in infrastructure

Closure of Kaunas campus

Survival-aimed strategy

Psychological environment affected by Covid-19

EMOTIONAL ENVIRONMENT

Fear of loss what was created

Alienation

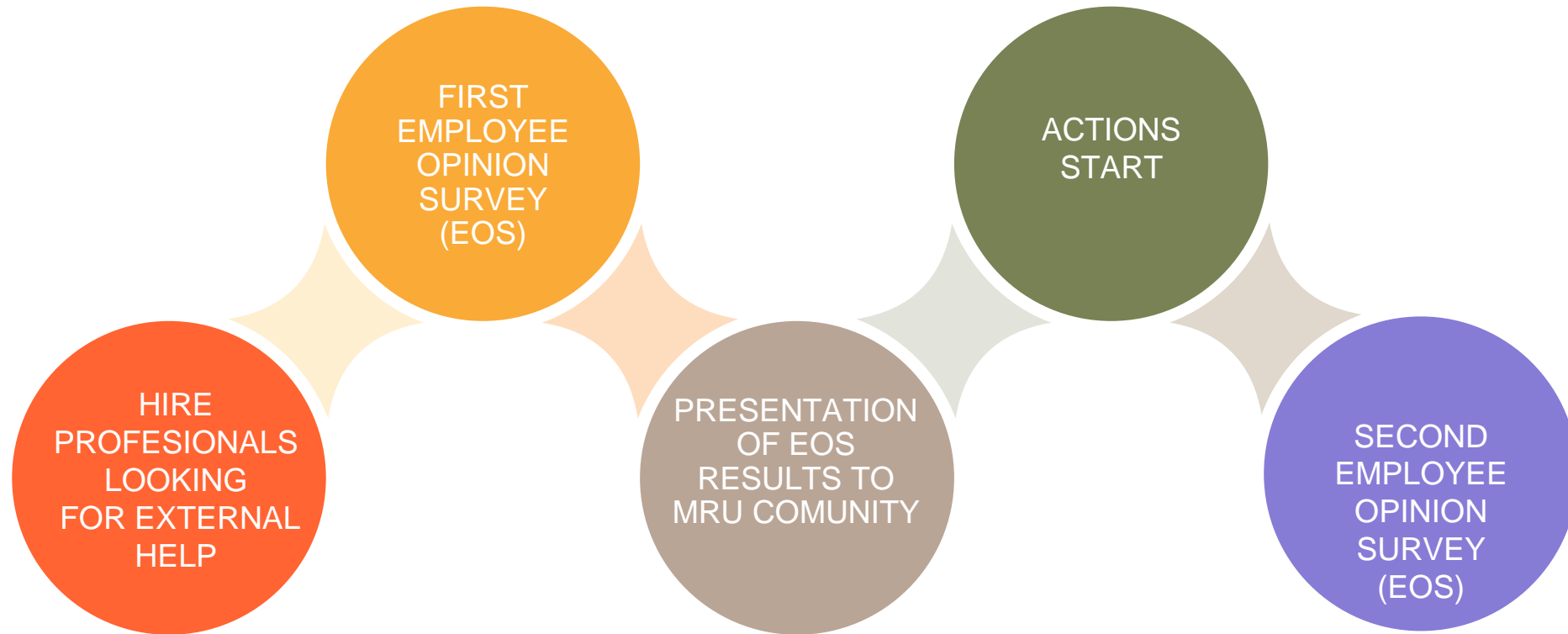
Changes in the team formed over a long period of time

Distrust of management and authority

Decrease in self-confidence as professionals



ACTIONS TAKEN IN THE BEGINNING OF OUR JOURNEY



RESULTS OF 1ST EOS



- Need to communicate about the upcoming changes
 - Leadership gaps in some areas
 - Employee fear to share information and feelings
 - Compensation and benefit system not working properly
 - Lack of feedback about task and work performance
 - Onboarding process challenge
 - Employees feel discriminated but can't specify the area
 - Community need for common events
 - Different motivational needs for people of different generations
-

ACTIONS TAKEN THE FIRST YEAR

PROCESSES

- Salary and benefit process reviewed
- Performance evaluation
- Leader trainings (feedback)
- Onboarding process
- Automatization of processes (in cooperation with IT Department)
- Infrastructure modernization

