

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

**2008**

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

**By**

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## EXECUTIVE SUMMARY

### Responses to the 2007 Board of Governors' Resolutions

#### **Resolutions 2007 – Technion Board of Governors**

In 2007 the Technion Board of Governor passed two resolutions with respect to the Status of Women at the Technion:

*A: The Board welcomes the new role of "Liaison for Women's Academic Affairs" proposed by the Task Force and approved by the President. The new role will focus on coordinating and maximizing the efficiency of recruiting more female students and faculty to the Technion by improving the Technion's standing among talented female potential students and faculty and by increasing awareness of these issues within and outside the Technion. The Board is looking forward to hearing about the progress and resources allocated towards accomplishing the associated goals in next year's report. The Board also thanks its member, Ruth Alon, for heading the Task Force that proposed the new position and for volunteering to personally serve in this new role in its formative stages.*

*B. The Board welcomes the gradual increase in the proportion of female students and faculty at the Technion. At the same time the Board recommends that the Technion adopts proactive policies and actions for enhancing the attractiveness of the Technion as a university friendly to female academics and their families.*

With respect to Resolution A: Ruth Alon has kindly volunteered to serve as *Liaison for Women's Academic Affairs*. In addition, she continues to chair the Task Force, consisting of 4 full professors: Prof. R. Alterman, Prof. H. Attiya, Prof. Emeritus A. Churchman, and Prof. M. Erez – Coordinator of the Status of Women at the Technion.

The Task Force met numerous times during the year to discuss issues and actions related to the recruitment of women students and faculty.

The Task Force recommended specific actions regarding the Technion's campaign and "Open House" held in February 2008. In this capacity, Ruth Alon participated in various (Technion internal and external forums) meetings, emphasizing the importance of projecting a Technion image that is not only attractive, but equally appealing to both men and women. In addition, all women faculty at the Technion were asked to be present at the "Open Day" and be available to potential students for questions and answers .

However, the Task Force and Ruth Alon in her role as the *Liaison for Women's Academic*

*Affairs* are convinced that the current organizational structure of the Technion, mainly the lack of a “focal point” for all marketing functions, is limiting its ability to promote ideas and secure resources. This lack of a focal point, in the Task Force’s view, is definitely hurting the Technion. The task force recommends that the administration take immediate action towards resolving this issue and by doing so enabling a much needed process to take place.

With respect to *Resolution B* the following actions have been taken:

- a) Promotion to the rank of Full Professor. There has been a significant increase in the number of women faculty Full Professors: from 11 in 2007 to **16**, May 2008. This is an increase of more than 50%, an all-time record at the Technion!!! Given the high number of non-tenured women faculty we hope that this trend will continue. It will also enable a better representation of women faculty on Technion committees and on the Technion management team.
- b) Mentoring non-tenured women faculty: The coordinator of the status of women, together with the Task Force, initiated a meeting with the non-tenured women faculty members, to advise them on the criteria that serve for promotion and tenure decisions and how to meet these criteria. The meeting took place on January 8, 2008. Participants were 19 non-tenured women faculty, all members of the task force, and a few other women full professors. Prof. Hagit Attiya gave an informative and useful presentation of the criteria for promotion and tenure and advised the participants on how to meet these criteria. The meeting was very well received.
- c) Sharing accomplishments by women faculty: One way to create a sense of community of women faculty is by sharing information, in particular about accomplishments of women faculty. Miriam Erez regularly sends emails to all women faculty, sharing with them promotions of women faculty, special awards and prizes received by Technion women faculty. I am pleased to say that we have good reasons to be proud of the accomplishments of women faculty given the awards that many of them received this year; among them:

Alon Fellowship: Dr. Kinneret Keren, Faculty of Physics; Dr. Tamar Ziegler, Faculty of Mathematics.

Prof. Yonina Eldar, Faculty of Electrical Engineering and Prof. Ora Israel, Faculty of Medicine, received the Award of the Women's Council of the Haifa Municipality for their innovative breakthroughs in their respective fields of research.

Dr. Debbie Lindell, Faculty of Biology, received an ERC Starting Grant - Funding: 1.58 million euros over 5 years.

Dr. Shulamit Levenberg, Faculty of Bio-Medical Engineering, received the Krill Prize, 2006; she was named a "Science Leader" by *Scientific American*. Shulamit participated in the special discussion led by President Shimon Peres on Israel and Science which was broadcast on Monday 21-01-08 .

- d) 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 and the Vice President for Academic Affairs get together for an update on the promotion and tenure status of women at the Technion.
- e) Prof. Erez is also a member of the Technion Post-Doctoral Fellows committee and of the Awards committee.
- f) Hosting Nobel Laureate – Professor Rita Levi Montalcini: a group of women faculty, chaired by Prof. Adi Salzberg, Faculty of Medicine, hosted Prof. Montalcini at the Technion in March 2008.
- g) Women in Science: Prof. Erez and the Task Force initiated a new lecture series – Women in Science. A preliminary list of lecturers was forwarded to Prof. Peretz Lavie who supports this initiative and will make the effort to obtain funds to enable the realization of this series.

#### **Changes in the status of women at the Technion during the last year**

Undergraduate students: There was a significant decrease in the representation of women students in the Excellence program, from 50% to 19%.

Graduate students: There was a significant increase in the % of newly admitted women doctoral students from 49% to 55%.

Faculty members: There was a significant increase in the number of women Full Professors from 11 to 16 (updated in May 2008).

## **Detailed Executive Summary of the Status of Women at the Technion**

### **A. Women Students**

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

In 2006, women high-school students comprised 47.7% of all high school students taking 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 17,027, higher than the total number of men students – 14,761.

**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 the proportion of women students, in all degrees, in Biological Sciences and Physical Sciences.

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

Overall, women comprise 36% of students at the Technion: specifically women comprise 34% of the undergraduate students, 36% of the graduate students and 46% of the doctoral students. Efforts have been made to recruit more women students and faculty in the last three to five years, including post-doctoral fellows.

#### **Undergraduate students**

Women comprised 38% of applicants to undergraduate studies, and 36% of all those admitted were women. Overall, the total percentage of enrolled women undergraduate students increased in the last 10 years from 29% in 1999 to 34% in 2008. 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 (77%), Biotechnology (71%), Chemical Engineering (67%).

Women comprise 39% of the honor students, with 43% at the level of Dean's honor list and 27% on the President's list. This year their representation in the excellence program decreased from 50% in 2007 to 19% in 2008. A higher percentage of women than men undergraduate students receive assistance scholarship based on socio-economic needs. The drop out rate is equal for males and females – 6%.



### **Graduate Students**

The percentage of newly admitted women graduate students is 36% at the Masters level and 55% at the doctoral level. Of all graduate students enrolled at the Technion women comprise 36% of the Master students, and 46% of the doctoral students. These figures have not changed a lot in the last 10 years. Overall, 39% of the graduate students are women, with the lowest rate in the fields of Information System Eng. (0%), Mechanical Eng. (10%), Design and Manufacturing Eng. (10%), Electrical Eng. (13%) and Physics (14%), and the highest rate in Medical Sciences (73%), Biotechnology and Food Eng. (72%), Education in Technology and Science (71%), Agricultural Eng. (in Faculty of Civil & Environmental Eng.) (70%) and Chemistry (68%).

Women comprise 36% of all honors students at the Masters level with about 24% among those receiving honors with distinction and 39% among those with honors.

The percentage of graduate women students who receive 3 fellowship units is 50%; 4 units is 62%, 5 units is only 35% and 6 units is only 34%. The latter can be attributed to their low proportion in some of the large faculties that comprise a majority of male students, and which allocate 5 or even more fellowship units to students in order to compete with industry.

The percentage of women who drop out of graduate studies is 6%, lower than men – 9%. Among those graduating in 2007, women comprised 36% at the master level and 43% at the doctoral level.

### **Post-doctoral Fellows:**

Today, there are 53 post-doctoral women fellows, comprising 41% of all post-doctoral fellows at the Technion.

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

**In Israel:** The figures on the % of women faculty at the seven research universities in Israel are not updated to 2007. The figures from last year demonstrate that the percentage of women faculty 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.

### **At the Technion:**

Overall, there are 84 women (compared with 78 in 2007), comprising 16% of the faculty members, compared with 450 men faculty members in tenure track positions at the Technion in 2008.

In the last five years (2004-2008) special efforts have been made to recruit more women faculty. During that period 28 women faculty joined the Technion, comprising 27% of the total 102 new recruits to the Technion.

Currently, 47% of all women faculty are in junior positions (senior lecturer and lecturer) compared with 18% of all men who are in same positions. The percentage of women in the higher level positions of Associate Professor and Full Professor is only 22%, with 16% at the level of Associate Professor and 6% at the level of Full Professor. This is a much lower rate than among men on tenure track, of whom 36% are Associate Professor and 45% are Full Professors. Yet, it is important to note that during 2007-8 the absolute number of women Full Professors increased from 11 to 16 (updated in May 2008), comprising an increase of 2%, from 4% to 6% of all Full Professors since 2006.

The distribution of women faculty by academic units shows that in ten academic units at the Technion the percentage of women faculty is lower than 16% - representing their overall proportion of all faculty members. In eight academic units their percentage is above their representation at the Technion at large.

Women are under-represented 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 2008 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 compared with other universities
    - iv. The high percentage of women on the honors lists.

- 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 women undergraduate students from the President's and Dean's Honors Lists.
  - 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 high 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.

**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 (16%), should continue at a higher pace. This includes the following faculties: Aerospace Engineering, Chemistry, Civil and Environmental Engineering, Computer Sciences, Electrical Engineering, Mathematics, Materials Engineering, Mechanical Engineering, and Physics.
- b. Attention should be given to the tenure and promotion of women faculty at the

rank of lecturer and senior lecturer given that their percentage of all women faculty is very high (47%) 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, that in retrospect their promotion is overdue.

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

## **THE COMPLETE 2008 REPORT ON THE STATUS OF WOMEN AT THE TECHNION**

**Responses to the 2007 Board of Governors' Resolutions appear in the Executive Summary above.**

Below is a detailed description of women at the Technion and in comparison to other universities in Israel, 2007-2008.

### **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, 2006-7(see Table 1).**

Enrollment of women students in sciences and engineering depends on their level of mathematics at the pre-university matriculation exam. In 2006, there were 35,547 women high school students who took the matriculation exam in mathematics, compared with 28,830 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 17.3%, with 30.6% taking the 4 units and 52.1% taking the 3 units. In comparison, the percentage of men taking it at the highest level of 5 units is 23.4%, with 27.8% taking the 4 units and 48.8% taking the 3 units. Yet, in absolute numbers 6,150 women compared with 6,746 men took the 5 unit exam. Hence, of the total number of students taking the 5 units, women comprised 47.7%.

