

**Women and Men at the Technion**  
*Students and Faculty*

**2007**

**Annual Report**  
Submitted to the President and the Board of Governors

**By**

**Professor Miriam Erez**  
Coordinator of the Status of Women at the Technion

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## **EXECUTIVE SUMMARY**

### **A. Women Students**

#### **Pre-University: Achievement in Mathematics High School Matriculation.**

In 2005, women high-school students comprised 47.8% of all high school students taking the 5 units, and a large percentage of them excelled in their exams. Taking together the 4 and 5 units in mathematics, the total number of women students was 16,929, higher than the total number of men students – 14,583.

**Women students in Israel:** The overall percentage of women students at the Technion is the lowest in Israel. Yet, in the specific fields of engineering and sciences the findings show that the majority of women students in Engineering in Israel in all three degrees are at the Technion. In addition, the majority of women students in the fields of Computer Sciences, Mathematics and Statistics at the Bachelor degree are at the Technion. Yet, there is room to increase the share of the Technion with respect to graduate level women students in the above mentioned fields, and at all degrees in Biological Sciences.

The Technion ranks the highest compared to Tel-Aviv and Ben-Gurion universities in the percentage of women compared to men students in Engineering and in Biological Sciences. In the fields of Computer Sciences, Mathematics and Statistics, the percentage of women versus men students is higher in Tel-Aviv and Ben-Gurion Universities in all degrees.

#### **Women students at the Technion:**

Overall, there are 36% women students at the Technion with 35% of the undergraduate students, 38% of the graduate students and 44% of the doctoral students. Efforts have been made to recruit more women students and faculty in the last three to five years. Some of the academic units such as Computer Science and Electrical Engineering have taken proactive actions to recruit women students. Other faculties have accepted post doc women fellows, such as the Faculty of Biotechnology and Food Engineering.

#### **Undergraduate students**

37% women students applied to the undergraduate studies, and 36% of all those admitted were women. Overall, the total percentage of women undergraduate students increased in the last 10 years from 28% in 1998 to 35% in 2007. Yet, the proportion of women undergraduate students varies by faculty, with the smallest percentage in Mechanical Engineering (9%), Electrical Engineering (13%), and Physics (15%), and the highest percentage in Biology (74%), Biotechnology and Food Eng. (70%), and Chemistry (70%).

Women comprise 33% of the honor students, with 34% at the level of Dean's honor and 29% on the President list. This year their representation on the excellence program increased significantly to 50%. A higher percentage of women than men undergraduate students receive assistance scholarship based on socio-economic needs. Their drop out rate is equal for males and females – 7%.

### **Graduate Students**

The percentage of newly admitted women graduate students is 38% at the Master level and 49% at the doctoral level, almost equal to men. These figures have not changed in the last 10 years. Of all graduate students enrolled at the Technion women comprise 38% of the Master students, and 44% of the doctoral students. Overall, 40% of the graduate students are women, with the lowest rate in the fields of Design and Manufacturing Eng. (8%), Mechanical Eng. (12%), Electrical Eng. (12%) and Physics (16%), and the highest rate in Medical Sciences (74%), Education in Technology and Science (73%), Agriculture Eng. (at Faculty of Civil & Environmental Eng.) (71%), Biotechnology and Food Eng.(70%) and Biology (69%).

Women comprise 49% of all honor students at the Master level with about 41% and 40% at the highest grade levels of 91-100, and 84 - 90.99 respectively. These figures are somewhat higher than their percentage in the total body of Master students.

The percentage of women who receive 3-unit fellowships is 49%; 4 units - 57% and 5 units - only 34%. The latter can be attributed to their low proportion in some of the large faculties that employ a large number of teaching assistants who are mostly men, and who receive the 5 fellowship units.

The percentage of women who drop out of graduate studies is 13%, lower than men – 17%. Among those graduating in 2006 women comprised 37% at the master level and 40% at the doctoral level, somewhat lower than their percentage in the doctoral program.

### **Post doc Fellows:**

Today, there are 42 post-doc. women fellows, comprising one third of all post-doc fellows at the Technion. In addition, the Technion facilitated the post-doc studies abroad of 5 women and seven men.

### **B. Women Faculty Members – Tenure Track**

**In Israel:** The overall percentage of women in the seven research universities in Israel varies between 15% at the Technion to 35.5% at Bar-Ilan University. Within academic ranks women comprise between 43% -59% of the lecturers, but only between 4% - 17% of the full professors in the seven institutions. The Technion ranks the lowest on the percentage of women faculty at the level of Associate Professor (15.1%) and Full professor (4%). In 2007 there is a slight increase to 5% women at the level of Full Professor at the Technion

### **At the Technion:**

Overall, there are 78 women (compared with 77 in 2006), comprising 15% of the faculty members, compared with 455 men faculty members in tenure track positions at the Technion in 2007.

In the last five years (2003-2007) special efforts have been made to recruit more women faculty. During that period 30 women faculty joined the Technion, comprising 28% of the total 108 new recruits to the Technion.

Currently, 50% of all women faculty are in junior positions (senior lecturer and lecturer) compared with 22% of all men who are in same positions. Yet, the percentage of women in the higher level positions of Associate Professor and Full Professor is only 20%, with 15% at the level of Associate Professor and 5% at the level of Full Professor. This is a much lower rate than among men professors, of whom 34% are Associate Professor and 44% are Full Professors.

The distribution of women faculty by academic units shows that in eleven academic units at the Technion the percentage of women faculty is lower than 15% - their overall proportion of the faculty members. In eight academic units their percentage is above their representation at the Technion at large.

Women are underrepresented at the Technion top management team and at the Technion Senate committees - only 7%. Yet, it is worth noting that women are represented in Appointed Committees by the Vice President for Academic Affairs and by the Vice President for Research.

### **C. RECOMMENDATIONS**

The 2007 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. The pool of potential women applicants with 5 units of mathematics is almost as high as that of men. Therefore, more efforts should be made to proactively approach these women and attract them to the Technion. While proactive actions have recently been taken to attract undergraduate students to the Technion, special attention should be paid to potential women applicants.
- b. More publicity should be given to the following positive points:
  - i. The increasing number of women undergraduate students at the Technion
  - ii. The acceptance rate for women is almost as high as their rate among the applicants.
  - iii. The relatively high proportion of women in Engineering and Biological Sciences, compared with other universities
  - iv. The high percentage of women on the honor list and in the excellence program
  - v. The high percentage of women who receive support assistance fellowships
  - vi. The high percentage of women graduate students

- vii. Social life at the Technion. This item has not been reviewed in the present report.
  - c. The Task Force on Women Issues at the Technion recommended to include undergraduate courses on women career development, as part of the humanities program.
  - d. Increasing the awareness of faculty members and teaching assistants to issues related to women undergraduate students – a recommendation made by the Task Force on Women Issues.
2. Graduate women students:
- a. While proactive actions have recently been taken to attract graduate students to the Technion, special attention should be paid to potential women applicants. In particular, proactive actions should be taken to recruit undergraduate students from the President's and Dean's Honors List.
  - 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 and Biological Sciences, compared to other universities
    - iii. The high percentage of women on the honor's list
    - iv. The high percentage of women who receive fellowships
    - v. Financial support for participation in scientific conferences
    - vi. Post doc fellowships
  - c. While there is a job fair at the Technion that targets the undergraduate students, more resources should be allocated to increasing the employment opportunities of graduate students, and in particular women students.

**B. Women faculty members at the Technion**

On the positive side, it is important to point out the increasing number of new women faculty members. More efforts should be taken as follows:

- a. Efforts to recruit women faculty, in particular in faculties where their proportion is smaller than their overall proportion among faculty members (15%), should continue at a higher pace. This includes the following faculties: Aerospace Engineering, Chemistry, Civil Engineering, Computer Sciences, Electrical Engineering, Mathematics, Material Engineering, Mathematics, Mechanical Engineering, and Physics.
- b. Attention should be given to the tenure and promotion of the high percentage of women faculty at the levels of lecturer and senior lecturer. These women have the potential to be promoted to the rank of tenured Associate Professors within the next 5-6 years, and will narrow the existing gap between the percentages of men

versus women faculty at the rank of Associate Professor.

- c. The highest gap between men and women faculty is at the top rank of Full Professors. Special attention should be given to women Associate Professors who are ready to be considered for promotion to Full Professor, avoiding comments sometimes heard in retrospect that their promotion is overdue.

Women should be more actively involved at the Technion leadership positions and at the Senate Committees. Their being part of the decision-making teams and their visibility will encourage more women students and faculty to join the Technion.



## **INTRODUCTION:**

In 2005 the Technion Board of Governor passed a resolution which stated: "A task force should be established to develop and implement a plan that will address the following two issues 1. The role the Technion should take in attracting more women students in all degree programs as well as in recruiting more excellent women for the academic staff; and 2. Given the under-representation of women in all faculty ranks a set of recommendations for actions should be presented to the Administration and to the different academic units."

In accordance with that resolution President Apeloig appointed Ruth Alon - member of the Executive Committee of the Board of Governors and of the Academic Development Committee, as Head of the Task force. In addition, the task force includes four members who are full professors at the Technion.

In late March, 2007 the task force met with the President and the Vice President for Academic Affairs to submit, present and discuss a set of recommendations aimed at achieving its main goal: increasing the attractiveness of the Technion to women students and faculty members.

The following recommendations made by the task force were approved:

- a) The Coordinator of the Status of Women at the Technion will be invited to meetings of the Technion Steering Committee that have relevance to women issues;
- b) The Coordinator will send a letter to all women faculty suggesting that they can approach her with issues related to the Status of Women, including promotion and tenure issues. This activity will be coordinated with the Vice President for Academic Affairs;
- c) The task force proposed a new role of "Women Affairs' Liaison" that will focus on coordinating and maximizing the resources needed for the recruitment of women students and faculty and for increasing the awareness to the importance of attracting more women students and faculty members to the Technion. Additional suggestions and action items - some of which involve budget and/or policy issues – were proposed, and will be further discussed.

In addition, the Technion is committed to implementing a number of policies that aim at facilitating the presence of women students and faculty at the Technion: a) Scholarship to women students continue during the period of 3 months maternity leave (so long as she had received it for 2 semesters before the birth). If she receives the maximum number of

scholarships allotted to her and still needs more time to finish her thesis, she can apply to a special fund and ask for a maximum of an additional three months scholarship.

c) For faculty members, in May 2006 regulation 181.2 (d) was changed so as to include men in it - stating that: "a faculty member without tenure during the first year after children are born can request to be employed half-time for one year or two. This additional possibility does not take away the right to the terms allowed by the laws of the country". In addition a new regulation was passed by the Senate expanding the scope of the consideration given to faculty who have newborn or very young adopted children, and including men and not only women: "181.2 e For female or male faculty members, as noted above, an extension of their appointment without tenure can be approved for one semester because of the birth of one child and for two semesters at most, for the birth of a number of children. This extension will be given only after an explanatory request has been submitted to the Vice President for Academic Affairs together with the opinion of the Dean of the relevant Faculty".

The 2007 Report on the Status of Women Students and Faculty summarizes the current state of women versus men students and faculty members at the Technion

## 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 percentage, 2005 (see Table 1).

Enrollment of women students in sciences and engineering depends on their level of mathematics at the pre-university matriculation exam. In 2005, there were 35,640 women high school students who took the matriculation exam in mathematics, compared with 28,878 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 16.4%, with 31.1% taking the 4 units and 52.5% taking the 3 units. In comparison, the percentage of men taking it at the highest level of 5 units is 22.1%, with 28.4% taking the 4 units and 49.5% taking the 3 units. Yet, in absolute numbers 5,845 women compared with 6,382 men took the 5 unit exam. Hence, of the total number of students taking the 5 units, women comprised 47.8%.

Of those women who took Mathematics at the level of 5 units 99.4% passed the exam, and 70.1% excelled in their exam, a little higher than men students.

Taking together the 4 and 5 units in mathematics, the total number of women students was 16,929, higher than the total number of men students – 14,583.

**Table 1: Achievements in Mathematics High School Matriculation Exam by Gender, in Percentage, 2005**

Gender	Taking the exam							% Passing				% Excelling			
	3 unit		4 unit		5 unit		Total N Taking the Exam	3 unit	4 unit	5 unit	Total	3 unit	4 unit	5 unit	Total
	N	%	N	%	N	%									
Male	14295	49.5	8201	28.4	6382	22.1	28,878	95.6	97.5	98.9	96.8	34.9	47.6	69.6	46.2
Female	18711	52.5	11084	31.1	5845	16.4	35,640	95.8	98	99.4	97.1	44.1	57.2	70.1	52.4

Note: The Information is taken from the Ministry of Education internet site:

<http://cms.education.gov.il/EducationCMS/Units/Exams/Netunim/tashsah/PerekD2005.htm>

**A1.2 Women students in research universities in Israel by degree in three fields:  
a) Engineering & Architecture, b) Mathematics, Statistics & Computer Science and c)  
Biological Sciences 2003-4 .**

According to the Bureau of statistics:

[http://www.cbs.gov.il/publications/stud\\_05/stud\\_h.htm](http://www.cbs.gov.il/publications/stud_05/stud_h.htm) the overall percentage of women students at the Technion in 2004-5 was 35%, compared with 46% women students in Weizmann Institute, 52% at Ben-Gurion University, 56% at Tel-Aviv University, 57% at the Hebrew University, 63% at Bar-Ilan University and 65% at Haifa University.

It should be noted that the comparison to the Weizmann Institute is relevant only at the graduate level as there are no undergraduate studies there.

The percentages at the graduate levels are: Master degree: Technion -38.3%, vs. Weizmann - 42.9%; PhD: Technion – 42.4% vs. Weizmann - 47.7%. Yet, the Technion exceeds the Weizmann Institute with 1986 women graduate students compared with only 445 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 that have engineering studies.

[Table 2](#) (in Appendix A), and Figure 1 below, summarize the percentage of women, compared to men students by degree and field of studies in three research universities in Israel – Technion, Tel-Aviv and Ben-Gurion in 2003-2004.

The findings show, that overall the percentage of women compared to men students in the above fields of studies at the Technion during 2003-2004 was 32%, lower than Tel-Aviv University – 40% but higher than Ben-Gurion University – 29%.

Yet, among the three universities the Technion has the highest percentage of women, compared to men students in Engineering and Biological Sciences in all three degrees, but not in Computer Sciences, Mathematics & Statistics. It should be noted that the Bureau of Statistics includes Computer Sciences, Mathematics and Statistics within the same category, and yet, there is no bachelor degree in statistics at the Technion. Therefore, this category at the level of bachelor degree is not fully equivalent across universities.

PhD: Technion: Engineer.: **28%**; CS, Math. and Stat. - 22%; Biological Sciences - **74%**

PhD: Tel-Aviv: Engineer.: 19%; CS, Math. and Stat. - 31%; Biological Sciences - 64%

PhD: Ben-Gurion: Engineer.:27%; CS, Math. and Stat. - 28%; Biological Sciences - 43%.

