

UNIVERSITY OF SPLIT

GENDER EQUALITY PLAN 2021-2027

MOTIVATION

As part of its [Gender Equality Strategy 2020-2025](#), the European Commission expressed its commitment to promoting gender equality in research and innovation. One of the measures to strengthen gender equality which has been introduced by the European Commission is the existence of institutional gender equality plans as a precondition to secure funding from the Framework Program for Research and Innovation, Horizon Europe.

The University of Split fully supports the activities of the European Commission as part of its efforts to ensure social inclusion, equality and to prevent all forms of discrimination and harassment. In recent years, we have taken a number of measures and activities to promote gender equality as part of the HRS4R process of Human Resources Excellence in Research, and in particular adopted the Anti-Discrimination and Harassment Policy as well as the Protocol on Action and Measures of Protection against Discrimination, Harassment and Sexual Harassment. These activities will remain in the focus of our interest.

The University of Split is part of the European University of the Seas (SEA-EU) alliance. The SEA-EU mission states that “SEA-EU values and recognizes societies dominated by pluralism, non-discrimination, tolerance, mutual respect, justice, solidarity, full integration of persons with disabilities and minorities and gender equality”. As part of the alliance, the University of Split participates in all activities related to the promotion of gender equality and thus contributes to strengthening the culture of gender equality.

In the previous period, we also introduced monitoring of gender representation of employees and students. Being aware of unequal gender representation in certain scientific fields and branches, and especially inequality in leading positions and higher titles, we will additionally focus on promoting the opportunities of the underrepresented genders in the upcoming period. We will persist in our efforts to improve the organizational culture and balance between private and business life by monitoring and ensuring equal opportunities in employment and advancement. As a novelty, we will also introduce activities for the integration of the gender aspects in research and education.

STRATEGIC DETERMINANTS

The Gender Equality Plan of the University of Split has been developed in accordance with strategic national, European and world strategies, as well as policies and monitoring criteria:

European:

1. [EU – Gender Equality Strategy 2020 - 2025](#)
2. [Council of Europe – Gender Equality Strategy 2018 - 2023](#)
3. [European Institute for Gender Equality: \(Beijing Platform for Action; Gender Equality Index\)](#)
4. [Horizon Europe Program](#)
5. [The European Charter and Code of Conduct](#)
6. [Human Resources Strategy for Researchers \(HRS4R\)](#)
7. [Global Gender Gap Report \(World Economic Forum\)](#)
8. [United Nations' Sustainable Development Goals \(Goal 2: Zero hunger, Goal 5: Gender equality ; Goal 8: Decent work and economic growth ; Goal 10: Reduced inequality\)](#)
9. [ILO Violence and Harassment Convention](#) - a new one in preparation
10. [Science, Education and Technology Strategy of the Republic of Croatia](#)
11. [National Development Strategy of the Republic of Croatia until 2030](#) – (in Croatian)
12. [National Plan of the Republic of Croatia for Combating Discrimination from 2017 to 2022](#)– (in Croatian)
13. [University of Split Strategy 2021 - 2025](#) – (in Croatian)
14. [Code of Ethics of the University of Split](#) – (in Croatian)
15. [Protocol on Action and Measures of Protection against Discrimination, Harassment and Sexual Harassment](#) – (in Croatian)[Anti-discrimination and harassment policy at the University of Split](#) – (in Croatian)
16. [Compendium of Gender initiatives in the SEA-EU alliance](#)
17. [The SEA-EU Identity Subcommittee](#)
18. [SEA-EU Mission Statement](#)

KEY STRATEGIC AREAS

Based on the data analysis in the Annex and the guidelines of the European Commission, we have identified four strategic areas:

1. Gender equality in institutional processes
2. Gender equality in research
3. Gender equality in learning and teaching
4. Institutional culture of gender equality with harmonization of personal life and business obligations

For each of the strategic areas, several goals have been identified, with proposed activities and responsibilities for implementation.

1. Gender Equality in Institutional Processes

The goal of this strategic area is to promote gender equality in institutional processes, especially in leadership and decision-making processes, as well as in employment and promotion processes.