Of those women who took Mathematics at the level of 5 units 99.3% passed the exam, and 62.5% excelled in their exam, only a little lower than men students (63.9%).

Of those women who took Mathematics at the level of 4 units 97.5% passed the exam, and 47.8% excelled in their exam, which is higher than men students (41%).

Taking together the 4 and 5 units in mathematics, the total number of women students was 17,027 higher than the total number of men students – 14,761.

Table 1: Achievements in Mathematics High School Matriculation Exam by Gender, in Percentage, 2006

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	14069	48.8	8015	27.8	6746	23.4	28,830	96.8	97.2	99.0	97.4	33.0	41.0	63.9	42.5
Female	18520	52.1	10877	30.6	6150	17.3	35,547	97.3	97.5	99.3	97.7	44.8	47.8	62.5	48.8

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 2005-6.

According to the Bureau of statistics:

<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 46% women in Weizmann Institute, 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.

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 -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 that have engineering or sciences studies. This comparison regards recipients of degrees at the year 2005-6.

[Table 2](#) (in Appendix A), and Figure 1 below, summarize the percentage of women, compared to men students recipients of degree by field of studies in four research universities in Israel – Technion, Tel-Aviv, Ben-Gurion and Weizmann Institute in 2005-2006.

The findings show, that overall the percentage of women recipients of degrees compared to

men in the above fields of studies at the Technion during 2005-2006 was 32%, lower than Tel-Aviv University – 41% but similar to Ben-Gurion University – 32%.

The comparison to the Weizmann Institute is relevant only at the graduate level as there are no undergraduate studies, and there are no Engineering studies, hence an overall comparison is not relevant.

Yet, among the four universities the Technion has the highest percentage of women recipients of degree, compared to men recipients of degree in Biological Sciences in all three degrees. In PhD degree the Technion has the highest percentage of women recipients of degree, compared to men in Physical Sciences. In Bachelor degree the Technion has the highest percentage of women recipients of degree, compared to men in Engineering, Computer Sciences, Mathematics & Statistics but not in Physical Sciences.

<b>PhD</b>	Engineering	CS,Math. & Stat.	Biological Sci.	Physical Sci
Technion	27%	25%	<b>83%</b>	<b>44%</b>
Tel-Aviv	29%	27%	68%	19%
Ben-Gurion	38%	33%	55%	40%
Weizmann		25%	53%	25%

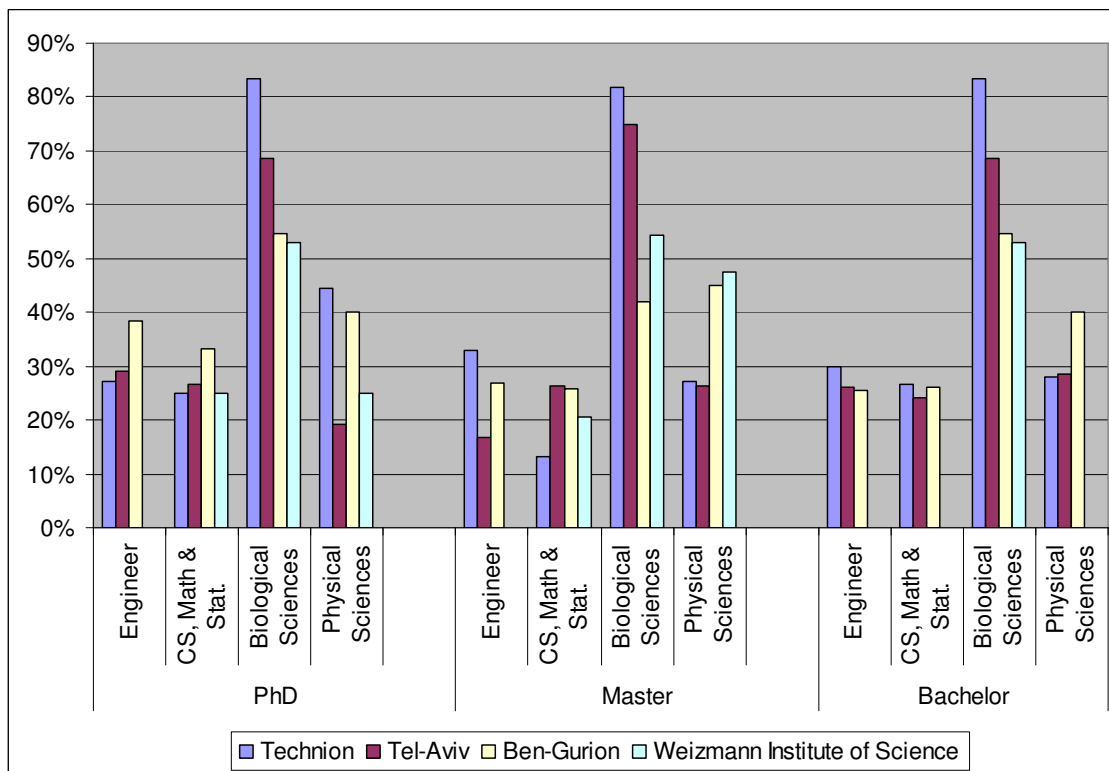
  

<b>Master</b>	Engineering	CS,Math. & Stat.	Biological Sci.	Physical Sci
Technion	<b>33%</b>	13%	<b>82%</b>	27%
Tel-Aviv	17%	26%	75%	26%
Ben-Gurion	27%	26%	42%	45%
Weizmann		21%	54%	47%

<b>Bachelor</b>	Engineering	CS,Math. & Stat.	Biological Sci.	Physical Sci
Technion	<b>30%</b>	<b>27%</b>	<b>71%</b>	28%
Tel-Aviv	26%	24%	67%	29%
Ben-Gurion	26%	26%	68%	40%

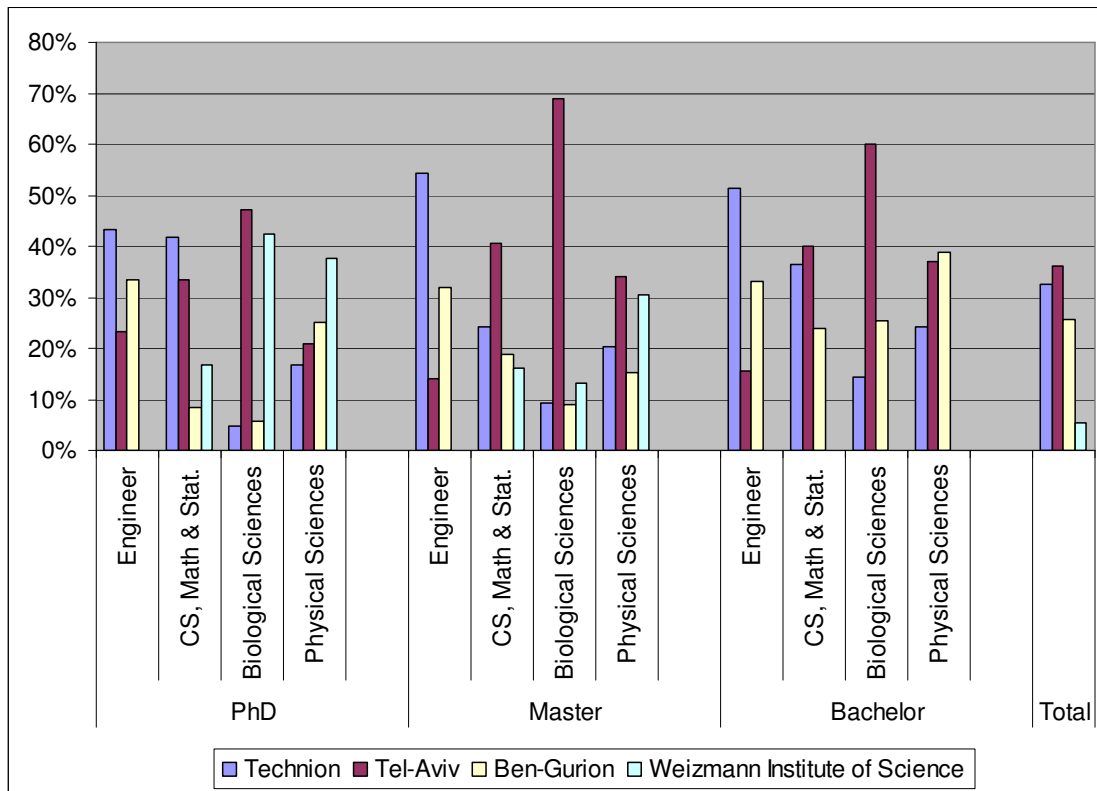
Figure 1: The Percentage of Women Recipients of Degree, by Field of Study and Institution, 2005- 2006



Another way to analyze Table 2 is to compare the percentage of women recipients of degree out of the total number of women recipients of degree 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 recipients of degree in Engineering in Israel, in all three degrees. The Technion also has the highest percentage of women recipients of PhD degree in Computer Sciences, Math. and Statistics. In a total of all degrees in these four fields of studies, the Technion has less women recipients of degree than in Tel-Aviv University, but more than in Ben-Gurion University and Weizmann Institute.



Figure 2: The Percentage of Women Recipients of Degree Out of the Total Number of Women Recipients of Degree in all Four Universities by Fields, 2005- 2006



*These findings suggest that the majority of women recipients of degree in Engineering are at the Technion at all three degrees. 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 and Physical Sciences at all degrees.*

**A2. WOMEN FACULTY MEMBERS IN ISRAELI UNIVERSITIES** (Please, note that the data were last updated in 2006. Hence, there is no change from our 2007 report).

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 2008 there is an increase to 6% women at the level of Full Professor at the Technion..