Master:Technion: Engineer.: **33%**; CS, Math. and Stat. - 21%; Biological Sciences - **77%**

Master: Tel-Aviv: Engineer.: 14%; CS, Math. and Stat.- 24%; Biological Sciences –72%

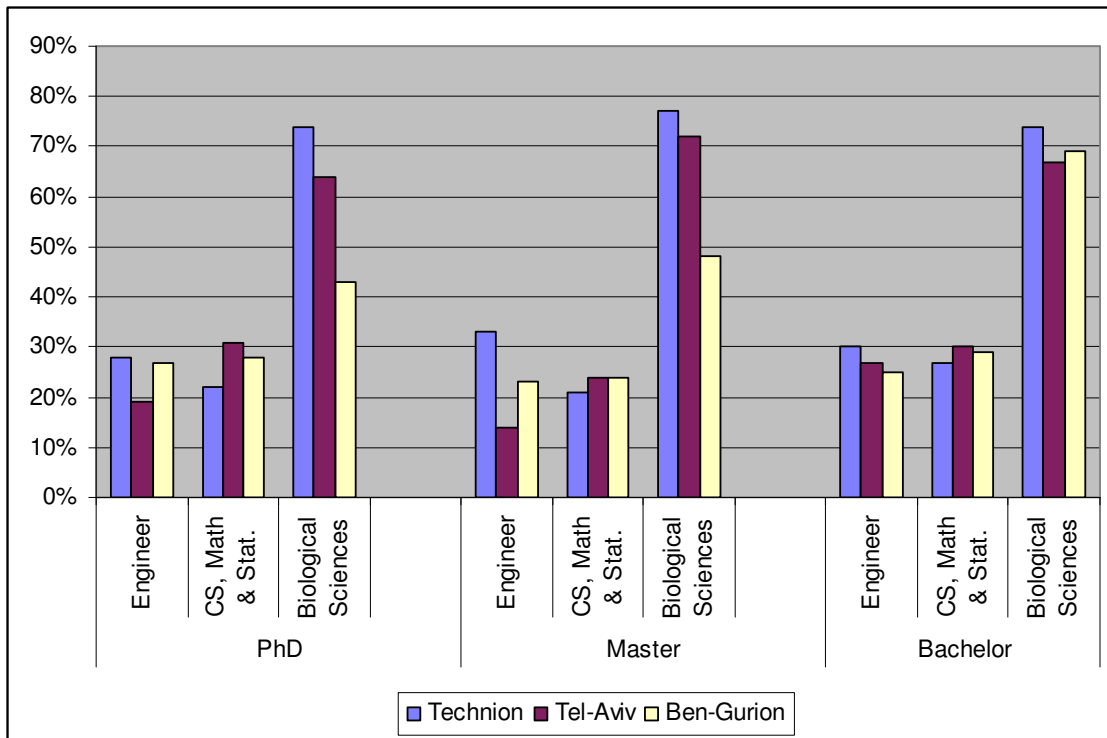
Master:Ben-Gurion: Engineer: 23%; CS, Math. and Stat. - 24%; Biological Sciences - 48%.

Bachelor: Technion: Engineer.: **30%**; CS, Math. and Stat. – 27% ; Biological Sciences - **74%**

Bachelor: Tel-Aviv: Engineer.: 27%; CS, Math. and Stat.- 30%; Biological Sciences – 67%

Bachelor: Ben-Gurion:Engineer:25%; CS, Math. and Stat. - 29%;Biological Sciences - 69%

**Figure 1: The Percentage of Women Students by Degree, Field of Study and Institution, 2003- 2004**



Another way to analyze Table 2 is to compare the percentage of women students out of the total number of women students in all three universities in each one of the three fields of study (see Figure 2 below). This analysis shows that the Technion has the highest percentage of women students in Engineering in Israel, in all three degrees. The Technion also has the highest percentage of students at the Bachelor degree in Computer Sciences, Math. and Statistics. In all other fields and degrees, the Technion has less women students than in Tel-Aviv University, but more than in Ben-Gurion University.

PhD: Engineering: Technion: **51%** ; Tel-Aviv U. 20%; Ben-Gurion U. 29%.

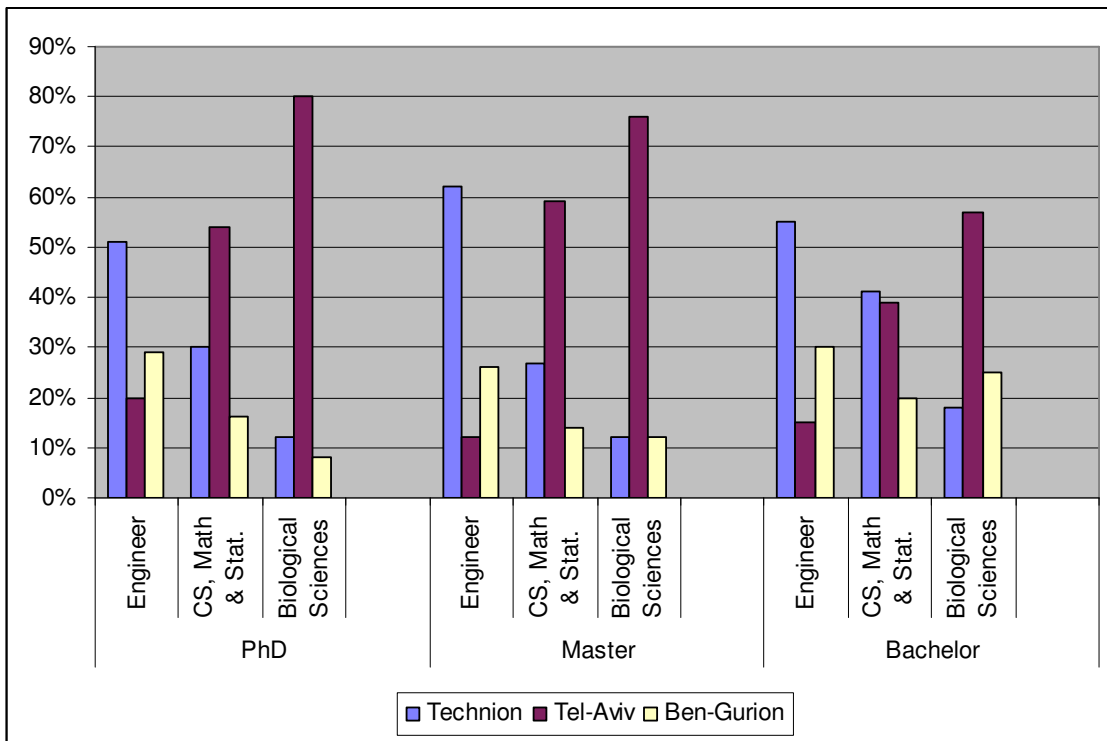
CS. Math. Stat.: Technion: 30%; Tel-Aviv U. 54%; Ben-Gurion U. 16%.

Biol. Sciences: Technion: 12%; Tel-Aviv U. 80%; Ben-Gurion U. 08%.

Master: Engineering: Technion: **62%** ; Tel-Aviv U. 12%; Ben-Gurion U. 26%.  
 CS. Math. Stat.: Technion: 27%; Tel-Aviv U. 59%; Ben-Gurion U. 14%.  
 Biol. Sciences: Technion: 12% ; Tel-Aviv U. 76%; Ben-Gurion U. 12%.

Bachelor: Engineering: Technion: **55%** ; Tel-Aviv U. 15%; Ben-Gurion U. 30%.  
 CS. Math. Stat.: Technion: **41%** ; Tel-Aviv U. 39%; Ben-Gurion U. 20%.  
 Biol. Sciences: Technion: 18% ; Tel-Aviv U. 57%; Ben-Gurion U. 25%.

**Figure 2 : The Percentage of Women Students Out of the Total Number of Women Students in all Three Universities by Fields**



*These findings suggest that the majority of women students in Engineering are at the Technion at all three degrees. In addition, the majority of women students in Computer Sciences, Mathematics and Statistics at the Bachelor degree are also at the Technion. Yet, compared to all other universities in Israel the overall percentage of women students at the Technion is the lowest. There is room for increasing the share of the Technion in women students in the fields of Biological Sciences at all degrees, and at the Master and PhD levels in the fields of Computer Sciences, Mathematics and Statistics, compared to the other universities.*

## A2. WOMEN FACULTY MEMBERS IN ISRAELI UNIVERSITIES

The percentage of women faculty by academic rank in the research universities in Israel in 2005-2006 appears in Table 3.

The findings demonstrate that the overall percentage of women in the seven research institutions varies between 15% at the Technion to 35.5% at Bar-Ilan University. Within academic ranks women comprise between 43% -59% of the lecturers, but only between 4% - 17% of the full professors in the seven institutions.

The Technion ranks the lowest on the percentage of women faculty at the level of Associate Professor (15.1%) and Full professor (4%). In 2007 there is a slight increase to 5% women at the level of Full Professor at the Technion (see Table 3).

**Table 3: Percentages of Women Faculty by Institution and Rank, 2005-2006\***

<b>Rank**</b>	Hebrew Univ.	Technion	Tel-Aviv Univ.	Haifa- Univ.	Bar- Ilan Univ.	Ben- Gurion Univ.	Weizmann Inst.	Total Universities average
<b>Full Professor</b>	13.4	3.8	17.3	13.7	17.3	10.6	10.7	12.7
<b>Associate Professor</b>	15.6	15.1	22.6	22.5	29.2	24.4	28.8	21.8
<b>Senior Lecturer</b>	35.3	28.2	38.7	34.8	41.0	29.2	52.2	35.7
<b>Lecturer</b>	43.0	54.5	45.4	51.6	48.0	40.9	58.8	45.7
<b>Total</b>	<b>23.3</b>	<b>15.0</b>	<b>27.1</b>	<b>30.4</b>	<b>35.5</b>	<b>25.4</b>	<b>26.6</b>	<b>25.9</b>

\*Data from the Council for Higher Education, latest year available. The percentages for the Technion are somewhat different than the ones we report later, in Table 21 as the Technion data is from 2007.

\*\*The data are not updated to 2007.

*Given the high percentage of faculty women in the lower academic rank at the Technion we expect that their proportion in the higher academic ranks will increase within the next 5-6 years.*

**B. WOMEN AT THE TECHNION – STUDENTS AND FACULTY MEMBERS**

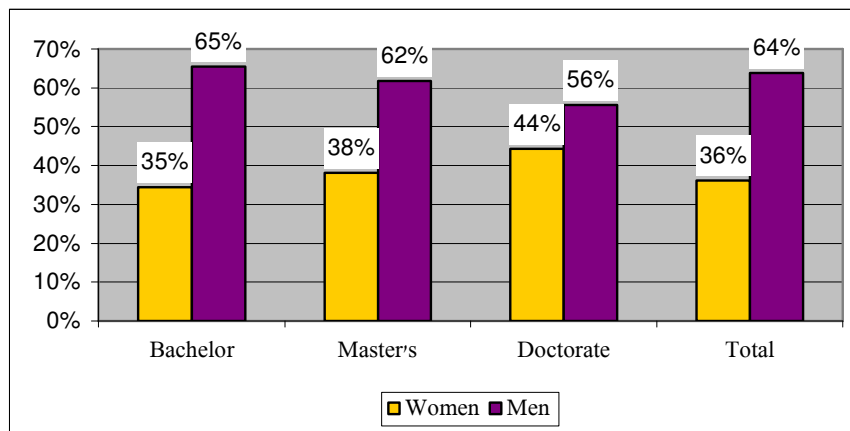
**B1. WOMEN STUDENTS AT THE TECHNION BY DEGREE, 2007**

Table 4 summarizes the percentage of women students by degree at the Technion in 2007. Women comprise 35% of the undergraduate students, 38% of the graduate students and 44% of the doctoral students (see also Figure 3). For more detailed information please, see [Table 5](#), and [Figure 4](#) in Appendix A.

**Table 4: Distribution of Women and Men in Each Degree at Technion, 2007**

	Men		Women		Total	
	Number	%	Number	%	Number	%
<b>Bachelor</b>	5069	65%	2672	35%	7741	100%
<b>Master's</b>	1572	62%	969	38%	2541	100%
<b>Doctorate</b>	526	56%	420	44%	946	100%
<b>Total</b>	<b>7167</b>	<b>64%</b>	<b>4061</b>	<b>36%</b>	<b>11228</b>	<b>100%</b>

**Figure 3: Distribution of Women and Men in Each Degree, 2007**





## **B2. RECRUITMENT OF WOMEN STUDENTS AND WOMEN FACULTY MEMBERS**

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. The undergraduate studies at the Technion held three open days this year, two in Tel-Aviv and one at the Technion, with the aim of increasing the number of applicants, both men and women, to the Technion.

In addition, a number of faculties at the Technion have taken proactive actions to recruit women students and faculty, as reported by the Deans of the following academic units:

The Faculty of Computer Sciences brings to the attention of newcomers that there are women faculty and students in the faculty. The Faculty takes the following actions:

1. Prof. Orna Grumberg is in charge of contacts with high school students and candidates.
2. In open house events they have both women and men faculty and students in the Faculty booth. These representatives serve as role models for new potential candidates who visit the booth in open house events directed at undergraduate-level and graduate-level candidates.
3. One of the main outreach channels is the Faculty Electronic Magazine. In the last issue, we published an article about Prof. Grumberg (mentioned above). See <http://www.cs.technion.ac.il/magazine/02/Homepage02.pdf>
4. The Faculty has a few open slots and when considering candidates for hiring, the gender aspect is definitely taken into account.

The Faculty of Electrical Engineering has taken proactive actions to recruit women students. For the last few years the Faculty has organized an annual symposium for female high-school students and soldiers. This year, 217 women students' applicants participated in the event. See the following website for more information: <http://www.ee.technion.ac.il/GDay/GDay-140207/index.html>

The Faculty of Mechanical Engineering has the lowest percentage of women students at the Technion, probably because of masculine image of this profession. Therefore, the faculty is now taking actions to develop a website which provides information on the various applications and job opportunities for women in this profession.

In some other faculties the percentage of undergraduate and graduate women students is quite high. Yet, efforts are being made to recruit more women faculty members.

In the Faculty of Industrial Engineering & Management 40% of the undergraduate students are women. In terms of faculty members, in the last 3 years the faculty recruited 4 new women faculty members, which is 50% of the new faculty recruits in the last 3 years. More

efforts are being made to recruit women faculty in the near future.

In the Faculty of Biology 70% of the student body are women. 75% of the recipients of Bachelor degrees in 2006 were women; 68% of the master students, and 72% of the doctoral students are women.

Of the 24 faculty members 6 are women, and 3 of them joined the faculty in the last 3 years. More efforts are being made to recruit one additional woman faculty.

