

Report on the Status of Women at the Technion, 2010

Women and Men at the Technion
Students and Faculty

2010

Annual Report
Submitted to the President and the Board of Governors

By

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May 19, 2010

Acknowledgement:

The statistics presented in this report were obtained from the websites of the Ministry of Education and the Bureau of Statistics, the administrative staff at the Council for Higher Education and at the Technion. I would like to thank them all for their cooperation and quick response. At the Technion this includes the office of the Senior Vice President, the Vice President for Academic Affairs, the office of the Dean of Graduate Studies, the office of the Dean of Undergraduate Studies, the Dean of Students, the Registration and Admission Center, and the Excellence Program.

Many thanks to Anat Hoida, Faculty of Industrial Engineering and Management and Yuval Dotan, Faculty of Computer Science, for their help in preparing this report.

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EXECUTIVE SUMMARY

1. Resolutions of the Academic Committee Board of Governors Meeting, June 2009

Resolution a. The Board takes note of the report on Women and Men at the Technion (2009), and welcomes the appointment and election of women faculty to senior management positions during the last academic year.

In response to resolution (a): the first Senior management includes Dr Avital Stein, the new Executive Vice President and Director General, who started officially on January 1, 2010. Currently two of the 4 Technion deans – Dean of Students and Dean of Continuing Education and External Studies – are women professors. Two Deputy Technion Deans are also women – Deputy Dean of Undergraduate Studies and Deputy Dean of the Graduate School.

Resolution b. The Board calls upon the Technion management to consider implementing the recommendations in the report, particularly those concerned with funding special post-doctoral fellowships for promising women PhDs and proactively recruiting additional women faculty.

In response to resolution (b): on May 2010, the Technion announced a new post doc fellowship for women doctoral students in science and *technology*.

2. Summary of the report:

Women Students

The overall percentage of women students at the Technion is the lowest in Israel. Yet, a majority of women students in Engineering in Israel at all three levels (undergraduate, master and doctoral degrees) are at the Technion. The percentage of women who graduated the Technion in 2006-7 was 35%, lower than the 42% who graduated Tel-Aviv University in similar departments, but higher than the 32% who graduated Ben-Gurion University in similar departments. We did not compare to the Weizmann Institute because it has only graduate studies and no engineering departments.

- *Undergraduate students:* There was a **slight decrease** in new women applicants this year (40% compared to 44% last year) and in new women admitted (37% compared to 44% last year).

- Overall, the total percentage of women undergraduate students increased in the last 10 years from 30% in 2000 to 35% this year. Yet, their proportion varies by faculty, with the smallest percentage in Mechanical Engineering (8%), Electrical Engineering (16%) and Physics (17%).
- Women comprise 31% of the honor students, with 33% on the Honor List and 24% on the Distinguished Honor List. Women representation in the excellence program is 23%, **lower** than their representation in the undergraduate student body.
- A higher percentage of women than men undergraduate students receive assistance scholarship based on socio-economic needs. The drop-out rate is quite similar for females (5%) and males (6%).
- **Graduate students:** Overall, women comprise 36% of all master students and 46% of all doctoral students. The percentage of new admitted women master's students was slightly higher (39%) than the year before (37%), while the percent of new women doctoral students remained the same (36%). The lowest percentage of women graduate students is in: Design and Manufacturing Eng. (10%), Mechanical Eng. (10%), Electrical Eng. (13%), Physics (14%), and Aerospace Engineering (19%). The highest percentage of women students is in: Medical Sciences (73%), Biotechnology (72%), Education in Technology and Science (71%), Food Eng. (70%), Chemistry (68%), Biology (67%) and Architecture & Town Planning (62%) (see [Table 14](#) and [Figure 9](#), Appendix C).
- Women comprise 32% of all honors students at the master's level, a **decrease** compared to 42% last year, with about 17% on the Distinguished Honor List (a **significant decrease** from 39% last year), and 36% on the Honor List (see [Table 15](#) and [Figure 10](#), Appendix C).
- The percentage of women who drop out of graduate studies is 6%, lower than the 8% of men drop outs (see [Table 17](#), Appendix C).
- In 2009, women comprised 34% of all graduating master students and 38% of all graduating doctoral students; this is a significant decrease from 46% last year (see [Table 18](#) and [Figure 11](#), Appendix C).

Post Doc: Women comprise 37% of the post-doc fellows, similar to last year (36%).

Women Faculty Members (Tenure Track)

Overall, there is a **decrease** in the total number of women faculty to 78 women (15% of all tenure track faculty) compared to 80 last year.

- In the last five years (2006-2010) special efforts have been made by the Technion to recruit more women faculty, resulting in additional 22 women faculty, who comprise 25% of the total 88 new recruits to the Technion (see Table 19 below). Yet, in the last two years only 3 women were recruited each year.
- Currently, 34% of all women faculty occupy the senior lecturer and lecturer positions, compared with 19% of all men at the same positions (see Table 21 and Figure 14 below). 19% (vs. 18% in 2009) of all women faculty are Full Professors (n=15), and 47% are Associate Professors (vs. 44% in 2009). This is an **increase** at the level of Associate Professor. Women Full Professors increased from 11 in 2007 to 16 in 2008, 14 in 2009 and 15 in 2010
- The distribution of women varies significantly across academic units. In three academic units there is only one woman faculty member [Material Engineering (7%), Chemistry (4%), Aerospace Engineering (4%), not including Humanities & Art, where only the department head is a faculty member]; In three academic units there are only 2 women faculty [Mechanical Engineering (5%), Mathematics (4%), Biomedical Engineering (18%)], and in two academic units there are only 3 women faculty [(Computer Science (6%) and Physics (9%)). In nine academic units the percentages of women faculty is 15% or lower (see [Table 22](#) and [Figure 15](#), Appendix D). In another nine academic units their percentage is above their representation at the Technion at large, which is 15%, with the highest percentage in the Department of Education Technology & Science (70%), Architecture & Town Planning (59%), Biotechnology & Food Eng. (50%), Biology (26%) and Chemical Eng. (25%) (see [Table 22](#)).
- *We propose to identify very promising master and doctoral students in those under-represented departments and direct them to post-doctoral studies and to academic careers.*

3. Initiatives of the task force on the Status of Women at the Technion.

The Task Force on the Status of Women at the Technion consists of 5 members: Ruth Alon - *Liaison of the Board of Governors for Women's Academic Affair*, Prof. Rachel Alterman, Professor Hagit Attiya (on sabbatical), Professor (Emeritus) Arza Churchman, Professor Miriam Erez - *Coordinator of the Status of Women at the Technion*.

Specific Actions taken by the Task Force and the Coordinator of Women for Academic Affairs were as follows:

- The Technion initiated one Post Doc Fellowship in Science and Technology for a Technion woman PhD.
- The Distinguished Women in Science Annual Lecture Series named after Shalom (Stanley) Zielony is scheduled on November 9, 2010, hosting two women Nobel Laureates: Professor Linda Buck - Fred Hutchinson Cancer Research Seattle, U.S.A and Professor Ada Yonath –Weizmann Institute of Science.
- Regulations prohibiting consensual intimate relationships between two individuals who are at different status positions. The Senate of the Technion approved the regulations prohibiting consensual intimate relationships in an agreement between two individuals who are at different status positions, such as Lecturer – Student; Teaching Assistant – Student; Manager - Subordinate.
- As part of the pro-active action to recruit more undergraduate women students, the Technion joined the Global Marathon which took place on Women's Day, March 10-11, 2010, in which a number of women faculty and women doctoral students from engineering faculties were available for web-based conversations, encouraging young high-school women, and in Israel also women soldiers, to pursue a career as engineers, by applying to the engineering faculties. Some of the women faculty members were interviewed in advance and their interviews were posted on the Global Marathon website <http://women.technion.ac.il/> (Efrat Nativ-Ronen – Head of undergraduate admission unit, was the champion of these activities). In addition, Ruth Alon and Miriam Erez met with over one hundred high-school women students at the National Museum of Science, Technology & Space.
- Sharing accomplishments by women faculty: We regularly report to all women faculty on promotions, special grants, awards and prizes received by Technion women faculty.

This year the awardees are:

- Krill Prize 2010: Kinneret Keren - Faculty of Physics
- ACM (Association for Computing Machinery) Fellow: Hagit Attiya, Faculty of Computer Science.
- Alon Scholarship: Ruth Heller – Faculty of Industrial Engineering & Management, and Ayelet Baram-Tsabari, Department of Education in Technology and Science (out of 6 Alon Scholarship received at the Technion).
- Ministry of Science Doctoral Fellowships: Three Technion doctoral students received doctoral fellowships for women in science and technology; Five Technion doctoral students received the Eshkol fellowships.
- Advice on Promotion and Tenure: Prof. Erez offers advice on a personal level to women faculty who approach her about promotion and tenure issues. Once a year, Prof. Erez gets an update from the Vice President for Academic Affairs on the promotion and tenure status of women at the Technion. Erez is also a member of the Technion Post-Doc Fellows committee and of the Awards committee.

RECOMMENDATIONS

The 2010 report on the status of women students and faculty at the Technion leads to the following recommendations.

A. Women students at the Technion

1. Undergraduate women students:
 - a. Given the slight **decrease** to 37% in the percentage of newly admitted women undergraduate students, and that women comprise about 45% of the pool of potential applicants with 5 units of mathematics, more efforts should be made to proactively approach these women and attract them to the Technion.
 - b. Future recruitment efforts should particularly concentrate on certain faculties in which their percentage is still very low, such as Mechanical Engineering and Physics.
 - c. More publicity should be given to Technion characteristics that are attractive to women:
 - i. The overall increasing percentage of women undergraduate students at the Technion in the last years.

- ii. The acceptance rate for women is similar to their rate among the applicants, pointing at a good fit between the applicants' and the Technion's expectations.
- iii. The relatively high proportion of women in Engineering at the Technion, compared to other universities
- iv. The high percentage of women undergraduate students on the honors lists.
- v. The high percentage of women who receive support assistance fellowships
- vi. The high percentage of women graduate students
- vii. The increasing focus on the social life at the Technion
- d. Following concerns by undergraduate women students, the Task Force on Women's Issues at the Technion recommends **offering an undergraduate course on career development, as part of the humanities program.**

2. Graduate women students:

- a. Given the uneven distribution across faculties of women students at the master and doctoral level, proactive actions should be taken to attract graduate women students to programs in which their presence is still low, such as: Physics, Mechanical Engineering, Electrical Engineering.
- b. More publicity should be given to the following positive points:
 - i. The high percentage of women graduate students at the Technion
 - ii. The relatively high proportion of women in Engineering compared to other universities
 - iii. The increasing percentage of women on the honors lists
 - iv. The high percentage of women who receive fellowships
 - v. Financial support for participation in scientific conferences
 - vi. Post-doctoral fellowships
- c. While there is a job fair at the Technion that targets undergraduate students, more resources should be allocated to increasing the employment opportunities of graduate students, and in particular women students.

3. Post Doctoral Fellows.

There is a slight **increase** in the number and proportion of women post doc fellows

at the Technion.

The Technion has initiated a special post-doc fellowship for women doctoral students in science and technology.

Of the pool of doctoral and post-doctoral students very few continue to pursue an academic career. The main barrier is in taking the family to post-doc studies abroad. We recommend **developing a career development workshop for women doctoral and post-doctoral students** to provide women with guidelines for developing an academic career, helping them to overcome existing barriers.

B. Women faculty members at the Technion

On the positive side are the increasing number of women who were promoted to the Associate Professor rank and the increasing number of women faculty holding senior managerial level positions including Senate committees. The significant change is at the top management team of President and Vice Presidents, with women serving as Executive Vice President & Director General and Dean of the Unit for Continuous Education. Their being part of the decision-making teams and their visibility will hopefully encourage more women students and faculty to join the Technion.

More efforts should be taken in the following directions:

- a. Pro-active efforts to recruit women faculty, in particular to faculties where their proportion is smaller than their overall proportion among faculty members (15%), such as: Aerospace Engineering, Chemistry, Civil and Environmental Engineering, Computer Sciences, Electrical Engineering, Mathematics, Materials Engineering, Mechanical Engineering, and Physics.

Pro-active initiative means creating a database of Israeli women in science and technology going to post-doc studies abroad, or studying for their PhD abroad, identifying potential candidates and approaching them in person.

Utilizing the opportunity created by the government policy to bring back high level academicians

- b. Special attention should be given to the tenure and promotion of women faculty at the rank of Lecturer and Senior Lecturer given their high percentage (34%).
- c. The highest gap between men and women faculty is still at the top rank of Full Professor. However, we are pleased to note that this year one woman associate

professor, in the Faculty of Electrical Engineering, was promoted to Full professor, only nine years after receiving her PhD.

- C. **Financial Resources should be allocated by the Technion to support the proactive initiatives to enhance the presence of women students and women faculty at the Technion.** This includes initiatives to recruit undergraduate women students, career workshops, database of post doc and doctoral women students abroad and approaching them proactively.

THE COMPLETE 2010 REPORT ON THE STATUS OF WOMEN AT THE TECHNION

Responses to the 2009 Board of Governors' Resolutions, Report on the activities of the task force on the Status of Women at the Technion and recommendations appear in the Executive Summary above.

Below is a detailed description of women at the Technion and in comparison to other universities in Israel, 2009-2010.

A. WOMEN STUDENTS AND FACULTY IN ISRAELI UNIVERSITIES

A1. WOMEN STUDENTS IN ISRAELI UNIVERSITIES

A1.1 Pre-University: Achievement in Mathematics High School Matriculation Exam by Gender in percentages, 2007-8(see Table 1).

Enrollment of women students in sciences and engineering depends on their level of mathematics in the pre-university matriculation exam. In 2008, there were 33,625 women high school students who took the matriculation exam in mathematics, compared with 26,843 men students. Of all women taking the matriculation exams in mathematics, the percentage of women taking it at the highest level of 5 units is 15.9%, with 31.3% taking the 4 units and 52.8% taking the 3 units. In comparison, the percentage of men taking it at the highest level of 5 units is 22 %, with 28.3% taking the 4 units and 49.7% taking the 3 units. Yet, in absolute numbers 5,346 women compared with 5,905 men took the 5 unit exam. Hence, of the total number of students taking the 5 units, women comprised 47.5%.

Of those women who took Mathematics at the level of 5 units 98.9% passed the exam, and 59.9% excelled in their exam, a little higher than men students (58.4%).

Of those women who took Mathematics at the level of 4 units, 97.4% passed the exam, and 44% excelled in their exam, which is higher than men students (34.4%).

Taking together the 4 and 5 units in mathematics, the total number of women students was 15,871 higher than the total number of men students – 13,502.

Table 1: Achievements in the Mathematics High School Matriculation Exam by Gender, in Percentage, 2008

Gender	Taking the exam							% Passing				% Excelling			
	3 units		4 units		5 units		Total N Taking the Exam	3 units	4 units	5 units	Total	3 units	4 units	5 units	Total
	N	%	N	%	N	%									
Male	13341	49.7%	7597	28.3%	5905	22.0%	26,843	96.5%	97.0%	98.7%	97.1%	33.6%	34.4%	58.4%	39%
Female	17754	52.8%	10525	31.3%	5346	15.9%	33,625	96.9%	97.4%	98.9%	97.4%	46.0%	44.0%	59.9%	47%

Note: The Information is taken from the Ministry of Education internet site: <http://cms.education.gov.il>

**A1.2 Women students in research universities in Israel by degree in four fields:
a) Engineering & Architecture, b) Mathematics, Statistics & Computer Science,
c) Biological Sciences and d) Physical Sciences 2006-7.**

According to the Bureau of statistics:

(Please, note that the data were last updated in 2007. Hence, there is no change from our 2008 report). <http://www.cbs.gov.il>

The overall percentage of women out of the total students at the Technion in 2004-5 was 35%, compared with 52% at Ben-Gurion University, 57% at the Hebrew University, 56% at Tel-Aviv University, 63% at Bar-Ilan University and 65% at Haifa University.