In order to achieve this goal, it is crucial to establish a monitoring system and improvement mechanisms.

Some of these mechanisms have already been established through the HRS4R process, within which the [Open, transparent and merit-based recruitment of researchers policy](#) (OTM-R Policy – in Croatian) was adopted on 31 October 2019. Within the policy, an analysis of applications for vacancies for researchers by gender has been conducted for two years in order to reveal possible biases. The results are shown in the appendix and do not indicate the existence of bias.

The Office for Quality prepares an annual Analysis of Studying Success at the University of Split. Within this document, an analysis of students by gender is conducted. There was a trend of slightly higher representation of female students compared to male students. Study programs of all levels of study at the University of Split in the academic year 2019/2020 enrolled 10,709 women, which is 56.44% of the total number of enrolled students.

The trend of women representation at the University was investigated using the data from the Central Bureau of Statistics which are available at the level of the institution according to the academic years for teachers and associates engaged in teaching. Data available from 2012/13 show a similar share of men and women with a trend towards full equality. Employment based on a work contract also shows an equal share of men and women, with a slightly higher share of women engaged in this way on a full-time working hours.

According to the data on the gender structure of scientific and teaching staff at 11 faculties, one academy and 4 university departments within the University of Split, there is a vertical imbalance according to gender. The analysis of the situation showed that, although women predominate in the total number of employees at the University with 54% of the total number of employees, when we look at the ratio of women and men holding “higher” titles, men dominate in scientific and teaching positions as full professors with tenure and somewhat less in titles of full professor, associate professor and assistant professor. There was also a disproportion in the share of women in the highest management positions (vice-deans, deans, rectors, vice-rectors). Moreover, there is a disparity in the number of women and men in certain areas, especially a higher share of men in scientific and teaching professions in technical sciences (74%) and arts (65%), and a higher share of women in natural sciences (60%) and biotechnology (57%). Given that there are differences within the area, it is necessary to analyze in which fields there is a greater gap and take targeted measures to reduce this difference in representation and ensure equal opportunities.

GOAL	KEY ACTIVITIES	RESPONSIBILITY FOR IMPLEMENTATION	CONDUCTED BY
Establish a system for monitoring and promoting gender equality	1. Appoint a Committee and a Commissioner for Gender Equality	<ul style="list-style-type: none"> Rector, deans 	<ul style="list-style-type: none"> Senate, Faculty Councils
	2. Continuously monitor and publish annual data on the gender representation of students, employees, their progress and participation in activities	<ul style="list-style-type: none"> Rector, Vice-Rectors, Deans, Vice-Deans, Heads of departments, Principals 	<ul style="list-style-type: none"> Human Resources Departments at University's constituents, Education Office, Student Offices, Science Office
	3. Promote education for managers at different levels of management related to the policies and implementation of gender equality plan		<ul style="list-style-type: none"> Gender Equality Committee, Public Relations Department, Science Office
	4. Propose to the Senate action plans based on an analysis of the situation in order to improve policies and practices of gender equality at the University.		<ul style="list-style-type: none"> Gender Equality Committee
Maintain a system of promotion, employment and	1. Monitor the composition of the employment committees.		<ul style="list-style-type: none"> Offices/departments for human resources

GOAL	KEY ACTIVITIES	RESPONSIBILITY FOR IMPLEMENTATION	CONDUCTED BY
promotion sensitive to gender equality	2. Investigate whether there are gender-based barriers to the advancement of academic staff after a certain degree.	<ul style="list-style-type: none"> Vice-Rectors, Deans, Vice-Deans, Heads of departments, Principals 	<ul style="list-style-type: none"> Offices/departments for human resources, Science Office
	3. Continuous monitoring of the implementation of recruitment and promotion procedures through data analysis and, in case of bias, proposing action plans for improvement.		<ul style="list-style-type: none"> Offices/departments for human resources, Science Office, Gender Equality Committee
	4. Encourage women to apply for management positions - through education and mentoring programs		<ul style="list-style-type: none"> Gender Equality Committee, mentors (women with experience in management positions)
	5. Encourage men to apply for non-teaching (administrative) positions.		<ul style="list-style-type: none"> Heads of administrative units - through website
Increase the representation of women in technical sciences and arts	1. Detect the areas/fields where women are extremely underrepresented. Based on results, support and promote the inclusion of pupils, students and scientists in the identified areas	<ul style="list-style-type: none"> Rector, Vice-rectors, deans, Vice-deans, Heads of department 	<ul style="list-style-type: none"> Human Resources Offices, Science Office, Gender Equality Committee, Career Development Office, Science Office