In the Faculty of Biomedical Engineering 53% of the undergraduate students, 37% of the master students, and 40% of the PhD students are women. Special efforts have been made to recruit post-doc scholars. Currently there are 6 post doc scholars, all women. Of the 12 faculty members 2 are women who joined the faculty in the last 4 years, and one woman faculty is Emeritus.

In the Faculty of Civil Engineering one faculty women was promoted to Full Professor, and one new woman faculty joined the faculty.

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## **C. UNDERGRADUATE STUDIES**

### **C.1 Applicants and Acceptance rate:**

The percentage of new women applicants in 2006 was 37%, while their percentage of the total number of admitted students in 2006 was 36% (see [Table 6](#), [Figure 5](#) and [Figure 6](#) Appendix B). It is important to note that there is no affirmative action policy at the Technion. The high proportion of admitted women students suggests that those who apply to the Technion meet the admittance criteria.

Overall, the total percentage of women undergraduate students increased in the last 10 years from 28% in 1998 to 35% in 2007 (see [Table 5](#) and [Figure 4](#), Appendix A).

### **C.2 Students Enrolled by Faculties:**

The percentage of undergraduate women students at the Technion is 35%. However, their percentage differs across faculties. The lowest percentage of women students is in the following faculties: Mechanical Engineering (9%), Electrical Engineering (13%), Physics (15%), Aerospace Engineering (19%) and Computer Science (23%). The highest percentage of women students is in: Biology (74%), Biotechnology (70%), Chemistry (70%), Chemical Engineering (61%) and Architecture and Town Planning (61%) (see [Table 7](#), and [Figure 7](#) in

Appendix B).

### **C.3 Honor students:**

The percentage of women honor students is 33% which is only a little lower than their percentage in the undergraduate student population (35%). Yet, while at the level of Dean's honor they comprise 34% of the total honor students their percentage on the President list is lower - 29%. (see [Table 8](#) and [Figure 8](#) in Appendix B).

This finding is somewhat balanced with the information below on the percentage of students in the Excellence program

### **C.4 Excellence program:**

In 2007 women comprise 50% of the students in the Excellence program (9 women) compared to 13% (2 women) in 2000 (see [Table 9](#) and [Figure 9](#) in Appendix B). It is interesting to note that the percentage of women applicants to the program was 32%. Hence, a higher percentage of women applicants than men were invited to join the program.

### **C.5 Assistance Scholarship:**

Overall, the percentage of women undergraduate students who receive assistance scholarship, based on socio-economic needs is higher than men. This is the case in all academic units, as can be seen in [Table 10](#) in Appendix B.

### **C.6 Dropout:**

The percentage of dropout of undergraduate students in 2006 is equal for males and females – 7% (see [Table 11](#) in Appendix B).

*To sum, the percentage of women students in the last 10 years increased to 35%. Their admittance rate this year- 36%, was similar to their rate among the applicants - 37%.*

*The Technion has the highest percentage of women students in Israel in Engineering and in the fields of computer Sciences, Mathematics and Statistics compared with Tel-Aviv University and Ben-Gurion University. Yet, in some engineering faculties, including Mechanical Engineering (9%), Electrical Engineering (13%), and Aerospace Engineering (19%) their percentage is still low and perhaps more efforts should be made to recruit more women students to this faculties. It is important to note that intensive recruitment efforts are being made both in Electrical Engineering and in Computer Sciences.*

*In some fields, such as biological sciences, the percentage of women versus men students at the Technion is very high (74%). But the share of the Technion out of the pool of potential women students in Israel in biological sciences is smaller than in Tel-Aviv University. The*

*Technion may want to consider increasing the number of women students admitted to biological science. Special efforts are being made by the Technion to offer women Students Assistance Fellowship and to encourage them to join the Technion Program of Excellence.*

---

## **D. GRADUATE STUDIES**

### **D.1 Newly admitted:**

The percentage of newly admitted women graduate students is 38% at the master level (see [Table 12](#) Appendix C), and 49% at the doctoral level, which is almost equal to men. (see [Table 13](#), Appendix C). These figures have not been changed in the last 10 years (see table 5 Appendix A).

*More effort should be given to closing the gap between men and women at the master level.*

### **D.2 Students Enrolled by Faculty:**

The percentage of enrolled women at the master level is 38%, same as the percentage accepted, while at the doctoral level it is 44%, lower than the percentage accepted.

Overall, 40% of the graduate students are women. The lowest percentage of women graduate students is in the following fields of studies: Design and Manufacturing Eng. (8%), Mechanical Eng. (12%), Electrical Eng. (12%) and Physics (16%). The highest percentage of women students is in: Medical Sciences (74%), Education in Technology and Science (73%), Agriculture Eng. (in Faculty of Civil & Environmental Eng.) (71%), Biotechnology and Food Eng. (70%) and Biology (69%) (see [Table 14](#) and [Figure 10](#), Appendix C).

### **D.3 Honors:**

Women comprise 40% of all honor students at the master level with about 41% and 40% at the highest grade levels of 91-100, and 84 - 90.99 respectively (see [Table 15](#) and [Figure 11](#), Appendix C). These figures are somewhat higher than their percentage in the total body of master students.

### **D.4 Fellowship:**

The percentage of graduate women students who receive 3 fellowship units is 49%; 4 units is 57% and 5 units is only 34% (see [Table 16](#), Appendix C)

While women are underrepresented in the highest category of 5 fellowship units it should be noted that most students in this category serve also as teaching assistants. Since there is a very low representation of women students in some of the highly populated faculties, as EE and CS, the TA positions there get staffed mostly by men students.

### **D.5 Drop out:**

The percentage of women who drop out of graduate studies is 13%, lower than the percentage of drop out of men students – 17%. (see [Table 17](#), Appendix C). These figures include students who dropped out right at the beginning of their studies.

### **D.6 Graduating**

The percentage of graduating women students in 2006 was 37% at the master level and 40% at the doctoral level. At the doctoral level it is somewhat lower than their percentage in the doctoral students' population. (see [Table 18](#) and [Figure 12](#), Appendix C).

*To sum, The Technion hosts the highest percentage of women graduate students in Engineering in Israel. Yet, in the fields of Computer Sciences, Mathematics and Statistics at the graduate level, and in Biological Sciences at all degrees, their percentage in Tel-Aviv University is higher than at the Technion. Therefore, more efforts should be made to recruit women in these fields of studies to the Technion. Women excel at the master and doctoral levels no less than men. Yet, less women receive the highest number of fellowship units (5 units). Therefore, attention should be paid to distribute more equally the 5 unit fellowship between men and women, while taking into consideration the constraint of their availability as teaching assistants.*

---

## **E. WOMEN POST-DOC FELLOWS**

Today, there are 42 post-doc women fellows, comprising one third of all post doc fellows at the Technion. In addition, the Technion facilitated the post doc studies abroad of five women and seven men.

*The post doc fellows should be viewed as the reservoir of the future faculty members at the Technion and more efforts should be made 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. 77 in 2006) who comprise 15% of the total number of faculty members, compared with 455 men faculty members in tenure track positions at the Technion in 2007.

In the last five years (2003-2007) special efforts have been made by the Technion to recruit more women faculty. During that period 30 women faculty joined the Technion, who comprise 28% of the total 108 new recruits to the Technion (see Table 19 below).

**Table 19: Faculty Recruited in the Last 5 Years**

	2003		2004		2005		2006		2007		Total	
	N	%	N	%	N	%	N	%	N	%	N	%
<b>Women</b>	10	34%	7	29%	5	21%	4	19%	4	40%	30	28%
<b>Total</b>	29	100%	24	100%	24	100%	21	100%	10	100%	108	100%

This increase has implications for the total percentage of women faculty at the Technion, which increased from 10% in 1999 to 15% in 2007. (see [Table 20](#) and [Figure 13](#) in Appendix D).

Currently, 50% of all women faculty are in the lower tenure track positions (senior lecturer and lecturer) compared with 22% of all men who are in same positions (see Table 21 and Figure 14 below).

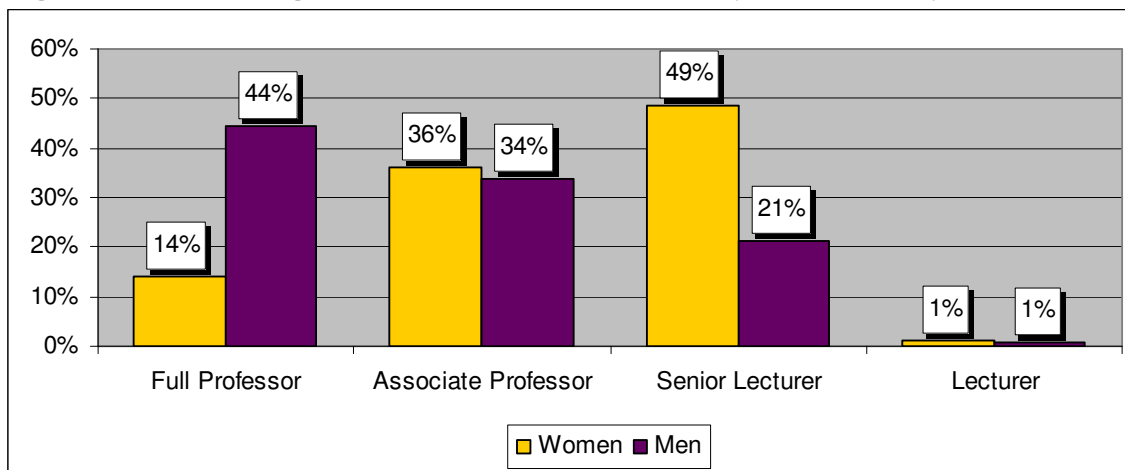
*This means that there is a potential for increasing the proportion of women in the higher level positions within the next 5-6 years when these women at the lower levels will be considered for tenure and promotion.*

Of all women faculty, 14% are Full Professors, and 36% are at the rank of Associate Professor, compared with 44% and 34% of the men in the respected ranks.

**Table 21: Percentage of Women and Men Faculty Members by Rank, 2007**

Rank	Total	Women % from Total	Women		Men	
			Number	%	Number	%
Full Professor	213	5%	11	14%	202	44%
Associate	182	15%	28	36%	154	34%
Senior Lecturer	134	28%	38	49%	96	21%
Lecturer	4	25%	1	1%	3	1%
<b>Total</b>	<b>533</b>	<b>15%</b>	<b>78</b>	<b>100%</b>	<b>455</b>	<b>100%</b>

**Figure14: Percentage of Women and Men Faculty Members by Rank, 2007**



Yet, the percentage of women in the higher level positions of Associate Professor and Full Professor out of all current positions at these levels is only 20%, with 15% at the level of Associate Professor and 5% at the level of Full Professor. This is a much lower rate than among men professors of whom 34% are Associate Professor and 44% are Full Professors (see Table 21 on p. 19).

Furthermore, the representation of women faculty at the top-level positions is lower than in the Weizmann Institute, where, in 2005-2006, women comprised 28.8% of the Associate Professors and 10.7% of the Full Professor. Since the year 2000 there is only 1% increase in the number of women Full Professors, and an increase of 4% in the number of women who are Associate Professors. The highest increase is in the percentage of women who are senior lecturers – 12% increase. (see [Table 20](#) in Appendix D).

*With the increasing number of junior women faculty the Technion now faces the challenge of promoting more women to the top level positions of Associate and Full Professors.*

## **F.2 Women Faculty by Academic Units:**

The distribution of women faculty by academic units shows that there are four academic units in which there is only one woman faculty [Material Engineering (6%), Mathematics (2%), Aerospace Engineering (4%), and Humanities & Art (but she is the only Full professor)]; four academic units with only 2 women faculty [Mechanical Engineering (6%), Chemistry (8%), Physics (5%), Biomedical Engineering (17%)], and one academic unit with 3 women faculty (Computer Science (6%)).

In eleven academic units at the Technion the overall percentage of women faculty members is lower than 18% (see [Table 22](#) and [Figure 15](#), Appendix D). In eight academic units their percentage is above their representation at the Technion at large, not including Humanities (where there is only 1 faculty member, 100% women), and the highest percentage of women faculty is at the Department of Education Technology and Science (67%), Architecture (65%), Biotechnology and Food Eng. (42%), Chemical Eng. (24%) and Medicine (23%) (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, with 49% women graduate students and only 6% women faculty; Chemistry, with 66% women graduate students and only 8% women faculty; Industrial Engineering & Management, with 54% women graduate students and only 17% women faculty; Medical Science with 74% women graduate students and only 23% women faculty; and Biology, with 69% women graduate students and only 22% women faculty.

*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 hire women faculty to the above mentioned academic units.*



### **F.3 Expected Retirement in the next 3 years:**

Between 2007-2009 five women faculty will retire compared with forty-three 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 at the Technion Senate and at the Senate Committees**

Women are not represented at the top management team of President and Vice Presidents, and Technion Deans (see [Table 24](#) Appendix D). There is only one woman who serves as Dean of one academic unit.

Similarly, the representation of women faculty on Elected Senate committees is very low, only 7% (see [Table 25](#) Appendix D). Women are represented in only 3 out of 12 Elected Senate Committees, including Standing Committee for Undergraduate and Graduate Studies (4 members), Sub-committee for approving courses (1 member), Research Committee (2 members). This year, one woman Full Professor was elected to the Professor Representative on the Board of Governors and the Steering Committee Group B. Altogether, 8 out of 78 women faculty serve on Senate elected committees, which is about 10% of all women faculty, compared with 90 men faculty comprising 20% of the men faculty.

In the category of Appointed Senate Committees no women are represented (see [Table 26](#) Appendix D).

Yet, it is worth noting that there are 3 women faculty each appointed to one of the five Appointed Committees under the responsibility of the Vice President for Academic Affairs (see [Table 27](#) Appendix D), and 4 women faculty each appointed to one of the four committees under the responsibility of the Vice President for Research (see [Table 28](#), Appendix D).

*The above findings suggest that more women should be nominated, and hopefully elected to the Senate Committees. In parallel, the attention paid by the Vice President for Academic Affairs and the Vice President for Research to inviting women to serve on their appointed committees should be recognized.*

## **G. WOMEN FACULTY - NON TENURE TRACK POSITIONS**

In 2006-7 there are only 2 research track positions, both held by women. 13% of the Regular Clinical Track positions and 21% of the Clinical Rank positions are held by women. Women comprise 31% of the internal adjunct positions and 38% of the external adjunct positions at the Technion. There is a slight decrease of 3% in the total percentage of women in non-tenure track positions from 2004-2005 (35%) to 2006-2007 (32%). (see [Table 31](#), Appendix D)

## **RECOMMENDATIONS:**

The 2007 report on the status of women students and faculty at the Technion leads to the following recommendations.