The percentages at the graduate levels are: Master's degree: Technion -39%, vs. Weizmann - 44%; PhD: Technion – 42% vs. Weizmann – 46%. Yet, the Technion exceeds the Weizmann Institute with 1508 women graduate students compared with only 440 women graduate students at the Weizmann Institute.

In addition, the comparisons with other universities include students in Humanities and Social Sciences. Therefore, the comparison below refers to fields of study that are comparable across universities. Specifically, we focus on comparisons with Tel-Aviv University and Ben-Gurion University and Weizmann Institute in 2006-7.

[Table 2](#) (in Appendix A), and Figure 1 below, summarize the percentage of women, compared to men student recipients of degrees by field of studies in four research universities in Israel – Technion, Tel-Aviv, Ben-Gurion and Weizmann Institute in 2006-2007.

The findings show that the percentage of women who graduated the Technion in 2006-7 was 35%, lower than the 42% who graduated Tel-Aviv University in similar departments, but higher than the 32% who graduated Ben-Gurion University in similar departments.

We did not compare to the Weizmann Institute because it only has graduate studies and no engineering departments.

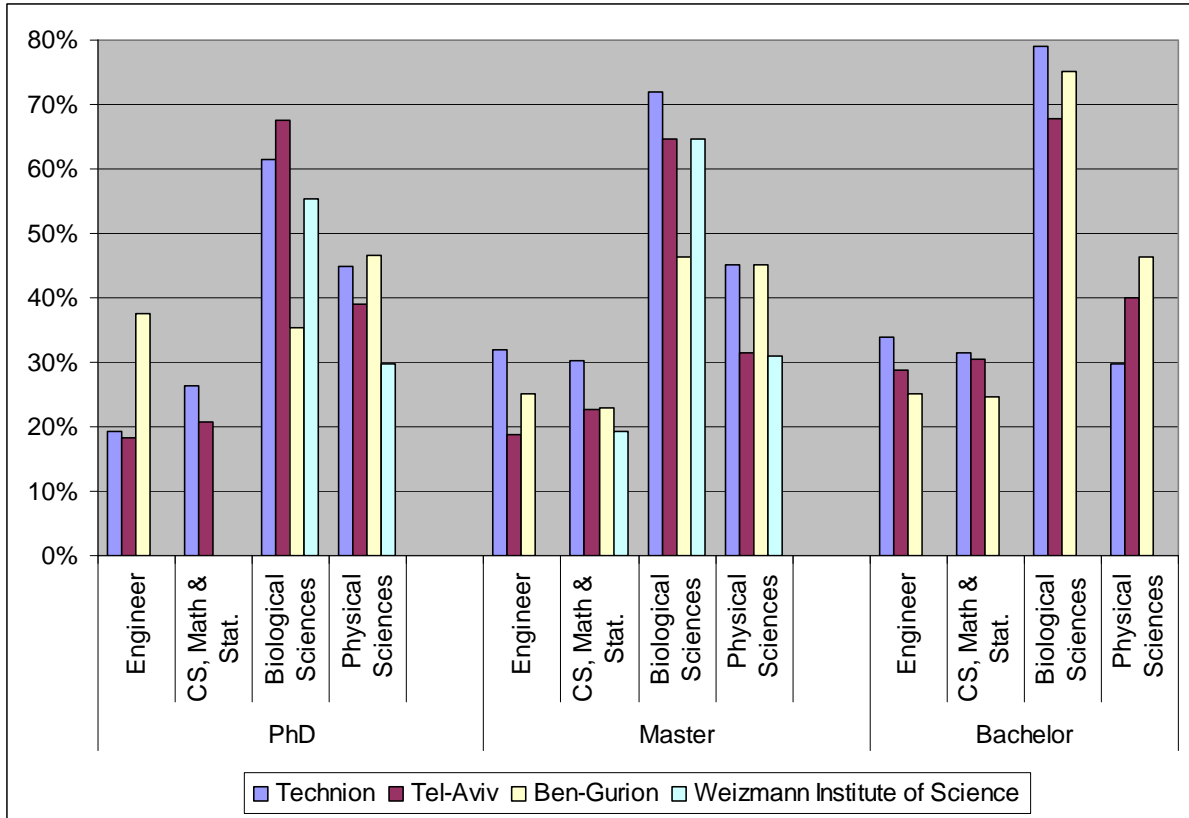
Yet, in 2007, among the four universities the Technion had the highest percentage of women, compared to men, who received the Bachelor degree in Computer Science, Mathematics & Statistics at all three degrees. This is an improvement compared to 2005-6 when the Technion had the highest percentage of graduating women compared to men, only in Biological Sciences.

Table 2: The percentage Women Graduating in 2006-7 by Field of Study, Institution and Degree*

PhD	Engineering	CS,Math. & Stat.	Biological Sci.	Physical Sci
Technion	19%	26%	62%	45%
Tel-Aviv	18%	21%	68%	39%
Ben-Gurion	38%	0%	35%	47%
Weizmann		0%	55%	30%
Master's	Engineering	CS,Math. & Stat.	Biological Sci.	Physical Sci
Technion	32%	30%	72%	45%
Tel-Aviv	19%	23%	65%	31%
Ben-Gurion	25%	23%	46%	45%
Weizmann		19%	65%	31%
Bachelor	Engineering	CS,Math. & Stat.	Biological Sci.	Physical Sci
Technion	34%	31%	79%	30%
Tel-Aviv	29%	31%	68%	40%
Ben-Gurion	25%	25%	75%	46%

*The data is not updated to 2010.

Figure 1: The Percentage of Women receiving a Degree, by Field of Study and Institution, 2006- 2007*



*The data is not updated to 2010.

To sum: The findings show that at the Master's level the Technion has the highest percentage of women versus men students, receiving a degree in Engineering and Sciences as shown in Figure1. The Findings also suggest that the majority of women receiving a degree in Engineering at all three degrees are at the Technion, as shown in Appendix A Table2.

A2. WOMEN FACULTY MEMBERS IN ISRAELI UNIVERSITIES

The percentage of women faculty by academic rank in the research universities in Israel in 2006-2007 appears in Table 3.

The findings demonstrate that the overall percentage of women in the seven research institutions varies between 16.9% at the Technion to 36.6% at Haifa University. Within academic ranks women comprise between 36.1% - 49.5% of the lecturers, but only between 5.8% - 20.1% of the full professors in the seven institutions.

The Technion ranks the lowest on the percentage of total women faculty, and in particular in the two highest ranks of Associate Professor (18.1%) and Full professor (5.8%). However, in 2010 there is an increase to 7% women faculty at the level of Full Professor and at the Associate level (20%) at the Technion (see Table 21).

Table 3: Percentages of Women Faculty (out of total number of faculty) by Institution and Rank, 2006-2007*

Rank	Hebrew Univ.	Technion	Tel-Aviv Univ.	Haifa- Univ.	Bar- Ilan Univ.	Ben- Gurion Univ.	Weizmann Inst.	Total Universities average
Full Professor	12.4	5.8	15.6	20.1	15.3	11.2	11	12.8
Associate Professor	16.1	18.1	26.7	28.8	21.4	23.4	30.5	22.8
Senior Lecturer	36.3	31.1	38.5	42.5	37.5	32.2	52.3	37.5
Lecturer	41.9	43.7	48.7	47.9	48.3	36.1	49.5	43.6
Total	23.2	16.9	27.3	36.6	30.5	25.5	27.9	26.4

*Data from the Council for Higher Education, latest year available.

**The data is not updated to 2010.

To sum, given the high percentage of faculty women in the lower academic ranks at the Technion we expect that their proportion in the higher academic ranks will continue to increase within the next 3-4 years.

B. WOMEN AT THE TECHNION – STUDENTS AND FACULTY MEMBERS

B1. RECRUITMENT OF NEW WOMEN STUDENTS

The Office of the Dean of Undergraduate Studies held one open day this year at the Haifa campus and one in Tel-Aviv, with the aim of increasing the number of applicants, both men and women, to the Technion. In addition to the general meeting, applicants also visited their respective faculties where they received oral and visual presentations about their programs, including visits to labs and demonstrations of research projects.

In addition, a number of faculties at the Technion have initiated specific activities to recruit women students, in particular the Faculty of Electrical Engineering.

The Graduate School at the Technion held an open day this year for new potential graduate students that aimed at increasing the number of men and women applicants to the graduate school.

In addition, a number of faculties at the Technion have taken proactive actions to recruit women students and faculty. The Faculty of Electrical Engineering holds an annual 'female student day', inviting talented female high-school students and high-school graduates with high GPA and 5 units of Mathematics. This year 200 women potential applicants participated in the successful one day conference and they provided a very positive feedback concerning the impact of the day on their vocational choice. Indeed, the overall percentage of women undergraduates in the Faculty of Electrical Engineering increased from 15% in 2009 to 16% in 2010.

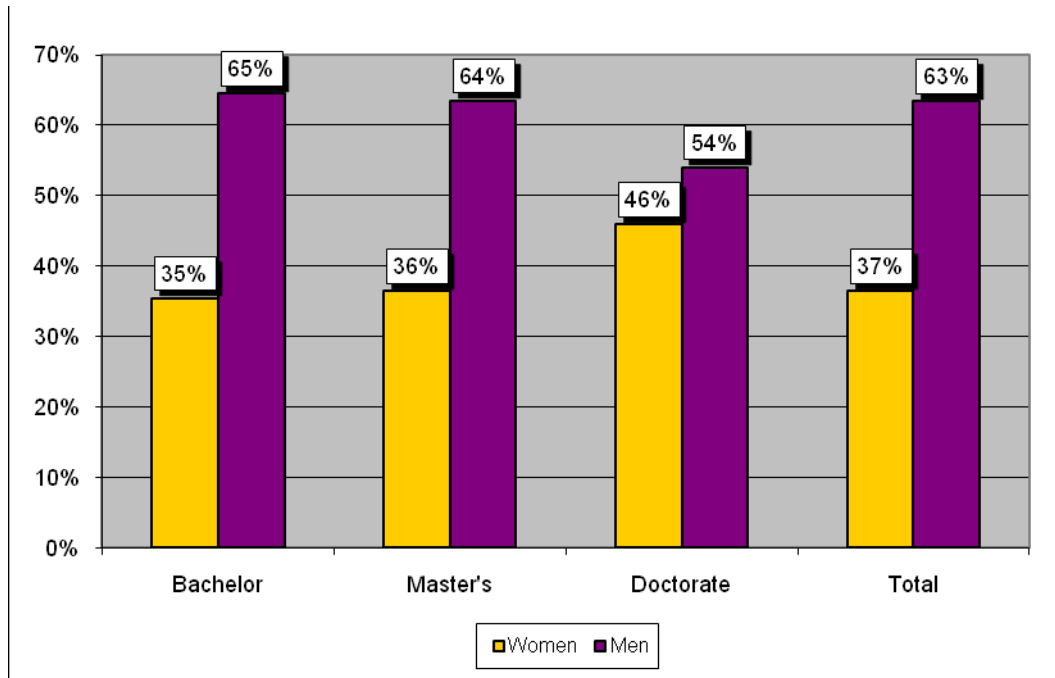
B2. WOMEN STUDENTS AT THE TECHNION BY DEGREE, 2010

Table 4 summarizes the percentage of women students by degree at the Technion in 2010. Women comprise 35% of the undergraduate students, 36% of the graduate students and 46% of the doctoral students (see also Figure 3). For more detailed information please, see [Table 5](#), and [Figure 3](#) in Appendix A.

Table 4: Distribution of Women and Men by Degree at Technion, 2010

	Men		Women		Total	
	Number	%	Number	%	Number	%
Bachelor	5386	65%	2961	35%	8347	100%
Master	1479	64%	850	36%	2329	100%
Doctorate	513	54%	436	46%	949	100%
Total	7378	63%	4247	37%	11625	100%

Figure 2: Distribution of Women and Men by Degree, 2010



C. UNERGRADUATE STUDIES

C.1 Applicants and Acceptance rate:

The percentage of new female applicants in Winter 2009 was 40%, with a similar percentage of 37% admitted female students in Winter 2009. This is a 4% **decrease** and a 7% **decrease** in the number of applicants and admitted students compared to winter 2008 (see [Table 6](#), [Figure 4](#) and [Figure 5](#) Appendix B). There is no affirmative action policy at the Technion. The similar proportion of applicants and admitted women students suggests that women have realistic expectations about their chances of being admitted to the Technion.

Overall, the total percentage of women undergraduate students **increased** in the last 10 years from 30% in 2001 to 35% in 2010 (see Table 5 and Figure 4, Appendix A).

C.2 Students Enrolled by Faculties:

The overall percentage of undergraduate women students at the Technion is 35%, but they are unequally distributed across the faculties: Their lowest percentage is in: Mechanical Engineering (8%), Electrical Engineering (16%), Physics (17%), Aerospace Engineering (18%), and Computer Science (23%). The highest percentage is in: Biotechnology & Food Eng. (77%), Biology (75%), Chemical Engineering (72%), Bio-Medical Engineering (70%), and Architecture & Town Planning (65%) (see Table 7, and Figure 6 in Appendix B).

C.3 Honor students:

The percentage of women students graduating on the Honors Lists was 31% in 2009, **lower** than their 34% of the recipients of Bachelor Degree in 2009, and **lower** than their 34% in 2008. This is distributed between 33% on the Honor List (versus 39% in 2008) and 24% on the Distinguished Honor List (versus 17% in 2008) (see [Table 8](#) and [Figure 7](#) in Appendix B).

C.4 Excellence program:

In 2010 women comprised 23% of the students enrolled in the Excellence program (3 women) compared to 21% (3 women) in 2009 (see [Table 9](#) and [Figure 8](#) in Appendix B). Their percentage among the applicants to the excellence program was 31% compared to 48% in 2009.

C.5 Assistance Scholarship:

Overall, 19% of women undergraduate students received assistance scholarships, based on socio-economic needs, higher than men (12%), as can be seen in [Table 10](#) in Appendix B.

C.6 Dropout:

The drop-out rate for undergraduate women students was 5%, similar to men students (6%) (see [Table 11](#) in Appendix B).

To sum, the percentage of women students in the last 10 years increased to 35%. The rate of women applications and admittance was similar - 40% and 37%, which is a high rate compared to previous years. Yet, their rate at the Technion Excellence Program was small in comparison to their rate among all undergraduate students.

The Technion has the highest percentage of women students in Engineering, compared to Tel-Aviv University and Ben-Gurion University. Yet, in some engineering faculties - Mechanical Engineering (8%), Electrical Engineering (16%), and Physics (17%), their percentage is still low. Therefore, proactive actions are needed to recruit more women students to these faculties.

In some fields, such as Biological Sciences and Biotechnology & Food Engineering, the percentage of women is very high (up to 77%).