GOAL	KEY ACTIVITIES	RESPONSIBILITY FOR IMPLEMENTATION	CONDUCTED BY
Increase the representation of men in areas of underrepresentation	1. Detect the areas/fields where men are extremely underrepresented. Based on results, conduct activities to support and promote the involvement of pupils, students and scientists in the identified areas	<ul style="list-style-type: none"> Rector, Vice-rectors, deans, Vice-deans, Heads of department 	<ul style="list-style-type: none"> Human Resources Offices, Science Office, Gender Equality Committee, Career Development Office, Science Office

2. Gender Equality in Research

The goal of this strategic area is to increase the gender dimension in research. This particularly applies to the integration of gender analysis into contents of research and innovation. In this sense, the European Commission has drafted the document [Gendered Innovations 2](#) to encourage researchers to increase the value of research by including this dimension in all phases of research. The document presents 15 case studies from the fields of health, climate change, artificial intelligence etc. that serve as inspiration for including these aspects in research.

To increase this dimension at the University of Split, planned activities encourage:

- integration of gender dimension/perspective into research - where applicable
- greater representation of underrepresented groups in research
- research on women i.e. research on gender issues

GOAL	KEY ACTIVITIES	RESPONSIBILITY FOR IMPLEMENTATION	CONDUCTED BY
Promote gender equality in support of scientific work	1. Monitoring and analyzing research data classified by gender: e. g. share of managers and associates at university, national and EU competitive research projects, number of women with patent applications, etc.	<ul style="list-style-type: none"> Rector, Vice-rectors, deans, Vice-deans, Heads of departments 	<ul style="list-style-type: none"> Offices/Services for Human Resources, Science Office at the University, Projects Office at the University, Technology Transfer Office, Science and Project Offices on constituents (where applicable), Vice-Deans for Science
	2. Propose action plans to promote gender equality in research depending on the results as referred to in key activity 1.		<ul style="list-style-type: none"> Gender Equality Committee
	3. Promotion of national and European programs in order to promote women in science (i.e. Women in Adria, National Scholarship Program "For Women in Science" 2021, Mamforce and Dadforce)		<ul style="list-style-type: none"> Science Office, Public Relations Department, Professional Services on Faculties/Academy/University Departments
	4. Encouraging scientific and artistic projects and research on gender and gender issues		<ul style="list-style-type: none"> Science Office at the University, Projects Office at the University, Technology Transfer Office, Science and Project Offices on constituents (where applicable), Vice-Deans for Science

GOAL	KEY ACTIVITIES	RESPONSIBILITY FOR IMPLEMENTATION	CONDUCTED BY
	5. Conducting trainings (elective courses / workshops) in doctoral studies and among researchers which raise awareness of the gender perspective in research in order to strengthen the understanding of its importance for economic and social development and innovation culture		<ul style="list-style-type: none"> Lecturers on existing elective courses dealing with women's rights, gender issues, human rights; collaborators outsourced for this purpose.
	6. Communicating the standards for including gender variables in research		<ul style="list-style-type: none"> Project Office, Science Office, Vice Deans for Science
	7. Introduce the integration of gender variables into research in institutional projects where applicable		<ul style="list-style-type: none"> Vice Rector / Vice Deans for Science, Project Office
	8. Promoting the networking of multidisciplinary research groups interested in gender issues		<ul style="list-style-type: none"> Science Office, SEA-EU Office

3. Gender Equality in Learning and Teaching

In this strategic area, the goal is to raise knowledge about gender equality through study programs and education within the framework of lifelong learning intended for the general public (community).