### **C. Women students at the Technion**

#### **3. Undergraduate women students:**

- a. The pool of potential women applicants with 5 units of mathematics is almost as high as that of men. Therefore, more efforts should be made to proactively approach these women and attract them to the Technion. While proactive actions have recently been taken to attract undergraduate students to the Technion, special attention should be paid to potential women applicants.
- b. More publicity should be given to the following positive points:
  - i. The increasing number of women undergraduate students at the Technion
  - ii. The acceptance rate for women is almost as high as their rate among the applicants.
  - iii. The relatively high proportion of women in Engineering and Biological Sciences, compared with other universities
  - iv. The high percentage of women on the honor list and in the excellence program
  - v. The high percentage of women who receive support assistance fellowships
  - vi. The high percentage of women graduate students
  - vii. Social life at the Technion. This item has not been reviewed in the present report.
- c. The Task Force on Women Issues at the Technion recommended to include undergraduate courses on women career development, as part of the humanities program.
- d. Increasing the awareness of faculty members and teaching assistants to issues related to women undergraduate students – a recommendation made by the Task Force on Women Issues.

#### **4. Graduate women students:**

- a. While proactive actions have recently been taken to attract graduate students to the Technion, special attention should be paid to potential women applicants. In particular, proactive actions should be taken to recruit undergraduate students from the President's and Dean's Honors List.
- 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 and Biological Sciences, compared to other universities
- iii. The high percentage of women on the honor's list
- iv. The high percentage of women who receive fellowships
- v. Financial support for participation in scientific conferences
- vi. Post doc fellowships
- c. While there is a job fair at the Technion that targets the undergraduate students, more resources should be allocated to increasing the employment opportunities of graduate students, and in particular women students.

#### **D. Women faculty members at the Technion**

On the positive side, it is important to point out the increasing number of new women faculty members. More efforts should be taken as follows:

- a. Efforts to recruit women faculty, in particular in faculties where their proportion is smaller than their overall proportion among faculty members (15%), should continue at a higher pace. This includes the following faculties: Aerospace Engineering, Chemistry, Civil Engineering, Computer Sciences, Electrical Engineering, Mathematics, Material Engineering, Mathematics, Mechanical Engineering, and Physics.
- b. Attention should be given to the tenure and promotion of the high percentage of women faculty at the levels of lecturer and senior lecturer. These women have the potential to be promoted to the rank of tenured Associate Professors within the next 5-6 years, and will narrow the existing gap between the percentages of men versus women faculty at the rank of Associate Professor.
- c. The highest gap between men and women faculty is at the top rank of Full Professors. Special attention should be given to women Associate Professors who are ready to be considered for promotion to Full Professor, avoiding comments sometimes heard in retrospect that their promotion is overdue.

Women should be more actively involved at the Technion leadership positions and at the Senate Committees. Their being part of the decision-making teams and their visibility will encourage more women students and faculty to join the Technion.

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

Table 2- Students by Degree, Field of Study and Institution by Gender, 2003-2004 [Back to Text→](#)

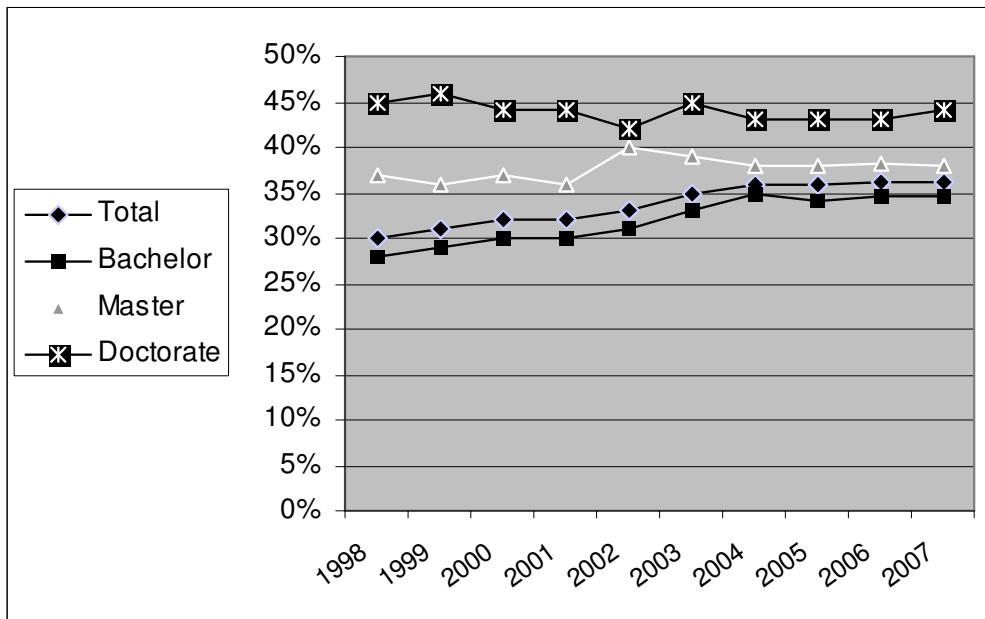
Field	Degree	Technion			Tel Aviv University			Ben- Gurion University		
		Total N	Women N	Women %	Total N	Women N	Women %	Total N	Women N	Women %
Engineering & Architecture	First degree	6,620	1,988	30%	1,996	541	27%	4,275	1,077	25%
	Thereof: first year	1,354	456	34%	521	144	28%	1,166	292	25%
	Second degree	1,608	529	33%	715	102	14%	968	223	23%
	Third degree	298	84	28%	175	33	19%	178	48	27%
	<b>Total</b>	<b>8526</b>	<b>2601</b>	<b>31%</b>	<b>2886</b>	<b>676</b>	<b>23%</b>	<b>5421</b>	<b>1348</b>	<b>25%</b>
Mathematics, Statistic & Computer Sciences	First degree	1,099	300	27%	960	287	30%	510	146	29%
	Thereof: first year	256	60	23%	239	72	30%	181	49	27%
	Second degree	258	53	21%	470	115	24%	112	27	24%
	Third degree	98	22	22%	131	40	31%	43	12	28%
	<b>Total</b>	<b>1455</b>	<b>375</b>	<b>26%</b>	<b>1561</b>	<b>442</b>	<b>28%</b>	<b>665</b>	<b>185</b>	<b>28%</b>
Biological Sciences	First degree	344	253	74%	1,185	791	67%	500	346	69%
	Thereof: first year	113	82	73%	384	255	66%	204	134	66%
	Second degree	101	78	77%	678	487	72%	168	80	48%
	Third degree	58	43	74%	447	287	64%	68	29	43%
	<b>Total</b>	<b>503</b>	<b>374</b>	<b>74%</b>	<b>2310</b>	<b>1565</b>	<b>68%</b>	<b>736</b>	<b>455</b>	<b>62%</b>
<b>Total of all fields Above</b>		<b>10484</b>	<b>3350</b>	<b>32%</b>	<b>6757</b>	<b>2683</b>	<b>40%</b>	<b>6822</b>	<b>1988</b>	<b>29%</b>

Notes: From Central Bureau of Statistics: [http://www1.cbs.gov.il/reader/?Mival=cw\\_usr\\_view\\_SHTML&ID=700](http://www1.cbs.gov.il/reader/?Mival=cw_usr_view_SHTML&ID=700) 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.

**Table 5: Number and Percentage of Women Students within Each Degree, 1998-2007** [Back to Text→](#)

	2007		2006		2005		2004		2003		2002		2001		2000		1999		1998	
	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%
<b>Total</b>																				
<b>Women</b>	4061	36%	4200	36%	4096	36%	4529	36%	4177	35%	4516	33%	4191	32%	4005	32%	3805	31%	3647	30%
<b>total</b>	11228	100%	11598	100%	11528	100%	12535	100%	11934	100%	13508	100%	13102	100%	12591	100%	12149	100%	12053	100%
<b>Bachelor</b>																				
<b>Women</b>	2672	35%	2910	35%	2715	34%	3095	35%	2883	33%	3118	31%	2957	30%	2826	30%	2652	29%	2528	28%
<b>total</b>	7741	100%	8335	100%	8015	100%	8908	100%	8695	100%	10045	100%	9801	100%	9533	100%	9144	100%	9162	100%
<b>Master's</b>																				
<b>Women</b>	969	38%	929	38%	1025	38%	1105	38%	1003	39%	1124	40%	946	36%	909	37%	875	36%	844	37%
<b>total</b>	2541	100%	2421	100%	2685	100%	2875	100%	2587	100%	2818	100%	2653	100%	2441	100%	2399	100%	2281	100%
<b>Doctorate</b>																				
<b>Women</b>	420	44%	361	43%	356	43%	329	43%	291	45%	274	42%	288	44%	270	44%	278	46%	275	45%
<b>total</b>	946	100%	842	100%	828	100%	752	100%	652	100%	645	100%	648	100%	617	100%	606	100%	610	100%

**Figure 4: Percent of Women Students within Each Degree**  
1998-2007 [Back to Text→](#)



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

**Table 6: Undergraduate Applicants and Acceptance by Academic Unit – 2006** [Back to Text→](#)

Faculty	Total Applicants*	Applicants				Total Accepted**	Accepted			
		Women		Men			Women		Men	
		N*	%	N*	%		N**	%	N**	%
<b>Civil &amp; Environmental Engineering</b>	167	32	19%	135	81%	130	28	22%	102	78%
<b>Mechanical Engineering</b>	315	24	8%	291	92%	173	13	8%	160	92%
<b>Electrical Engineering</b>	676	85	13%	591	87%	314	49	16%	265	84%
<b>Chemical Engineering</b>	112	69	62%	43	38%	49	35	71%	14	29%
<b>Biotechnology and Food Eng.</b>	166	110	66%	56	34%	77	53	69%	24	31%
<b>Agricultural Engineering</b>	15	2	13%	13	87%	18	2	11%	16	89%
<b>Aerospace Engineering</b>	156	20	13%	136	87%	88	11	13%	77	88%
<b>Industrial Eng. &amp; Management</b>	424	179	42%	245	58%	211	91	43%	120	57%
<b>Mathematics</b>	17	3	18%	14	82%	21	8	38%	13	62%
<b>Physics</b>	75	10	13%	65	87%	60	8	13%	52	87%
<b>Architecture &amp; Town Planning</b>	383	233	61%	150	39%	93	59	63%	34	37%
<b>Economics &amp; Management</b>	101	45	45%	56	55%	30	16	53%	14	47%
<b>Computer Science</b>	480	86	18%	394	82%	213	45	21%	168	79%
<b>Geodetic Engineering</b>	42	5	12%	37	88%	36	6	17%	30	83%
<b>Medical Science</b>	1214	592	49%	622	51%	111	64	58%	47	42%
<b>Landscape Architecture</b>	31	20	65%	11	35%	23	16	70%	7	30%



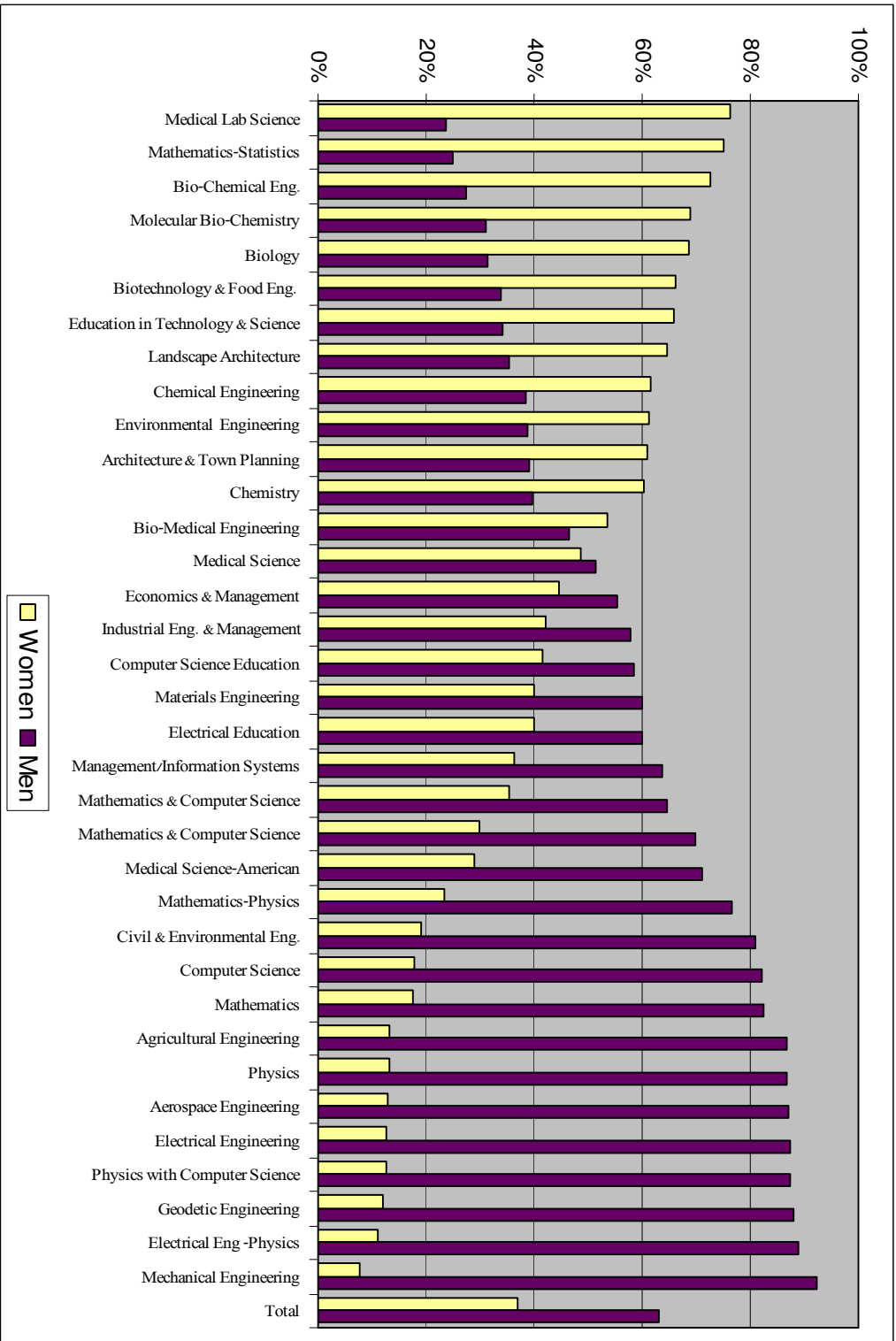
Faculty	Total Applicants	Women Applicants N	Women Applicants %	Men Applicants N	Men Applicants %	Total Accepted	Women Accepted N	Women Accepted %	Men Accepted N	Men Accepted %
Bio-Medical Engineering	179	96	54%	83	46%	71	47	66%	24	34%
Education in Technology & Science	38	25	66%	13	34%	49	29	59%	20	41%
Chemistry	73	44	60%	29	40%	29	19	66%	10	34%
Biology	134	92	69%	42	31%	72	49	68%	23	32%
Mathematics with Computer Science	31	11	35%	20	65%	13	3	23%	10	77%
Civil & Environmental Engineering	31	19	61%	12	39%	24	15	63%	9	38%
Mathematics-Statistics	4	3	75%	1	25%	4	4	100%	0	0%
Molecular Bio-Chemistry	42	29	69%	13	31%	23	15	65%	8	35%
Medical Science - American Program	31	9	29%	22	71%	29	8	28%	21	72%
Materials Engineering	132	53	40%	79	60%	69	29	42%	40	58%
Computer Science Education	12	5	42%	7	58%	13	0	0%	13	100%
Electrical Education	5	2	40%	3	60%	1	1	100%	0	0%
Mathematics-Physics	30	7	23%	23	77%	18	7	39%	11	61%
Management/Information Systems	121	44	36%	77	64%	52	16	31%	36	69%
Bio-Chemical Engineering	51	37	73%	14	27%	36	27	75%	9	25%
Physics with Computer Science	24	3	13%	21	88%	13	1	8%	12	92%
Mathematics with Computer Science	30	9	30%	21	70%	14	4	29%	10	71%
Medical Lab Science	93	71	76%	22	24%	22	13	59%	9	41%
Electrical Engineering/Physics	253	28	11%	225	89%	61	12	20%	49	80%
<b>Total</b>	<b>5706</b>	<b>2102</b>	<b>37%</b>	<b>3597</b>	<b>63%</b>	<b>2260</b>	<b>803</b>	<b>36%</b>	<b>1457</b>	<b>64%</b>