**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 data are not updated to 2008.

*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**

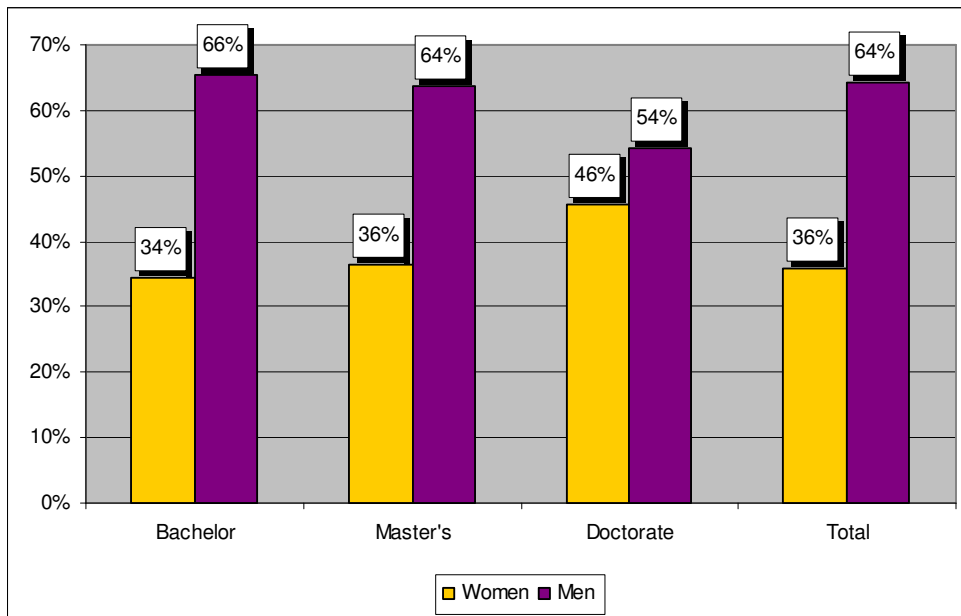
**B1. WOMEN STUDENTS AT THE TECHNION BY DEGREE, 2008**

Table 4 summarizes the percentage of women students by degree at the Technion in 2008. Women comprise 34% 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 4](#) in Appendix A.

**Table 4: Distribution of Women and Men in Each Degree at Technion, 2008**

	Men		Women		Total	
	Number	%	Number	%	Number	%
<b>Bachelor</b>	5547	66%	2921	34%	8468	100%
<b>Master's</b>	1525	64%	871	36%	2396	100%
<b>Doctorate</b>	497	54%	419	46%	916	100%
<b>Total</b>	<b>7569</b>	<b>64%</b>	<b>4211</b>	<b>36%</b>	<b>11780</b>	<b>100%</b>

**Figure 3: Distribution of Women and Men in Each Degree, 2008**



## **B2. RECRUITMENT OF WOMEN STUDENTS AND WOMEN FACULTY MEMBERS - AND WOMEN SPECIAL POSITIONS & AWARDS**

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 one open day this year at the Haifa campus and in Tel-Aviv, 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 Science has taken proactive actions this year to recruit women students:

- 1) Appointing a woman faculty member as a representative in high-schools.
- 2) Appointing women faculty members to represent the faculty in recruiting days for both undergraduate and graduate students.

The Physics Department recruited Dr. Kinneret Keren who joined us this year as senior lecturer. Dr. Keren was also nominated and won the Alon Fellowship.

Prof. Shlomit Tarem was asked and agreed to assume the responsibilities of heading larger parts in the Atlas project in CERN.

The physics department now has 4 women faculty out of 41 slots. This is more than 100% improvement compared to previous years.

Ms. Behar Silvia, a grad student was awarded Metragelet Mitzayenet

Ms. Ayelet Dvir will join the lab of Dr. Oren Cohen, a new faculty member and will go to Colorado to train with him in a new lab.

The ratio of women graduate students in Physics is about 14%

At the Faculty of Industrial Engineering & Management no proactive step towards recruiting women students were taken since there are plenty of women applicants to graduate and undergraduate studies (in some areas the majority of students are female). In recruiting academic faculty the emphasis is on the quality of the candidate regardless of gender. Even without any special efforts to recruit women, a relatively large proportion of women were recruited in the last 3-4 years, four new women faculty members. Unfortunately, there are difficulties in retaining some of women faculty members, as two out of these four are leaving for personal reasons.

The Dean of the Faculty of Chemistry reported that there is only one woman faculty at the rank of Full Professor, and that the faculty has difficulties recruiting women faculty. Most of the women doctoral students prefer to go to industry upon graduation.

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.

At the Faculty of Biology 77% of the undergraduate student are women. 58% of the master students, and 73% 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.

Debbie Lindell, Faculty of Biology, received the ERC Starting Grant - Funding: 1.58 million euros over 5 years.

Shulamit Levenberg, Faculty of Bio-medical Engineering won the Krill award for 2006, participated in the special discussion led by the President Shimon Peres- on Israel and Science which was broadcasted on Monday night 21-01-08 .

For details see: <http://www.publiceducation.org.il/?p=93>

At the Faculty of Architecture and Urban Studies, Dorit Freshman (advisor Alona Nitzan-Shiftan) is one of three doctoral students who represent the Technion's Excellency at the Knesset.

### **B3. WOMEN MEETING**

During the past year a number of special meeting for women faculty were initiated and coordinated by women status coordinator Prof. Miriam Erez:

Special Seminar Tuesday 27 November 2007, by Prof. Magdolna Hargittai Research Professor in Chemistry at the Materials Structure and Modeling Research Group of the Hungarian Academy of Sciences. Seminar topic: Women in Science - Conversations with Prominent Women Scientists.

Non tenure women faculty members meeting dated 08-01-08 aimed to mentor and provide guidelines on career development to new faculty women members. 19 new women faculty members and seven task force and Professors attended the meeting.

A special meeting with Prof. Rita Levi-Montalcini - the oldest Nobel Laureate took place on 06-03-08, chaired by Prof. Adi Salzberg, Faculty of Medicine.

## **C. UNERGRADUATE STUDIES**

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

The percentage of new women applicants in 2007 was 38%, while their percentage of the total number of admitted students in 2007 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 29% in 1999 to 34% in 2008 (see Table 5 and Figure 4, Appendix A).

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

The percentage of undergraduate women students at the Technion is 34%. 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 (18%) and Computer Science (21%). The highest percentage of women students is in: Biology (77%), Biotechnology (71%), Chemical Engineering (67%), Chemistry (64%), and Bio-Medical Engineering (60%) (see [Table 7](#), and [Figure 7](#) in Appendix B).

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

The percentage of women graduating with honors students in 2007 is 39% which is higher than their percentage in the undergraduate student population (34%). Yet, while at the level of Dean's honor they comprise 43% of the total honor students their percentage on the President list is lower - 27%. (see [Table 8](#) and [Figure 8](#) in Appendix B).

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

In 2008 women comprise 19% of the students in the Excellence program (3 women) compared to 50% (9 women) in 2007 (see [Table 9](#) and [Figure 9](#) in Appendix B). The percentage of women applicants to the program was 28%.

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

Overall, the percentage of women undergraduate students who receive assistance scholarship, based on socio-economic needs is higher (21%) than men (11%), as can be seen in [Table 10](#) in Appendix B.

## **C.6 Dropout:**

The percentage of dropout of undergraduate students in 2007 is equal for males and females – 6% (see [Table 11](#) in Appendix B).

*To sum, the percentage of women students in the last 10 years increased to 34%. Their admittance rate this year- 36%, was quite similar to their rate among the applicants - 38%.*

*The Technion has the highest percentage of women students in Israel in Engineering compare to Tel-Aviv University and Ben-Gurion University. Yet, in some engineering faculties, including Mechanical Engineering (9%), Electrical Engineering (13%), and Aerospace Engineering (15%) their percentage is still low and perhaps more efforts should be made to recruit more women students to this faculties.*

*In some fields, such as biological sciences, the percentage of women versus men students at the Technion is very high (77%). 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.*

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## **D. GRADUATE STUDIES**

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

The percentage of newly admitted women graduate students is 36% at the master level (see [Table 12](#) Appendix C), and 55% at the doctoral level, which is higher than men. (see [Table 13](#), Appendix C). The % of newly admitted doctoral students has increased to 55% from 49% in 2007.

*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 women enrolled at the master level is 36%, same as the percentage accepted, while at the doctoral level it is 46%, lower than the percentage accepted.

These figures have not been changed a lot in the last 10 years (see table 5 Appendix A).

Overall, 39% of the graduate students are women. The lowest percentage of women graduate students is in the following fields of studies: Information System Eng. (0%), Mechanical Eng. (10%) Design and Manufacturing Eng. (10%), Electrical Eng. (13%) and Physics (14%). The highest percentage of women students is in: Medical Sciences (73%), Biotechnology and Food Eng. (72%), Education in Technology and Science (71%), Agriculture Eng. (in Faculty of Civil & Environmental Eng.) (70%), and Chemistry (68%) (see [Table 14](#) and [Figure 10](#), Appendix C).

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

Women comprise 36% of all honors students at the master level with about 24% and 39% at the highest grade levels with distinct honor, and with honor respectively (see [Table 15](#) and [Figure 11](#), Appendix C). The overall percentage of women who graduated with honors (36%) is somewhat higher than their percentage in the total body of master students graduated (30%).

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

The percentage of graduate women students who receive 3 fellowship units is 50%; 4 units is 62%, 5 units is only 35% and 6 units is only 34% (see [Table 16](#), Appendix C)

While women are underrepresented in the highest category of 5 and 6 fellowship units it should be noted that most students in this category are studying in highly populated departments, such as EE and CS, which tend to award more units to their graduate students in order to compete with industry. Concurrently there is a relatively low representation of women graduate students in these departments.

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

The percentage of women who drop out of graduate studies is 6%, lower than the percentage of drop out of men students – 9%. (see [Table 17](#), Appendix C).

### **D.6 Graduating**

The percentage of graduating women students in 2007 was 36% at the master level and 43% at the doctoral level. (see [Table 18](#) and [Figure 12](#), Appendix C).

*In summary, The Technion hosts the highest percentage of women graduate students in Engineering in Israel. Women excel at the master and doctoral levels no less than men. Less women receive the highest number of fellowship units (6 units). Therefore, attention should be paid to distributing more equally the 6 unit fellowships between men and women, while taking into consideration the different gender mixes across departments.*

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

Today, there are 53 post-doc women fellows, comprising 41% of all post doc fellows at the Technion. The % of women post-doc fellow increased from 33% last year to 41% this year.

*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 84 women faculty members (vs. 78 in 2007) who comprise 16% of the total number of faculty members, compared with 450 men faculty members in tenure track positions at the Technion in 2008.

In the last five years (2004-2008) special efforts have been made by the Technion to recruit more women faculty. During that period 28 women faculty joined the Technion, who comprise 27% of the total 102 new recruits to the Technion (see Table 19 below).

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

	2004		2005		2006		2007		2008		Total	
	N	%	N	%	N	%	N	%	N	%	N	%
<b>Women</b>	7	29%	5	21%	4	19%	4	40%	8	35%	28	27%
<b>Total</b>	24	100%	24	100%	21	100%	10	100%	23	100%	102	100%

This increase has implications for the total percentage of women faculty at the Technion, which increased from 10% in 1999 and 15% in 2007 to 16% in 2008. (see [Table 20](#) and [Figure 13](#) in Appendix D).

