

Employees

Employee Council

The Employee Council is a body composed of representatives of Open University management and staff, both administrative and academic. It was established to allow for dialog among employees and to increase cooperation among them, and is currently in the process of formulating its activity areas as the representative body of Open University employees. This year it was decided to include a representative of the Council on various OU forums and committees.

Among the issues discussed this year at Council meetings: Change in transportation expense payments due to the move to Raanana; social benefit deductions and provident and pension funds; utilizing vacation

day quotas; summer camp for children of employees on the Raanana campus; opening an additional exit gate from the campus for vehicles.

The members of the Employee Council are: Prof. Gershon Ben-Shakhar - Chairman, Zeev Perl - Secretary, Ada Arnon, Malka Azria, Yael Bachar, Dr. Aviad Bar-Haim, Dafna Bar-On, Chaim Carmon, Lilach Chernovich, Prof. Itzhak Dotan, Yachin Epstein, Iris Erlich-Philip, Dr. Nurit Goldman, Ninet Halfon, Reut Harari, Rami Inbar, Chana Klein, David Klibanski, Dr. Gal Levy, Ofira Levy, Prof. Ora Limor, Mickey Linman, David Lupo, Joseph Maori, Dina Nusbaum, Gad Plotnik, Dr. Haim Saadoun, Rakefet Shechner-Lavie, Tali Snir, Osnat Zarfati, Dr. Tiki Zohar.





Services to Employees

Pension consulting services: In light of the changes in the pension insurance market we recently selected two pension managers to examine the personal pension rights of every employee in order to align them with market conditions and achieve the best benefit terms.

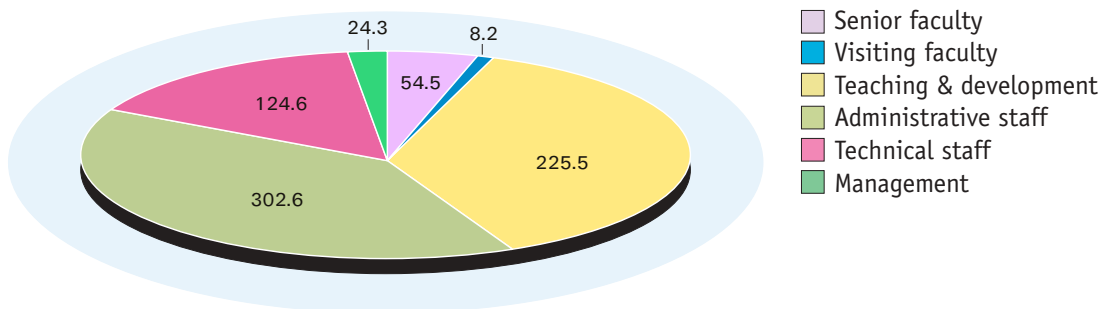
Employee health insurance: Health insurance policy terms for all OU employees were expanded this year. The opportunity to join the insurance plan was also offered to interested former employees who have not yet reached pension age as defined by law.

Preventing sexual harassment in the organization: The Open University attributes great importance to implementing the Sexual Harassment Prevention Law

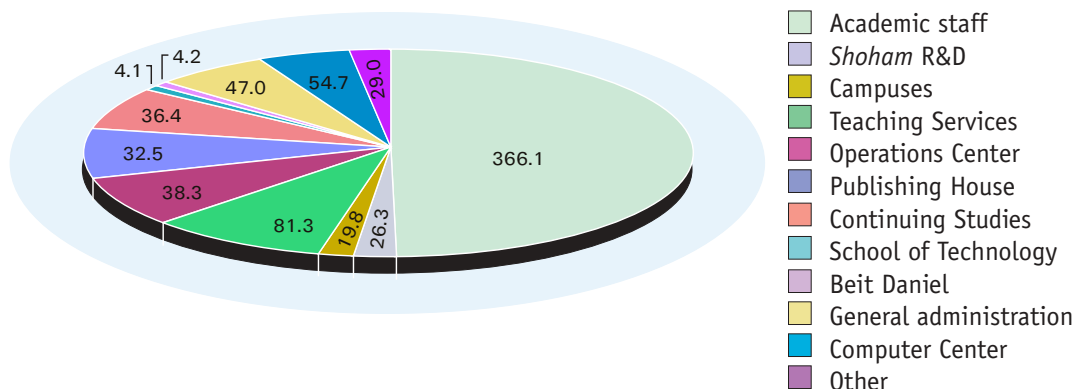
and acted this year to this end by conducting training and educational activities for all employees in order to ensure that all OU employees are familiar with the law. As an institution of higher learning we particularly emphasized interaction with students: training was provided to course coordinators and tutors, while other position holders (such as advisors) were sent an explanatory letter.

Change in payment for transportation expenses to Raanana: The move to Raanana necessitated transportation expense payments to employees. A new general calculation scheme was proposed, however specific problems encountered by several groups of employees were handled separately.

Classification of Employees, in positions



Distribution of Employees, in positions



Distribution of employees in positions, by area of activity (June 2005)

Academic Staff	Academic departments, Evaluation and Academic Staff Development Department, Office of the Dean of Academic Studies, Library, Academic Counseling and Study Guidance Center, Research Authority, Academic Development Coordination Unit, various projects	366.1
Shoham – R&D	Administration; <i>Ofek</i> ; <i>Telem</i> ; informatics; courseware and multimedia development; <i>Tamid</i>	26.3
Campuses	Haifa – Beit Biram, Beer Sheva – Beit Yatziv, Wadi Ara – Givat Haviva, Jerusalem – The Malcha Technological Park	19.8
Teaching Services System	Administrative Center, Registration Center, Center for the Organization of Exams and Study Centers, Information Center, Office of the Registrar	81.3
Operations Center	Warehouse and Distribution Center, Maintenance Department, Lamda bookstore	38.3
Publishing House	Production, graphics, word processing, typesetting, administration	32.5
Continuing Studies	Continuing Studies Administrative Center, <i>Tafnit</i> , <i>Ascolot</i> , <i>DiAlog</i> , <i>Hasifa</i> , <i>Meirav</i> , <i>Diploma</i>	36.4
School of Technology		4.1
Beit Daniel		4.2
General Administration	Human Resources Department, Planning and Finance Administration	47.0
Computer Center	Administrative systems, decentralized and communications systems, Computer Service Department	54.7
Other	Management, Assistant Director for Construction and Projects, Security and Safety, Dean of Students, Public Relations and Resources, Israeli Friends of the Open University	29.0
Total (including employees on maternity leave and on sabbatical)		739.7

In June of last year the number of Open University positions was 783.7. This number has declined since then due to downsizing in various areas and the change in the organizational structure.