\* Number of applicants by faculty of first choice

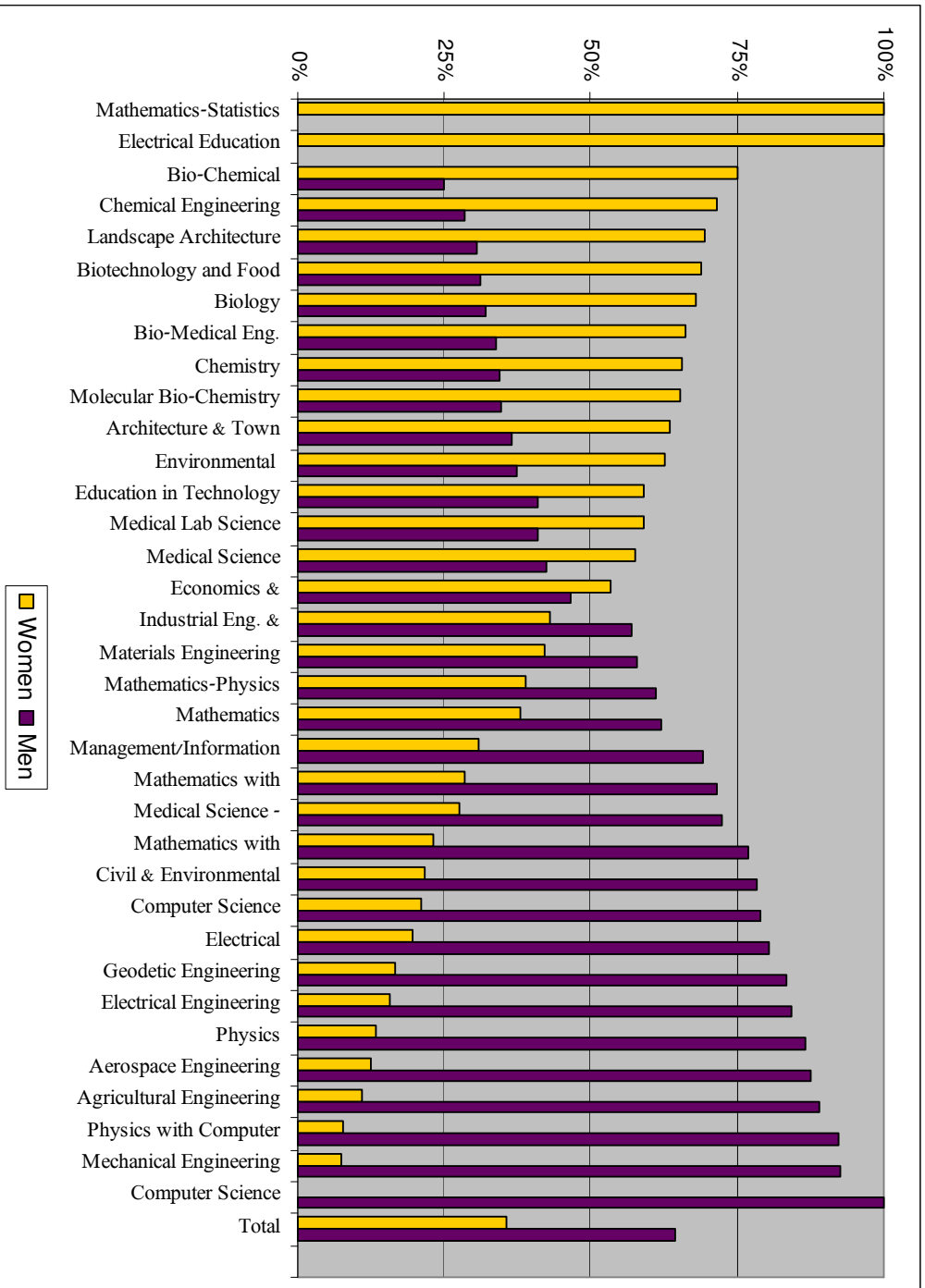
\*\* Number of accepted to their first or second choice (according to the faculty in which they enroll).

**Figure 5: Undergraduate Applicants by Academic Unit-2006**

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**Figure 6: Percentage of Undergraduate Accepted Applicants by Academic Unit – 2006**



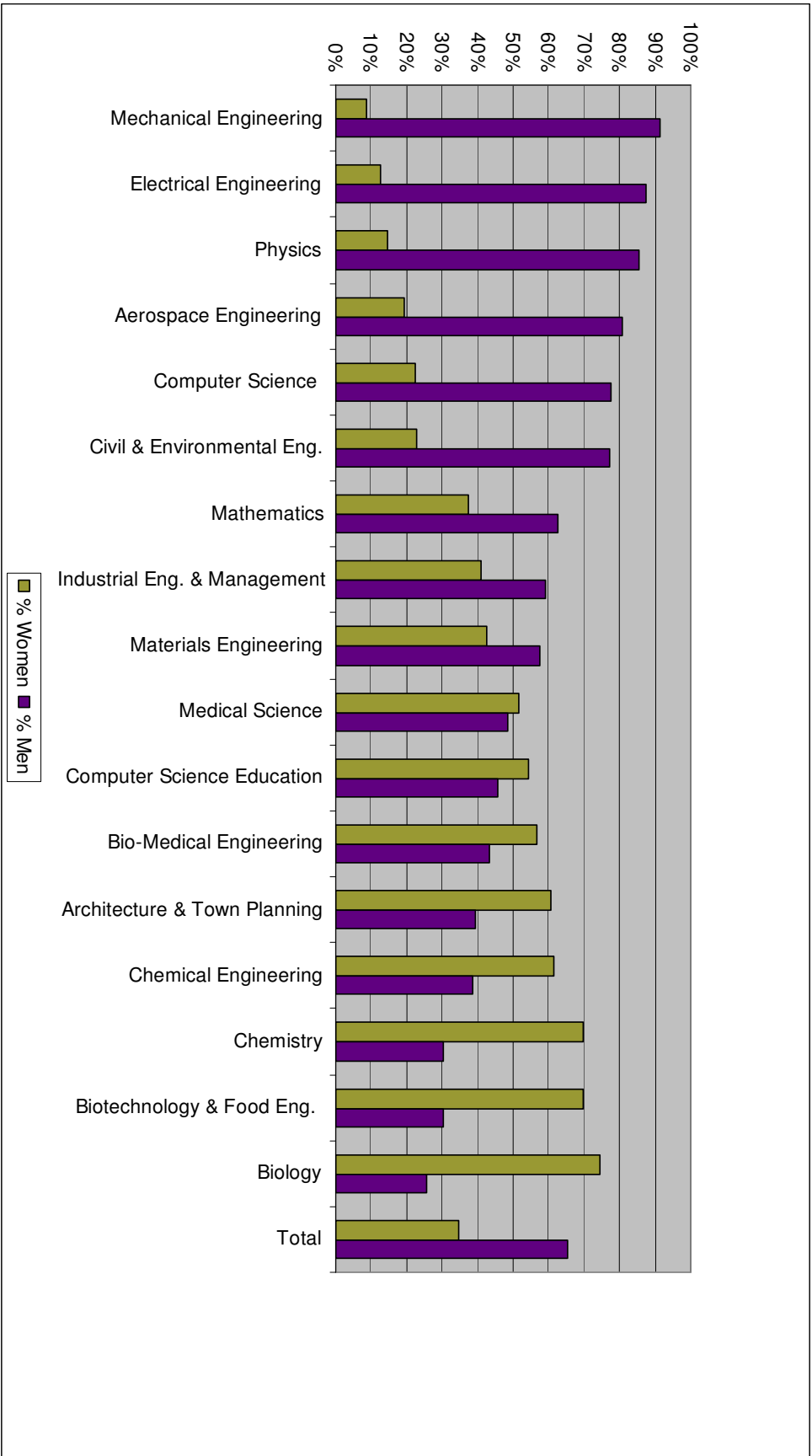
[Back to Text→](#)

**Table 7: Undergraduate Students Enrolled by Academic Unit,  
Spring 2006**      [Back to Text→](#)

Faculty	Women		Total
	N	%	
Mechanical Engineering	59	9%	669
Electrical Engineering	176	13%	1386
Physics	29	15%	199
Aerospace Engineering	60	19%	313
Computer Science	197	23%	874
Civil & Environmental Engineering	143	23%	626
Mathematics	59	37%	158
Industrial Eng. & Management	318	41%	775
Materials Engineering	90	43%	211
Medical Science	251	52%	486
Computer Science Education	98	54%	181
Bio-Medical Engineering	121	57%	213
Architecture & Town Planning	295	61%	487
Chemical Engineering	210	61%	342
Chemistry	110	70%	158
Biotechnology and Food Eng.	225	70%	323
Biology	222	74%	299
<b>Total</b>	<b>2672</b>	<b>35%</b>	<b>7741</b>

**Figure 7: Undergraduate Students Enrolled by Academic Unit, Spring 2006**

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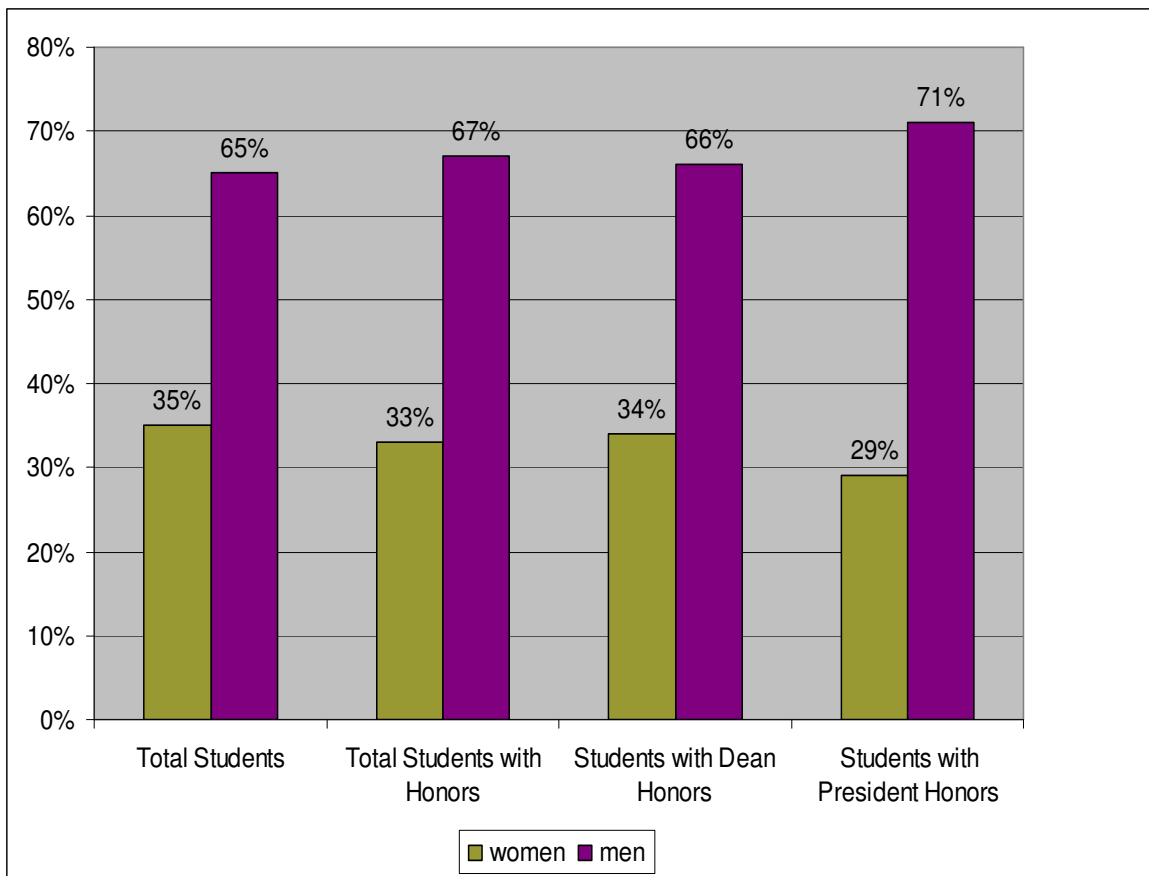
**Table 8: Undergraduate Students with Honors, Spring 2006**

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	Total	Women		Men	
		N	%	N	%
<b>Total Students</b>	7757	2682	35	5075	65
<b>Total Students with Honors</b>	1386	455	33	931	67
<b>Students with Dean Honors</b>	1046	356	34	690	66
<b>Students with President Honors</b>	340	99	29	241	71

**Figure 8: Undergraduate Students with Honors, Spring 2006**

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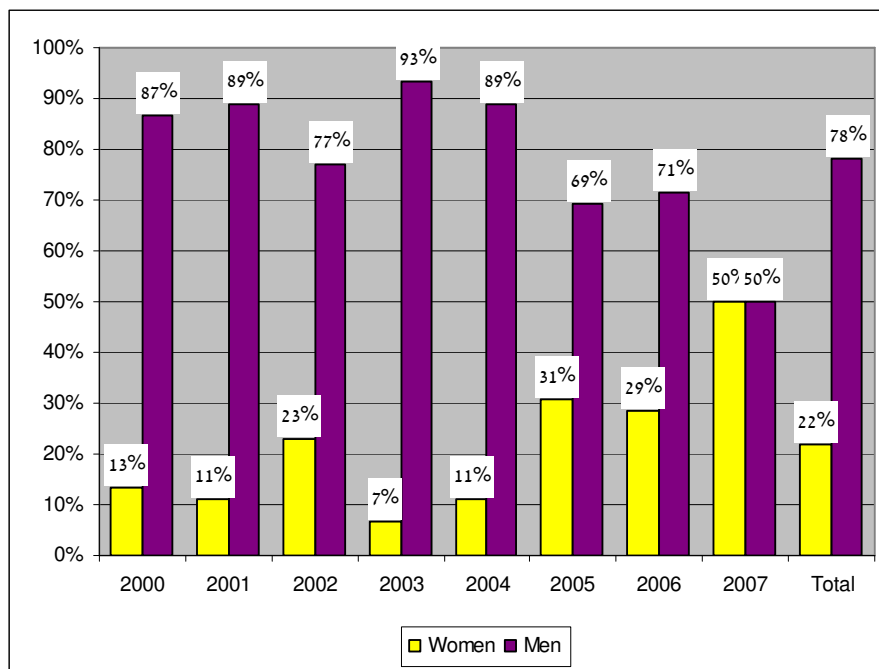
**Table 9: Distribution of Applicants and Accepted Students to the Excellence Program (2000-2007) by Gender** [Back to Text→](#)

year	Total Applicants	Applicants				Accepted			
		Women		Men		Women		Men	
		N	%*	N	%	N	%**	N	%
2000	153	31	20%	122	80%	2	13%	13	87%
2001	214	42	20%	172	80%	2	11%	16	89%
2002	168	38	23%	130	77%	3	23%	10	77%
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%
<b>2007</b>	<b>225</b>	<b>73</b>	<b>32%</b>	<b>152</b>	<b>68%</b>	<b>9</b>	<b>50%</b>	<b>9</b>	<b>50%</b>
<b>Total</b>	<b>1207</b>	<b>367</b>	<b>30%</b>	<b>1065</b>	<b>88%</b>	<b>27</b>	<b>22%</b>	<b>97</b>	<b>78%</b>

\* Percentage of female applicants out of total applicants.