Currently, 47% of all women faculty are in the lower tenure track positions (senior lecturer and lecturer) compared with 18% 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.*

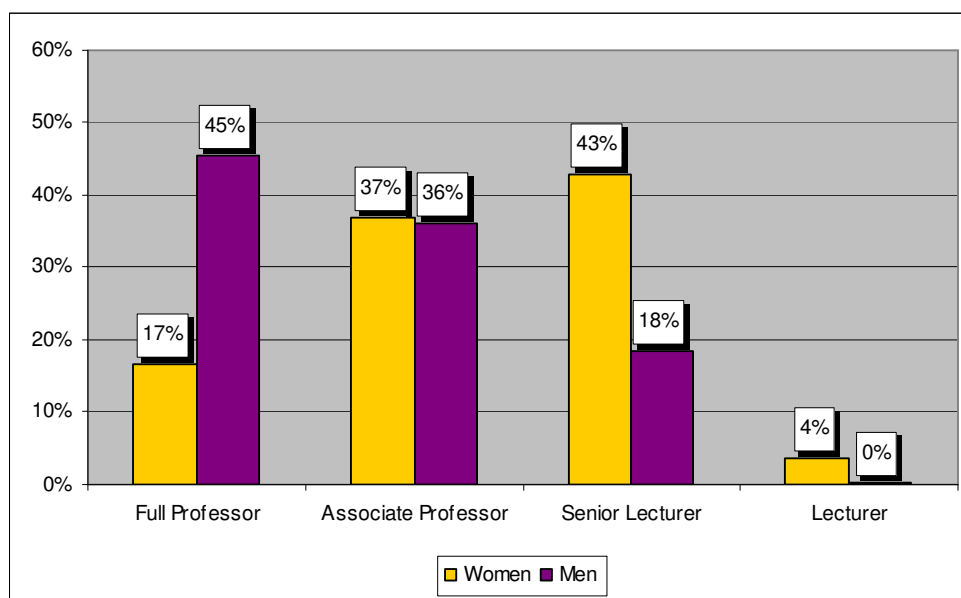
Of all women faculty, 17% are Full Professors, and 37% are at the rank of Associate Professor, compared with 45% and 36% of the men in the respected ranks.

**Table 21: Percentage of Women and Men Faculty Members by Rank, 2008**

Rank	Total	Women % from Total	Women		Men	
			Number	%	Number	%
Full Professor	218	6%	14	17%	204	45%
Associate Professor	193	16%	31	37%	162	36%
Senior Lecturer	119	30%	36	43%	83	18%
Lecturer	4	75%	3	4%	1	0%
<b>Total</b>	<b>534</b>	<b>16%</b>	<b>84</b>	<b>100%</b>	<b>450</b>	<b>100%</b>

\*The data in this table is updated to March 2008, in May 2008 two more women were promoted to the rank of Full Professor, thus, the number of women Full Professors is 16.

**Figure 14: Percentage of Women and Men Faculty Members by Rank, 2008**



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 22%, with 16% at the level of Associate Professor and 6% at the level of Full Professor. This is a much lower rate than among men professors of whom 36% are Associate Professor and 45% are Full Professors (see Table 21 on p. 23).

In the years 2000-2006 the percentage of women Full Professors remained stable at the level of 4%. In 2007 it increased to 5% and in 2008 it increased to 6%.

Since the year 2000 there is an increase of 5% in the number of women who are Associate Professors (from 11%-16%), and an increase of 14% in the percentage of women who are senior lecturers (from 16%-30%). (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%), Chemistry (5%), Aerospace Engineering (4%), and Humanities & Art (but she is the only faculty member, 100% women)]; four academic units with only 2 women faculty [Mechanical Engineering (6%), Physics (5%), Mathematics (4%), Biomedical Engineering (15%)], and one academic unit with 3 women faculty (Computer Science (6%)).

In ten academic units at the Technion the overall percentage of women faculty members is lower than 16% (see [Table 22](#) and [Figure 15](#), Appendix D), their overall proportion of the faculty members. In eight academic units their percentage is above their representation at the Technion at large.

The highest percentage of women faculty is at the Department of Education Technology and Science (70%), Architecture (64%), Biotechnology and Food Eng. (50%), Chemical Eng. (24%) and Industrial Eng. & Management (22%) and Humanities (1 faculty member Full Professor is 100% of faculty members) (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 50% women graduate students and only 6% women faculty; Chemistry, with 68% women graduate students and only one woman faculty ; Industrial Engineering & Management, with 54% women graduate students and only 22% women faculty; Medical Science with 73% women graduate students and only 23% women faculty; and Biology, with 69% women graduate students and only 20% 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 2007-2010 nine women faculty are expected to retire compared with thirty-eight 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 8% (see [Table 25](#) Appendix D). Women are represented in 6 out of 11 Elected Senate Committees, including Standing Committee for Undergraduate and Graduate Studies (2 members), Sub-committee for approving courses (1 member), Appointments Comm. for Tenure and Senior Faculty (1 member), Academic Development Committee (2 members) Research Committee (1 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 84 women faculty serve on Senate elected committees, which is about 10% of all women faculty, compared with 91 men faculty serve on Senate elected committees comprising 20% of the men faculty.

In the category of Appointed Senate Committees no women faculty members are represented, only one woman is at the library committee and she is the head of Technion libraries (see [Table 26](#) Appendix D).

Yet, it is worth noting that there are 2 women faculty each appointed to one of the four Appointed Committees under the responsibility of the Vice President for Academic Affairs (see [Table 27](#) Appendix D), and 3 women faculty each appointed to one of the three 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 2007-8 there are only 2 research track positions, both held by women. 14% of the Regular Clinical Track positions and 21% of the Clinical Rank positions are held by women. Women comprise 56% of the internal adjunct positions and 34% of the external adjunct positions at the Technion. There is a slight increase of 2% in the total percentage of women in non-tenure track positions from 2005-2007 (32%) to 2007-2008 (34%). (see [Table 31](#), Appendix D).

## **C. RECOMMENDATIONS**

The 2008 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 compared with other universities
  - iv. The high percentage of women on the honor list.
  - 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 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 (16%), 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 women faculty at the rank of lecturer and senior lecturer given that their percentage of all women faculty is very high (47%) 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 Recipients of Degree by Field of Study, Institution and Gender, 2005-2006 [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	1,263	377	30%	439	114	26%	954	244	26%			
	Second degree	369	121	33%	186	31	17%	263	71	27%			
	Third degree	48	13	27%	24	7	29%	26	10	38%			
	<b>Total</b>	<b>1,680</b>	<b>511</b>	<b>30%</b>	<b>649</b>	<b>152</b>	<b>23%</b>	<b>1,243</b>	<b>325</b>	<b>26%</b>			
Mathematics, Statistic & Computer Sciences	First degree	196	52	27%	236	57	24%	130	34	26%			
	Second degree	68	9	13%	57	15	26%	27	7	26%	29	6	21%
	Third degree	20	5	25%	15	4	27%	3	1	33%	8	2	25%
	<b>Total</b>	<b>284</b>	<b>66</b>	<b>23%</b>	<b>308</b>	<b>76</b>	<b>25%</b>	<b>160</b>	<b>42</b>	<b>26%</b>	<b>37</b>	<b>8</b>	<b>22%</b>
Biological Sciences	First degree	82	58	71%	362	241	67%	149	102	68%			
	Second degree	33	27	82%	268	201	75%	62	26	42%	70	38	54%
	Third degree	6	5	83%	73	50	68%	11	6	55%	85	45	53%
	<b>Total</b>	<b>121</b>	<b>90</b>	<b>74%</b>	<b>703</b>	<b>492</b>	<b>70%</b>	<b>222</b>	<b>134</b>	<b>60%</b>	<b>155</b>	<b>83</b>	<b>54%</b>
Physical Sciences	First degree	107	30	28%	161	46	29%	120	48	40%			
	Second degree	44	12	27%	76	20	26%	20	9	45%	38	18	47%
	Third degree	9	4	44%	26	5	19%	15	6	40%	36	9	25%
	<b>Total</b>	<b>160</b>	<b>46</b>	<b>29%</b>	<b>263</b>	<b>71</b>	<b>27%</b>	<b>155</b>	<b>63</b>	<b>41%</b>	<b>74</b>	<b>27</b>	<b>36%</b>
<b>Total of all fields Above</b>		<b>2,245</b>	<b>713</b>	<b>32%</b>	<b>1,923</b>	<b>791</b>	<b>41%</b>	<b>1,780</b>	<b>564</b>	<b>32%</b>	<b>266</b>	<b>118</b>	<b>44%</b>

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

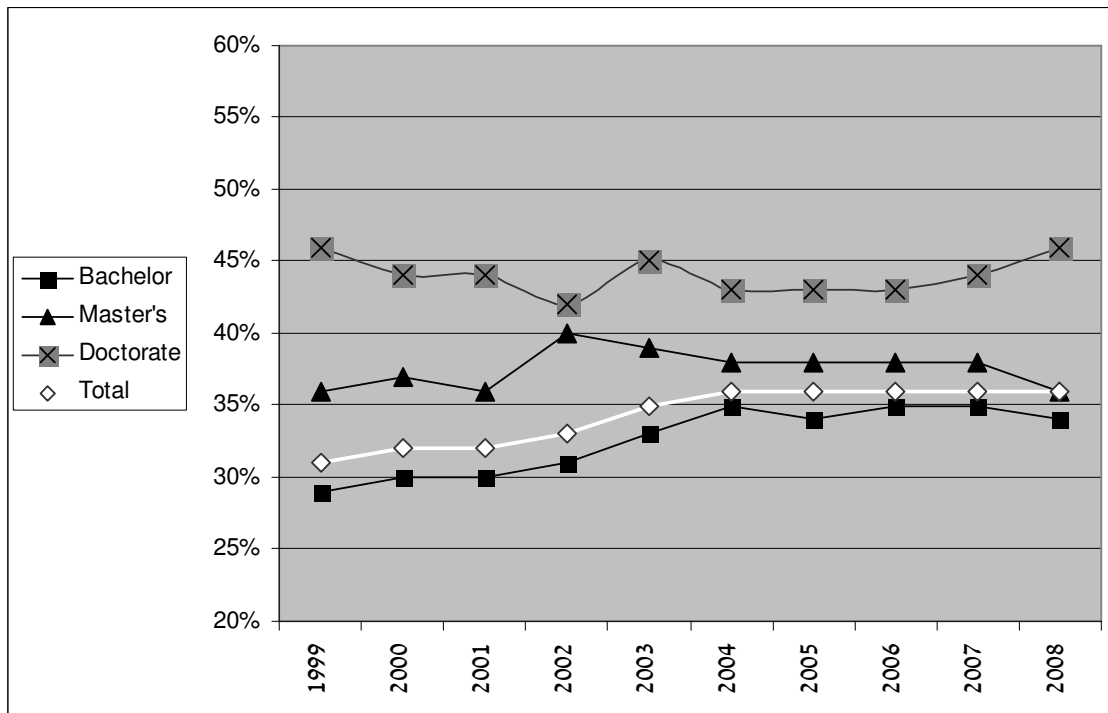
The data of other research universities was not available, or partly available. The fields were chosen as representative of fields in the Technion.