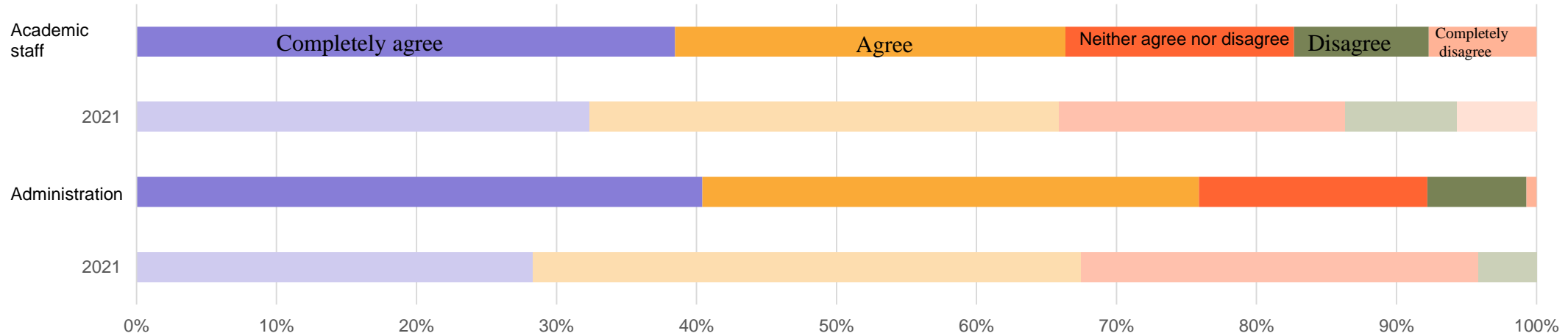
COMMUNITY-BUILDING ACTIVITIES

- * Orange Festival
- * Sustainability events
- * Advent Mornings
- * Excursions (MRU pays, during working days, twice per year)
- * Community canoeing (once a year)

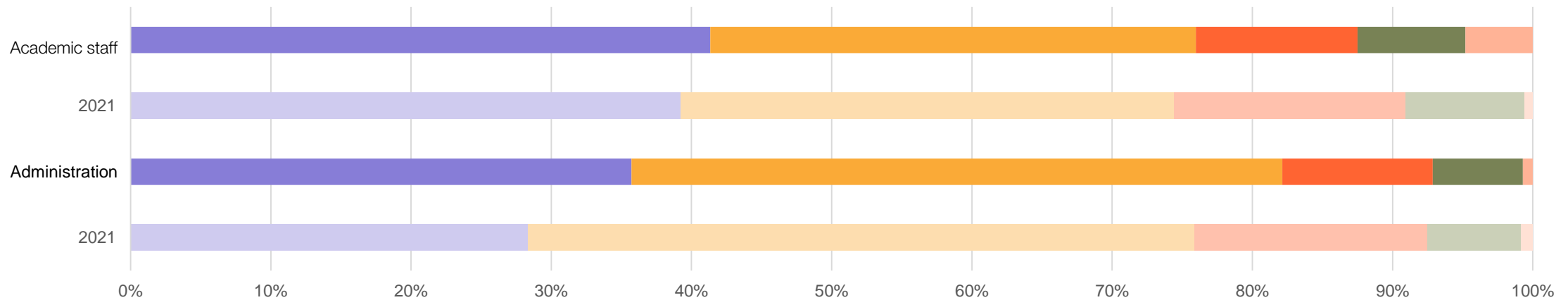


SECOND YEAR EOS

My good work is noticed and appreciated



I can easily get information and knowledge to do the job



PLANS FOR FUTURE

- Bringing academic staff back to University
- Improving employees' experience at work
- Competence development plans and training
- Simplification of processes
- Advancement of employer's brand (especially among university community)
- Infrastructural consolidation
- Development of safe environment to share knowledge and opinion





KARVES OLA

ERIKS PAMIKLIS



Mykolas Romeris
University

THANK YOU



Laura Daučiūnienė
Mykolas Romeris university
Ateities str 20, Vilnius, LT-08303 Lithuania



www.mruni.eu