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

**Figure 9: Distribution of Women and Men accepted to the Excellence Program, 2000-2007** [Back to Text→](#)



**Table 10: Undergraduate Assistance Scholarships in each Faculty, 2007**

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Faculty	Women			Men		
	Scholarship		Total Women*	Scholarship		Total Men*
	%***	N**		%***	N**	
Civil & Environmental Engineering	38	54	143	25	120	483
Mechanical Engineering	32	19	59	16	96	610
Electrical Engineering	8	14	176	7	83	1210
Chemical Engineering	16	34	210	11	15	132
Biotechnology & Food Eng.	26	58	225	20	20	98
Aerospace Engineering	13	8	60	8	20	253
Industrial Eng. & Management	16	51	318	11	49	457
Mathematics	42	25	59	20	20	99
Physics	14	4	29	12	20	170
Chemistry	55	61	110	31	15	48
Biology	39	87	222	34	26	77
Architecture & Town Planning	16	46	295	14	26	192
Education in Technology & Science	55	54	98	40	33	83
Computer Science	13	25	197	10	70	677
Medicine	28	71	251	14	33	235
Materials Engineering	24	22	90	18	22	121
Bio-Medical Engineering	29	35	121	22	20	92
<b>General Studies</b>	56	5	9	25	8	32
<b>Total</b>	<b>25</b>	<b>673</b>	<b>2672</b>	<b>14</b>	<b>696</b>	<b>5069</b>

\* Numbers of students according to Table 5.

\*\* 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, 2006**

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Faculty	Women				Men			
	Total Women		Dropouts		Total Men		Dropouts	
	N*	**%	N***	%****	N*	**%	N***	%****
Civil & Environmental Engineering	157	22	18	11	567	78	63	11
Mechanical Engineering	77	11	7	9	640	89	34	5
Electrical Engineering	177	13	6	3	1226	87	52	4
Chemical Engineering	212	58	10	5	152	42	3	2
Biotechnology & Food Engineering	282	70	16	6	119	30	5	4
Aerospace Engineering	74	22	8	11	266	78	19	7
Industrial Eng. & Management	335	41	10	3	484	59	21	4
Mathematics	71	34	6	8	135	66	13	10
Physics	41	17	2	5	204	83	17	8
Chemistry	134	72	9	7	51	28	7	14
Biology	262	74	30	11	90	26	5	6
Architecture & Town Planning	302	62	17	6	185	38	10	5
Education in Technology & Science	116	50	19	16	116	50	25	22
Computer Science	214	24	9	4	694	76	44	6
Medicine	228	50	19	8	225	50	12	5
Materials Engineering	97	45	6	6	118	55	6	5
Bio- Medical Eng.	114	51	11	10	110	49	10	9
General Academic Studies	17	28	4	24	43	72	13	30
<b>Total</b>	<b>2910</b>	<b>35</b>	<b>207</b>	<b>7</b>	<b>5425</b>	<b>65</b>	<b>359</b>	<b>7</b>

\* Number of women/men students in each faculty. \*\* Percentage of women or men students out of total.

\*\*\* Number of women/men dropouts. \*\*\*\* Percentage of women dropouts out of women students/men dropouts out of men students.

Note: These data are not compatible with Table 5 in this report, but rather with the data in the 2006 report, since the 2006 dropout data are the most recent available.

## Appendix C: Tables and Figures - Graduate Student Body

**Table 12: Newly Registered Master's Students, Winter 2006**  
**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.	14	33%	28	67%	42
Mechanical Engineering	6	19%	25	81%	31
Electrical Engineering	9	19%	38	81%	47
Chemical Engineering	4	44%	5	56%	9
Biotechnology and Food Eng.	15	79%	4	21%	19
Aerospace Engineering	5	23%	17	77%	22
Industrial & Management Eng.	26	57%	20	43%	46
Mathematics	3	50%	3	50%	6
Physics	3	12%	23	88%	26
Chemistry	13	76%	4	24%	17
Biology	3	38%	5	63%	8
Applied Mathematics	1	50%	1	50%	2
Architecture & Town Planning	17	52%	16	48%	33
Computer Science	1	8%	12	92%	13
Medicine	28	82%	6	18%	34
Materials Engineering	4	40%	6	60%	10
Bio-Medical Engineering	4	44%	5	56%	9
Nano-Science & Nano-Technology	2	29%	5	71%	7
Education in Technology & Sci.	4	50%	4	50%	8
Business Management	19	23%	64	77%	83
Quality Assurance	0	0%	1	100%	1
Biotechnology	3	75%	1	25%	4
Master of Engineering (general)	3	60%	2	40%	5
Design & Manufacturing Eng.	1	14%	6	86%	7
Engineering Systems	0	0%	1	100%	1
<b>Total</b>	<b>188</b>	<b>38%</b>	<b>302</b>	<b>62%</b>	<b>490</b>

**Table 13: Newly Registered Doctoral Students, Winter 2006**

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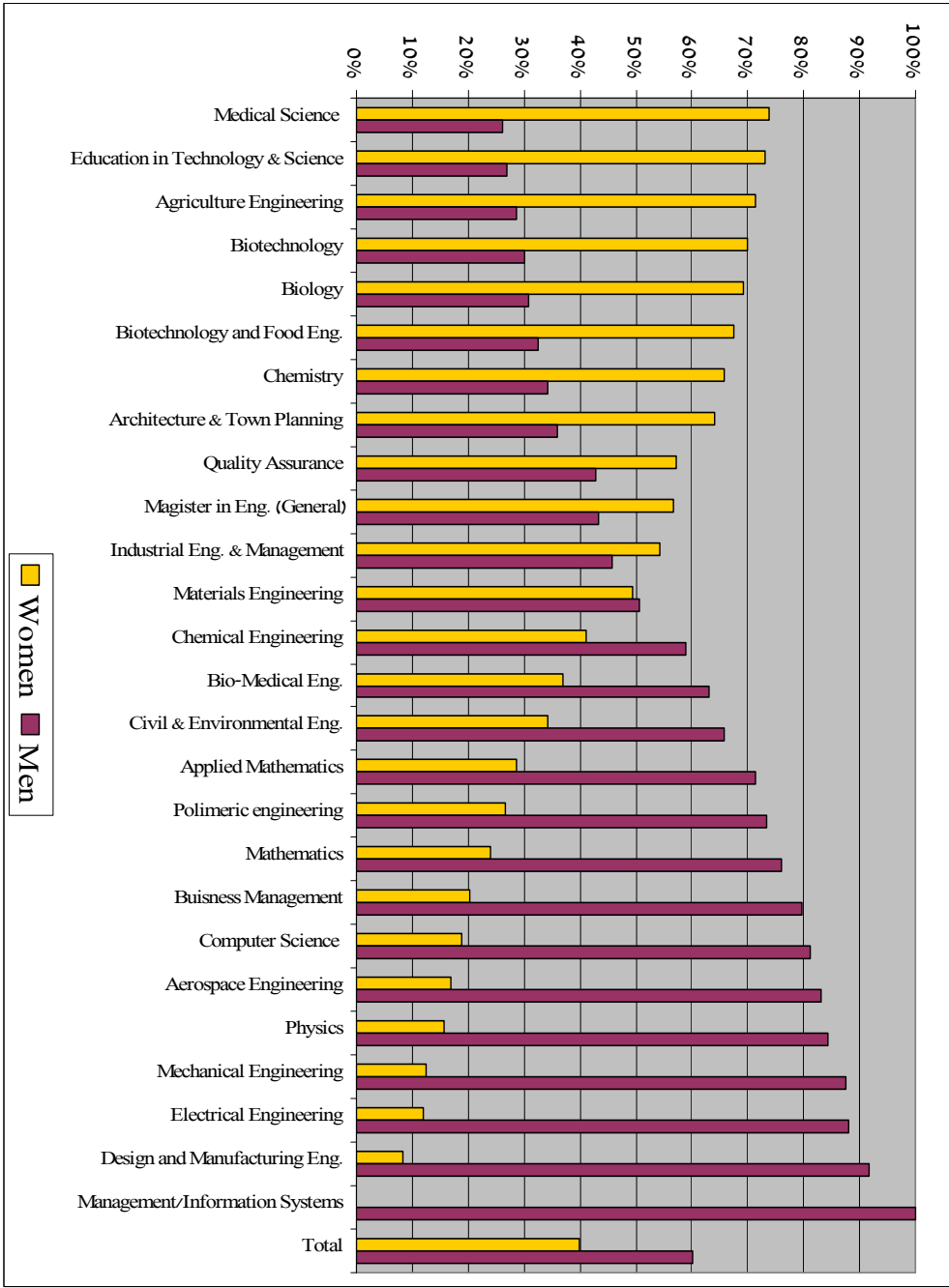
Faculty	Total Students	Men Registered		Women Registered	
	Registered	%	N	%	N
Civil & Environmental Eng.	10	60%	6	40%	4
Mechanical Engineering	3	100%	3	0%	0
Electrical Engineering	8	88%	7	13%	1
Chemical Engineering	4	25%	1	75%	3
Aerospace Engineering	1	100%	1	0%	0
Industrial & Management Eng.	9	56%	5	44%	4
Mathematics	1	0%	0	100%	1
Physics	6	50%	3	50%	3
Chemistry	3	33%	1	67%	2
Biology	5	40%	2	60%	3
Architecture & Town Planning	6	50%	3	50%	3
Computer Science	1	100%	1	0%	0
Medicine	9	33%	3	67%	6
Materials Engineering	2	100%	2	0%	0
Nano-Science & Nano-Technology	1	0%	0	100%	1
Education in Technology & Sci.	5	0%	0	100%	5
Biotechnology	2	50%	1	50%	1
<b>Total</b>	<b>76</b>	<b>51%</b>	<b>39</b>	<b>49%</b>	<b>37</b>

**Table 14: Percentage of Enrolled Women Students by Graduate Program and Degree, Spring 2006**

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Graduate Program	Total Graduate		Master			Doctorate		
	Total Number	Women %	Total	Women		Total	Women	
				Number	%		Number	%
Civil & Environmental	310	34%	225	77	34%	85	29	34%
Architecture & Town Planning	272	64%	238	156	66%	34	18	53%
Mechanical Engineering	217	12%	164	18	11%	53	9	17%
Materials Engineering	83	49%	60	32	53%	23	9	39%
Electrical Engineering	379	12%	306	39	13%	73	6	8%
Chemistry	129	66%	68	46	68%	61	39	64%
Chemical Engineering	83	41%	60	25	42%	23	9	39%
Agriculture Engineering	7	71%	6	4	67%	1	1	100%
Biotechnology and Food Eng.	86	67%	58	42	72%	28	16	57%
Physics	179	16%	119	18	15%	60	10	17%
Mathematics	46	24%	23	7	30%	23	4	17%
Computer Science	196	19%	123	24	20%	73	13	18%
Aerospace Engineering	165	17%	135	20	15%	30	8	27%
Industrial Eng. & Management	356	54%	283	151	53%	73	42	58%
Education in Technology	78	73%	40	27	68%	38	30	79%
Medical Science	272	74%	128	103	80%	144	98	68%
Bio-Medical Engineering	92	37%	68	25	37%	24	9	38%
Biology	107	69%	47	32	68%	60	42	70%
Polymeric engineering	15	27%	14	3	21%	1	1	100%
Biotechnology	30	70%	18	11	61%	12	10	83%
Quality Assurance	96	57%	86	45	52%	10	10	100%
Magister in Eng. (General)	37	57%	37	21	57%	0	0	-
Applied Mathematics	42	29%	25	5	20%	17	7	41%
Business Management	183	20%	183	37	20%	0	0	-
Management/Information Sys.	15	0%	15	0	0%	0	0	-
Design & Manufacturing Eng.	12	8%	12	1	8%	0	0	-
<b>Total</b>	<b>3487</b>	<b>40%</b>	<b>2541</b>	<b>969</b>	<b>38%</b>	<b>946</b>	<b>420</b>	<b>44%</b>

**Figure 10: Women Enrolled Graduate Students by Academic Unit, 2006**  
**Master's and Ph.D. degrees combined; Faculties arranged by decreasing percentage of women** [Back to Text→](#)



