

# Employees



Faculty and administration retreat 2012

## Implementation of the Collective Agreement with Junior Faculty

The employment principles set out in the collective agreement with junior faculty were implemented in October 2011. A lengthy and complex preliminary classification process took place in both the internal computer system and the *Hilan* payroll system. The Open University prepared to propose a solution to new requirements arising from the collective agreement by expanding the tutorial workforce and adapting work processes.

## Multiyear Training and Learning Plan

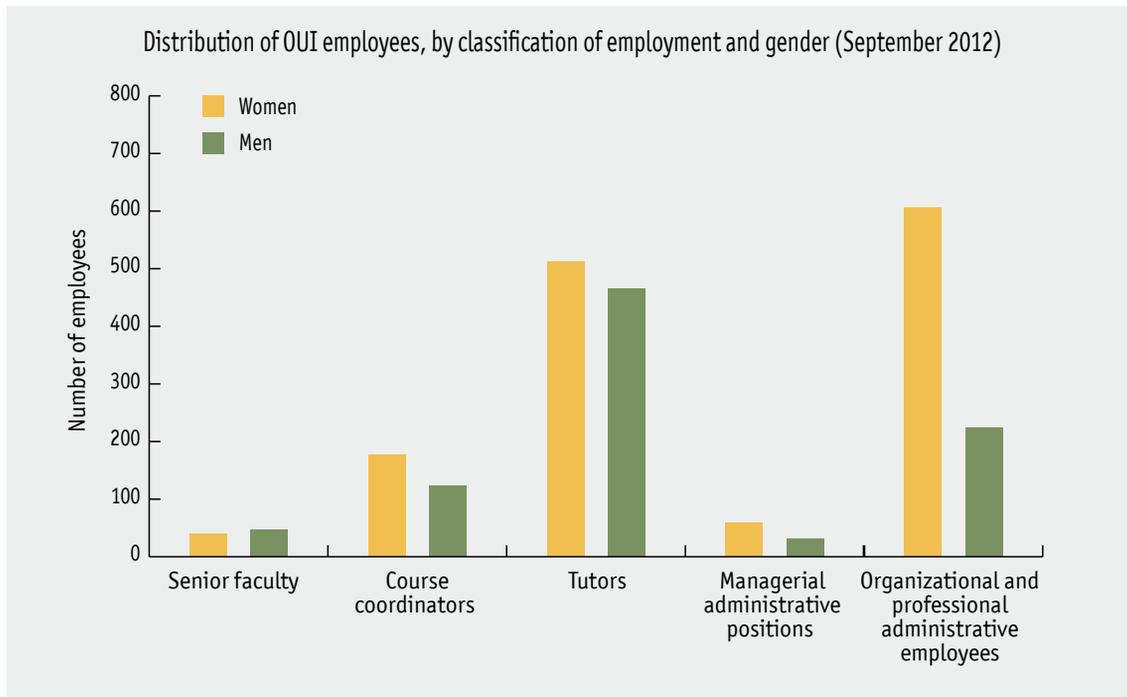
The Human Resources Administration, in collaboration with the Training Department and *Tafnit* Managers School, embarked on the first year of activity for the multiyear plan. The plan is based on the concept that learning and professional development among employees, both as individuals and as peers, is an ongoing process aimed at the continual improvement of their professional and managerial capabilities. Over 90 managers and workers took part in a range of programs. These included management courses, peer groups, continuing education, and retention and enrichment sessions. In addition, various departments also organized continuing education courses and programs, with the goal of improving and streamlining departmental interfaces and work processes.

## Computerized Services

**Automated pay slip pilot:** during the past year the option was considered of allowing employees online access to their pay slips and tax forms, via the Employee Information System.

**Tutors portal (Peleh Portal):** this portal was created to serve tutors and provide them with information connected with their work at the University. The portal includes access to their personal data as well as a wide range of useful information including courses, study groups, student lists, and other organizational tools.

**Employee documentary archives:** The employee documentary archive has been completed, enabling scanning of all documents in employees' files, as well as the quick, easy and flexible management and retrieval of data. The project was carried out with the assistance of an external company.



## The Open University Workforce

This year, a total of 2,289 people, including 978 tutors, were employed at the Open University in 1,079.5 positions excluding tutors. Of these, 1,397 are women (731.6 positions) and 892 men (347.9 positions).

## Employees Awarded Doctoral Degrees

**Mira Banay**, "Reevaluation of the Permanent Site-Specific Artworks Allied with the DIA Art Foundation, 1974-2006: Creating a Differential Space" – Humboldt University, Berlin

**Sarit Barzilai**, "Epistemic Thinking in Action: A Multifaceted Analysis of Epistemic Thinking During Online Learning" – The Hebrew University of Jerusalem

**Eyal Lahav**, "Financial Decision-Making by Individuals and Firms: Time Preferences of Individuals and Firm Leverage Choices" – Ben-Gurion University of the Negev

**Omri Morag**, "The Role of Speed of Integration on the Integration Effectiveness and Mergers & Acquisitions Success" – University of Pécs, Hungary

**Oranit Klein-Shagrir**, "Television and Interactivity" – The Hebrew University of Jerusalem

**Inbar Shaham**, "Repetition Structure in the Cinema: From Communicational Exigency to Poetic Device" – Tel Aviv University