D. GRADUATE STUDIES

D.1 Newly admitted:

Of the newly admitted graduate students, 39% were women at the master level, **an increase** from 37% in 2009 (see [Table 12](#) Appendix C), and 36% were women the doctoral level, with no change from 2009 (see [Table 13](#), Appendix C).

More effort should be exerted to closing the gap between men and women at the master's and doctoral level.

D.2 Students Enrolled by Faculty:

Of all students enrolled at the master's level women comprise 36%, similar to last year, and a bit less as their percentage among newly admitted master students; At the doctoral level women comprise 46%, **similar** to their enrollment in 2009, but higher than the 37% admitted in 2009. This is similar to the last 9 years in which these figures have hardly changed (see table 5 Appendix A).

Overall, 39% of the graduate students are women. The lowest percentage of women graduate students is in: Design and Manufacturing Eng. (10%), Mechanical Eng. (10%), Electrical Eng. (13%), Physics (14%), and Aerospace Engineering (19%). The highest percentage of women students is in: Medical Sciences (73%), Biotechnology (72%), Education in Technology and Science (71%), Food Eng. (70%), Chemistry (68%), Biology (67%) and Architecture & Town Planning (62%) (see [Table 14](#) and [Figure 9](#), Appendix C).

D.3 Honors:

Women comprise 32% of all honors students at the master's level, a **decrease** compared to 42% last year) with about 17% on the Distinguished Honor List (a **significant decrease** from 39% last year), and 36% on the Honor List (see [Table 15](#) and [Figure 10](#), Appendix C). Overall 32% of women graduated with honors, a lower percentage than their 36% of the total body of master students.

D.4 Fellowship:

In 2009, of all graduate women students 53% received 3 fellowship units; 48% received 4 units, 38% received 5 units and 25% received and 6 units (see [Table 16](#), Appendix C)

The reason for their underrepresentation in the highest category of 5 and 6 units is because most students in this category are enrolled in faculties such as EE and CS, where their percentage is quite low.

D.5 Drop out:

The percentage of women who drop out of the graduate studies is 6%, lower than the 8% of men drop outs (see [Table 17](#), Appendix C).

D.6 Graduating

In 2009, women comprised 34% of all graduating master students and 38% of all graduating doctoral students; this is a significant decrease from 46% in 2008 (see [Table 18](#) and [Figure 11](#), Appendix C).

To sum, attention should be paid to the decrease in the % of women graduating with a doctoral degree and in particular, to their low representation among graduate students in certain faculties.

E. WOMEN POST-DOC FELLOWS

Today, there are 66 women post-doc fellows compared to 55 last year. There is an increase in the total number of post doc students, such that women comprise 37% of them, compared to 36% last year (see Table 32 below). At the Technion 33% of the Rothschild Fellow winners are women, a higher percentage than the 20% at the Weizmann Institute (see Table 33 below).

Table 32: Percentage of Women Post-Doc Fellows at the Technion, 2009

	Total	Women		Men	
		No.	%	No.	%
Post Doc Students	179	66	37%	113	63%
Rothschild Applicants from the Technion	38	10	26%	28	74%
Rothschild Recommended from the Technion	11	4	36%	7	64%
Rothschild Winners from the Technion	3	1	33%	2	67%

Table 33: Percentage of Women Winners in the Rothschild Post-Doc Fellows, 2009

	Total	Women		Men	
		No.	%	No.	%
Rothschild winners from the Technion	3	1	33%	2	67%
Rothschild winners from the Weizmann Institute	10	2	20%	8	80%

The post doc fellows should be viewed as the reservoir of the future faculty members at the Technion and more efforts should be exerted to facilitate the post doc studies abroad of women PhDs.

F. WOMEN FACULTY MEMBERS – TENURE TRACK**F.1 Overall Distribution by Rank:**

Overall, there are 78 women faculty members (vs. 80 in 2009), comprising 15% of the total number of faculty members, compared to 440 (vs. 450 in 2009) men faculty members in tenure track positions at the Technion in 2010.

In the last five years (2006-2010) special efforts have been made by the Technion to recruit more women faculty, resulting in 22 additional women faculty, who comprise 25% of the total 88 new recruits to the Technion (see Table 19 below). However, the absolute number of new women recruits is only 3 in 2009 and 3 in 2010, comprising 15% of the total new recruits.

Table 19: Faculty Recruited in the Last 5 Years

	2006		2007		2008		2009		2010		Total	
	N	%	N	%	N	%	N	%	N	%	N	%
Women	4	19%	4	40%	8	36%	3	17%	3	18%	22	25%
Total	21	100%	10	100%	22	100%	18	100%	17	100%	88	100%

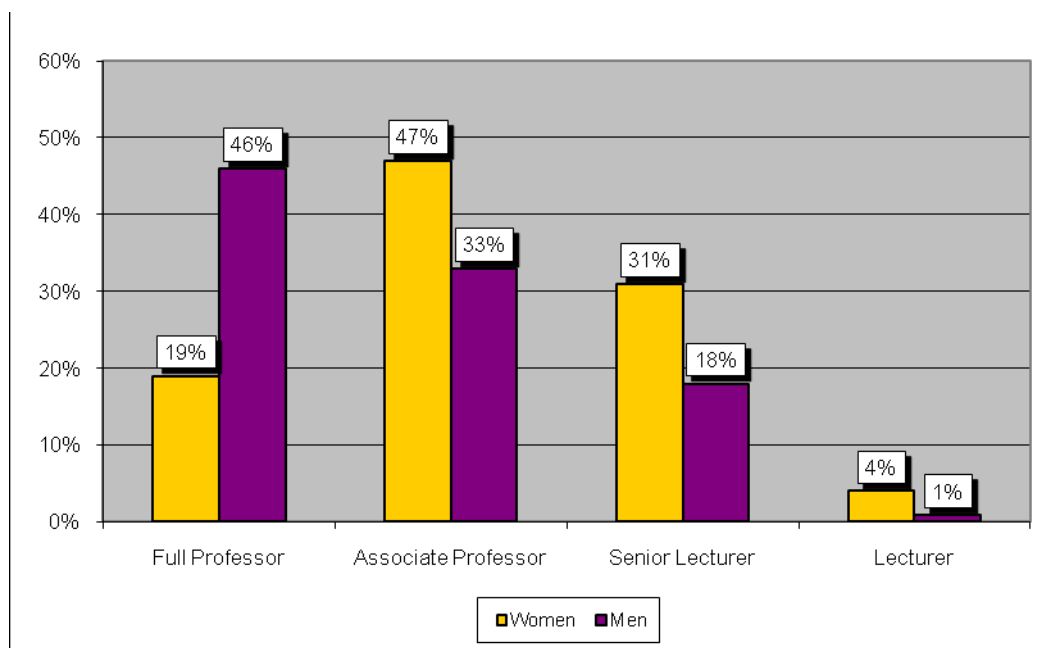
Overall, there is an **increase** from 10% women faculty in 2001 to 15% in 2010 (see [Table 20](#) and [Figure 13](#) in Appendix D).

Currently, 34% of all women faculty occupy the lower tenure track positions (senior lecturer and lecturer) compared with 19% of all men at the same positions (see Table 21 and Figure 14 below). 19% (vs. 18% in 2009) of all women faculty are Full Professors, and 47% are Associate Professors (vs. 44% in 2009), an **increase** at the level of Associate Professor.

Table 21: Percentage of Women and Men Faculty Members by Rank, March, 2010

Rank	Total	Women % from Total	Women		Men	
			Number	%	Number	%
Full Professor	222	7%	15	19%	207	46%
Associate Professor	185	20%	37	47%	148	33%
Senior Lecturer	103	23%	24	30%	79	18%
Lecturer	8	38%	3	4%	5	1%
Total	518	15%	79	100%	450	100%

Figure13: Percentage of Women and Men Faculty Members by Rank, 2010



Yet, women comprise only 27% of all faculty members at the two highest ranks of Full Professor and Associate Professor, with 20% at the level of Associate Professor and only 7% at the level of Full Professor (see Table 21). This is a 3% **increase** from 4% during 2000-2010.

There is a 9% **increase** in Women Associate Professors from 2000 to 2010 (from 11%-20%), and an **increase** of 6% in the percentage of women who are senior lecturers (from 16%-23%). However, there is 4% **decrease** from 27% last year (see [Table 20](#) in Appendix D).

To sum, with the increasing number of non-tenured women faculty the Technion now faces the challenge of promoting more women to the tenured and top level positions of Associate and Full Professors, and of recruiting more women faculty.

F.2 Women Faculty by Academic Units:

The distribution of women varies significantly across academic units. In three academic units there is only one woman faculty member [Material Engineering (7%), Chemistry (4%), Aerospace Engineering (4%), not including Humanities & Art, where only the department head is a faculty member]; In three academic units there are only 2 women faculty [Mechanical Engineering (5%), Mathematics (4%), Biomedical Engineering (18%)], and in two academic units there are only 3 women faculty [(Computer Science (6%) and Physics (9%)).

In nine academic units the percentages of women faculty is 15% or lower (see [Table 22](#) and

[Figure 15](#), Appendix D). In other nine academic units their percentage is above their representation at the Technion at large, which is 15%, with the highest percentage in the Department of Education Technology & Science (70%), Architecture & Town Planning (59%), Biotechnology & Food Eng. (50%), Biology (26%) and Chemical Eng. (25%) (see [Table 22](#)).

It is noted that in some of the faculties with a high percentage of women graduate students the percentage of women faculty is still very low. Among these units are Materials Engineering [65% women graduate students and only one woman faculty (7%)]; Chemistry, [60% women graduate students and only one woman faculty (4%)]; Industrial Engineering & Management (47% women graduate students and 17% women faculty); Medical Sciences (73% women graduate students and 19% women faculty); and Biology (68% women graduate students and 26% women faculty).

To sum, the pool of potential women candidates for pursuing an academic career is high in the above fields of studies and more effort should be made in the future to offer post-doc fellowships to women doctoral graduates in these faculties, and to hire women faculty to the above mentioned academic units.

F.3 Expected Retirement in the next 3 years:

Between 2009-2012 six women faculty are expected to retire, compared with forty one men (see [Table 23](#), Appendix D)

This finding suggests that more academic slots will be opened within the next 3 years and efforts should be directed at recruiting women faculty mainly in the academic units where there is a large pool of doctoral students who are potential candidates for pursuing an academic career.

F.4 Representation of Women in the Technion management, the Senate and the Senate Committees

In 2010 there was a significant increase in the number of women faculty holding important managerial positions: 1. Deputy Senior Vice President- Center of International Academic Relations; 2. Dean of Students; 3. Dean of the Division of Continuing Education and External Studies 4. Associate Dean of the Graduate School; 5. Associate Dean of the Undergraduate Studies; 6. Member of the BOG Executive Committee; 7. Department Dean; 8. Coordinator of the Status of Women at the Technion. All of these role holders, except for one, are Full Professors, comprising almost 50% of all women Full Professors.

There is also an **increase** to 14% in the percentage of women in the Technion Senate and Senate committees compared to 11% in 2009 (see [Table 25](#) Appendix D). Women are represented in 10 out of 16 Elected Senate Committees, including Standing Committee for Undergraduate and Graduate Studies (5 members), Sub-committee for approving courses (1 member), Academic Development Committee (3 members) Research Committee (1 member), and Judges in Discipline Committees (5 members in total). One woman Full Professor was elected as Professor's Representative on the Board of Governors and the Steering Committee Group B.

Women are also represented in Appointed Committees: five women appointed by the Senior Executive Vice President (see [Table 26](#) Appendix D), One woman appointed by the Vice President for Academic Affairs (see [Table 27](#) Appendix D), five women faculty appointed by the Vice President for Research (see [Table 28](#), Appendix D), and 2 women appointed by the President (see [Table 34](#), Appendix D).

This year Dr. Avital Stein was appointed as Executive Vice President & Director General. This is the first time at the Technion, that a woman is appointed to the top levels of President and Vice Presidents.

To sum, this year there was a significant increase in the number of women faculty who hold managerial positions and who are members of Senate committees and Committees appointed by the Vice Presidents. The greater the number of women Associate and Full professors, the higher will it be possible for their representation in key administrative and decision making positions.

G. WOMEN FACULTY - NON TENURE TRACK POSITIONS

In 2009-10 there are only 4 research track positions, three of them held by women. 14% of the Regular Clinical Track positions and 25% of the Clinical Rank positions are held by women. Women comprise 57% of the teaching track positions and 35% of the external adjunct positions at the Technion. (see [Table 31](#), Appendix D).

H. INITIATIVES OF THE TASK FORCE ON THE STATUS OF WOMEN AT THE TECHNION

The Task Force on the Status of Women at the Technion consists of 5 members: Ruth Alon - *Liaison of the Board of Governors for Women's Academic Affair*, Prof. Rachel Alterman, Professor Hagit Attiya (on sabbatical), Professor (Emeritus) Arza Churchman, Professor Miriam Erez - *Coordinator of the Status of Women at the Technion*.

Specific Actions taken by the Task Force and the Coordinator of Women for Academic Affairs were as follows:

1. The Technion initiated one Post Doc Fellowship in Science and Technology for Technion women PhD.
2. The Distinguished Women in Science Annual Lecture Series named after Shalom (Stanley) Zielony is scheduled on November 9, 2010, hosting two women Nobel Laureates: Professor Linda Buck - Fred Hutchinson Cancer Research Seattle, U.S.A and Professor Ada Yonath – Weizmann Institute of Science.
3. Regulations prohibiting consensual intimate relationships between two individuals who are at different status positions.

The Senate of the Technion approved the regulations prohibiting consensual intimate relationships in an agreement between two individuals who are at different status positions, such as Lecturer – Student; Teaching Assistant – Student; Manager - Subordinate.

4. As part of the pro-active action to recruit more undergraduate women students, the Technion (in particular, Efrat Nativ Ronen – head of specifically joined the Global Marathon which took place on Women's Day, March 10-11, 2010, in which a number of women faculty and women doctoral students from engineering faculties were available for web-based conversations, encouraging young high-school women, and in Israel also women soldiers, to pursue a career as engineers by applying to the engineering faculties. Some of the women faculty members were interviewed in advance and their interviews were posted on the Global Marathon website. <http://women.technion.ac.il/> (Efrat Nativ-Ronen – Head of undergraduate admission unit, was the champion of these activities). In addition, Ruth Alon and Miriam Erez met with over one hundred high-school women students at the National Museum of Science, Technology & Space.

5. Sharing accomplishments by women faculty: We regularly report to all women faculty on promotions, special grants, awards and prizes received by Technion women faculty.

This year the awardees are:

1. Krill Prize 2010: Kinneret Keren - Faculty of Physics
2. ACM (Association for Computing Machinery) Fellow: Hagit Attiya, Faculty of Computer Science.
3. Alon Scholarship: Ruth Heller – Faculty of Industrial Engineering & Management, and Ayelet Baram-Tsabari, Department of Education in Technology and Science (out of 6 Alon Scholarships received at the Technion).
4. Ministry of Science Doctoral Fellowships: Three Technion doctoral students received doctoral fellowships for women in science and technology; Five Technion doctoral students received the Eshkol fellowships.

6. Advice on Promotion and Tenure: Prof. Erez offers advice on a personal level to women faculty who approach her about promotion and tenure issues.