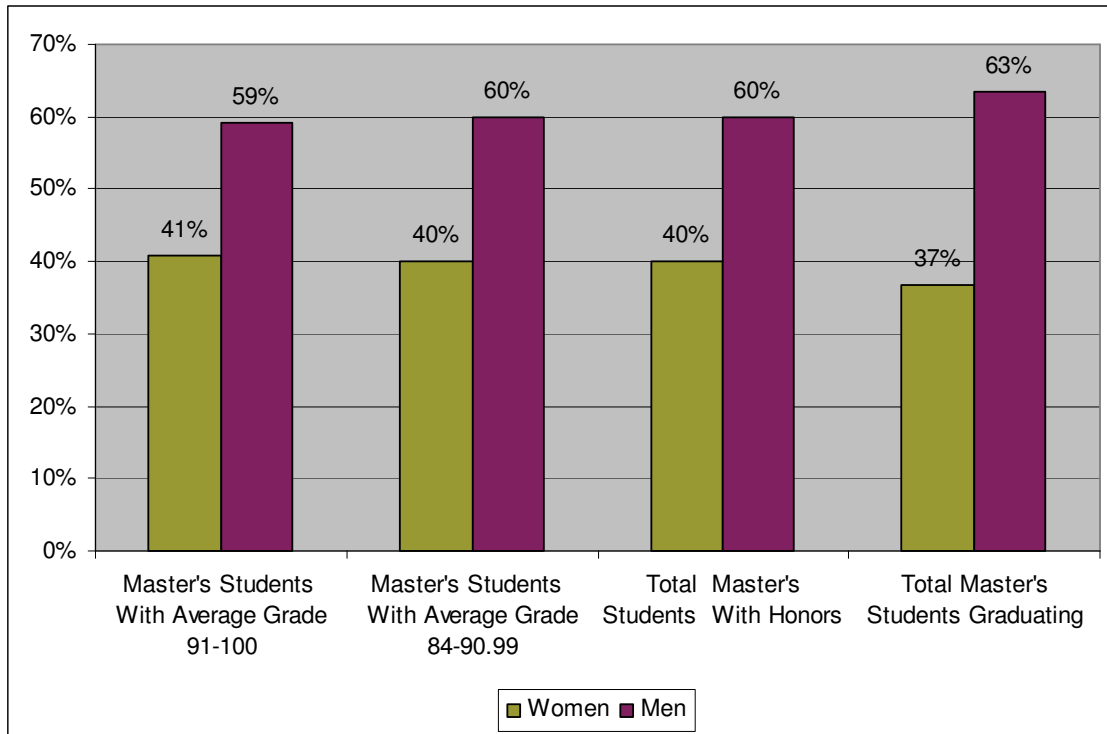
**Table 15: Comparison of Women and Men Graduate Students with Honors – 2006**

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	Total	Women		Men	
		No.	%	No.	%
<b>Master's Students With Average Grade 91-100</b>	27	11	41%	16	59%
<b>Master's Students With Average Grade 84-90.99</b>	105	42	40%	63	60%
<b>Total Master's Students With Honors</b>	132	53	40%	79	60%
<b>Total Master's Students Graduating</b>	619	227	37%	392	63%

**Figure 11: Comparison of Women and Men Graduate Students with Honors – 2006**

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**Table 16: Graduate Scholarship Holders (3-4 units), Winter, 2006**

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Faculty	4 Portion Scholarship				3 Portion Scholarship			
	Men Holders		Women Holders		Men Holders		Women Holders	
	%	N	%	N	%	N	%	N
Civil & Environmental Engineering	66%	51	34%	26	47%	15	53%	17
Mechanical Engineering	77%	47	23%	14	77%	10	23%	3
Electrical Engineering	86%	55	14%	9	100%	4	0%	0
Chemical Engineering	46%	13	54%	15	44%	4	56%	5
Food Eng.	47%	30	53%	34	32%	9	68%	19
Agricultural Engineering	100%	1	0%	0	-	0	-	0
Aerospace Engineering	56%	15	44%	12	50%	2	50%	2
Industrial Eng. & Management	30%	17	70%	40	44%	34	56%	43
Mathematics	81%	13	19%	3	67%	6	33%	3
Physics	88%	52	12%	7	87%	34	13%	5
Chemistry	29%	44	71%	110	40%	4	60%	6
Biology	29%	37	71%	91	100%	1	0%	0
Applied Mathematics	50%	3	50%	3	100%	2	0%	0
Architecture & Town Planning	21%	8	79%	31	31%	5	69%	11
Computer Science	70%	62	30%	27	70%	14	30%	6
Medical Science	24%	76	76%	247	40%	8	60%	12
Materials Engineering	33%	16	67%	33	-	0	-	0
Bio-Medical Engineering	33%	6	67%	12	41%	13	59%	19
Nano- Technology	71%	5	29%	2	-	0	-	0
Education in Technology & Science	0%	0	100%	10	42%	5	58%	7
Quality Assurance	0%	0	100%	4	100%	3	0%	0
Biotechnology	18%	4	82%	18	20%	3	80%	12
<b>Total</b>	<b>43%</b>	<b>555</b>	<b>57%</b>	<b>748</b>	<b>51%</b>	<b>176</b>	<b>49%</b>	<b>170</b>

**Table 16 (Con.): Graduate Scholarship Holders (5 units),  
Winter 2006**

Faculty	5 Portion Scholarship			
	Men Holders		Women Holders	
	%	N	%	N
Civil & Environmental Engineering	62%	68	38%	42
Mechanical Engineering	86%	61	14%	10
Electrical Engineering	89%	140	11%	18
Chemical Engineering	61%	52	39%	33
Food Eng.	0%	0	100%	5
Aerospace Engineering	82%	32	18%	7
Industrial Eng. & Management	51%	47	49%	45
Mathematics	91%	32	9%	3
Physics	81%	46	19%	11
Chemistry	48%	13	52%	14
Biology	34%	24	66%	47
Applied Mathematics	46%	6	54%	7
Architecture & Town Planning	60%	18	40%	12
Computer Science	79%	103	21%	28
Medical Science	38%	21	62%	34
Materials Engineering	57%	28	43%	21
Bio-Medical Engineering	42%	11	58%	15
Nano- Technology	71%	15	29%	6
Education in Technology & Science	0%	0	100%	5
Quality Assurance	0%	0	100%	8
Biotechnology	20%	1	80%	4
<b>Total</b>	<b>66%</b>	<b>718</b>	<b>34%</b>	<b>375</b>



**Table 17: Graduate Dropouts Percentage by Gender and Faculty  
Compared with Their Total Percentage, 2006** [Back to Text→](#)

Faculty	Women				Men			
	Total Women		Dropouts		Total Men		Dropouts	
	N*	%**	N***	%****	N*	%**	N***	%****
Civil & Environmental Eng.	117	34%	11	9%	225	66%	21	9%
Architecture & Town Planning	194	64%	20	10%	111	36%	13	12%
Mechanical Engineering	32	12%	5	16%	210	88%	20	10%
Materials Engineering	43	49%	2	5%	47	51%	5	11%
Electrical Engineering	49	12%	4	8%	359	88%	25	7%
Chemistry	86	66%	1	1%	48	34%	4	8%
Chemical Engineering	37	41%	3	8%	53	59%	4	8%
Biotechnology and Food Eng.	66	67%	8	12%	31	33%	3	10%
Physics	32	16%	4	13%	161	84%	10	6%
Mathematics	14	24%	3	21%	42	76%	7	17%
Computer Science	38	19%	1	3%	174	81%	15	9%
Aerospace Engineering	29	17%	1	3%	154	83%	17	11%
Industrial Eng. & Management	215	54%	22	10%	185	46%	22	12%
Education in Technology & Science	63	73%	6	10%	24	27%	3	13%
Medical Science	202	74%	1	0%	71	26%	0	0%
Bio-Medical Engineering	39	37%	5	13%	63	63%	5	8%
Biology	80	69%	6	8%	33	31%	0	0%
Polimeric engineering	4	27%	0	0%	12	73%	1	8%
Quality Assurance	60	57%	5	8%	47	43%	6	13%
Magister in Eng. (General)	23	57%	2	9%	22	43%	6	27%
Applied Mathematics	15	29%	3	20%	33	71%	3	9%
Buisness Management	39	20%	2	5%	157	80%	11	7%
Management/Information Systems	0	0%	0	-	16	100%	1	6%
Design and Manufacturing Eng.	1	8%	0	0%	13	92%	2	15%
<b>Total</b>	<b>1562</b>	<b>40%</b>	<b>199</b>	<b>13%</b>	<b>2523</b>	<b>60%</b>	<b>436</b>	<b>17%</b>

\* 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

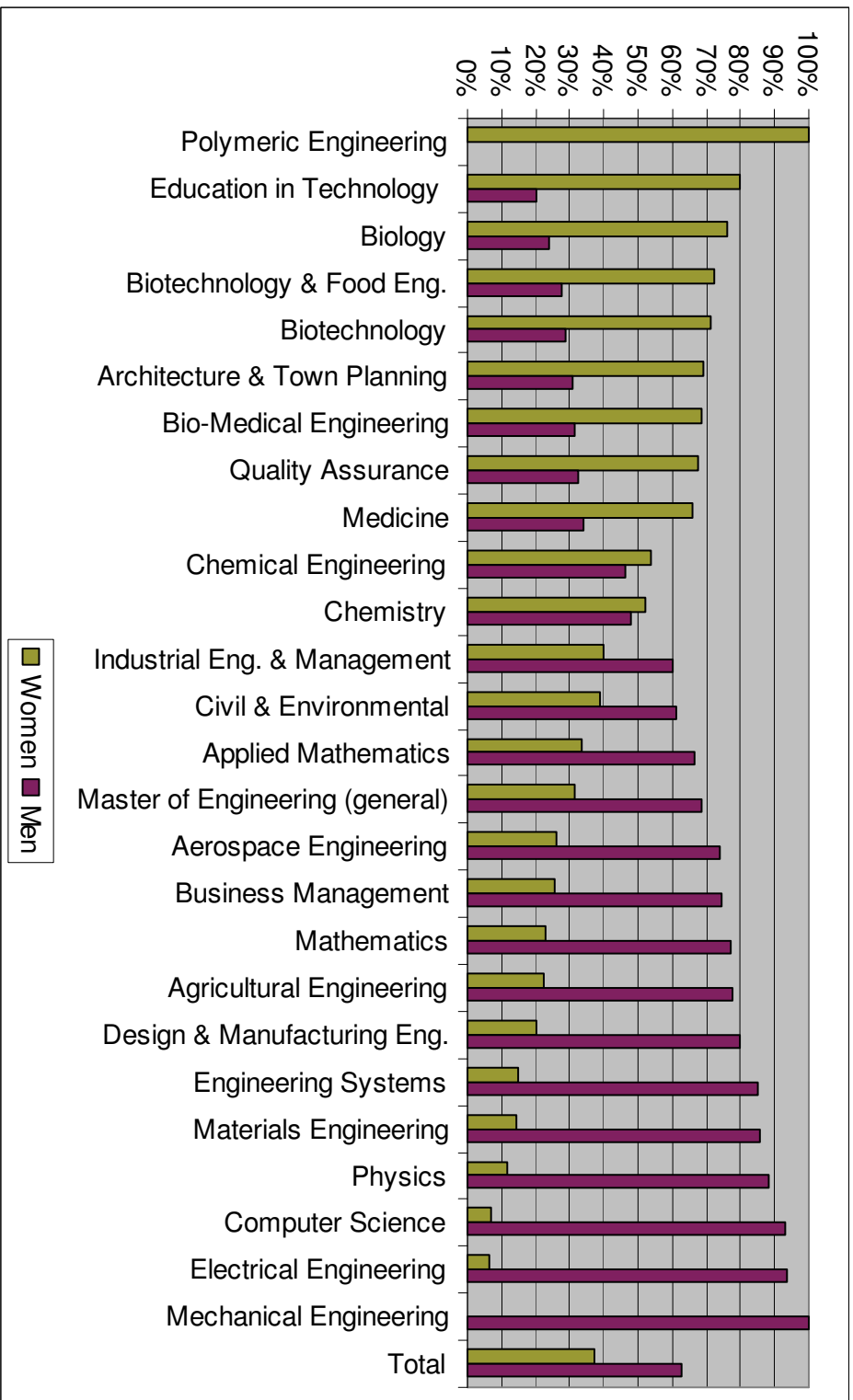
\*\*\*\* Percentage of women dropouts out of women students enrolled + dropout / men dropouts out of men students enrolled + dropout.

**Table 18: Percentage of Women Graduate Students Graduating  
May 2006**

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Graduate Program	Total		Master's			Doctorate		
	Total Number	Women %	Total	Women		Total	Women	
				N	%		N	%
Quality Assurance	34	68%	34	23	68%			
Architecture & Town Planning	49	69%	42	30	71%	7	4	57%
Biology	21	76%	17	14	82%	4	2	50%
Education in Technology & Science	25	80%	18	14	78%	7	6	86%
Civil & Environmental Engineering	49	39%	37	14	38%	12	5	42%
Bio-Medical Engineering	16	69%	15	10	67%	1	1	100%
Agricultural Engineering	9	22%	6	1	17%	3	1	33%
Chemical Engineering	13	54%	8	4	50%	5	3	60%
Aerospace Engineering	19	26%	15	4	27%	4	1	25%
Biotechnology & Food Eng.	18	72%	16	11	69%	2	2	100%
Materials Engineering	7	14%	7	1	14%			
Electrical Engineering	46	7%	37	3	8%	9		0%
Mechanical Engineering	34	0%	27		0%	7		0%
Engineering Systems	60	15%	60	9	15%			
Polymeric Engineering	1	100%	1	1	100%			
Industrial Eng. & Management	35	40%	29	14	48%	6		0%
Business Management	101	26%	101	26	26%			
Biotechnology	7	71%	7	5	71%			
Chemistry	23	52%	17	9	53%	6	3	50%
Computer Science	45	7%	36		0%	9	3	33%
Mathematics	22	23%	14	4	29%	8	1	13%
Applied Mathematics	9	33%	6	2	33%	3	1	33%
Physics	26	12%	23	2	9%	3	1	33%
Medicine	53	66%	25	20	80%	28	15	54%
Design & Manufacturing Eng.	5	20%	5	1	20%			
Master of Engineering (general)	16	31%	16	5	31%			
<b>Total</b>	<b>743</b>	<b>37%</b>	<b>619</b>	<b>227</b>	<b>37%</b>	<b>124</b>	<b>49</b>	<b>40%</b>