**Table 5: Number and Percentage of Women Students within Each Degree, 1999-2008** [Back to Text→](#)

	1999		2000		2001		2002		2003		2004		2005		2006		2007		2008	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
<b>Total</b>																				
<b>Women</b>	3805	31%	4005	32%	4191	32%	4516	33%	4177	35%	4529	36%	4096	36%	4200	36%	4061	36%	4211	36%
<b>total</b>	12149	100%	12591	100%	13102	100%	13508	100%	11934	100%	12535	100%	11528	100%	11598	100%	11228	100%	11780	100%
<b>Bachelor</b>																				
<b>Women</b>	2652	29%	2826	30%	2957	30%	3118	31%	2883	33%	3095	35%	2715	34%	2910	35%	2672	35%	2921	34%
<b>total</b>	9144	100%	9533	100%	9801	100%	10045	100%	8695	100%	8908	100%	8015	100%	8335	100%	7741	100%	8468	100%
<b>Master's</b>																				
<b>Women</b>	875	36%	909	37%	946	36%	1124	40%	1003	39%	1105	38%	1025	38%	929	38%	969	38%	871	36%
<b>total</b>	2399	100%	2441	100%	2653	100%	2818	100%	2587	100%	2875	100%	2685	100%	2421	100%	2541	100%	2396	100%
<b>Doctorate</b>																				
<b>Women</b>	278	46%	270	44%	288	44%	274	42%	291	45%	329	43%	356	43%	361	43%	420	44%	419	46%
<b>total</b>	606	100%	617	100%	648	100%	645	100%	652	100%	752	100%	828	100%	842	100%	946	100%	916	100%

**Figure 4: Percent of Women Students within Each Degree**  
**1999-2008** [Back to Text→](#)



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

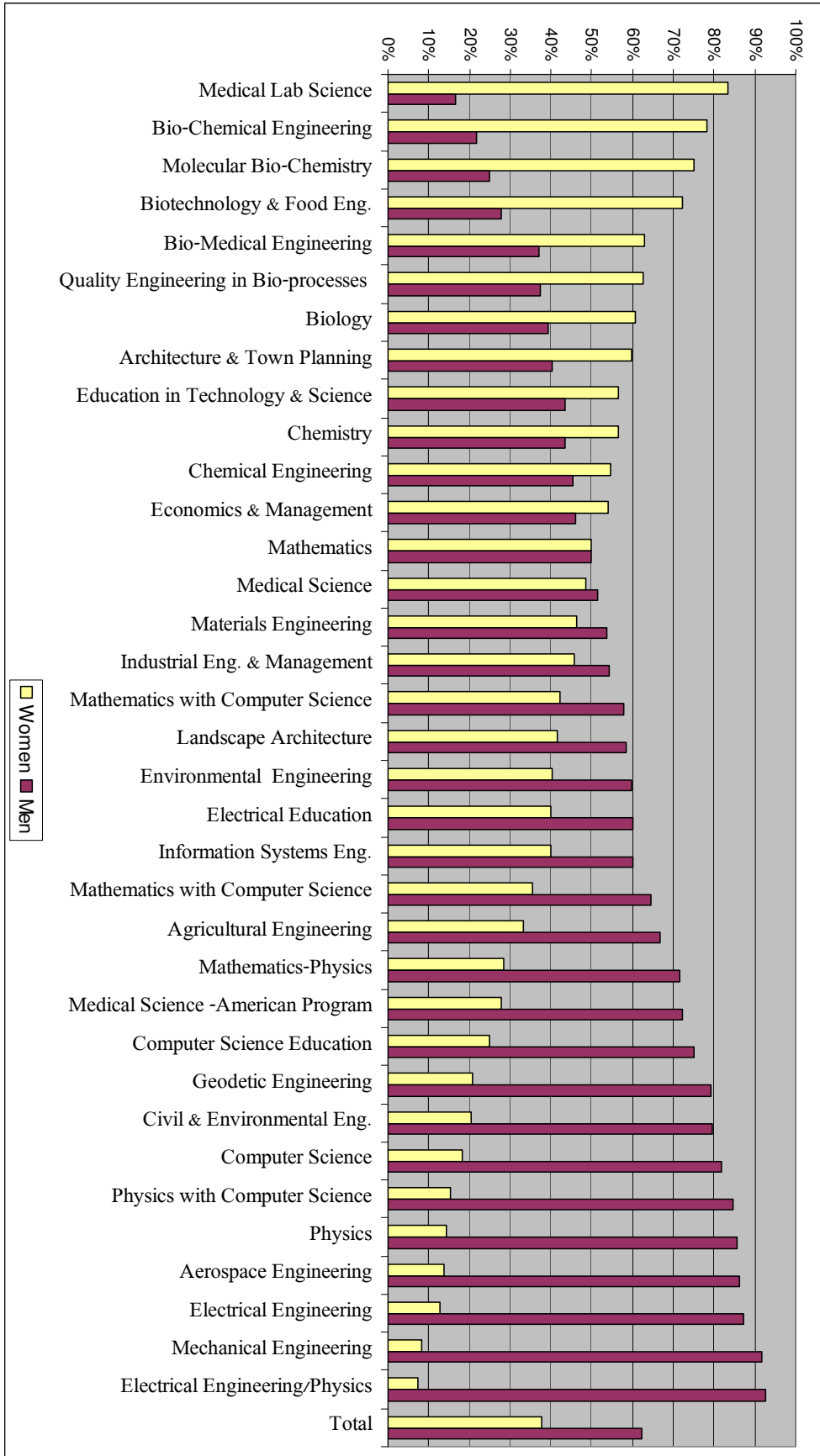
Table 6: Undergraduate Applicants and Acceptance by Academic Unit – Winter 2007 [Back to Text→](#)

Faculty	Total Applicants*	Applicants				Total Accepted**	Accepted			
		Women		Men			Women		Men	
		N*	%	N*	%		N**	%	N**	%
Civil & Environmental Engineering	258	53	21%	205	79%	130	31	24%	99	76%
Mechanical Engineering	270	22	8%	248	92%	175	16	9%	159	91%
Electrical Engineering	659	84	13%	575	87%	261	38	15%	223	85%
Chemical Engineering	106	58	55%	48	45%	58	45	78%	13	22%
Biotechnology and Food Eng.	161	116	72%	45	28%	69	54	78%	15	22%
Agricultural Engineering	18	6	33%	12	67%	30	2	7%	28	93%
Aerospace Engineering	160	22	14%	138	86%	81	16	20%	65	80%
Industrial Eng. & Management	487	222	46%	265	54%	216	103	48%	113	52%
Mathematics	30	15	50%	15	50%	26	11	42%	15	58%
Physics	63	9	14%	54	86%	57	10	18%	47	82%
Architecture & Town Planning	383	229	60%	154	40%	80	47	59%	33	41%
Economics & Management	89	48	54%	41	46%	37	19	51%	18	49%
Computer Science	607	111	18%	496	82%	237	48	20%	189	80%
Geodetic Engineering	29	6	21%	23	79%	18	4	22%	14	78%
Medical Science	1175	572	49%	603	51%	89	40	45%	49	55%
Landscape Architecture	29	12	41%	17	59%	20	13	65%	7	35%

<b>Faculty</b>	<b>Total Applicants</b>	<b>Women Applicants N</b>	<b>Women Applicants %</b>	<b>Men Applicants N</b>	<b>Men Applicants %</b>	<b>Total Accepted</b>	<b>Women Accepted N</b>	<b>Women Accepted %</b>	<b>Men Accepted N</b>	<b>Men Accepted %</b>
<b>Bio-Medical Engineering</b>	184	116	63%	68	37%	77	46	60%	31	40%
<b>Education in Technology &amp; Science</b>	30	17	57%	13	43%	31	13	42%	18	58%
<b>Chemistry</b>	46	26	57%	20	43%	41	20	49%	21	51%
<b>Biology</b>	117	71	61%	46	39%	59	41	69%	18	31%
<b>Mathematics with Computer Science</b>	26	11	42%	15	58%	26	11	42%	15	58%
<b>Environmental Engineering</b>	52	21	40%	31	60%	48	28	58%	20	42%
<b>Molecular Bio-Chemistry</b>	40	30	75%	10	25%	27	20	74%	7	26%
<b>Medical Science - American Program</b>	36	10	28%	26	72%	33	8	24%	25	76%
<b>Quality Engineering in Bio-processes</b>	8	5	63%	3	38%	5	4	80%	1	20%
<b>Materials Engineering</b>	136	63	46%	73	54%	64	31	48%	33	52%
<b>Computer Science Education</b>	8	2	25%	6	75%	3	1	33%	2	67%
<b>Electrical Education</b>	5	2	40%	3	60%	1		0%	1	100%
<b>Mathematics-Physics</b>	21	6	29%	15	71%	4		0%	4	100%
<b>Management/Information Systems</b>	128	51	40%	77	60%	59	17	29%	42	71%
<b>Bio-Chemical Engineering</b>	69	54	78%	15	22%	30	22	73%	8	27%
<b>Physics with Computer Science</b>	26	4	15%	22	85%	8	2	25%	6	75%
<b>Mathematics with Computer Science</b>	31	11	35%	20	65%	13	3	23%	10	77%
<b>Medical Lab Science</b>	115	96	83%	19	17%	26	18	69%	8	31%
<b>Electrical Engineering/Physics</b>	219	16	7%	203	93%	73	9	12%	64	88%
<b>Total</b>	<b>5821</b>	<b>2197</b>	<b>38%</b>	<b>3624</b>	<b>62%</b>	<b>2212</b>	<b>791</b>	<b>36%</b>	<b>1421</b>	<b>64%</b>