Once a year, Prof. Erez gets an update from the Vice President for Academic Affairs on the promotion and tenure status of women at the Technion. Erez is also a member of the Technion Post-Doc Fellows committee and of the Awards committee.

RECOMMENDATIONS (see p.8).

Appendix A: Tables and Figures - Women Faculty and Students in Israeli Universities

Table 2- Student Recipients of Degree by Field of Study, Institution and Gender, 2006-2007* [Back to Text→](#)

Field	Degree	Technion			Tel Aviv University			Ben- Gurion University			Weizmann Institute of Science		
		Total N	Women N	Women %	Total N	Women N	Women %	Total N	Women N	Women %	Total N	Women N	Women %
Engineering & Architecture	First degree	1,184	400	34%	478	137	29%	978	245	25%			
	Second degree	399	127	32%	154	29	19%	235	59	25%			
	Third degree	47	9	19%	22	4	18%	24	9	38%			
	Total	1,630	536	33%	654	170	26%	1,237	313	25%			
Mathematics, Statistic & Computer Sciences	First degree	169	53	31%	193	59	31%	130	32	25%			
	Second degree	56	17	30%	110	25	23%	35	8	23%	26	5	19%
	Third degree	19	5	26%	24	5	21%	8		0%	13		0%
	Total	244	75	31%	327	89	27%	173	40	23%	39	5	13%
Biological Sciences	First degree	95	75	79%	339	230	68%	149	112	75%			
	Second degree	25	18	72%	249	161	65%	69	32	46%	62	40	65%
	Third degree	13	8	62%	80	54	68%	17	6	35%	83	46	55%
	Total	133	101	76%	668	445	67%	235	150	64%	145	86	59%
Physical Sciences	First degree	128	38	30%	140	56	40%	136	63	46%			
	Second degree	31	14	45%	54	17	31%	51	23	45%	55	17	31%
	Third degree	20	9	45%	33	13	39%	15	7	47%	37	11	30%
	Total	179	61	34%	227	86	38%	202	93	46%	92	28	30%
Total of all fields Above		2,186	773	35%	1,876	790	42%	1,847	596	32%	276	119	43%

Notes: From Central Bureau of Statistics: <http://www.cbs.gov.il> Information is the most updated year available.

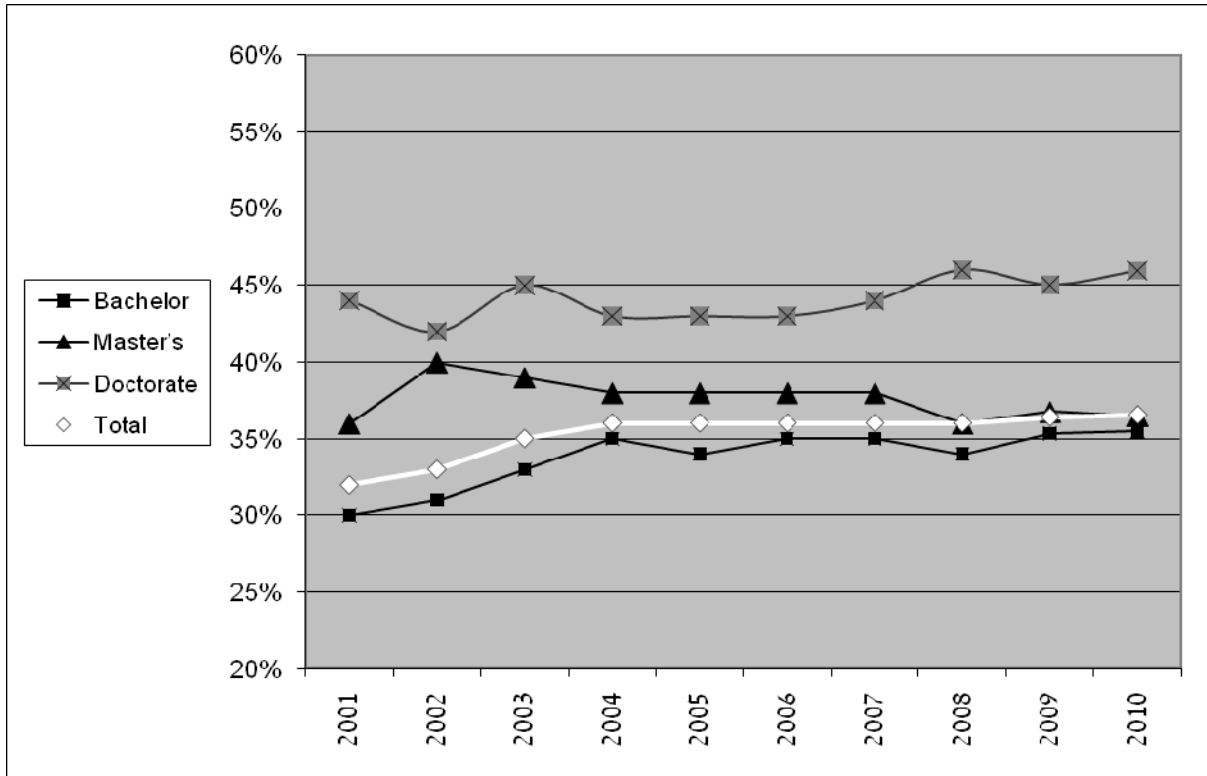
The data of other research universities was not available, or partly available. The fields were chosen as representative of fields in the Technion.

*The data is not updated to 2010

Table 5: Number and Percentage of Women Students within Each Degree, 2000-2009 [Back to Text→](#)

	2001		2002		2003		2004		2005		2006		2007		2008		2009		2010	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Total																				
Women	4191	32%	4516	33%	4177	35%	4529	36%	4096	36%	4200	36%	4061	36%	4211	36%	4123	36%	4247	37%
total	13102	100%	13508	100%	11934	100%	12535	100%	11528	100%	11598	100%	11228	100%	11780	100%	11331	100%	11625	100%
Bachelor																				
Women	2957	30%	3118	31%	2883	33%	3095	35%	2715	34%	2910	35%	2672	35%	2921	34%	2881	35%	2961	35%
total	9801	100%	10045	100%	8695	100%	8908	100%	8015	100%	8335	100%	7741	100%	8468	100%	8152	100%	8347	100%
Master's																				
Women	946	36%	1124	40%	1003	39%	1105	38%	1025	38%	929	38%	969	38%	871	36%	843	37%	850	36%
total	2653	100%	2818	100%	2587	100%	2875	100%	2685	100%	2421	100%	2541	100%	2396	100%	2293	100%	2329	100%
Doctorate																				
Women	288	44%	274	42%	291	45%	329	43%	356	43%	361	43%	420	44%	419	46%	399	45%	436	46%
total	648	100%	645	100%	652	100%	752	100%	828	100%	842	100%	946	100%	916	100%	886	100%	949	100%

Figure 3: Percent of Women Students within Each Degree
2001-2010 [Back to Text→](#)



Appendix B: Tables and Figures at the Technion- Undergraduate Student Body

Table 6: Undergraduate Applicants and Acceptance by Academic Unit – Winter 2009

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Faculty	Total Applicants*	Applicants				Total Accepted**	Accepted			
		Women		Men			Women		Men	
		N*	%	N*	%		N**	%	N**	%
Civil & Environmental Engineering	202	36	18%	166	82%	117	24	21%	93	79%
Mechanical Engineering	172	16	9%	156	91%	119	12	10%	107	90%
Electrical Engineering	504	78	15%	426	85%	196	48	24%	148	76%
Chemical Engineering	71	49	69%	22	31%	60	39	65%	21	35%
Biotechnology and Food Eng.	149	120	81%	29	19%	86	68	79%	18	21%
Agricultural Engineering	25	3	12%	22	88%	40	9	23%	31	78%
Aerospace Engineering	75	14	19%	61	81%	43	9	21%	34	79%
Industrial Eng. & Management	344	169	49%	175	51%	164	81	49%	83	51%
Mathematics	17	7	41%	10	59%	11	3	27%	8	73%
Physics	33	6	18%	27	82%	38	9	24%	29	76%
Architecture & Town Planning	401	254	63%	147	37%	87	58	67%	29	33%
Economics & Management	69	45	65%	24	35%	27	20	74%	7	26%
Computer Science	455	111	24%	344	76%	161	64	40%	97	60%
Geodetic Engineering	20	5	25%	15	75%	15	2	13%	13	87%
Medical Science	973	509	52%	464	48%	81	39	48%	42	52%
Landscape Architecture	28	21	75%	7	25%	24	19	79%	5	21%
Bio-Medical Engineering	127	81	64%	46	36%	54	36	67%	18	33%
Education in Technology & Science	8	7	88%	1	13%	10	7	70%	3	30%

Faculty	Total Applicants	Women Applicants N	Women Applicants %	Men Applicants N	Men Applicants %	Total Accepted	Women Accepted N	Women Accepted %	Men Accepted N	Men Accepted %
Chemistry	45	28	62%	17	38%	63	33	52%	30	48%
Biology	119	86	72%	33	28%	88	67	76%	21	24%
Mathematics with Computer Science	19	5	26%	14	74%	17	4	24%	13	76%
Malach - General Studies	17	4	24%	13	76%	24	4	17%	20	83%
Environmental Engineering	54	25	46%	29	54%	32	14	44%	18	56%
Math With Statistics	3	2	67%	1	33%	1	1	100%	0	0%
Molecular Bio-Chemistry	37	29	78%	8	22%	25	19	76%	6	24%
Medical Science - American Program	27	12	44%	15	56%	27	12	44%	15	56%
Quality Engineering in Bio-processes	0	0	0%	0	0%	0	0	0%	0	0%
Materials Engineering	128	59	46%	69	54%	59	28	47%	31	53%
Computer Science Education	7	2	29%	5	71%	14	5	36%	9	64%
Electrical Education	7	1	14%	6	86%	3	0	0%	3	100%
Mathematics-Physics	22	6	27%	16	73%	8	0	0%	8	100%
Information Systems Eng.	91	34	37%	57	63%	39	12	31%	27	69%
Bio-Chemical Engineering	68	44	65%	24	35%	37	26	70%	11	30%
Physics with Computer Science	27	3	11%	24	89%	12	1	8%	11	92%
Mathematics with Computer Science	29	3	10%	26	90%	12	1	8%	11	92%
Medical Lab Science	96	81	84%	15	16%	22	17	77%	5	23%
BioMedical Engineering and Physics	1	0	0%	1	100%	1	0	0%	1	100%
Civil Engineering - International School	25	3	12%	22	88%	19	1	5%	18	95%
Electrical Engineering with Physics	161	19	12%	142	88%	42	5	12%	37	88%
Total	5182	2080	40%	3102	60%	2102	787	37%	1315	63%

* Number of applicants by faculty of first choice

** Number of accepted to their first or second choice (according to the faculty in which they enroll).

Figure 4: Undergraduate Applicants by Academic Unit- Winter, 2009

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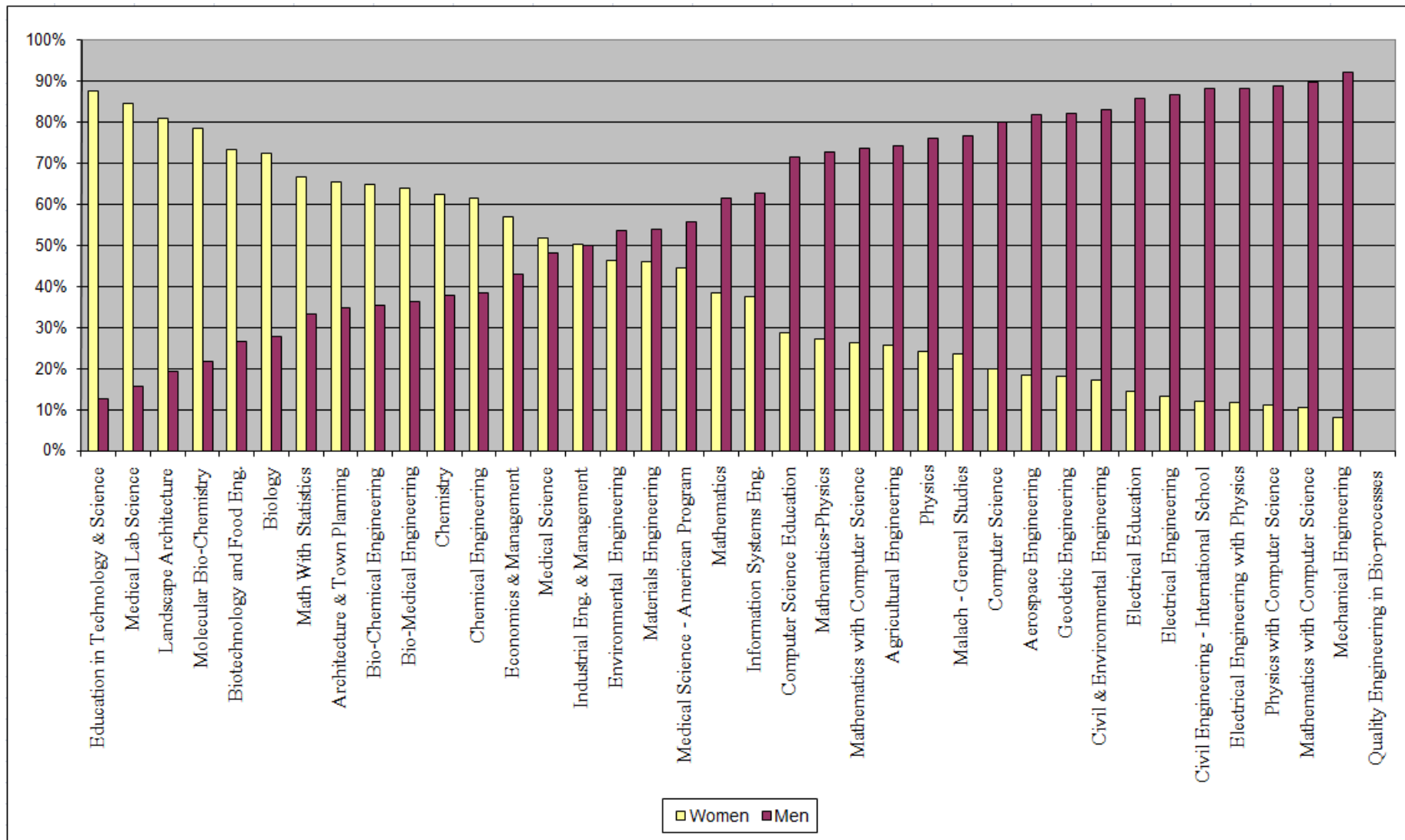


Figure 5: Percentage of Undergraduate Accepted Applicants by Academic Unit - Winter, 2009 [Back to Text→](#)