GOAL	KEY ACTIVITIES	RESPONSIBILITY FOR IMPLEMENTATION	CONDUCTED BY
Integrate the aspect of gender equality into study programs	1. Increasing the number of thematic units focused on gender topics within study programs.	<ul style="list-style-type: none"> Vice-rectors, Deans, Vice-deans, Heads of departments 	<ul style="list-style-type: none"> Study Committee, Teaching Committees, Education Office, Vice Deans for Education
	2. Development of educational materials that can be included in courses at all educational levels		<ul style="list-style-type: none"> Lecturers on existing elective courses dealing with women's rights, gender issues, human rights; collaborators outsourced for this purpose.
	3. Encouraging the integration gender equality topic in lifelong learning programs.		<ul style="list-style-type: none"> Center for Lifelong Learning, Center for Lifelong Learning Research
	4. Ensuring the recognition of completed education on the topic of gender equality within the curricula of study programs (and entry in the diploma supplement)		<ul style="list-style-type: none"> Study Committee, Teaching Committees, Education Office, Vice Deans for Education
	5. Fostering professional practice within associations or non-governmental organizations that deal with gender equality issues		<ul style="list-style-type: none"> Education Office, Public Relations Office, Vice Deans for Education

4. Institutional Culture of Gender Equality with Harmonization of Personal Life and Business Commitments

The goal of this strategic area is to improve the culture of gender equality at the University of Split and to improve balance between personal and professional life. This includes removing gender-based stereotypes that may affect preferences regarding certain professions, for both students and employees. In the upcoming period, the started activities will be continued, and they will be further strengthened and made visible in accordance with the needs.

The award ceremony for the promotion of gender equality, organized by the University of Split in November 2020 as part of the activities of the European University of the Sea, is one example of good practice that contributes to raising awareness and improving institutional culture.

During 2021, the Senate adopted the Policy against Discrimination and Harassment at the University of Split and the Protocol on Action and Protective Measures against Discrimination and Sexual Harassment. In addition to the provisions of the Protocol, trainings are organized for members of the Committee for Protection against Discrimination, Harassment and Sexual Harassment. Also, video trainings are being prepared in order to educate all students and employees to recognize discrimination, harassment and sexual harassment, and to familiarize them with available protection mechanisms and to whom they can turn to for protection and support.

The University's support to balancing professional life and business commitments is not fully optimized and formalized and there is a need for better definition, design, implementation and communication as well as improvement of institutional procedures / practices aimed at harmonizing business and work commitments with private commitments and responsibilities.

GOAL	KEY ACTIVITIES	RESPONSIBILITY FOR IMPLEMENTATION	CONDUCTED BY
Educate about the consequences of violence against women as well as about gender-based violence in general	1. Encouraging the dissemination of scientific materials on the prevention of violence against women and domestic violence.	<ul style="list-style-type: none"> Rector, Vice-Rectors, Deans, Vice-Deans, Heads of departments, Principals 	<ul style="list-style-type: none"> Science Office, Public Relations Department
	2. Encouraging the organization of workshops on gender-based violence / domestic violence.		<ul style="list-style-type: none"> Gender Equality Committee