\* Number of applicants by faculty of first choice

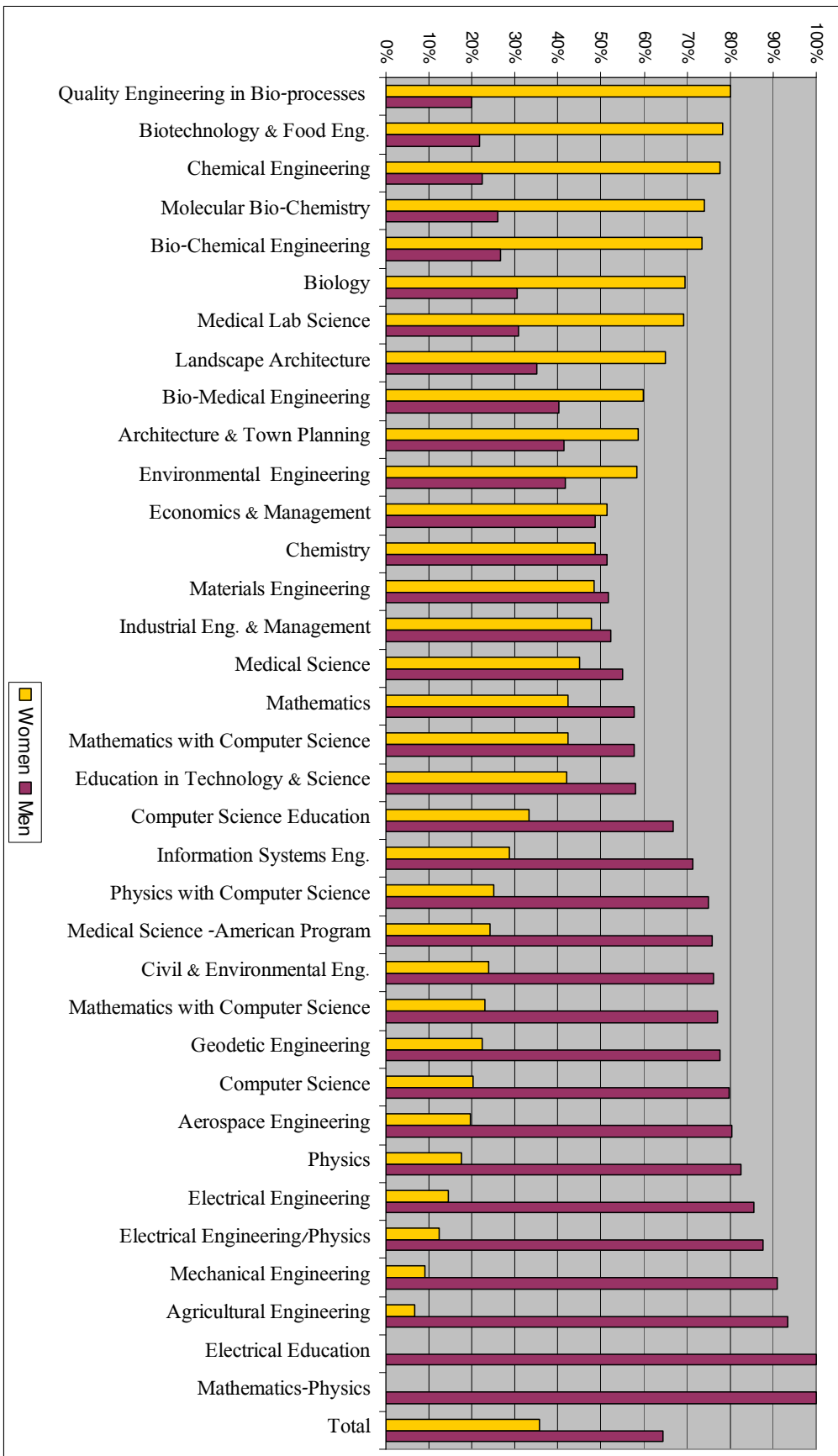
\*\* Number of accepted to their first or second choice (according to the faculty in which they enroll).



**Figure 5: Undergraduate Applicants by Academic Unit- Winter, 2007**

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**Figure 6: Percentage of Undergraduate Accepted Applicants by Academic Unit - Winter, 2007** [Back to Text](#)→

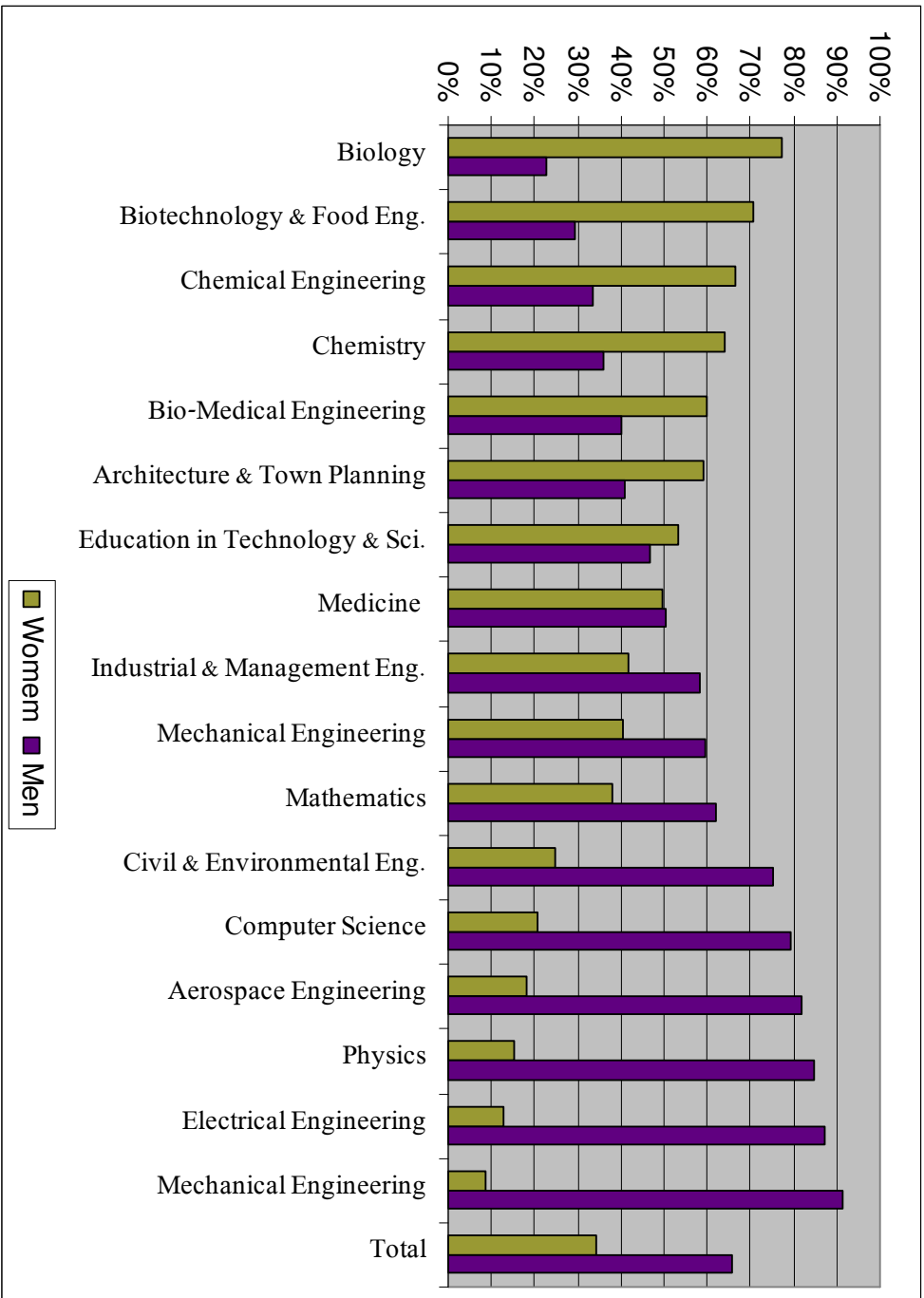


**Table 7: Undergraduate Students Enrolled by Academic Unit,  
Winter, 2007**      [Back to Text→](#)

Faculty	Women		Total
	N	%	
Civil & Environmental Eng.	183	25%	733
Mechanical Engineering	61	9%	717
Electrical Engineering	187	13%	1477
Chemical Engineering	231	67%	347
Biotechnology & Food Eng.	230	71%	325
Aerospace Engineering	59	18%	323
Industrial & Management Eng.	367	42%	879
Mathematics	66	38%	173
Physics	31	15%	205
Chemistry	92	64%	144
Biology	254	77%	328
Architecture & Town Planning	291	59%	491
Education in Technology & Sci.	92	53%	172
Computer Science	211	21%	1018
Medicine	312	49%	631
Mechanical Engineering	101	41%	249
Bio-Medical Engineering	153	60%	256
<b>Total</b>	<b>2921</b>	<b>34%</b>	<b>8468</b>

**Figure 7: Undergraduate Students Enrolled by Academic Unit, Winter 2007**

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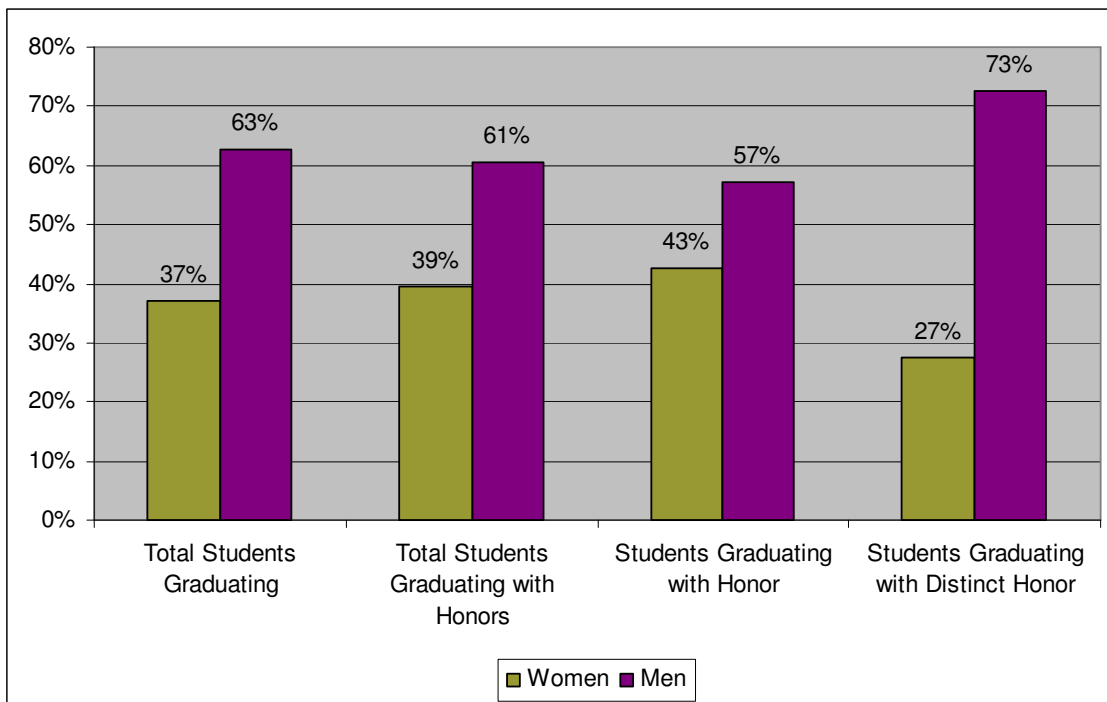