**Figure 12: Percentage of Master-Doctorate Women Students Graduating May 2006**



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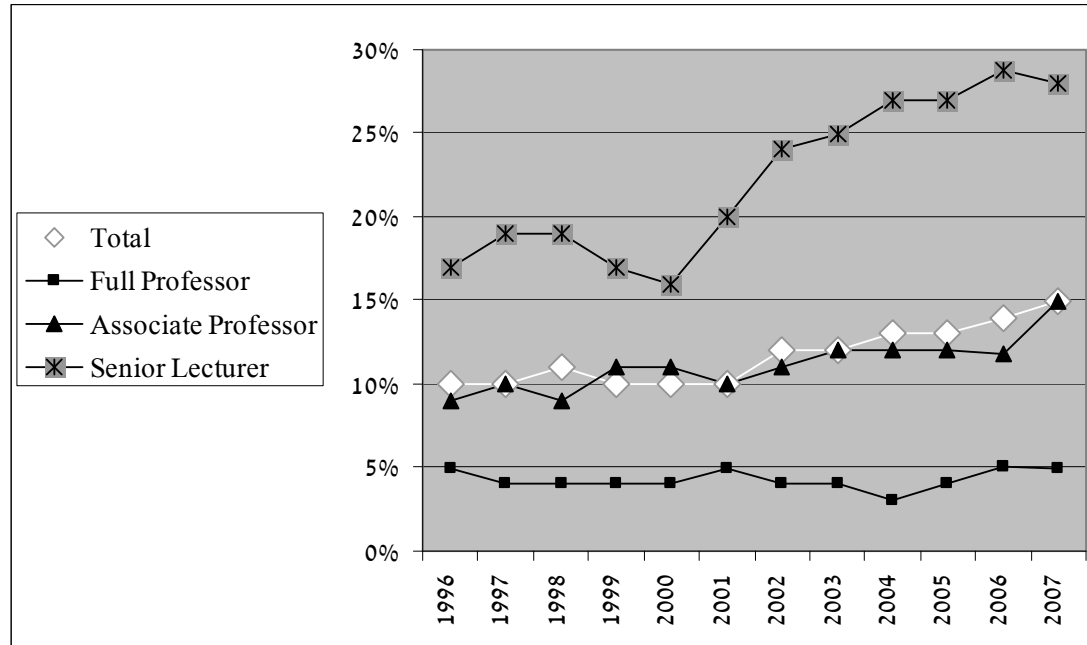
## Appendix D: Tables and Figures – Women Faculty Members

**Table 20: Women Faculty Members by Rank – Time Series 1997 -2007** [Back to Text→](#)

	2007		2006		2005		2004		2003		2002		2001		2000		1999		1998		1997	
	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N
<b>Total</b>																						
<b>Women</b>	15%	78	14%	77	13%	74	13%	72	12%	71	12%	71	10%	63	10%	59	10%	63	11%	66	10%	64
<b>Total</b>	100%	533	100%	553	100%	560	100%	568	100%	584	100%	604	100%	601	100%	607	100%	616	100%	617	100%	624
<b>Full Professor</b>																						
<b>Women</b>	5%	11	5%	11	4%	9	3%	7	4%	8	4%	9	5%	11	4%	10	4%	11	4%	11	4%	11
<b>Total</b>	100%	213	100%	216	100%	218	100%	222	100%	228	100%	232	100%	244	100%	253	100%	255	100%	249	100%	246
<b>Associate Professor</b>																						
<b>Women</b>	15%	28	12%	22	12%	23	12%	25	12%	23	11%	22	10%	19	11%	21	11%	21	9%	16	10%	18
<b>Total</b>	100%	182	100%	186	100%	191	100%	201	100%	200	100%	201	100%	190	100%	192	100%	183	100%	172	100%	177
<b>Senior Lecturer</b>																						
<b>Women</b>	28%	38	29%	42	27%	40	27%	38	25%	37	24%	37	20%	30	16%	23	17%	25	19%	29	19%	29
<b>Total</b>	100%	134	100%	146	100%	146	100%	140	100%	146	100%	153	100%	147	100%	142	100%	148	100%	152	100%	156
<b>Lecturer</b>																						
<b>Women</b>	25%	1	40%	2	40%	2	40%	2	30%	3	17%	3	15%	3	25%	5	20%	6	23%	10	13%	6
<b>Total</b>	100%	4	100%	5	100%	5	100%	5	100%	10	100%	18	100%	20	100%	20	100%	30	100%	44	100%	45

**Figure 13: Percent of Women Faculty by Rank – Time Series  
1996-2007**

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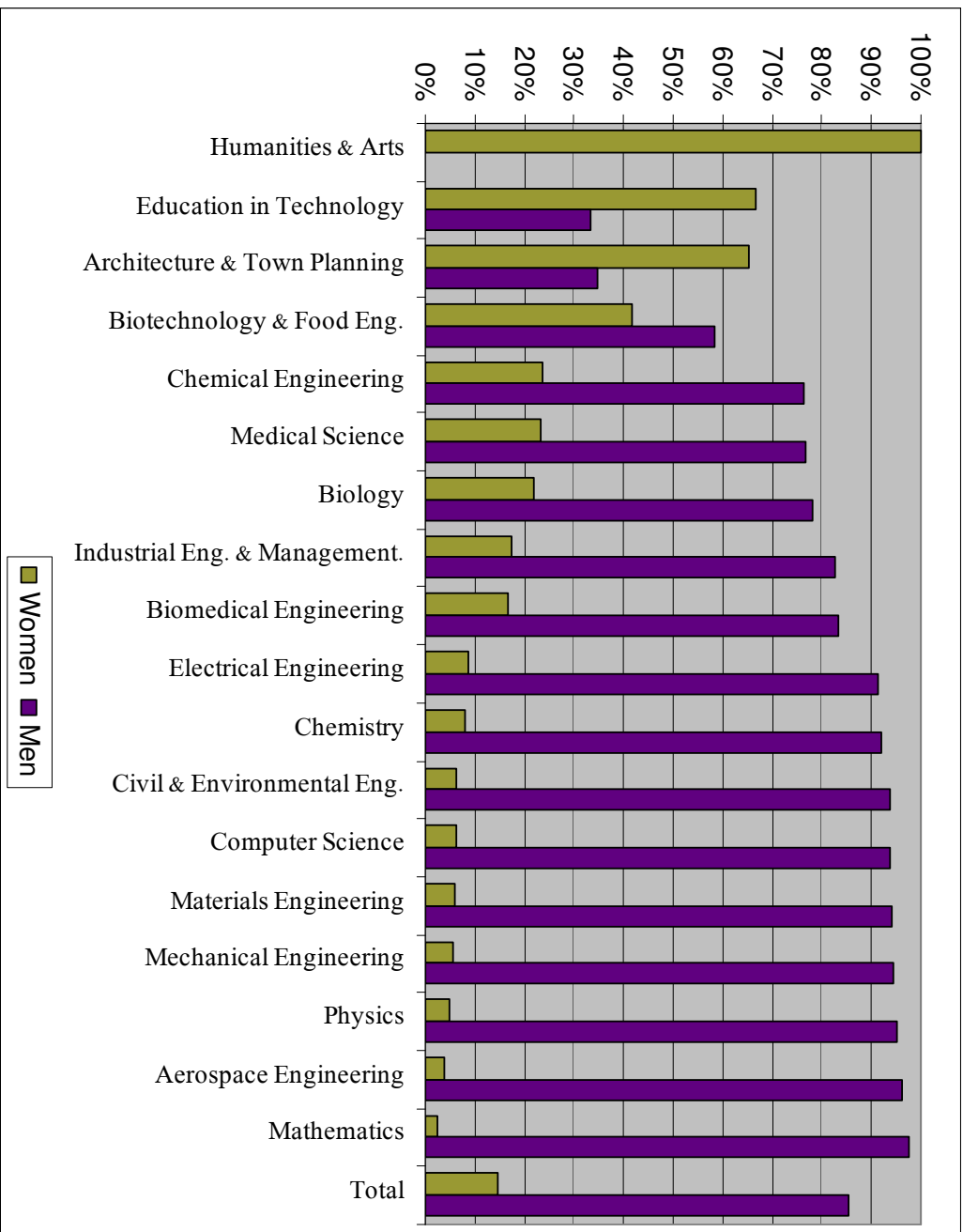
\*The Figure does not include the Lecturer rank because this rank is being phased out and therefore the percentages are misleading.

**Table 22: Percentage of Women Faculty Members within Each Rank by Academic Unit 2006**

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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.	63	4	6%	20	1	5%	20	1	5%	23	2	4%			
Architecture & Town Planning	26	17	65%	4	4	100%	10	6	60%	12	7	58%			
Mechanical Engineering	35	2	6%	18		0%	10	1	10%	7	1	14%			
Materials Engineering	17	1	6%	9		0%	5		0%	3	1	33%			
Electrical Engineering	46	4	9%	19		0%	14	3	21%	13	1	8%			
Chemistry	25	2	8%	12	1	8%	9		0%	4	1	25%			
Chemical Engineering	17	4	24%	8		0%	4	2	50%	5	2	40%			
Biotechnology & Food Eng.	12	5	42%	3		0%	3		0%	5	5	100%	1		0%
Physics	40	2	5%	24		0%	13	2	15%	3		0%			
Mathematics	44	1	2%	27		0%	14	1	7%	3		0%			
Computer Science	48	3	6%	22	2	9%	17	1	6%	9		0%			
Aerospace Engineering	26	1	4%	12		0%	10		0%	4	1	25%			
Industrial Eng. & Management.	46	8	17%	15	2	13%	17	3	18%	11	2	18%	3	1	33%
Humanities and Arts	1	1	100%	1	1	100%									
Education Technology & Science	9	6	67%				5	4	80%	4	2	50%			
Medical Science	43	10	23%	13		0%	16	2	13%	14	8	57%			
Biomedical Engineering	12	2	17%	4		0%	2		0%	6	2	33%			
Biology	23	5	22%	2		0%	13	2	15%	8	3	38%			
<b>Total</b>	<b>533</b>	<b>78</b>	<b>15%</b>	<b>213</b>	<b>11</b>	<b>5%</b>	<b>182</b>	<b>28</b>	<b>15%</b>	<b>134</b>	<b>38</b>	<b>28%</b>	<b>4</b>	<b>1</b>	<b>25%</b>

**Figure 15: Percentage of Women Faculty Members by Academic Unit 2007**  
 Arranged by declining percentage of women



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**Table 23: Expected Retirements in the Next 3 Years**

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	<b>Women</b>	<b>% Women</b>	<b>Men</b>	<b>% Men</b>
2006-2007	1	6%	16	94%
2007-2008	2	11%	17	89%
2008-2009	2	17%	10	83%
<b>Total</b>	<b>5</b>	<b>10%</b>	<b>43</b>	<b>90%</b>

**Table 24: Senior Top Management Members 2007**

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<b>Senior Senate</b>	<b>Committee Members</b>				<b>Total</b>
	<b>Women</b>		<b>Men</b>		
	<b>No.</b>	<b>%</b>	<b>No.</b>	<b>%</b>	
<b>President</b>	<b>0</b>	0%	6	100%	6
<b>Technion Deans</b>	<b>0</b>	0%	4	100%	4
<b>Academic Unit Deans</b>	<b>1</b>	6%	17	94%	18
<b>Members Appointed Senate</b>	<b>2</b>	5%	36	95%	38
<b>Appointed Senate Members by Academic Unit</b>	<b>6</b>	18%	27	82%	33
<b>Total</b>	<b>9</b>	9%	90	91%	99



**Table 25: Elected Senate Committees**

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Name of Committee	Committee Members				
	Women		Men		T
	No.	%	No.	%	
Steering Committee	0	0%	16	100%	16
Standing Comm. For Undergrad. & Graduate Studies	4	20%	16	80%	20
Sub-committee for approving courses	1	20%	4	80%	5
Appointments Comm. for Tenure and Senior Faculty	0	0%	9	100%	9
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	0	0%	9	100%	9
Research Committee	2	40%	3	60%	5
Professor Representatives on the Board of Governors and the Steering Committee Group B	0	0%	5	100%	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
<b>Total</b>	<b>7</b>	<b>7%</b>	<b>90</b>	<b>93%</b>	<b>97</b>

**Table 26: Appointed Senate Committees**

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Name of Committee	Committee Members				
	Women		Men		T
	No.	%	No.	%	
Appointments Comm. For Honorary Degrees	0	0%	6	100%	6
Harvey Prize Comm.	0	0%	6	100%	6
Computer Development and Steering Comm.	0	0%	7	100%	7
Academic Council for Div. of Continuing Ed. & External Studies	0	0%	9	100%	9
Senate representatives on the BOG Board of Trustees	0	0%	6	100%	6
<b>Total</b>	<b>0</b>	<b>0%</b>	<b>34</b>	<b>100%</b>	<b>34</b>

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

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Name of Committee	Committee Members				T
	Women		Men		
	No.	%	No.	%	
Senate Faculty Appointments Committee	1	9%	10	91%	11
Faculty Prize Committee	0	0%	7	100%	7
Research Professor Appointments Comm.	0	0%	8	100%	8
Library Committee	1	20%	4	80%	5
Post-Doctoral Awards Committee	1	14%	6	86%	7
<b>Total</b>	<b>3</b>	<b>8%</b>	<b>35</b>	<b>92%</b>	<b>38</b>

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

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Name of Committee	Committee Members				T
	Women		Men		
	No.	%	No.	%	
Senate Reps. to the Advisory Council of the Neaman Institute	1	14%	6	86%	7
Helsinki Committee On Ethics in Human Clinical Experiments	1	20%	4	80%	5
Research Prize Committee	1	14%	6	86%	7
Appointments Comm. to the Research Authority	1	20%	4	80%	5
<b>Total</b>	<b>4</b>	<b>17%</b>	<b>20</b>	<b>83%</b>	<b>24</b>

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

Name of Committee	Committee Members				T
	Women		Men		
	No.	%	No.	%	
Sabbatical Committee	0	0%	4	100%	4
Professional Committees Chair	0	0%	8	100%	8
Special Committee for nominating Research Professors	0	0%	7	100%	7
Election Committee	0	0%	2	100%	2
<b>Total</b>	<b>0</b>	<b>0%</b>	<b>21</b>	<b>100%</b>	<b>21</b>

**Table 30: Total of Committees**

Name of Committee	Committee Members				
	Women		Men		T
	No.	%	No.	%	
Elected Senate Committees (Table 25)	7	7%	90	93%	97
Appointed Senate Committees (Table 26)	0	0%	34	100%	34
Appointed Committees under the responsibility of the Vice President for Academic Affairs (Table 27)	3	8%	35	92%	38
Appointed Committees under the responsibility of the Vice President for Research (Table 28)	4	17%	20	83%	24
Other Committees under the responsibility of the Vice President for Academic Affairs (Table 29)	0	0%	21	100%	21
<b>Total</b>	<b>14</b>	<b>7%</b>	<b>200</b>	<b>93%</b>	<b>214</b>

**Table 31: Non-Tenure Track Positions**

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	2004-2005			2005-2006			2006-2007		
	Women		Total	Women		Total	Women		Total
	No.	%		No.	%		No.	%	
<b>Research Track</b>	3	43%	7	2	67%	3	2	100%	2
<b>Regular Clinical Track</b>	9	11%	81	11	13%	85	10	13%	79
<b>Clinical Track</b>	47	22%	211	42	21%	203	43	21%	207
<b>Internal adjuncts</b>	232	35%	668	225	29%	763	258	31%	839
<b>External adjuncts</b>	370	40%	928	337	37%	903	352	38%	920
<b>Total</b>	<b>661</b>	<b>35%</b>	<b>1895</b>	<b>617</b>	<b>32%</b>	<b>1957</b>	<b>665</b>	<b>32%</b>	<b>2047</b>