GOAL	KEY ACTIVITIES	RESPONSIBILITY FOR IMPLEMENTATION	CONDUCTED BY
Eliminate gender-based stereotypes, prejudice and practices that promote gender inequality	1. Promoting educational programs / workshops with the aim of raising awareness of gender equality and increasing the visibility of examples of good practice at institutions.	<ul style="list-style-type: none"> Rector, Vice-Rectors, Deans, Vice-Deans, Heads of departments, Principals 	<ul style="list-style-type: none"> Science Office, Department of Public Relations
	2. Introducing employees and students with ways to file complaints against gender discrimination and harassment and the possibility of psychological support for victims of harassment.		<ul style="list-style-type: none"> Human Resources Office, Office for Psychological Counseling
Promoting diversity and inclusive practices	1. Encourage the launch of webinars and online education for employees / teachers / administrations - annually.	<ul style="list-style-type: none"> Rector, Vice-Rectors, Deans, Vice-Deans, Heads of departments, Principals 	<ul style="list-style-type: none"> Gender Equality Committee
	2. Establish a Gender Equality Contribution Award.	<ul style="list-style-type: none"> Rector 	<ul style="list-style-type: none"> Gender Equality Committee through a public tender
A work environment that allows employees to harmonize business and life commitments and responsibilities	1. Flexible working conditions at the University.	<ul style="list-style-type: none"> Rector 	<ul style="list-style-type: none"> Secretary General, Deans, Heads of departments, Director
	2. Promote practices that neutralize mental health consequences caused by workplace stress (for example personal training and education, organization of physical activity programs, etc.).	<ul style="list-style-type: none"> Rector, Vice-Rectors, Deans, Vice-Deans, Heads of departments, Principals 	<ul style="list-style-type: none"> Office for Administrative Affairs and Archives, Department of Physical Education and Health, Office for Psychological Counseling

GOAL	KEY ACTIVITIES	RESPONSIBILITY FOR IMPLEMENTATION	CONDUCTED BY
	3. Improving communication practices and teamwork (for example introducing regular meetings of non-teaching staff with the aim of empowerment, developing constructive interpersonal relationships and articulating common interests that improve the quality of work).		<ul style="list-style-type: none"> • Office managers
Develop complementary service and support systems that ensure equal career development for women and men	1. Promoting a more gender balanced usage of parental leave within the University: encouraging the use of parental leave for fathers	<ul style="list-style-type: none"> • Rector, Vice-rectors, Deans, Vice-deans, Heads of departments 	<ul style="list-style-type: none"> • Public Relations Department
	2. Investigate whether there is a need for additional support for young workers (during pregnancy and / or early motherhood, etc.).		<ul style="list-style-type: none"> • Quality Office
	3. Investigate whether there is a need for institutional support for parents with children of preschool age and lower grades of primary school, with family members with special needs and those caring for older family members.		<ul style="list-style-type: none"> • Quality Office
	4. Monitoring and analysis of entrepreneurial intentions of male and female students and provide support to female students in entrepreneurial ventures.		<ul style="list-style-type: none"> • Career Development Office, Student Entrepreneurship Incubator, PICS

ADDITION

Table 1. Composition of the Senate by gender

	October 1, 2021		October 1, 2020		May 3, 2018	
	men	women	men	women	men	women
Management (Rector and Vice-Rectors*)	4	2	4	2	4	1
Union representative*	1		1		1	
Heads of faculties/academy and university departments (+ SC and University Library)	15	3	14	4	12	6
Representatives of professors	6		4	3	3	4
Representative of associate professors and assistant professors	1		1		1	
Representative of heads of independent studies	1		N/A	N/A	N/A	N/A
Representative of other employees	1		1		1	
Representative of postgraduate students	1	1	1	1	1	1
Representatives of undergraduate, graduate and integrated studies' students	4		4		3	1
Representative of students of professional studies		1		1		1
TOTAL	34	7	30	11	26	14
SHARE	83%	17%	73%	27%	63%	34%
Total with the right to vote	30	5	26	9	22	13
Share with the right to vote	86%	14%	74%	26%	63%	37%

Table 2. Management positions by gender

	October 2019				October 2021			
	Rector / Dean / Head of Department		Vice Dean (Vice Rector)		Rector / Dean / Head of Department		Vice Dean (Vice Rector)	
	men	women	men	women	men	women	men	women
Rectorate	1		3	2	1		3	2
Faculty of Economics		1	2	1	1		0	3
Faculty of Humanities and Social Sciences		1	1	2		1	1	2
Faculty of Civil Engineering, Architecture and Geodesy	1		4	2	1		4	2
Faculty of Electrical Engineering, Mechanical Engineering and Naval Architecture	1		3		1		2	1
Faculty of Catholic Theology	1		2		1		2	
Faculty of Kinesiology	1		3		1		3	
Faculty of Chemistry and Technology	1		3		1		2	1
School of Medicine	1		4	2	1		4	2
Faculty of Science	1		2	1	1		2	1
Faculty of Maritime Studies	1		3	1	1		3	1
Faculty of Law	1		1	2	1		1	3
Arts Academy	1		1	3	1		1	3
Departments	3	1			3	1		
TOTAL	14	3	32	16	15	2	28	21
TOTAL (%)		18%		33%		12%		43%

