Employees

The Open University Workforce

The OUI workforce numbered 2,042 this past year, including 105 senior faculty members, 1,077 teaching staff and academic tutors, and 860 administrative employees. This total includes 1,280 women and 762 men. The number of full-time positions was 1,089 (not including academic tutors).

Appointments

Michal Center was appointed Dean of Students.

Rami Inbar of the Computer Center was appointed Head of the Data and Business Intelligence Center. In this role, he will implement processes for optimal utilization of OUI organizational information.

Dr. Moshik Lavie was appointed Deputy CEO for Initiative, Innovation, and Special Projects.

Miri Levi, the OUI HR and Organizational Development Manager, was appointed to the role of Employee Ombundswoman.

Doctoral Degrees

- Guy Hetzroni, Department of Natural and Life Sciences: "The Quantum Phase and Quantum Reality," The Hebrew University of Jerusalem.

- Eleonora Galilovich, Department of Academic Counseling: "Psychological and Social Factors Influence on Future Financial Behavior of Students and Adolescents," Central University of Nicaragua.

- Dana Masad, Department of Language, Literature, and the Arts: "The Literary Historiography and Cinematic Historiography of Former Members of the Underground Organizations: Palmach, Etzel and Lehi," Tel Aviv University.

- Elad Neemani, Department of History, Philosophy, and Judaic Studies: "The IDF and the Education System: Case Studies Regarding The Struggles Over Training Military Elite in High Schools 1948 – 1967", Tel Aviv University.

- Havana Rika, Department of Mathematics and Computer Science: "Terminal Face Cover in Planar Graphs: Sparsifiers, Embeddings and More," Weizman Institute of Science.

Gender Equality

The OUI seeks to promote gender equity and to redress biases based on gender. The OUI regularly gathers and distributes relevant data regarding women and men working and studying at the university. In 2020, women chaired five out of seven academic departments; almost half of senior faculty members were women; over half of the teaching staff were women; and the majority of undergraduate and graduate students were female.

Prof. Gitit Kavé is the Advisor to the President for the Promotion of Gender Fairness. Her role is defined in accordance with the recommendations of the CHE.

About half of the senior faculty participated in workshops on gender bias in the academic world. To mark International Women's Day, the OUI held a Women Scientists Day, at which OUI women researchers presented their studies. The OUI offers dedicated scholarships to female students, and helps them establish significant employment connections. Conferences and symposia are held on gender topics, which are open to all OUI employees and to the public.

Improving Work Processes

- The second stage of development of a system for planning tutorials at various study centers throughout the country has been completed. The system assists study centers in planning an effective roster of tutorial groups based on the analysis of previous data. The latest stage expanded the system and improved its transparency, thus allowing department heads and course coordinators to monitor the proposed roster proposed by the study centers and approve it. The system allows for more effective implementation and documentation of the communications between course coordinators and study centers and enables the Dean of Academic Studies to review requests for changes.

- An automated SMS service, replacing the previous system of manual messaging, was developed in order to more effectively arrange consultancy meetings. The new messages, some of which contain introductory video clips, set a more personal tone, and are signed on behalf of the consultant.

- Due to the COVID-19 crisis, the number of employees working from home has grown by 300%. The computer administration acted immediately to strengthen the infrastructure supporting work from home, including the hardware and the bandwidth. It also checked and implemented information security concerns that arose from the increased activity and types of operations carried out from home. Technical support for those working remotely was also reinforced to include guidelines for fast, independent remote connection, professional response by phone, and loans of computers and peripheral equipment.

- Work from home has also necessitated responses for work with Zoom. Shoham has purchased, activated and distributed hundreds of new user licenses from Zoom. New users received guidance and support on the use of Zoom, including guidelines for holding large group gatherings on Zoom.

- OUI call centers have also switched to working remotely, via phone or written messages. This has been made possible, thanks to the fast characterization and integration of the call center system's cloud configuration. The system has enabled hybrid work from the OUI and from home, in order to respond to overloads and the needs of quarantined personnel.