

Employees

The Open University Workforce

The OUI workforce numbered 2,068 this past year, including 102 senior faculty members, 1,081 teaching staff and academic tutors, and 885 administrative employees. This total includes 1,295 women and 773 men. The number of full-time positions was 1,098 (not including academic tutors).

Doctoral Degrees

Erela Ben Shachar, Department of Natural and Life Sciences: "On Calories, Proteins and Posture: Zionism, Socialism, and Consumerism Learning History from Diet and Fitness Guides, Israel, 1930's-1980's," Bar-Ilan University.

Michal Ben-Shaul, Department for Teaching and Learning: "Social Networks Consumers Response to Soft Sell vs. Hard Sell Post Appeal and "Peer influence" on Facebook Tourism Brand Pages," Ben-Gurion University of the Negev.

Galit Benzur, English (EFL): "In the Eyes of the Beholder: Factors Associated with Hostile Media Perception among Pro-Palestinian and Pro-Israeli Students in the US," Bar-Ilan University.

Lior Brichta, Department of History, Philosophy and Judaic Studies: "Force Development in the Israel Defense Forces 1956-1961," University of Haifa.

Gal Dadon, Department of Education and Psychology: "Conflicts and Cognitive Control," Ben-Gurion University of the Negev.

Tamir Erez, Department of Management and Economics: "'Alliance of Alienation': An Anthropological Study of the Socio-Cultural Construction of Poverty in Israel," Ben-Gurion University of the Negev.

Elisa Ivry, Department of Natural and Life Sciences: "Novel Ru-Based Pre-catalysts Bearing Amino-Acid Anionic Ligands for Asymmetric Metathesis," Ben-Gurion University of the Negev.

Lior Lev, Department of Management and Economics: "Organizational Identity at a Crossroads: The Case of 'The Association of Israelis of Central European Origin,'" The Hebrew University of Jerusalem.

Sharon Nimrod, Department of History, Philosophy, and Judaic Studies: "The German Enlightenment and the Common People," Tel Aviv University.

Neta Salner, Department of Education and Psychology: "The Role of Attention in Letter Position Encoding and in Letter Position Dyslexia," Tel Aviv University.

Asi Sztupak, Department of Education and Psychology: "Changing or Exchanging Attitudes? The Hidden Effects of Approaching and Avoiding Valenced Stimuli," The Hebrew University of Jerusalem.

Gender Equality

The OUI seeks to promote gender equity and to redress biases based on gender. The university's Advisor to the President for the Promotion of Gender Fairness's role is defined in accordance with the recommendations of the CHE. The OUI regularly gathers and distributes relevant data regarding women and men working and studying at the university. In 2019, women chaired five out of seven academic departments; almost half (47%) of senior faculty members were women; over half (57%) of the teaching staff were women; and the majority of undergraduate and graduate students were female.

In anticipation of International Women's Day, the OUI initiated "Women Scientists Day" during which female researchers from the OUI presented research studies dealing with women. Additional academic programs throughout the year were open to university staff and to the general public.

Improving work processes

- In 2018-2019, a new system was introduced to assist in planning the courses and groups offered at different study centers. The system assists the centers and the team in compiling an annual list of courses and groups for use by the center's students. It offers tools and data for planning an accurate high-quality inventory. The data is retrievable by a variety of criteria such as "disciplines," "courses," "groups," etc. The system also allows the academic departments to transfer information, points of emphasis, and updates to the learning centers and receive their comments while the inventory is being planned. Planning the inventory based on data promises to reduce the difference between offered and opened groups. In the five years since 2015, the number of offered groups went down by about 1,000, and the rate of opened groups grew from 64% to 75%.
- An innovative control center was launched this year in the OUI studio compound. The center controls fifteen stations that broadcast online tutoring sessions of various courses. Eight stations are located in the video studios on the OUI campus in Ra'anana, and the other seven in Zoom classes in study centers around the country.
- The Maayan system (business information and managerial know-how) based on BI tools enables managers and employees to produce independently, within the limits of their permissions, integrative information according to various criteria, including comparisons over time, and advanced visual illustrations. This year, the system was further developed to cover new spheres such as teaching and learning, including measures of learning progress over the semester and achievement in courses; persistence, including data used by the retention team to track daily activities, and data displaying an up-to-date picture of bachelor's degree studies at the university and department level; budgeting; procurement, etc.
- This year, an organizational system was introduced to manage employee training. The system allows for the defining of service-suppliers, training of candidates, advanced training, and employee training classes. It enables running approval sequences and tracks employee requests to register for internal training initiated by HR, or external training on their own initiative. The system helps streamline work processes and closely tracks employees' professional development.
- A system for online grading of scanned exam notebooks was introduced this year. The new system makes the reading of exam notebooks more effective and accurate, offers advanced tools to check the notebooks, eliminates the need to collect and return the test notebooks, and automatically feeds the grades into the system. The system is fully assimilated for reading English exams, and has been extended to other departments as well.