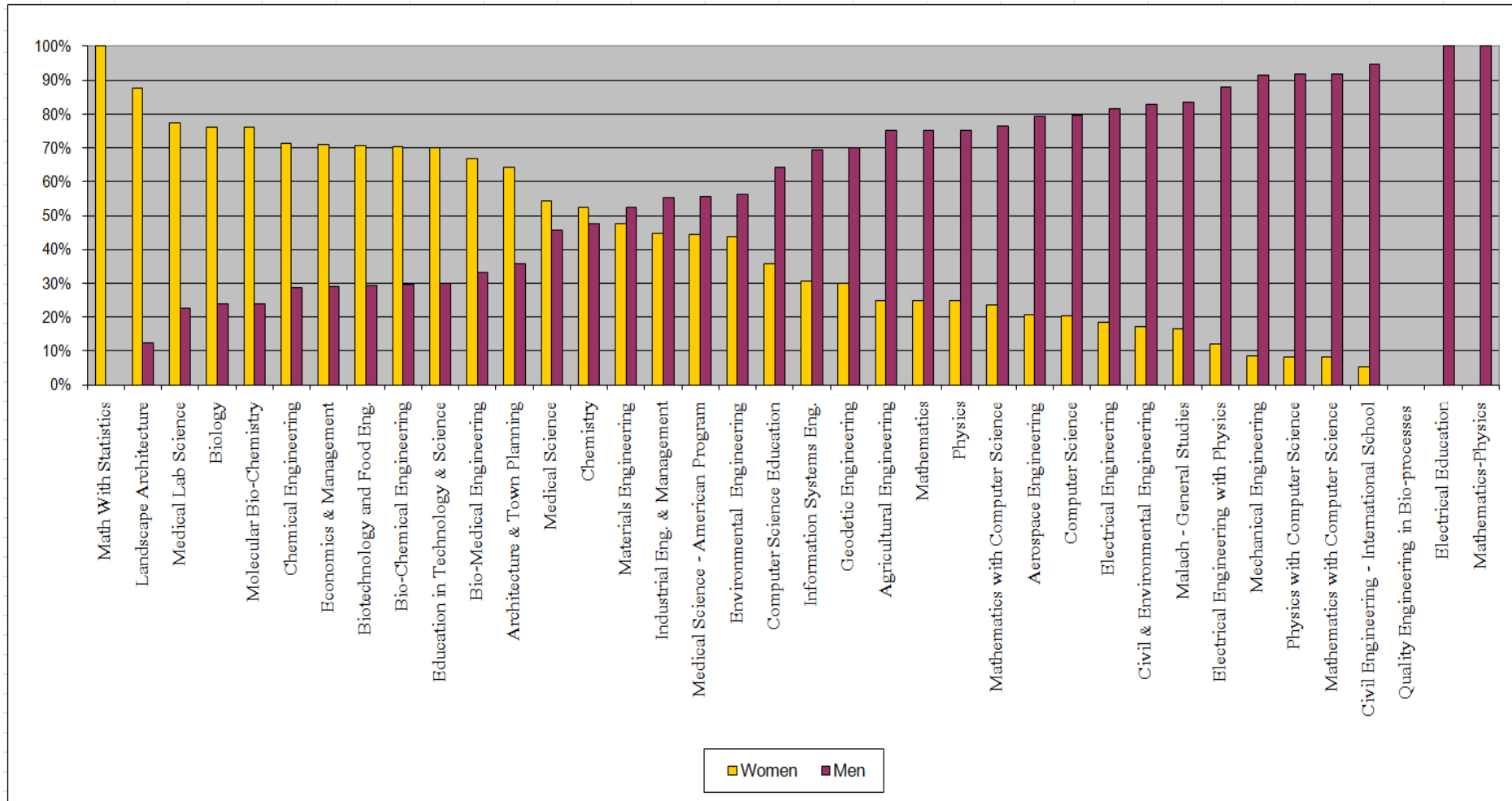


Table 7: Undergraduate Students Enrolled by Academic Unit, Spring, 2010 [Back to Text→](#)

Faculty	Women		Total
	N	%	
Civil & Environmental Eng.	212	24%	892
Mechanical Engineering	60	8%	713
Electrical Engineering	219	16%	1348
Chemical Engineering	238	72%	332
Biotechnology & Food Eng.	188	77%	245
Aerospace Engineering	62	18%	339
Industrial & Management Eng.	441	46%	955
Mathematics	46	30%	152
Physics	34	17%	196
Chemistry	60	56%	107
Biology	211	75%	280
Architecture & Town Planning	314	65%	485
Education in Technology & Sci.	67	51%	131
Computer Science	249	23%	1079
Medicine	307	50%	620
Materials Engineering	108	47%	229
Bio-Medical Engineering	136	70%	194
Malach - General Studies	9	18%	49
Civil & Environmental Eng - International School	0	0%	1
Total	2961	35%	8347

Figure 6: Undergraduate Students Enrolled by Academic Unit, Spring 2010

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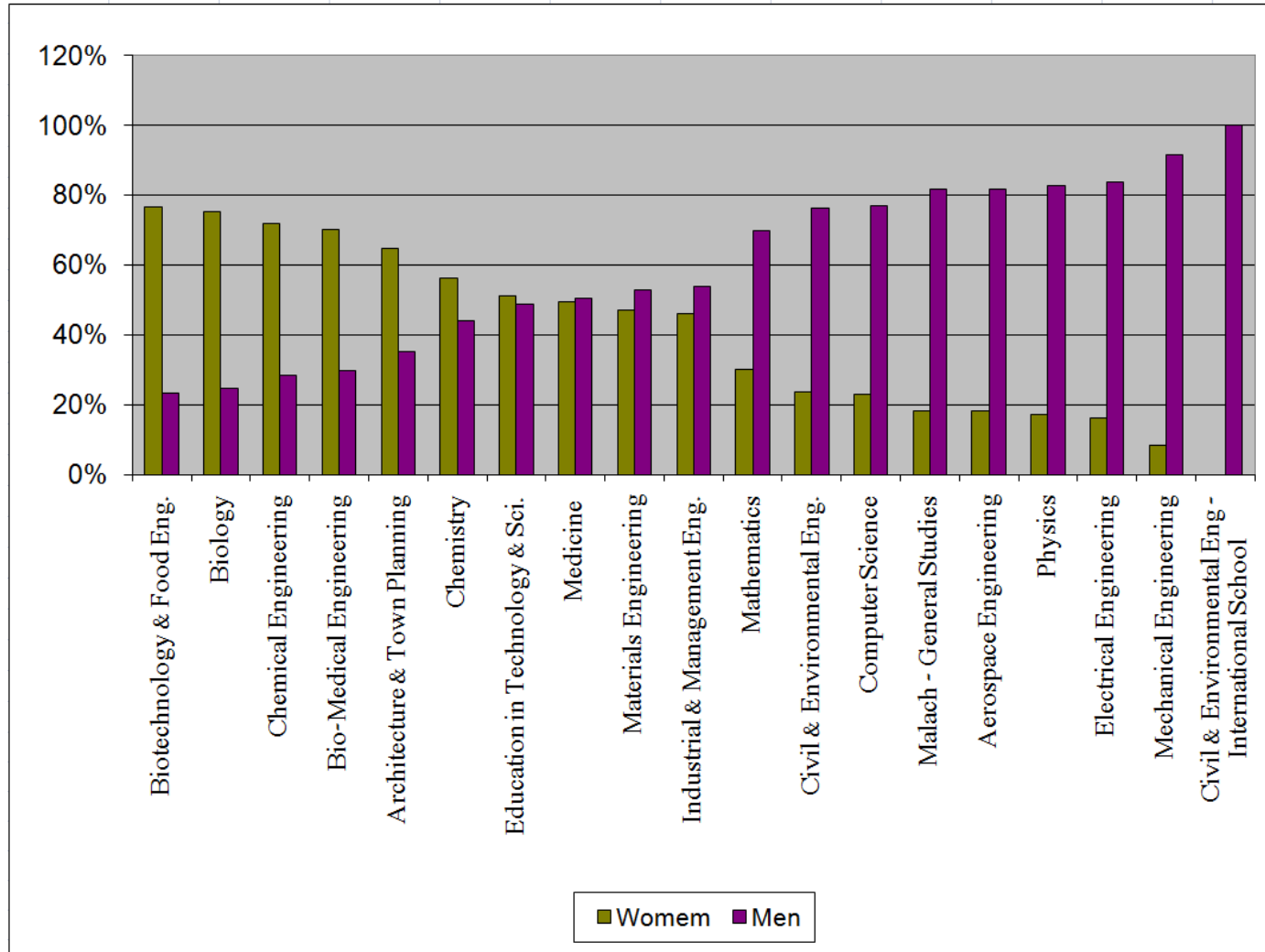


Table 8: A Comparison of women and Men Undergraduate Students Graduating with Honors, Spring 2009 [Back to Text→](#)

	Total	Women		Men	
		N	%	N	%
Total Students Graduating	1725	583	34%	1142	66%
Total Students Graduating with Honors	542	169	31%	373	69%
Students Graduating with Honor	421	140	33%	281	67%
Students Graduating with Distinct Honor	121	29	24%	92	76%

Figure 7: Undergraduate Students Graduating with Honors, Spring 2009 [Back to Text→](#)

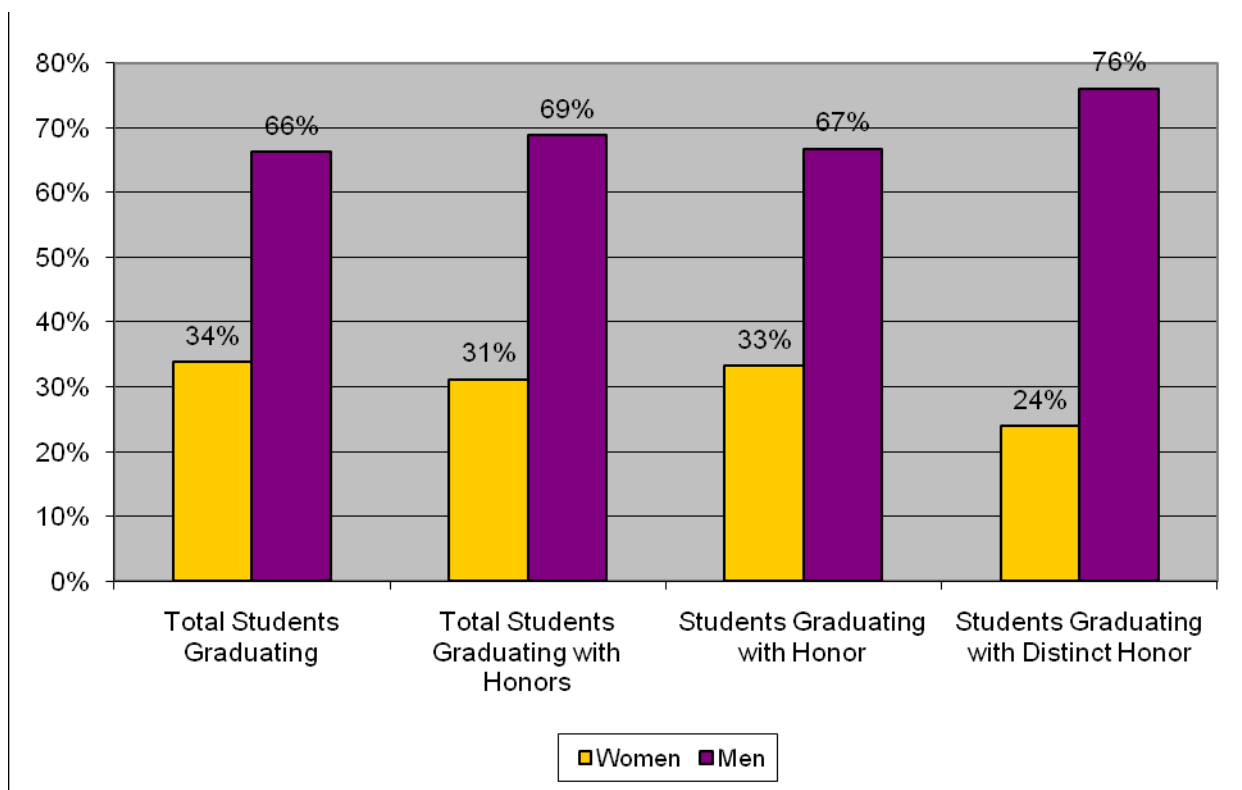


Table 9: Distribution of Applicants and Accepted Students to the Excellence Program (2003-2010) by Gender [Back to Text→](#)

year	Total Applicants	Applicants				Accepted			
		Women		Men		Women		Men	
		N	%*	N	%	N	%**	N	%
2003	182	56	31%	126	69%	1	7%	14	93%
2004	152	43	28%	109	72%	2	11%	16	89%
2005	140	28	20%	112	80%	4	31%	9	69%
2006	198	56	28%	142	72%	4	29%	10	71%
2007	225	73	32%	152	68%	9	50%	9	50%
2008	165	47	28%	118	72%	3	19%	13	81%
2009	202	96	48%	106	52%	3	21%	11	79%
2010	208	64	31%	144	69%	3	23%	10	77%
Total	1472	463	31%	1009	69%	29	24%	92	76%

* Percentage of female applicants out of total applicants.

** Percentage of accepted female students out of all accepted.

Figure 8: Distribution of Women and Men accepted to the Excellence Program, 2003-2010 [Back to Text→](#)

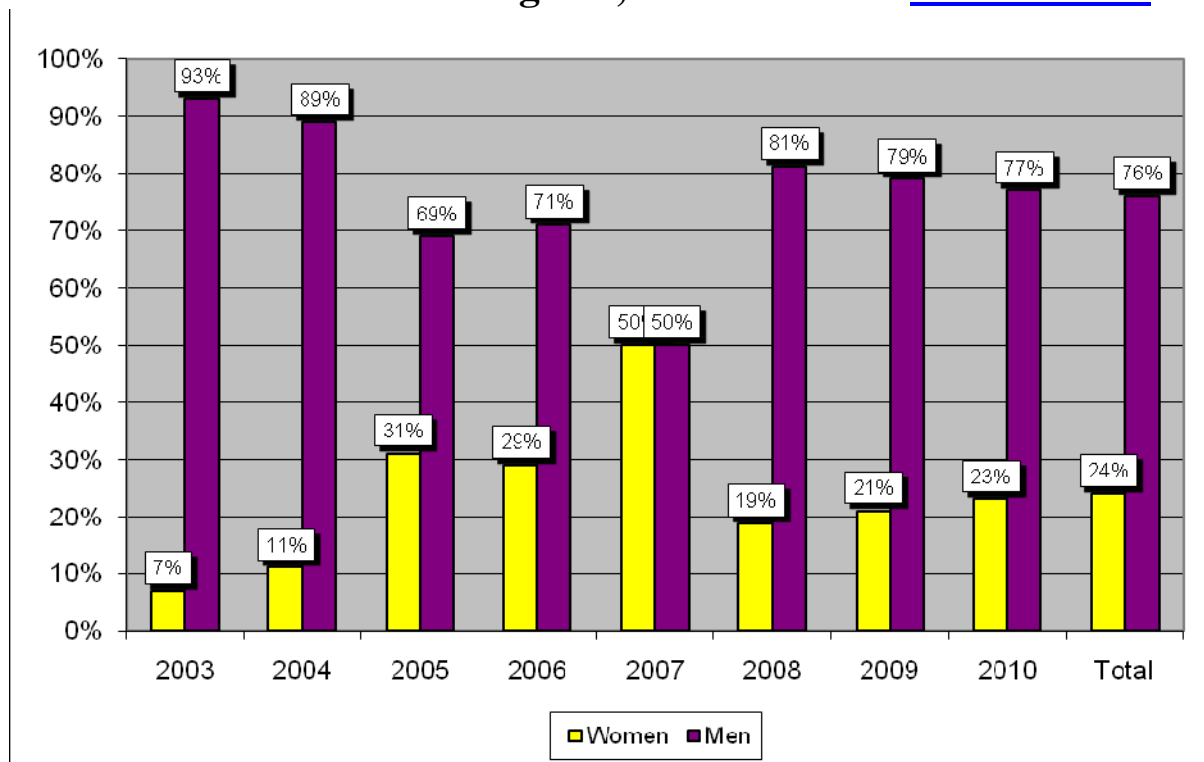


Table 10: Undergraduate Assistance Scholarships in each Faculty, 2010

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Faculty	Women			Men		
	Scholarship		Total Women*	Scholarship		Total Men*
	%***	N**		%***	N**	
Civil & Environmental Engineering	20%	44	223	18%	128	710
Mechanical Engineering	12%	7	59	13%	91	689
Electrical Engineering	11%	26	227	9%	111	1209
Chemical Engineering	22%	55	250	13%	13	101
Biotechnology & Food Eng.	17%	37	213	23%	15	65
Aerospace Engineering	10%	6	63	6%	17	272
Industrial Eng. & Management	15%	69	458	11%	57	525
Mathematics	23%	11	48	15%	17	111
Physics	18%	7	38	11%	20	174
Chemistry	29%	20	68	15%	8	53
Biology	35%	86	244	16%	12	73
Architecture & Town Planning	13%	43	321	13%	22	176
Education in Technology & Science	38%	27	72	21%	13	62
Computer Science	11%	30	270	10%	93	893
Medicine	23%	73	318	12%	41	329
Materials Engineering	21%	25	121	17%	24	140
Bio-Medical Engineering	18%	26	143	24%	16	68
General Studies	50%	3	6	8%	2	25
Total	19%	595	3142	12%	700	5675

* Numbers of students according to Table 7. ** Number of female/male scholarship recipients.