**Table 8: A Comparison of women and Men Undergraduate Students Graduating with Honors, Spring 2007** [Back to Text→](#)

	Total	Women		Men	
		N	%	N	%
<b>Total Students Graduating</b>	1879	698	37%	1181	63%
<b>Total Students Graduating with Honors</b>	914	361	39%	553	61%
<b>Students Graduating with Honor</b>	721	308	43%	413	57%
<b>Students Graduating with Distinct Honor</b>	193	53	27%	140	73%

**Figure 8: Undergraduate Students Graduating with Honors, Spring 2007**



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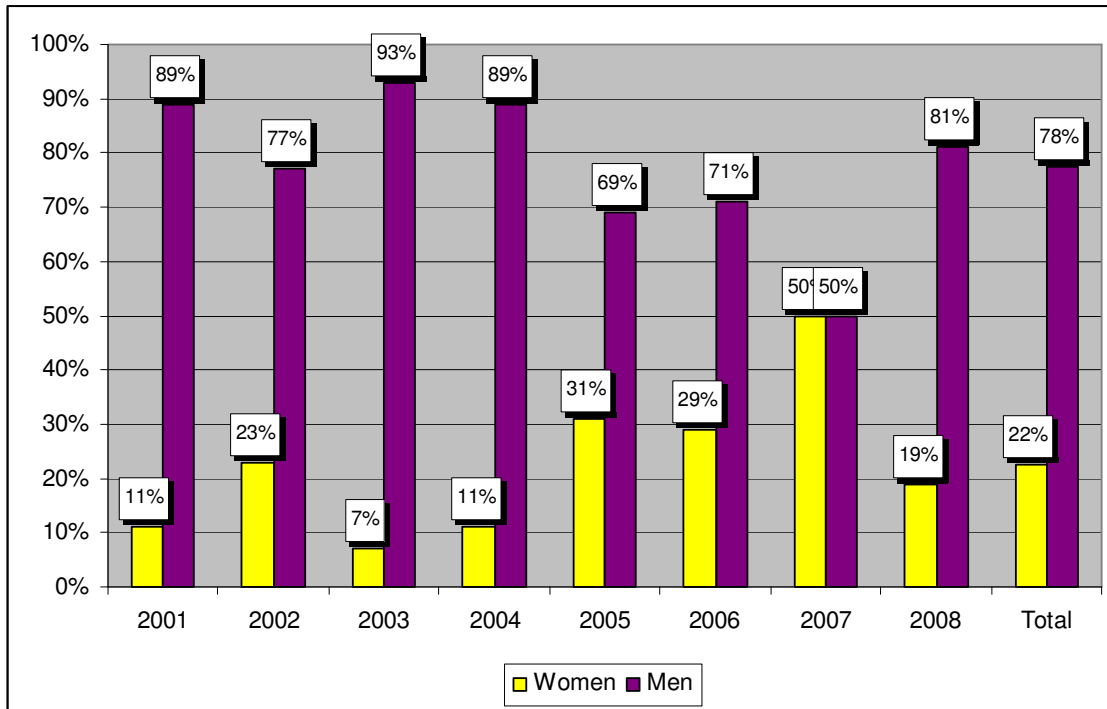
**Table 9: Distribution of Applicants and Accepted Students to the Excellence Program (2001-2008) by Gender** [Back to Text→](#)

Year	Total Applicants	Applicants				Accepted			
		Women		Men		Women		Men	
		N	%*	N	%	N	%**	N	%
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%
2007	225	73	32%	152	68%	9	50%	9	50%
<b>2008</b>	<b>165</b>	<b>47</b>	<b>28%</b>	<b>118</b>	<b>72%</b>	<b>3</b>	<b>19%</b>	<b>13</b>	<b>81%</b>
<b>Total</b>	<b>1444</b>	<b>383</b>	<b>27%</b>	<b>1061</b>	<b>73%</b>	<b>28</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, 2001-2008** [Back to Text→](#)



**Table 10: Undergraduate Assistance Scholarships, 2008** [Back to Text→](#)

Women			Men		
Total Women*	Scholarship		Total Men*	Scholarship	
	N**	%***		N**	%***
2921	621	21%	5547	613	11%

\* 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, 2007** [Back to Text→](#)

Faculty	Women				Men			
	Total Women		Dropouts		Total Men		Dropouts	
	N*	%**	N***	%****	N*	%**	N***	%****
Civil & Environmental Engineering	143	23%	17	12%	483	77%	67	14%
Mechanical Engineering	59	9%	1	2%	610	91%	23	4%
Electrical Engineering	176	13%	7	4%	1210	87%	29	2%
Chemical Engineering	210	61%	7	3%	132	39%	8	6%
Biotechnology & Food Eng.	225	70%	11	5%	98	30%	4	4%
Aerospace Engineering	60	19%	5	8%	253	81%	13	5%
Industrial Eng. & Management	318	41%	15	5%	457	59%	22	5%
Mathematics	59	37%	11	19%	99	63%	18	18%
Physics	29	15%	2	7%	170	85%	21	12%
Chemistry	110	70%	23	21%	48	30%	4	8%
Biology	222	74%	11	5%	77	26%	13	17%
Architecture & Town Planning	295	61%	6	2%	192	39%	1	1%
Education in Technology & Science	98	54%	23	23%	83	46%	21	25%
Computer Science	197	23%	9	5%	677	77%	44	6%
Medicine	251	52%	6	2%	235	48%	5	2%
Materials Engineering	90	43%	10	11%	121	57%	6	5%
Bio- Medical Eng.	121	57%	8	7%	92	43%	4	4%
<b>Total</b>	<b>2663</b>	<b>35%</b>	<b>172</b>	<b>6%</b>	<b>5037</b>	<b>65%</b>	<b>303</b>	<b>6%</b>

\* 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: These data are 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 2007**  
**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	32%	30	68%	44
Mechanical Engineering	1	3%	28	97%	29
Electrical Engineering	7	14%	43	86%	50
Chemical Engineering	7	54%	6	46%	13
Biotechnology and Food Eng.	4	57%	3	43%	7
Aerospace Engineering	6	26%	17	74%	23
Industrial & Management Eng.	27	57%	20	43%	47
Mathematics	3	50%	3	50%	6
Physics	1	6%	16	94%	17
Chemistry	9	75%	3	25%	12
Biology	9	75%	3	25%	12
Applied Mathematics		0%	2	100%	2
Architecture & Town Planning	31	72%	12	28%	43
Computer Science	5	17%	24	83%	29
Medicine	12	75%	4	25%	16
Materials Engineering	6	43%	8	57%	14
Bio-Medical Engineering	4	36%	7	64%	11
Nano-Science & Nano-Technology	5	45%	6	55%	11
Education in Technology & Sci.	5	83%	1	17%	6
Business Management	15	17%	73	83%	88
Biotechnology*	3	60%	2	40%	5
Polymer Eng.	1	100%		0%	1
Master of Engineering (general)	2		2	50%	4
<b>Total</b>	<b>177</b>	<b>36%</b>	<b>313</b>	<b>64%</b>	<b>490</b>

**Table 13: Newly Registered Doctoral Students, Winter 2007**

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Faculty	Women Registered		Men Registered		Total Students Registered
	N	%	N	%	
Civil & Environmental Eng.	1	20%	4	80%	5
Mechanical Engineering		0%	2	100%	2
Electrical Engineering	1	20%	4	80%	5
Chemical Engineering	1	100%		0%	1
Biotechnology and Food Eng.	2	67%	1	33%	3
Aerospace Engineering	1	100%		0%	1
Industrial & Management Eng.	4	67%	2	33%	6
Mathematics		0%	1	100%	1
Physics	2	50%	2	50%	4
Chemistry	4	80%	1	20%	5
Biology	1	100%		0%	1
Architecture & Town Planning	1	33%	2	67%	3
Computer Science		0%	2	100%	2
Medicine	8	67%	4	33%	12
Materials Engineering	5	83%	1	17%	6
Bio-Medical Engineering		0%	1	100%	1
Nano-Science & Nano-Technology	2	67%	1	33%	3
Education in Technology & Sci.	4	80%	1	20%	5
Biotechnology		0%	1	100%	1
<b>Total</b>	<b>37</b>	<b>55%</b>	<b>30</b>	<b>45%</b>	<b>67</b>