Table 3. Share of female researchers by scientific fields and professions

	Natural sciences	Technical sciences	Biotechnical sciences	Social sciences	Humanities	Interdisciplinary sciences	Biomedicine and health	Art	IN TOTAL
	SHARE OF WOMEN								
Full professor with tenure	14%	19%	33%	40%	20%		51%	20%	31%
Full professor	71%	31%	100%	60%	33%		50%	40%	49%
Associate Professor	64%	30%	75%	62%	64%	50%	44%	24%	49%
Assistant professor	68%	27%	45%	52%	56%	50%	49%	47%	48%
Postdoctoral researcher or senior teaching assistant	57%	38%	100%	56%	80%	100%	83%	100%	60%
Assistant / PhD student	47%	43%	100%	58%	38%		66%		51%
IN TOTAL	57%	30%	61%	55%	50%	50%	53%	36%	47%
Research (art) teaching position	60%	26%	57%	54%	51%	45%	48%	35%	45%
	NUMBER OF EMPLOYEES								
Total / research (art) and teaching position	100	210	21	194	83	11	172	75	866
Number of women in research (art) and teaching position	60	55	12	105	42	5	83	26	388
Total / research (art) and teaching position + Associates	145	283	23	234	104	12	219	76	1096
Number of women / research (art) and teaching position + Associates	82	86	14	128	52	6	115	27	510

* Source - data provided by the faculties/academy/university departments, end of 2020

Table 4. Teachers and teaching associates employed on the basis of employment contracts, by type of working hours and gender, by year

	In total				Full time		With less than full time				Share of women				
	Total		FTE				Total		FTE		In total		full time	part-time	
	All	Women	All	Women	All	Women	All	Women	All	Women	Total	FTE		All	FTE
2019/20	1236	594	1140,6	552,9	1097	535	139	59	43,6	17,9	48,06%	48,47%	48,77%	42,45%	41,06%
2018/19	1221	574	1129,8	539	1087	522	134	52	42,8	17	47,01%	47,71%	48,02%	38,81%	39,72%
2017/18	1184	542	1092,8	508	1050	492	134	50	42,8	16	45,78%	46,49%	46,86%	37,31%	37,38%
2016/17	1101	511	1026,8	484,5	987	471	114	40	39,8	13,5	46,41%	47,19%	47,72%	35,09%	33,92%
2015/16	1070	493	1003,8	469,5	967	458	103	35	36,8	11,5	46,07%	46,77%	47,36%	33,98%	31,25%
2014/15	1091	505	1017,2	479,5	975	465	116	40	42,2	14,5	46,29%	47,14%	47,69%	34,48%	34,36%
2013/14	1106	503	1035,9	476,3	996	462	110	41	39,9	14,3	45,48%	45,98%	46,39%	37,27%	35,84%
2012/13	1096	496	1026,1	469,9	985	455	111	41	41,1	14,9	45,26%	45,79%	46,19%	36,94%	36,25%

SOURCE: Central Bureau of Statistics of the Republic of Croatia, Annual Reports Higher Education

Table 5. Teachers and associates engaged on the basis of service contract by gender, by year