*** Percentage of female scholarship recipients out of women students in each faculty/ male scholarship recipients out of male students in each faculty.

Table 11: Undergraduate Dropouts Percentage by Gender and Faculty Compared with Their Total Percentage, 2009 [Back to Text→](#)

Faculty	Women				Men			
	Total Women		Dropouts		Total Men		Dropouts	
	N*	%**	N***	%****	N*	%**	N***	%****
Civil & Environmental Engineering	212	29%	21	10%	680	93%	36	5%
Mechanical Engineering	60	8%	5	8%	653	91%	36	6%
Electrical Engineering	219	15%	6	3%	1129	76%	38	3%
Chemical Engineering	238	69%	18	8%	94	27%	6	6%
Biotechnology & Food Engineering	188	58%	7	4%	57	18%	2	4%
Aerospace Engineering	62	19%	1	2%	277	86%	16	6%
Industrial Eng. & Management	441	50%	13	3%	514	58%	20	4%
Mathematics	46	27%	3	7%	106	61%	14	13%
Physics	34	17%	2	6%	162	79%	17	10%
Chemistry	60	42%	5	8%	47	33%	13	28%
Biology	211	64%	17	8%	69	21%	14	20%
Architecture & Town Planning	314	64%	7	2%	171	35%	1	1%
Education in Technology & Science	67	39%	4	6%	64	37%	8	13%
Computer Science	249	24%	9	4%	830	82%	42	5%
Medicine	307	49%	15	5%	313	50%	18	6%
Materials Engineering	108	43%		0%	121	49%	6	5%
Bio- Medical Eng.	136	53%	15	11%	58	23%	12	21%
General Studies	9	4%	1	11%	40	16%	13	33%
Civil & Env. Eng - International School	0	0%	0	0%	1	0%	0	0%
Total	2961	35%	149	5%	5386	64%	312	6%

* Number of women/men students in each faculty. ** Percentage of women or men students out of total.
 *** Number of women/men dropouts (by choice + by Technion decision). **** Percentage of women dropouts out of women students/men dropouts out of men students.

Note: This data is not compatible with Table 7 in this report, but rather with the data in the 2007 report, since the 2007 dropout data are the most recent available

Appendix C: Tables and Figures - Graduate Student Body

Table 12: Newly Registered Master's Students, Winter 2009
Percent of accepted applicants of each gender who actually registered

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Faculty	Women Registered		Men Registered		Total Students Registered
	N	%	N	%	
Civil & Environmental Eng.	19	33%	39	67%	58
Mechanical Engineering	6	15%	33	85%	39
Electrical Engineering	11	22%	40	78%	51
Chemical Engineering	5	45%	6	55%	11
Biotechnology and Food Eng.	6	75%	2	25%	8
Aerospace Engineering	9	30%	21	70%	30
Industrial & Management Eng.	18	45%	22	55%	40
Mathematics	4	40%	6	60%	10
Physics	2	14%	12	86%	14
Chemistry	8	62%	5	38%	13
Biology	12	80%	3	20%	15
Applied Mathematics	1	20%	4	80%	5
Architecture & Town Planning	37	59%	26	41%	63
Computer Science	3	15%	17	85%	20
Medicine	28	78%	8	22%	36
Materials Engineering	2	50%	2	50%	4
Bio-Medical Engineering	6	60%	4	40%	10
Nano-Science & Nano-Technology	3	50%	3	50%	6
Education in Technology & Sci.	4	57%	3	43%	7
Business Management	12	18%	53	82%	65
Quality Assurance and Reliability	1	100%	0	0%	1
Biotechnology*	1	50%	1	50%	2
Polymer Eng.	1	100%	0	0%	1
Master of Engineering (general)	2	50%	2	50%	4
Design and Manufacturing Eng.	0	0%	2	100%	2
Total	201	39%	314	61%	515

Table 13: Newly Registered Doctoral Students, Winter 2009

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Faculty	Women Registered		Men Registered		Total Students Registered
	N	%	N	%	
Civil & Environmental Eng.	2	40%	3	60%	5
Mechanical Engineering	1	33%	2	67%	3
Electrical Engineering	0	0%	3	100%	3
Chemical Engineering	2	67%	1	33%	3
Biotechnology and Food Eng.	1	50%	1	50%	2
Aerospace Engineering	0	0%	3	100%	3
Industrial & Management Eng.	3	75%	1	25%	4
Mathematics	0	0%	7	100%	7
Physics	0	0%	5	100%	5
Chemistry	4	100%	0	0%	4
Biology	3	50%	3	50%	6
Applied Mathematics	2	100%	0	0%	2
Architecture & Town Planning	4	57%	3	43%	7
Computer Science	2	33%	4	67%	6
Medicine	8	100%	0	0%	8
Materials Engineering	0	0%	0	0%	0
Bio-Medical Engineering	1	25%	3	75%	4
Nano-Science & Nano-Technology	1	33%	2	67%	3
Education in Technology & Sci.	5	100%	0	0%	5
Business Management	0	0%	0	0%	0
Quality Assurance and Reliability	0	0%	0	0%	0
Biotechnology*	0	0%	0	0%	0
Polymer Eng.	0	0%	0	0%	0
Master of Engineering (general)	0	0%	0	0%	0
Design and Manufacturing Eng.	0	0%	0	0%	0
Total	23	36%	41	64%	64

Table 14: Percentage of Women Students by Graduate Program and Degree, Spring 2009

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Graduate Program	Total Graduate		Master			Doctorate		
	Total Number	Women %	Total	Women		Total	Women	
				Number	%		Number	%
Civil & Environmental Eng.	333	36%	254	91	36%	79	28	35%
Mechanical Engineering	243	10%	195	18	9%	48	6	13%
Electrical Engineering	372	17%	304	56	18%	68	6	9%
Chemical Engineering	81	51%	45	20	44%	36	21	58%
Food Engineering	72	69%	37	28	76%	35	22	63%
Agriculture Engineering	0	0%	0	0	0%	0	0	0%
Aerospace Engineering	161	22%	138	30	22%	23	6	26%
Industrial & Management Eng.	263	52%	206	102	50%	57	36	63%
Mathematics	56	27%	29	12	41%	27	3	11%
Physics	168	13%	103	10	10%	65	11	17%
Chemistry	113	65%	54	36	67%	59	37	63%
Biology	114	74%	44	34	77%	70	50	71%
Applied Mathematics	38	18%	26	2	8%	12	5	42%
Architecture & Town Planning	258	60%	222	132	59%	36	22	61%
Computer Science	196	18%	128	20	16%	68	16	24%
Medicine	254	72%	121	90	74%	133	93	70%
Materials Engineering	92	52%	61	32	52%	31	16	52%
Bio-Medical Engineering	109	48%	74	35	47%	35	17	49%
Nano-Science & Nano-Technology	51	43%	32	14	44%	19	8	42%
Education in Technology & Sci.	63	71%	27	18	67%	36	27	75%
Business Management	166	23%	166	38	23%	0	0	0%
Quality Assurance	11	55%	11	6	55%	0	0	0%
Biotechnology	22	64%	11	8	73%	11	6	55%
Polymer Eng.	9	78%	8	7	88%	1	0	0%
Master of Engineering (general)	22	45%	22	10	45%	0	0	0%
Design & Manufacturing Eng.	10	10%	10	1	10%	0	0	0%
Information Sys. Eng.	1	0%	1	0	0%	0	0	0%
Total	3278	39%	2329	850	36%	949	436	46%

Note: Including: vacation, disciplinary suspension, not including: prior to senate approval.

Figure 9: Women Enrolled Graduate Students by Academic Unit, Spring 2009
 Master's and Ph.D. degrees combined; Faculties arranged by decreasing percentage of women [Back to Text→](#)

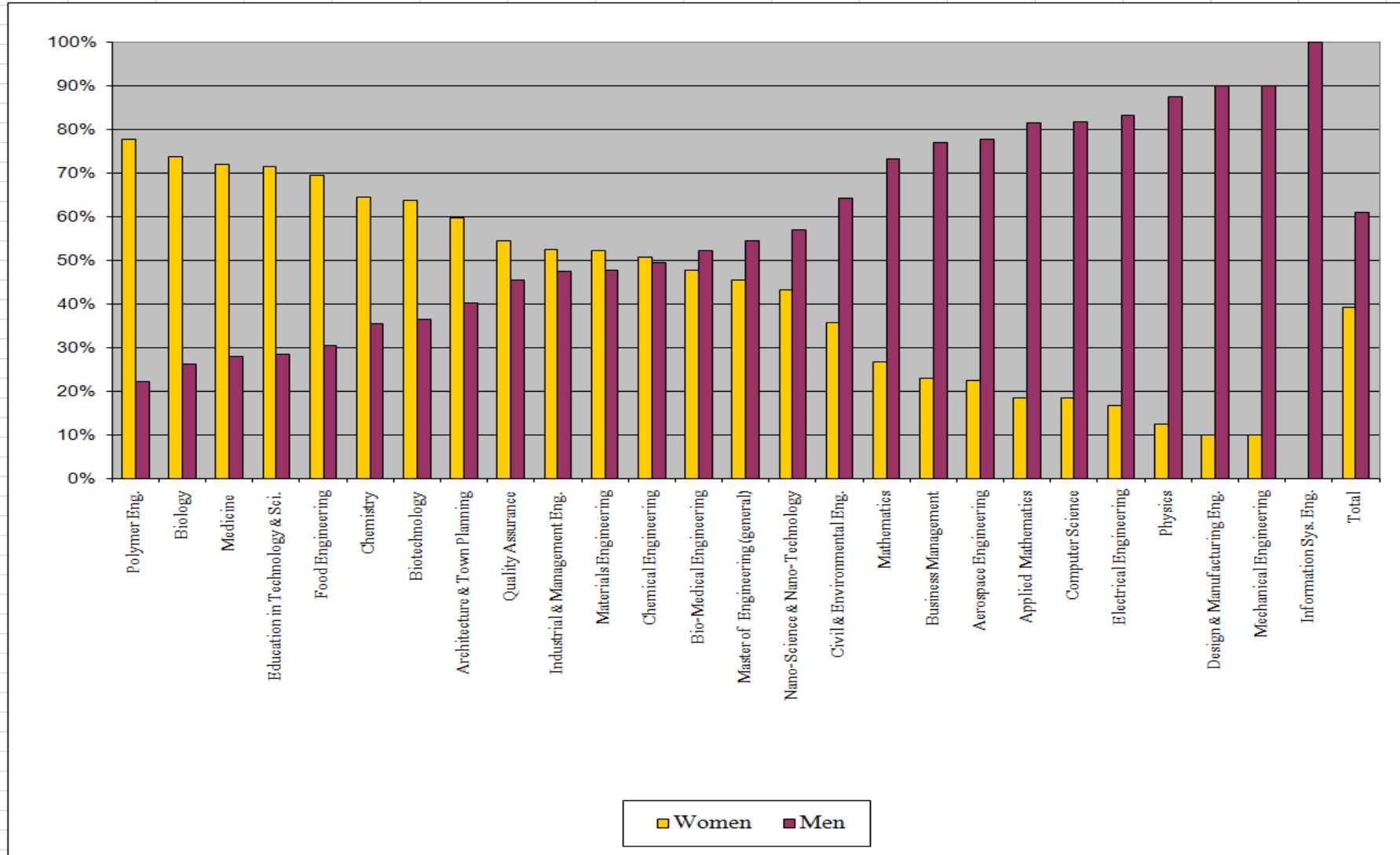


Table 15: Comparison of Women and Men Graduate Students with Honors – 2009

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	Total	Women		Men	
		No.	%	No.	%
Master's Students Graduating With Honor	77	28	36%	49	64%
Master's Students Graduating with Distinct Honor	24	4	17%	20	83%
Total Master's Students With Honors	101	32	32%	69	68%
Total Master's Students Graduating	751	255	34%	496	66%

Figure 10: Comparison of Women and Men Graduate Students with Honors – 2009

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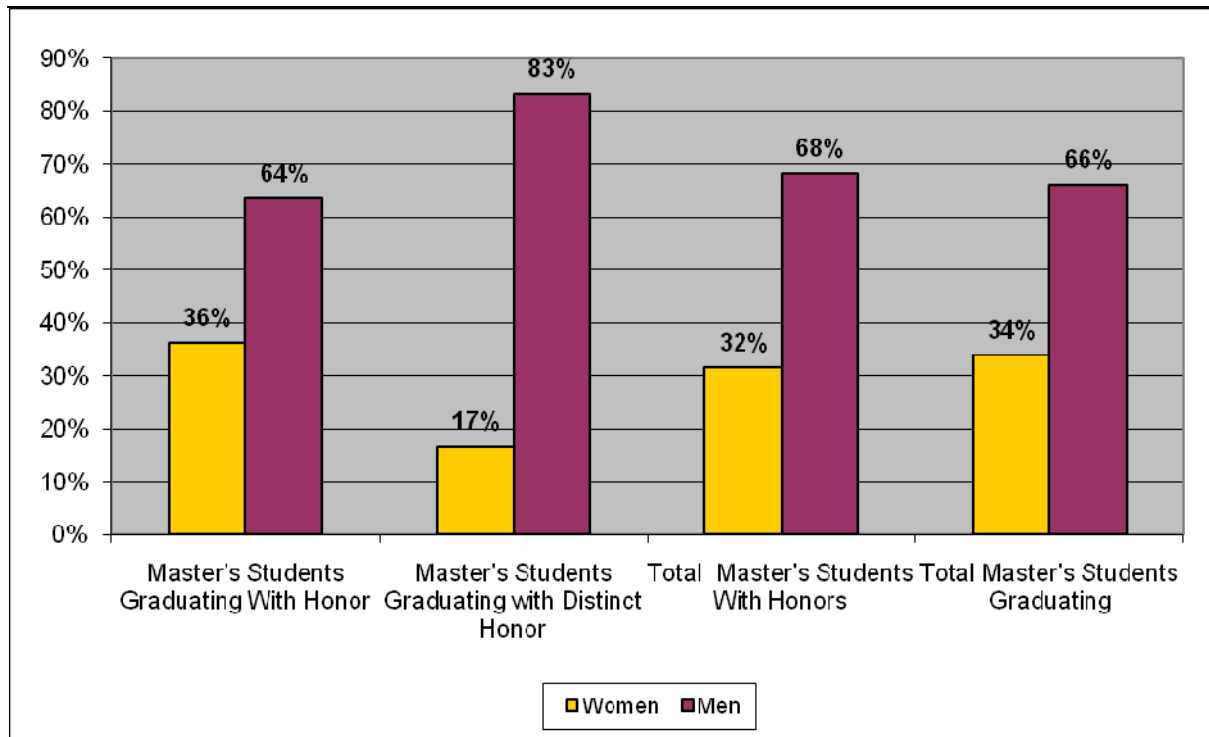


Table 16: Graduate Scholarship Holders (3-4 units), Winter, 2009

*Data from the Graduate Dean office, latest year available (due to changes in scholarship system).

