

Employees

The Open University Workforce

The Open University workforce numbered 2,104 this past year, (1,313 women and 791 men) including 94 senior faculty members, 1,120 faculty members and tutors, and 890 administrative employees. Full-time positions (excluding tutoring positions) numbered 1,087.7.

Doctoral Degrees

Yuval Ben-Atia, Dept. of Literature, Language and the Arts: "The Architectural Poetics of the Oeuvre of Ronit Matalon: Between 'Architectural Disturbance' and 'Language Disturbance'," Ben-Gurion University of the Negev.

Neta Bodner, Dept. of Literature, Language, and the Arts: "Architectural Translations of Jerusalem's Holy Sites to Pisa in the Middle Ages," The Hebrew University of Jerusalem.

Hadar Dotan, Dept. of Education and Psychology: "Personal Autonomy Education in Collaborative Web Environment," Ben-Gurion University of the Negev.

Nir Getter, Dept. of Education and Psychology: "Evaluating sLORETA EEG Neurofeedback from Cognitive and Clinical Perspectives," Ben-Gurion University of the Negev.

Adina Heilbronn, Dept. of Mathematics and Computer Science: "Morphisms of Berkovich Curves and the Different Function," The Hebrew University of Jerusalem.

Lior Kama, Dept. of Mathematics and Computer Science: "Algorithms for Graphical Vertex Sparsifiers," Weizman Institute.

Yael Levenson, Dept. of Natural Sciences: "Water-Rock-Interaction in Carbonate Rocks at the Nano-Scale," The Hebrew University of Jerusalem.

Gender Equality

During the past year, a document was drafted stipulating goals for the promotion of gender equality at the university. The OUI aspires to avoid bias while rectifying any existing biases and responding to the special needs of women. The Open University will take the following steps in order to implement this policy:

1. The university will gather relevant data on a regular basis and take measures to address faults wherever they are identified.
2. The university undertakes to implement the recommendations of the CHE, adapting them specifically to the OUI:
 - a. In the event of significant gender disparity among senior faculty in any discipline, the university will initiate a search for suitable candidates in order to redress the imbalance.
 - b. Policies promoting and extending appointments of senior faculty members, which may be prejudicial to balancing the demands of an academic career and family life.
 - c. The university aspires to ensure long-term gender equality for senior administrative positions, in both academic and managerial units.
 - d. The university has appointed an Advisor to the President for Promoting Gender Equality, based on budgetary and organizational infrastructure. The Advisor's position is defined further to CHE recommendations.
3. The university aims to avoid any bias in matters of gender regarding employment, including salary, in all areas of the organization (management, faculty, senior faculty).

Improving Work Processes

- **Development of a payroll system for research assistants** resulted in real changes in work input in many OUI departments. The system guarantees researchers full transparency in reports.
- **Additional information channels** were added to the tutor portal, including information about the disciplinary committee, students with disabilities, and demographic information pertaining to students writing academic papers.
- **Computerized tools for opening new study groups** were developed by a team established to deal with the distribution and opening of study groups in the office of the Dean of Academic Studies. The team reviewed the processes, updated them, and set a schedule for the entire process. In addition, the team began the classification of computerized tools to help with decision-making. These include reports, and a system to help academic departments and managers of study centers better plan distribution, based on past data and the needs of the students in the study centers.
- **Software for in-house training** was implemented this year with courses for the prevention of sexual harassment, cyber security, and laboratory safety.
- **Statistical reports** on the use of course sites can now be issued by faculty members, thanks to newly introduced tools. The reports will provide analysis and identify patterns according to scope and usage.
- **Definition of learning tracks:** Faculty, with the help of Shoham, can define course site structure and content using a structured learning track that enables students to manage, organize, and monitor their learning progress.