	In total				Full time		With less than full time				Share of women				
	Total		FTE				Total		FTE		In total		full time	part -time	
	All	Women	All	Women	All	Women	All	Women	All	Women	Total	FTE		All	FTE
2019/20	922	492	271,4	135,6	62	41	860	451	209,4	94,6	53,36%	49,96%	66,13%	52,44%	45,18%
2018/19	1022	543	312,2	157,6	73	51	949	492	239,2	106,6	53,13%	50,48%	69,86%	51,84%	44,57%
2017/18	1041	506	319,1	143,8	70	47	971	459	249,1	96,8	48,61%	45,06%	67,14%	47,27%	38,86%
2016/17	1054	487	329,7	149,1	73	45	981	442	256,7	104,1	46,20%	45,22%	61,64%	45,06%	40,55%
2015/16	1029	524	355,5	171,8	33	15	996	509	322,5	156,8	50,92%	48,33%	45,45%	51,10%	48,62%
2014/15	968	489	319,3	161	40	21	928	468	279,3	140	50,52%	50,42%	52,50%	50,43%	50,13%
2013/14	1178	627	361,7	190,1	25	16	1153	611	336,7	174,1	53,23%	52,56%	64,00%	52,99%	51,71%
2012/13	1190	615	364,3	188,7	22	18	1168	597	342,3	170,7	51,68%	51,80%	81,82%	51,11%	49,87%

SOURCE: Central Bureau of Statistics of the Republic of Croatia, Annual Reports Higher Education

Table 6. Overview of the number of enrolled students in the academic year 2019/2020. according to gender, faculty, level of study and student status

Study level	Undergraduate university study				Graduate university study				Integrated undergraduate and graduate study				Undergraduate professional study				Specialist graduate study				Postgraduate university (doctoral) study				Postgraduate specialist study				Total	
	Full-time		Part-time		Full-time		Part-time		Full-time		Part-time		Full-time		Part-time		Full-time		Part-time		Full-time		Part-time		Full-time		Part-time			
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
EF	297	584	49	97	164	309	30	62					152	328	40	109	40	119	34	68	0	0	37	53	0	0	21	29	864	1.758
FESB	859	343	0	0	433	186	0	0					411	92	0	0					48	24							1.751	645
FF*	87	551	0	0	71	266	3	112	7	239	0	0									33	66							201	1.234
FGAG	267	327	0	0	102	132	0	0					85	52	0	0					17	10							471	521
KBF	8	58	0	0	1	27	0	0	81	33	0	0									17	9							107	127
KTF	59	309	0	0	32	123	0	0					5	27	0	0													96	459
KIF	147	83	0	0	75	45	0	0					0	0	254	138	0	0	49	23	0	0	14	3					539	292
MF									347	863	0	0									185	260							532	1.123
PF	422	126	449	83	172	82	69	13													11	3							1.123	307
PRAVST									203	531	280	542	42	234	93	287	0	0	62	175									680	1.769
PMF	173	454	0	0	78	171	0	0													17	29							268	654
UMAS	63	159	0	0	38	58	0	0	9	40	0	0	7	10	0	0	2	16	0	0	1	1							120	284
SOFZ					51	71	0	0																					51	71
SOSS													500	324	452	327	193	190	103	74									1.248	915
SOSM	21	71	0	0	20	40	0	0													9	19							50	130
SOZS	44	280	0	0	0	0	59	110																					103	390
UNIST	12	19	0	0					49	11	0	0																	61	30
TOTAL	2.459	3.364	498	180	1.237	1.510	161	297	696	1.717	280	542	1.202	1.067	839	861	235	325	248	340	338	421	51	56	0	0	21	29	8.265	10.709

*Source: Analysis of study success for the academic year 2019/2020

LIST OF ACRONYMS

EF	Faculty of Economics
FESB	Faculty of Electrical Engineering, Mechanical Engineering and Naval Architecture
FF	Faculty of Humanities and Social Sciences
FGAG	Faculty of Civil Engineering, Architecture and Geodesy
KBF	Faculty of Catholic Theology
KTF	Faculty of Chemistry and Technology
KIF	Faculty of Kinesiology
MF	School of Medicine
PF	Faculty of Maritime Studies
PRAVST	Faculty of Law
PMF	Faculty of Science
UMAS	Arts Academy
SOFZ	University Department for Forensic Sciences
SOSS	University Department of Professional Studies
SOSM	University Department of Marine Studies
SOZS	University Department of Health Studies
UNIST	Rectorate