**The data are not updated to 2009.

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Faculty	3 Portion Scholarship				4 Portion Scholarship			
	Men Holders		Women Holders		Men Holders		Women Holders	
	Months	%	Months	%	Months	%	Months	%
Civil & Environmental Engineering	86	47%	98	53%	263	52%	238	48%
Mechanical Engineering	24	83%	5	17%	196	82%	43	18%
Electrical Engineering	74	100%	0	0%	5	45%	6	55%
Chemical Engineering	12	92%	1	8%	122	52%	112	48%
Biotechnology & Food Eng.	12	24%	38	76%	153	39%	236	61%
Aerospace Engineering	16	100%	0	0%	33	60%	22	40%
Industrial Eng. & Management	150	50%	152	50%	69	26%	200	74%
Mathematics	53	65%	29	35%	15	94%	1	6%
Physics	100	81%	24	19%	189	94%	12	6%
Chemistry	24	18%	111	82%	217	39%	342	61%
Biology	12	50%	12	50%	119	20%	463	80%
Applied Mathematics	51	100%	0	0%	42	65%	23	35%
Architecture & Town Planning	20	35%	37	65%	81	42%	113	58%
Computer Science	18	100%	0	0%	6	50%	6	50%
Medical Science	5	31%	11	69%	334	23%	1121	77%
Materials Engineering	12	100%	0	0%	116	54%	99	46%
Bio-Medical Engineering	14	52%	13	48%	88	49%	90	51%
Nano- Technology	0	0%	5	100%	5	100%	0	0%
Education in Technology & Science	24	23%	81	77%	12	26%	35	74%
Quality Assurance	0	0%	0	0%	0	0%	0	0%
Biotechnology	11	50%	11	50%	13	12%	96	88%
Polymer Eng.	0	0%	0	0%	0	0%	3	100%
Total	718	53%	628	47%	2078	39%	3258	61%

**Table 16 (Con.): Graduate Scholarship Holders (5-6 units),
Winter 2009**

Faculty	5 Portion Scholarship				6 Portion Scholarship			
	Men Holders		Women Holders		Men Holders		Women Holders	
	Months	%	Months	%	Months	%	Months	%
Civil & Environmental Engineering	196	62%	119	38%	138	75%	46	25%
Mechanical Engineering	159	93%	12	7%	70	99%	1	1%
Electrical Engineering	761	79%	204	21%	107	96%	5	4%
Chemical Engineering	92	39%	144	61%	31	70%	13	30%
Biotechnology & Food Eng.	16	35%	30	65%	24	32%	50	68%
Aerospace Engineering	123	73%	46	27%	34	49%	36	51%
Industrial Eng. & Management	71	29%	175	71%	104	78%	30	22%
Mathematics	135	88%	19	12%	78	78%	22	22%
Physics	348	85%	60	15%	111	96%	5	4%
Chemistry	66	85%	12	15%	4	5%	71	95%
Biology	109	31%	240	69%	10	17%	49	83%
Applied Mathematics	17	71%	7	29%	11	100%	0	0%
Architecture & Town Planning	93	58%	66	42%	16	30%	37	70%
Computer Science	540	82%	118	18%	253	74%	88	26%
Medical Science	109	29%	265	71%	56	51%	53	49%
Materials Engineering	68	37%	114	63%	12	50%	12	50%
Bio-Medical Engineering	71	58%	51	42%	3	12%	22	88%
Nano- Technology	190	64%	105	36%	22	37%	37	63%
Education in Technology & Science	15	50%	15	50%	3	38%	5	63%
Quality Assurance	0	0%	0	0%	0	0%	0	0%
Biotechnology	20	56%	16	44%	7	37%	12	63%
Polymer Eng.	0	0%	0	0%	12	100%	0	0%
Total	3199	64%	1818	36%	1094	65%	594	35%

Table 17: Graduate Dropouts Percentage by Gender and Faculty Compared with Their Total Percentage, 2009 [Back to Text→](#)

Faculty	Women				Men			
	Total Women		Dropouts		Total Men		Dropouts	
	N*	%**	N***	%****	N*	%**	N***	%****
Civil & Environmental Eng.	124	34%	5	4%	228	66%	14	6%
Mechanical Engineering	26	10%	2	8%	240	90%	21	9%
Electrical Engineering	65	13%	3	5%	339	88%	29	9%
Chemical Engineering	42	39%	1	2%	42	61%	2	5%
Food Engineering	54	70%	4	7%	22	30%	0	0%
Aerospace Engineering	38	19%	2	5%	138	81%	13	9%
Industrial & Management Eng.	153	54%	15	10%	142	46%	17	12%
Mathematics	16	26%	1	6%	47	74%	6	13%
Physics	24	14%	3	13%	156	86%	9	6%
Chemistry	74	68%	1	1%	42	32%	2	5%
Biology	86	67%	2	2%	32	33%	2	6%
Applied Mathematics	7	23%	0	0%	35	77%	4	11%
Architecture & Town Planning	176	62%	22	13%	114	38%	10	9%
Computer Science	37	22%	1	3%	166	78%	6	4%
Medicine	189	73%	6	3%	72	27%	1	1%
Materials Engineering	48	50%	0	0%	46	50%	2	4%
Bio-Medical Engineering	57	41%	5	9%	67	59%	10	15%
Nano-Science & Nano-Technology	22	38%	0	0%	33	63%	4	12%
Education in Technology & Sci.	47	71%	2	4%	21	29%	3	14%
Business Management	43	19%	5	12%	135	81%	7	5%
Quality Assurance	6	55%	0	0%	6	45%	1	17%
Biotechnology	14	72%	0	0%	8	28%	0	0%
Polymer Eng.	7	50%	0	0%	2	50%	0	0%
Master of Engineering(general)	15	59%	5	33%	12	41%	0	0%
Design & Manufacturing Eng.	1	10%	0	0%	10	90%	1	10%
Information Sys. Eng.	0	0%	0	0%	1	100%	0	0%
Total	1371	39%	85	6%	2156	61%	164	8%

* Number of women/men graduate students in each faculty (Calculated according to data of enrolled (active) students presented in table 14 + the dropout students).

** Percentage of women or men active students out of total enrolled active students (according to Table 14).

*** Number of women/men dropouts

**** Percentage of women dropouts out of women students enrolled + dropout / men dropouts out of men students enrolled + dropout.

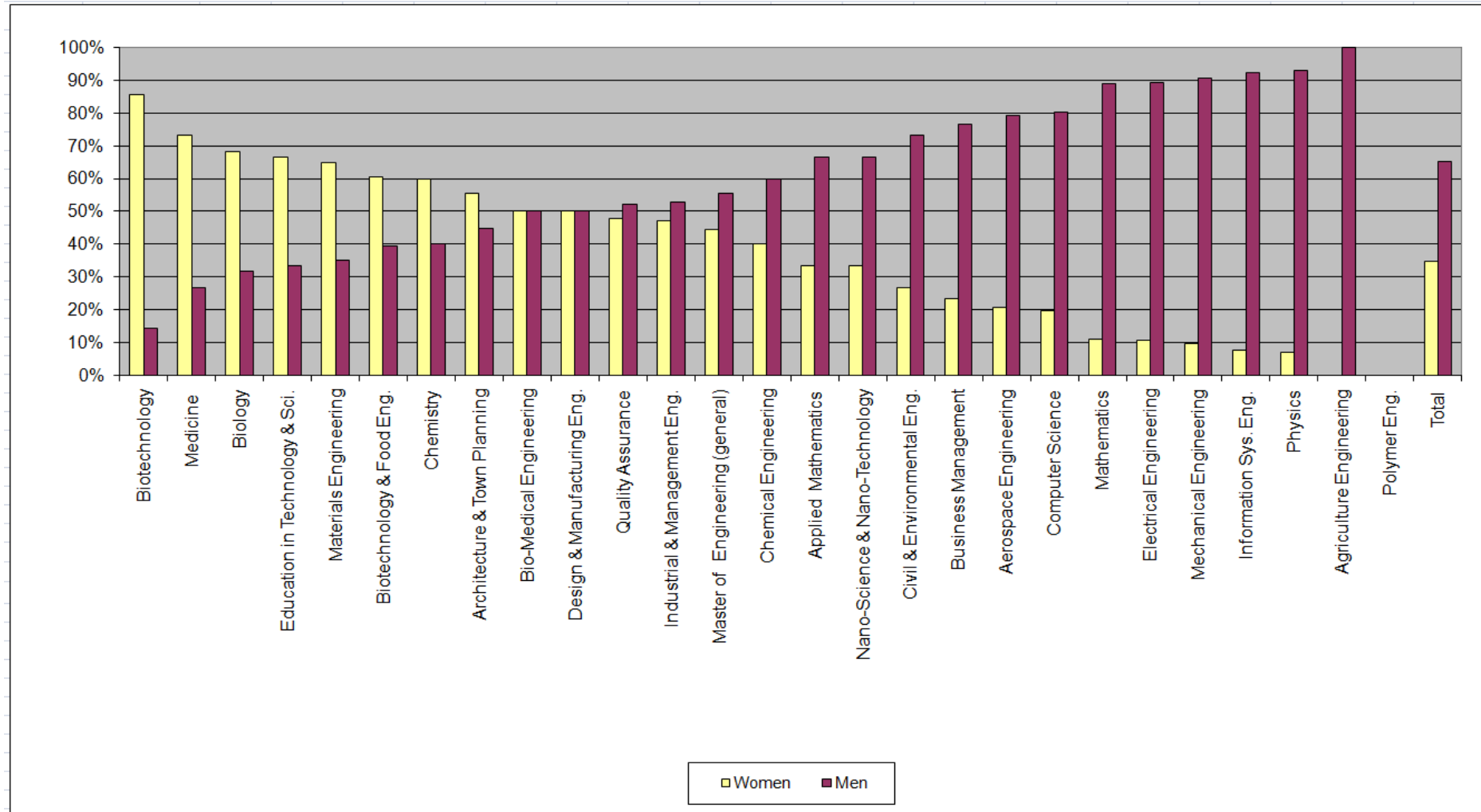
**Table 18: Percentage of Women Graduate Students Graduating
2009**

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Graduate Program	Total		Master's			Doctorate		
	Total	Women	Total	Women		Total	Women	
	Number	%		N	%		N	%
Quality Assurance	44	48%	37	15	41%	7	6	86%
Architecture & Town Planning	56	55%	51	30	59%	5	1	20%
Biology	22	68%	12	7	58%	10	8	80%
Education in Technology & Sci.	18	67%	11	6	55%	7	6	86%
Civil & Environmental Eng.	56	27%	40	13	33%	16	2	13%
Bio-Medical Engineering	10	50%	9	5	56%	1	0	0%
Agriculture Engineering	1	0%	1	0	0%	0	0	0%
Chemical Engineering	20	40%	17	7	41%	3	1	33%
Aerospace Engineering	29	21%	22	4	18%	7	2	29%
Biotechnology & Food Eng.	38	61%	30	20	67%	8	3	38%
Materials Engineering	20	65%	17	13	76%	3	0	0%
Electrical Engineering	56	11%	49	6	12%	7	0	0%
Mechanical Engineering	42	10%	34	4	12%	8	0	0%
Information Sys. Eng.	106	8%	106	8	8%	0	0	0%
Industrial & Management Eng.	70	47%	56	27	48%	14	6	43%
Business Management	115	23%	115	27	23%	0	0	0%
Biotechnology	7	86%	6	5	83%	1	1	100%
Chemistry	25	60%	18	11	61%	7	4	57%
Computer Science	51	20%	34	7	21%	17	3	18%
Mathematics	9	11%	6	0	0%	3	1	33%
Applied Mathematics	6	33%	4	1	25%	2	1	50%
Nano-Science & Nano-Technology	3	33%	3	1	33%	0	0	0%
Physics	42	7%	23	2	9%	19	1	5%
Medicine	71	73%	39	31	79%	32	21	66%
Design & Manufacturing Eng.	2	50%	2	1	50%	0	0	0%
Master of Engineering (general)	9	44%	9	4	44%	0	0	0%
Polymer Eng.	0	0%	0	0	0%	0	0	0%
Total	928	35%	751	255	34%	177	67	38%

Figure 11: Percentage of Master-Doctorate Women Students Graduating, 2009
Faculties arranged by decreasing percentage of women

