

Employees

The Open University Workforce

The OUI workforce numbered 2,089 this past year, including 98 senior faculty members, 1,110 teaching staff and academic tutors, and 881 administrative employees. The total includes 1,302 women and 787 men. The number of fulltime positions was 1081.69 (not including academic tutors).

Doctoral Degrees

Ran Etgar, Department of Mathematics and Computer Science: "Determining Statement of Work (SOW) of Product Release by Clustering of the Project Activities," Tel Aviv University.

Rivka Gadot, Department of Mathematics and Computer Science: "Social Curation as Learning Activity," Tel Aviv University.

Yarden Gliksman, Department of Education and Psychology: "Discrete and Continuous Properties of Enumeration and Size Processing in Populations With and Without Developmental and Acquired Math Disorder," Ben-Gurion University of the Negev.

Shira Goldenberg, Department of Education and Psychology: "Parental Socialization of Coping as an Antecedent of Adolescents' Non-Suicidal Self-Injury: A Retrospective Study," Tel Aviv University.

Merav Meron, Department of Literature, Language and the Arts: "Music-Text Relations in the Songs of Israeli Prog Composers (1970-1980)," The Hebrew University of Jerusalem.

Gender Equality

The Open University aims to promote gender equity and to redress biases based on gender. Relevant data regarding women and men working and studying at the OUI is regularly collected and presented by the university. In 2017-2018, women chaired four out of seven academic departments; almost half (48%) of senior faculty members were women; over half (54%) of the teaching faculty were women; and the majority of undergraduate and graduate students were female. The university has an advisor to the president for promoting gender equality, whose role is defined in accordance with the recommendations of the CHE. This year, she held workshops for the senior faculty which addressed the gender biases in academia which influence the recruitment and promotion of women as senior faculty members. The issues raised in the workshops will dictate the advisor's work on gender equality for the next few years.

Improving Work Processes

- **Management system for digital learning materials (NACHAL):** this year the NACHAL system, which manages a complete database containing all of the permanent learning and study materials for courses in printed and digital format was launched and integrated within the university. The system supports work processes in the partner departments: academic development and publishing, Operations Center, and the Center for Technology in Distance Education (Shoham), and produces information for planning, operation, and control. The system serves as a platform for the distribution of a variety of study and learning materials: study kits, course websites, the Lamda bookstore, etc.
- **Uniform data format for the Sheila student enquiry system:** This year, a new main screen was installed for service representatives at the student and prospective student call center. The new screen is an information portal unifying seven different screens considered the most frequently used by the reps. The unified screen makes all of the information and interactions with each student through various channels accessible and convenient for the service representatives, allowing for quick flagging and routing to additional information.

- **Uniform identification page for OUI web systems:** As part of the improvements being made for user convenience and user experience, uniform identification has been developed for all of the OUI web systems requiring identification, including a uniform password. The uniform identification system is responsive (compatible with different kinds of screens) and accessible.
- **Computerized system for applications to the Committee for Accreditation of Prior Studies:** This year a system was launched which provides a management tool for applications to the accreditation committee. All actions are online, including placing an inquiry, proposed acceptance for credit, dialogue with a committee member, decision-making, and informing the student of the decision. The system allows for transparency, supervision of performance, full documentation, and saving of a case history.
- **Knowledge Management System at Call Centers:** This year, a new database system was introduced which offers updated, relevant, and consistent information, so that expert assistance can be provided quickly and professionally. All procedural regulations are compiled in the system. The language is visual and uniform, and enables orientation and accessibility via a user-friendly interface.