

# Employees

## The Open University Workforce

The OUI workforce numbered 1,986 this past year, including 108 senior faculty members, 1,074 teaching staff and academic tutors, and 804 administrative employees. This total includes 1,234 women and 752 men. The number of full-time positions was 1,053 (not including academic tutors).

## Appointments

Ms. **Ruth Shoham** was appointed OUI CEO.

Ms. **Ilanit Edri** was appointed Deputy CEO for Human Resources.

Ms. **Limor Berko-Heller** and Ms. **Keren Ben-Shemesh** were appointed Heads of the academic call centers.

Dr. **Leor Cohen**, Head of the English Unit, was appointed a member of the CHE committee monitoring the implementation of the English learning reform for academic and international purposes.

## Doctoral Degrees

- **Adam Asad**, of the Dean of Academic Studies: "Neurolinguistics' Aspects of Language Attrition: The Case of the Druze Community in Israel," University of Vienna.
- **Hana Bahak**, Department of Education and Psychology: "Racing Towards a PhD: Academic Mobility of First-Generation and Continuing-Generation Graduate Students," Tel Aviv University.
- **Ofra Haneman**, of the Dean of Development and Learning Technologies: "Growing Up with Sisters: Experiences of Sistering and the Question of Sisterhood," Bar-Ilan University.
- **Niva Levy**, Department of Natural and Life Sciences: "Quorum Sensing in Times of Cholera – Targeting the Bacterial Virulence Regulator in *V. Cholera* with Electrophilic Probes," Ben-Gurion University of the Negev.

- **Mei-Tal Nadler**, Department of Language, Literature, and the Arts: "Space and Ethics in the Israeli Novel 2000-2010," Ben-Gurion University of the Negev.
- **Aviv Nof**, Department of Education and Psychology: "The Therapeutic Alliance: Prediction, Detection, and Treatment Considerations," University of Haifa.
- **Michael Rabinovich**, Department of Natural and Life Sciences: "Instabilities of a circular flow in a beta-cone model with applications to islands and Antarctica," Bar-Ilan University.
- **Lilach Temelman-Yogev**, Department of Education and Psychology: "Comprehension Monitoring across Languages, Training and Feedback," University of Haifa.
- **Erez Zavelevsky**, Department of Education and Psychology: "Ecological School Culture for Novice Teachers' Retention," Bar-Ilan University.

## Gender Equality

The OUI regards gender fairness as a paramount objective, and aspires to promote gender fairness, prevent and redress gender biases, and respond to the specific needs of women. This policy applies to all OUI populations, including students, administrative staff, teaching staff, and senior faculty members. Senior OUI positions are filled by women. Over 40% of the OUI Council and Steering Committee members are women. Over half of the senior faculty, teaching staff, and students are women.

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

The OUI regularly gathers and distributes relevant data concerning our university community. This year we launched a website promoting gender fairness, which introduces female students and researchers, proposes ideas to promote gender fairness, and describes the measures the OUI is taking to this end.

To mark International Women's Day, the OUI held a Women Scientists Day, during which women researchers presented their studies. The OUI offers female students designated scholarships and helps them establish employment contacts. For further information on gender fairness at the OUI, see <https://www.openu.ac.il/about/gender/Pages/default.aspx>.



## Improving Work Processes

■ This year, the OUI held its first hackathon, during which participants had to cope with various challenges in OUI activity fields. The purpose of the event was to develop information-based enterprises in order to refresh, enhance, and optimize OUI work. The OUI plans to implement some of the initiatives next year. For additional information, see <https://www.openu.ac.il/entrepreneurship/pages/default.aspx>.



■ Following the COVID-19 outbreak, the HR administrative team, in coordination with employee committees was, enlisted to provide employees, directors, and management optimal responses in a state of ongoing uncertainty and continually changing instructions. This year, all social events were held via Zoom, allowing employees, their children and family members, and retired employees to participate in various activities at convenient times. About 4,700 people attended the sixty online activities held in the morning and evening hours, adjusted to varying circumstances and audiences. In addition, support was offered to dozens of employees

copied with personal issues and to managers who faced new challenges. Fourteen sessions, including Arabic, dealt with issues of crisis and resilience.

- Because of COVID-19, many of this year's events were broadcast live from our video studios. Studios were fitted with virtual studio technology that enables 3D display of the space, making each event visually unique.
- The Evaluation Department conducted a survey among tutors to assess their satisfaction with the computerized course assignment system. The survey aimed to find ways to optimize the system, increase the number of users, and enhance their satisfaction. The results helped us understand the challenges that tutors face in relation to the computerized assignment process, and will serve as a basis for changes and improvements.
- A system was incorporated into the academic call centers to manage recruitment processes of service representatives, including publishing, interviewing, ongoing digital communication with candidates, follow up, and control. The system has contributed to improving the quality of the recruitment procedures and has made them more effective.
- A system for professionals, clients, buyers, and acquisition managers to manage and evaluate the performance of OUI suppliers was developed and integrated this year. The system will make management, communication with suppliers, and decision-making more effective.