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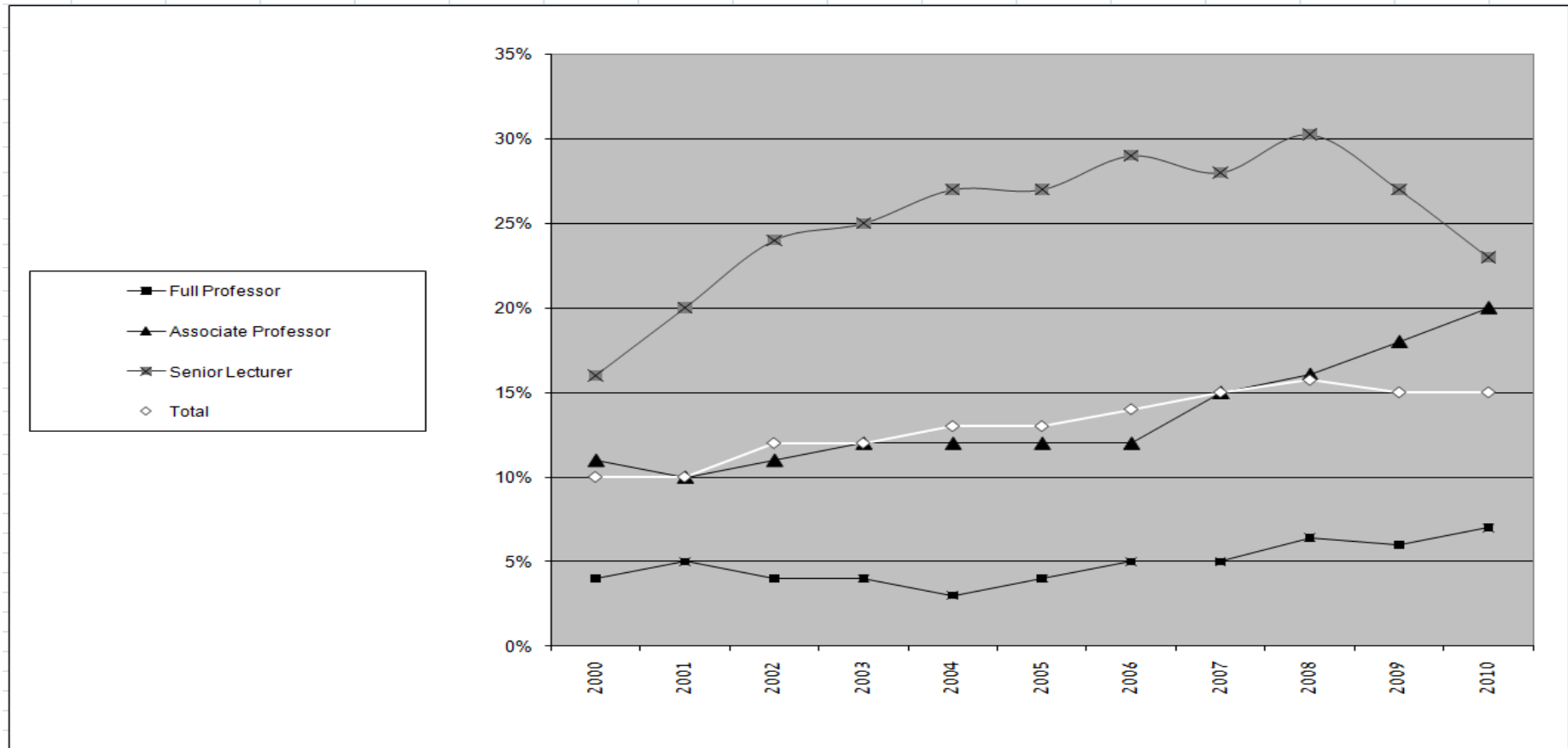
Appendix D: Tables and Figures – Women Faculty Members

Table 20: Women Faculty Members by Rank – Time Series 2000 -2010 [Back to Text→](#)

	2000		2001		2002		2003		2004		2005		2006		2007		2008		2009		2010	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Total																						
Women	59	10%	63	10%	71	12%	71	12%	72	13%	74	13%	77	14%	78	15%	84	16%	80	15%	78	15%
Total	607	100%	601	100%	604	100%	584	100%	568	100%	560	100%	553	100%	533	100%	534	100%	519	100%	518	100%
Full Professor																						
Women	10	4%	11	5%	9	4%	8	4%	7	3%	9	4%	11	5%	11	5%	14	6%	14	6%	15	7%
Total	253	100%	244	100%	232	100%	228	100%	222	100%	218	100%	216	100%	213	100%	218	100%	216	100%	222	100%
Associate Professor																						
Women	21	11%	19	10%	22	11%	23	12%	25	12%	23	12%	22	12%	28	15%	31	16%	35	18%	37	20%
Total	192	100%	190	100%	201	100%	200	100%	201	100%	191	100%	186	100%	182	100%	193	100%	191	100%	185	100%
Senior Lecturer																						
Women	23	16%	30	20%	37	24%	37	25%	38	27%	40	27%	42	29%	38	28%	36	30%	29	27%	24	23%
Total	142	100%	147	100%	153	100%	146	100%	140	100%	146	100%	146	100%	134	100%	119	100%	106	100%	103	100%
Lecturer																						
Women	5	25%	3	15%	3	17%	3	30%	2	40%	2	40%	2	40%	1	25%	3	75%	2	33%	3	38%
Total	20	100%	20	100%	18	100%	10	100%	5	100%	5	100%	5	100%	4	100%	4	100%	6	100%	8	100%

**Figure 12: Percent of Women Faculty by Rank – Time Series
2000-2010**

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*The Figure does not include the Lecturer rank because this rank is being phased out and therefore the percentages are misleading.

Table 22: Percentage of Women Faculty Members within Each Rank by Academic Unit 2010

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Faculty	Total Ranks			Full Professor			Associate Professor			Senior Lecturer			Lecturer		
	Total	Women		Total	Women		Total	Women		Total	Women		Total	Women	
		N	%		N	%		N	%		N	%		N	%
Civil & Environmental Eng.	56	4	7%	17	1	6%	25	1	4%	14	2	14%			
Architecture & Town Planning	22	13	59%	2	2	100%	9	6	67%	11	5	45%			
Mechanical Engineering	37	2	5%	17		0%	11	2	18%	8		0%	1		
Materials Engineering	15	1	7%	8		0%	5	1	20%	2		0%			
Electrical Engineering	46	5	11%	20	1	5%	21	3	14%	5	1	20%			
Chemistry	24	1	4%	14	1	7%	5		0%	5		0%			
Chemical Engineering	16	4	25%	9	1	11%	5	3	60%	2		0%			
Biotechnology & Food Eng.	12	6	50%	3		0%	5	3	60%	4	3	75%			
Physics	35	3	9%	18		0%	11	2	18%	6	1	17%			
Mathematics	45	2	4%	27		0%	13	1	8%	5	1	20%			
Computer Science	50	3	6%	27	2	7%	16	1	6%	6		0%	1		0%
Aerospace Engineering	23	1	4%	14		0%	7		0%	2	1	50%			
Industrial Eng. & Management.	46	8	17%	20	3	15%	13	1	8%	8	2	25%	5	1	20%
Humanities and Arts	1	1	100%	1	1	100%									
Education Technology & Science	10	7	70%	1	1	100%	7	5	71%	1		0%	1	1	100%
Medical Science	42	8	19%	13	1	8%	18	4	22%	11	4	36%			
Biomedical Engineering	11	2	18%	2		0%	6	1	17%	3	1	33%			
Biology	27	7	26%	9	1	11%	8	3	38%	10	3	30%			
Total	518	78	15%	222	15	7%	185	37	20%	103	24	23%	8	2	25%

Figure 14: Percentage of Women Faculty Members by Academic Unit 2010 [Back to Text→](#)

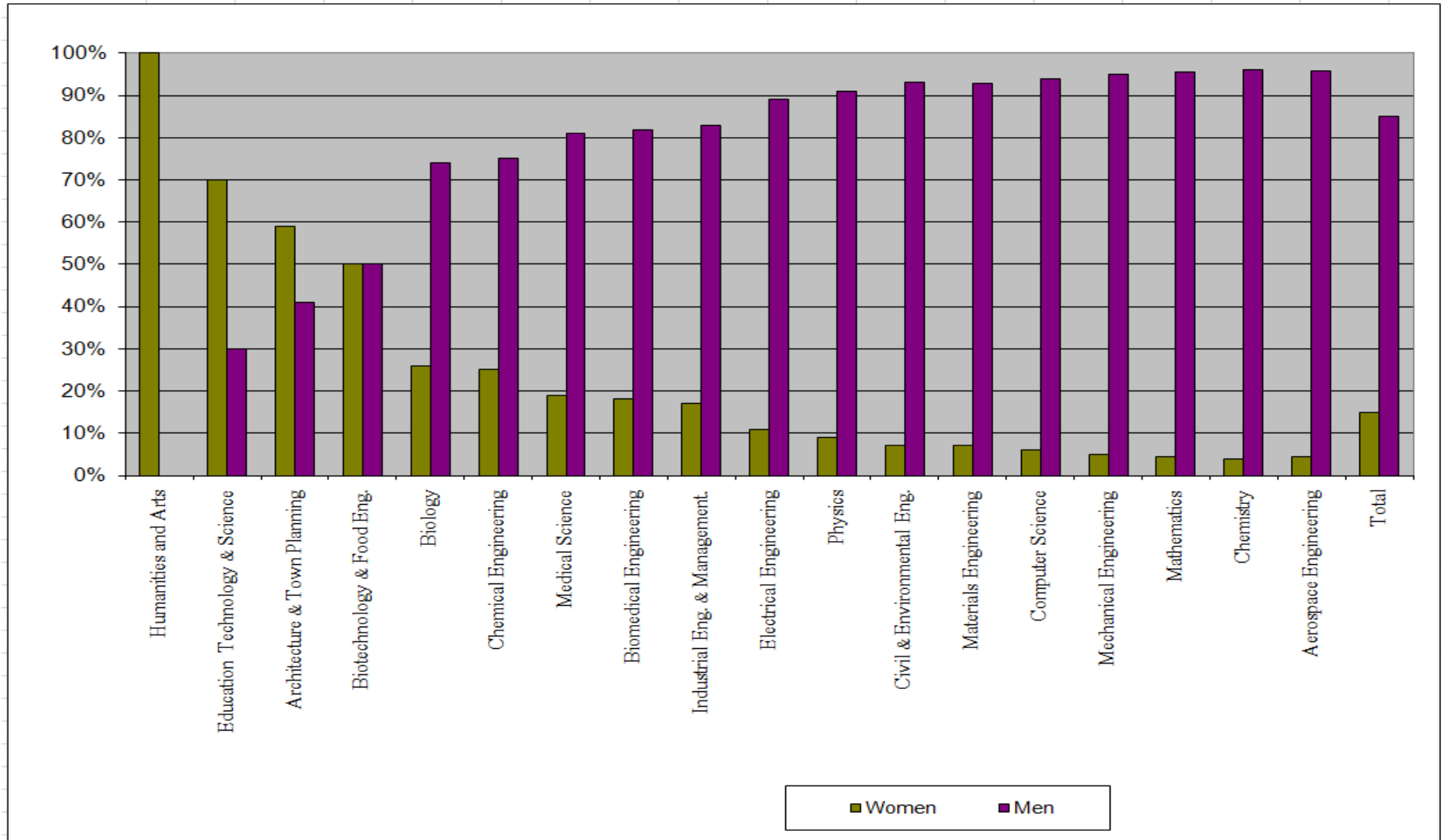


Table 23: Expected Retirements in the Next 3 Years

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	Women	% Women	Men	% Men
2009-2010	3	18%	14	82%
2010-2011	2	12%	15	88%
2011-2012	1	8%	12	92%
Total	6	13%	41	87%

Table 24: Senior Top Management Members 2010

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Senate Senior	Committee Members				
	Women		Men		Total
	No.	%	No.	%	
President and vice presidents	1	17%	5	83%	6
Technion Deans	2	50%	2	50%	4
Academic Unit Deans	1	6%	17	94%	18
Members Appointed Senate	3	8%	36	92%	39
Appointed Senate Members by Academic Unit	3	10%	28	90%	31
Total	10	10%	88	90%	98

Table 25: Elected Senate Committees 2010

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Name of Committee	Committee Members				Total
	Women		Men		
	No.	%	No.	%	
Steering Committee	1	7%	14	93%	15
Standing Comm. For Undergrad. & Graduate Studies	5	21%	19	79%	24
Sub-committee for approving courses	1	20%	4	80%	5
Appointments Comm. for Tenure and Senior Faculty	0	0%	10	100%	10
Committee For Honorary Degrees and Awards	0	0%	12	100%	12
Appointments Comm. for non-tenure track faculty	0	0%	6	100%	6
Academic Development Committee	3	25%	9	75%	12
Research Committee	1	20%	4	80%	5
Professor Representatives on the Board of Governors and the Steering Committee Group B	1	25%	3	75%	4
Professor Representatives on the Board of Governors	1	20%	4	80%	5
Judges In Prof. Rank	2	13%	13	87%	15
Judges In Associate Professor Rank	1	20%	4	80%	5
Judges In Senior Lecturer Rank	2	40%	3	60%	5
Search Committee For Technion-wide Deans	0	0%	4	100%	4
Search Committee For Presidential Appointments	0	0%	3	100%	3
Inter Senate committee of universities for defending the academic independence of the Universities	0	0%	3	100%	3
Total	18	14%	115	86%	133

Table 26: Appointed Senate Committees under the responsibility of the Senior Executive Vice President 2010

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Name of Committee	Committee Members				
	Women		Men		Total
	No.	%	No.	%	
Appointments Comm. For Honorary Degrees	0	0%	5	100%	5
Harvey Prize Comm.	1	14%	6	86%	7
Computer Development and Steering Comm.	0	0%	7	100%	7
Library Committee	1	20%	4	80%	5
Academic Council for Div. of Continuing Ed. & External Studies	3	33%	6	67%	9
Senate representatives on the BOG Board of Trustees	0	0%	8	100%	8
Total	5	12%	36	88%	41

Table 27: Appointed Committees under the responsibility of the Vice President for Academic Affairs 2010

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Name of Committee	Committee Members				
	Women		Men		Total
	No.	%	No.	%	
Senate Faculty Appointments Committee	0	0%	11	100%	11
Faculty Prize Committee	0	0%	7	100%	7
Research Professor Appointments Comm.	0	0%	8	100%	8
Post-Doctoral Awards Committee	1	14%	6	86%	7
Total	1	3%	32	97%	33

Table 28: Appointed Committees under the responsibility of the Vice President for Research 2010

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Name of Committee	Committee Members				
	Women		Men		Total
	No.	%	No.	%	
Senate Reps. to the Advisory Council of the Neaman Institute	3	23%	10	77%	13
Helsinki Committee On Ethics in Human Clinical Experiments	1	20%	4	80%	5
Research Prize Committee	1	14%	6	86%	7
Total	5	20%	20	80%	25

Table 29: Other Committees under the responsibility of the Vice President for Academic Affairs 2010

Name of Committee	Committee Members				
	Women		Men		Total
	No.	%	No.	%	
Appointments Comm. to the Research Authority	1	20%	4	80%	5
Sabbatical Committee	0	0%	4	100%	4
Professional Committees Chair	0	0%	5	100%	5
Special Committee for nominating Research Professors	0	0%	7	100%	7
Election Committee	0	0%	2	100%	2
Total	1	4%	22	96%	23

Table 30: Total of Senate Committees 2010

Name of Committee	Committee Members				
	Women		Men		Total
	No.	%	No.	%	
Elected Senate Committees (Table 25)	18	14%	115	86%	133
Appointed Senate Committees (Table 26)	5	12%	36	88%	41
Appointed Committees under the responsibility of the Vice President for Academic Affairs (Table 27)	1	3%	32	97%	33
Appointed Committees under the responsibility of the Vice President for Research (Table 28)	5	20%	20	80%	25
Other Committees under the responsibility of the Vice President for Academic Affairs (Table 29)	1	4%	22	96%	23
Other Committees and Academic Bodies under the responsibility of the President (Table 34)	2	25%	6	75%	8
Total	30	12%	225	88%	255

Table 31: Non-Tenure Track Positions

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	2007-2008			2008-2009			2009-2010		
	Women		Total	Women		Total	Women		Total
	No.	%		No.	%		No.	%	
Research Track	2	100%	2	2	67%	3	3	75%	4
Regular Clinical Track	11	14%	76	22	22%	98	12	14%	86
Clinical Track	45	21%	216	47	18%	264	69	25%	280
Teaching Track	9	56%	16	9	60%	15	8	57%	14
Adjuncts	607	34%	1770	659	36%	1835	663	35%	1912
Total	674	34%	2008	739	33%	2215	755	33%	2296

Table 34: Other Committees and Academic Bodies under the responsibility of the President

Name of Committee	Committee Members				Total
	Women		Men		
	No.	%	No.	%	
Other academic bodies	2	40%	3	60%	5
Search Committee for Dean of the Div. of Continuing Ed. & External Studies	0	0%	3	100%	3
Total	2	25%	6	75%	8