



# The Academic College of Tel Aviv-Yaffo – Gender Data Report

2019 – 2020 Academic Year

## 1. The policy and activities of the Academic College of Tel Aviv-Yaffo towards the advancement and representation of women at the College and the setting of goals for gender equality

In January 2017, the Gender Representation Committee determined that the composition of the College's governing bodies, including the Nominations Committees, the Board of Trustees, the Board of Directors, and the Academic Council, as well as senior management positions (the president, vice presidents, and deans), will have adequate gender representation (a minimum of 40% of each gender). In addition, measures must be taken to achieve this target as of the date of the report's approval by the Academic Council.

The above report was approved at the Academic Council's meeting of May 29, 2017, and the College's appointment regulations were updated accordingly. The time limit set for achieving the target was five years.

The following are the relevant sections in the College's appointment regulations:

**Gender representation** 3C. The composition of the Appointments Committee shall include at least 40% of each of the two genders.

However, during the transition period, ending March 5, 2022, an exceptions committee, to be appointed by the President of the College, may allow the College to deviate from the aforementioned gender representation obligation.

The following is the relevant section from the Nomination Committee for Secondary Tracks (NCST) procedure:

**Gender representation** 6A. The composition of the NCST shall include at least 40% of each of the two genders.

However, during the transition period, ending March 5, 2022, an exceptions committee, to be appointed by the President of the College, may allow deviation from the aforementioned gender representation obligation.

## 2. Various gender representation aspects

## 1. Faculty

### A. Senior academic staff (core faculty) and fellows staff:

In 2019-2020, 48.6% of the senior academic staff (core staff) and fellows staff were women.

**This meets the criterion of a minimum representation of 40% per gender.**

### B. External teachers:

In 2019-2020, 42.6% of the external teaching staff were women.

**This meets the criterion of a minimum representation of 40% per gender.**

### C. Fellows staff

In 2019-2020, 53.6% of the fellows staff were women.

**This meets the criterion of a minimum representation of 40% per gender.**

### D. Core faculty, Lecturer rank:

In 2019-2020, 61.5% of the total core faculty at the rank of Lecturer were women.

**This meets the criterion of a minimum representation of 40% per gender.**

### E. Core faculty, Senior Lecturer rank:

In 2019-2020, 61.5% of the total core faculty at the rank of Senior Lecturer were women, with higher percentages in the social sciences.

**This meets the criterion of a minimum representation of 40% per gender.**

### F. Core faculty, Associate Professor rank:

In 2019-2020, 43.2% of the total core faculty at the rank of Associate Professor were women.

**This situation meets the criterion of a minimum representation of 40% per gender.**

### G. Core faculty, Professor rank:

In 2019-2020, 12.8% of the total core faculty at the rank of Professor were women.

**This situation does not meet the criterion of a minimum representation of 40% per gender.**

The data reflects the “scissors pattern” of gender distribution, well known in academia, whereby women’s representation in the lower ranks is significant and even slanted (more women than men) and in the senior ranks the trend is reversed, with an underrepresentation of women. The minority of women in the senior ranks has been recognized as a problem by the College, with implications in power and influence junctions. Therefore, in the coming years, the College has the goal of increasing the number of women in these ranks and reducing the gap. This is accompanied by the recognition that the process requires time, mainly because the College has chosen to narrow the gap by encouraging the promotion of existing faculty.

## 2. Core faculty promotions

**A. From the rank of Lecturer to Senior Lecturer:**

In 2019-2020, three of the four promotions to the rank of Senior Lecturer were of women.

**Out of said four promotions, three (75%) were of women.**

**B. From the rank of Senior Lecturer to Associate Professor:**

In 2019-2020, two of the four promotions from the rank of Senior Lecturer to the rank of Associate Professor were of women.

**This reflects 50% of the total promotions to the said rank.**

**C. From the rank of Associate Professor to Professor:**

In 2019-2020, there were no promotions to the rank of Professor.

**D. Tenure**

In 2019-2020, all four tenured faculty were women; i.e., 100% of all tenured faculty.

**3. Recruitment of new faculty – core faculty and fellows staff**

In 2019-2020, four women were recruited as new faculty in the rank of Lecturer and one man was recruited in the rank of Senior Lecturer. Thus, **80% of the new faculty were women.**

**4.**

**A. The representation of women among deans:**

In 2019-2020, two of the five deans at the College were women (40%).

**This meets the criterion of a minimum representation of 40% per gender.**

**B. The representation of women among heads of study tracks/programs/fields:**

In 2019-2020, of 21 heads of study tracks/programs, 13 were women (61.9%).

**This meets the criterion of a minimum representation of 40% per gender.**

**5. Appointments Committee**

The Promotions Committee, which consists of seven senior faculty, there are four men and three women (42.9%).

**6. The integration of women in management bodies – administrative and academic – in 2019-2020:**

<b>Body</b>	<b>Number of women</b>	<b>Percentage of women</b>	<b>Total number of members (absolute numbers)</b>
<b>Board of Trustees</b>	20	25.6	78
<b>Managing Board</b>	4	57.1	7
<b>Academic Council*</b>	13	31.7	41

\* Whose members are all the College's faculty in the ranks of Associate Professor and Professor.

**7. Equality and fairness in employment**

**A. Extended training**

In 2019-2020, four women and four men faculty members participated in extended training.

**B. Reduction of teaching hours for research**

In 2019-2020, 82 teaching hours for 27 women faculty members and 83 teaching hours for 28 men faculty members were reduced.

**8. Prevention of sexual harassment**

The College appointed a Commissioner for Sexual Harassment and a deputy commissioner. In 2019-2020, Dr. Ronit Hanania Roth served as the Commissioner and Ms. Galit Tzlamayer was her deputy.

**9. Conclusion**

The College is pursuing the gender equality target it has set and will continue to work to improve all aspects related to increasing the number of women in the rank of Professor (which will enable increasing women's representation on the Academic Council and appointment committees) and in the its management bodies. Furthermore, the College will work to preserve the gender-balanced places and foster an environment sensitive to gender issues.

Sincerely,

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Dr. Michal Braun  
President's Advisor for Gender Equality