

# Employees

## The Open University Workforce

This year, OUI employees numbered 2,178 in total (including 848 faculty members and tutors) comprising 1,361 women and 817 men. Full-time positions (excluding tutoring positions) numbered 1,195.29.

## Doctoral Degrees

**Shlomo Oren**, Department of Sociology, Political Sciences and Communication: "The Governmentalization of East Jerusalem in the Post-Oslo Era: Control and Management of Three Urban Service Systems," Ben Gurion University in the Negev.

**Erez Weisbard**, Department of Mathematics and Computer Science: "Online Privacy and Integrity: Attacks, Infrastructure, and Applications," Bar-Ilan University.

**Pinchas Zuckerman**, Department of Natural Sciences: "Regulation of Natural Killer Cell Activity by Proteins and MicroRNAs," The Hebrew University of Jerusalem.

## Gender Equality

The Advisor to the President for Promoting Gender Equality, Prof. Judith Gal-Ezer, made several suggestions pertaining to writing in Hebrew in order to avoid gender distortions in OUI publications. She pointed out that there is no single solution to the issue of gender in the Hebrew language. However, motivation and awareness during writing can make Hebrew texts friendlier to women, and OUI books, forms and documents more pleasant to read and use.

## Computerized Services

**Computerized processing of reports from study centers and tutors:** In 2016, the first stage of computerizing the activity reports of study centers and tutors was completed.

**Tutor evaluation:** As part of a general process of evaluating OUI employees, tutors will receive regular, structured and documented feedback, based on dialogue and mutual evaluations with the study centers. The computerized aspect of the process has also been reviewed with a view to offering a user-friendly and accessible tool, while keeping the information confidential.

**Tutor assignment system:** This year, an additional level was added to the tutor assignment system which enables the study centers to send the meeting schedules to the tutors so that they can comment and update them as needed. Requests for modifications to the schedule may now be sent directly to the study center for review and authorization before notifying students.

**Menifa:** The system assists in the management of course development and rewriting in the academic development unit. It helps organize timetables, study guides, and actual implementation.

**Faculty CV sites:** A new system has been recently developed to manage the CV pages of faculty members. The system is part of the homepage platform, and is based on generic patterns. Emphasis was placed on uniformity while offering considerable flexibility in content presentation. The system enables all faculty members to independently update the content of their personal CV sites.

**Self Service BI:** This year, a new self-service BI system for the creation and design of reports ("Ya'ad") was launched, to enhance business intelligence. The system facilitates the direct access of users to data from various content domains, which previously had to be mediated by information system personnel. This will enable producing custom-made reports on demand, based on personal scrutiny of the available data.

**Computerization of the disciplinary committee:** A new computerized system was launched for use by the disciplinary committee. The system enables relevant documents to be integrated, reliable up-to-date information on the complaint's status to be retrieved, and messages to be sent to students via the message server, in addition to email.

**Quality of services:** This year, intra-organizational surveys have been carried out to check employee satisfaction with the quality of services they receive, identify points that require improvement and maintenance, identify needs and demands that have not yet been met, and implement improvements and changes based on the survey results.