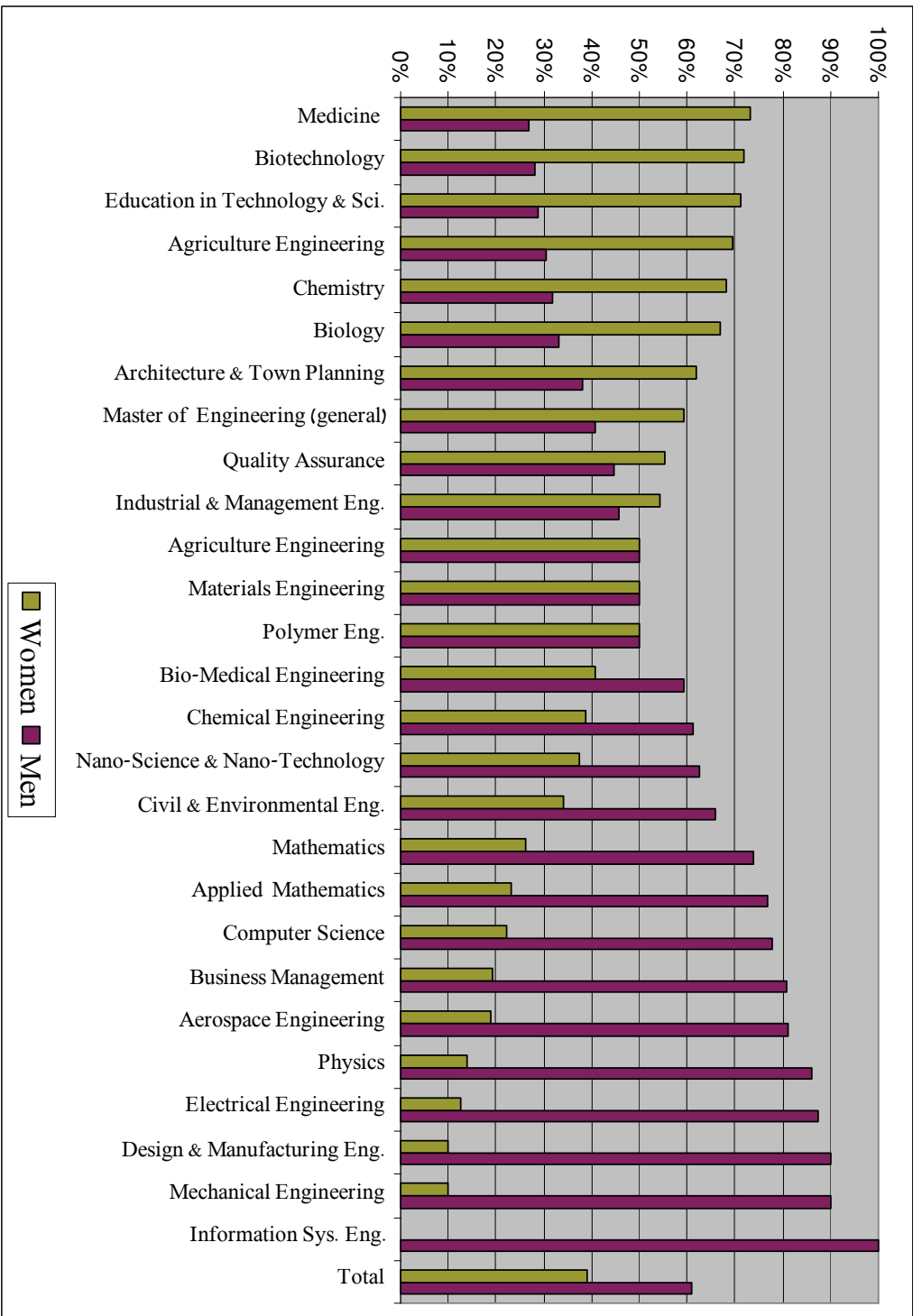
**Table 14: Percentage of Enrolled Women Students by Graduate Program and Degree, Winter 2007**

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Graduate Program	Total Graduate		Master			Doctorate		
	Total Number	Women %	Total	Women		Total	Women	
				Number	%		Number	%
Civil & Environmental Eng.	304	34%	222	77	35%	82	27	33%
Mechanical Engineering	224	10%	173	15	9%	51	7	14%
Electrical Engineering	368	13%	301	39	13%	67	7	10%
Chemical Engineering	80	39%	55	21	38%	25	10	40%
Food Engineering	82	70%	54	42	78%	28	15	54%
Agriculture Engineering	2	50%	2	1	50%	0		
Aerospace Engineering	163	19%	138	22	16%	25	9	36%
Industrial & Management Eng.	306	54%	243	127	52%	63	39	62%
Mathematics	50	26%	26	9	35%	24	4	17%
Physics	172	14%	109	12	11%	63	12	19%
Chemistry	113	68%	59	43	73%	54	34	63%
Biology	97	67%	38	22	58%	59	43	73%
Applied Mathematics	30	23%	19	2	11%	11	5	45%
Architecture & Town Planning	252	62%	217	137	63%	35	19	54%
Computer Science	186	22%	122	28	23%	64	13	20%
Medicine	260	73%	119	96	81%	141	94	67%
Materials Engineering	94	50%	65	34	52%	29	13	45%
Bio-Medical Engineering	91	41%	64	23	36%	27	14	52%
Nano-Science & Nano-Technology	32	38%	25	8	32%	7	4	57%
Education in Technology & Sci.	73	71%	33	19	58%	40	33	83%
Business Management	193	19%	193	37	19%	0		
Quality Assurance	67	55%	56	27	48%	11	10	91%
Biotechnology	25	72%	15	11	73%	10	7	70%
Polymer Eng.	4	50%	4	2	50%	0		
Master of Engineering (general)	27	59%	27	16	59%	0		
Design & Manufacturing Eng.	10	10%	10	1	10%	0		
Information Sys. Eng.	7	0%	7		0%	0		
<b>Total</b>	<b>3312</b>	<b>39%</b>	<b>2396</b>	<b>871</b>	<b>36%</b>	<b>916</b>	<b>419</b>	<b>46%</b>

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

**Figure 10: Women Enrolled Graduate Students by Academic Unit, Winter 2007**  
**Master's and Ph.D. degrees combined; Faculties arranged by decreasing percentage of women** [Back to Text→](#)



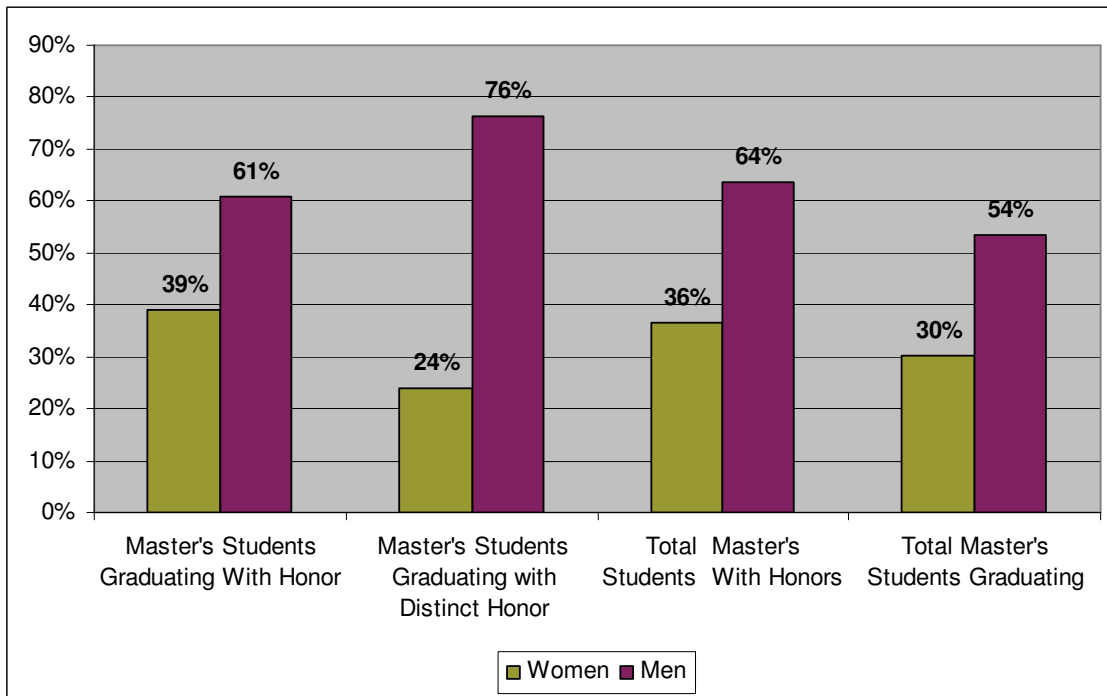
**Table 15: Comparison of Women and Men Graduate Students with Honors – 2007**

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	Total	Women		Men	
		No.	%	No.	%
<b>Master's Students Graduating With Honor</b>	97	38	39%	59	61%
<b>Master's Students Graduating with Distinct Honor</b>	21	5	24%	16	76%
<b>Total Master's Students With Honors</b>	118	43	36%	75	64%
<b>Total Master's Students Graduating</b>	856	259	30%	458	54%

**Figure 11: Comparison of Women and Men Graduate Students with Honors – 2007**

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**Table 16: Graduate Scholarship Holders (3-4 units), Winter, 2007**

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Faculty	3 Portion Scholarship				4 Portion Scholarship			
	Men Holders		Women Holders		Men Holders		Women Holders	
	N	%	N	%	N	%	N	%
Civil & Environmental Engineering	14	54%	12	46%	29	50%	29	50%
Mechanical Engineering	8	89%	1	11%	38	83%	8	17%
Electrical Engineering	4	100%	0	0%	7	88%	1	13%
Chemical Engineering	0	0%	1	100%	16	43%	21	57%
Biotechnology & Food Eng.	4	20%	16	80%	35	37%	59	63%
Aerospace Engineering	6	75%	2	25%	13	62%	8	38%
Industrial Eng. & Management	17	28%	43	72%	14	30%	33	70%
Mathematics	6	43%	8	57%	7	58%	5	42%
Physics	40	83%	8	17%	62	84%	12	16%
Chemistry	6	43%	8	57%	43	29%	104	71%
Biology	1	100%	0	0%	40	33%	80	67%
Applied Mathematics	2	67%	1	33%	4	67%	2	33%
Architecture & Town Planning	5	56%	4	44%	13	28%	34	72%
Computer Science	8	100%	0	0%	48	69%	22	31%
Medical Science	8	62%	5	38%	75	20%	296	80%
Materials Engineering	1	100%	0	0%	12	25%	36	75%
Bio-Medical Engineering	16	59%	11	41%	6	33%	12	67%
Nano- Technology					9	75%	3	25%
Education in Technology & Science	3	12%	22	88%	2	22%	7	78%
Quality Assurance	3	33%	6	67%				
Biotechnology	2	33%	4	67%	10	31%	22	69%
<b>Total</b>	<b>154</b>	<b>50%</b>	<b>152</b>	<b>50%</b>	<b>483</b>	<b>38%</b>	<b>794</b>	<b>62%</b>

**Table 16 (Con.): Graduate Scholarship Holders (5-6 units),  
Winter 2007**

Faculty	5 Portion Scholarship				6 Portion Scholarship			
	Men Holders		Women Holders		Men Holders		Women Holders	
	N	%	N	%	N	%	N	%
Civil & Environmental Engineering	66	67%	32	33%	18	64%	10	36%
Mechanical Engineering	50	89%	6	11%	9	100%	0	0%
Electrical Engineering	179	86%	30	14%	12	86%	2	14%
Chemical Engineering	34	58%	25	42%	3	100%	0	0%
Biotechnology & Food Eng.								
Aerospace Engineering	16	59%	11	41%	12	86%	2	14%
Industrial Eng. & Management	28	34%	55	66%	15	75%	5	25%
Mathematics	14	82%	3	18%	13	76%	4	24%
Physics	44	88%	6	12%	0	0%	4	100%
Chemistry	10	40%	15	60%	1	100%	0	0%
Biology	15	28%	38	72%	9	75%	3	25%
Applied Mathematics	7	64%	4	36%	0	0%	3	100%
Architecture & Town Planning	13	39%	20	61%	0	0%	1	100%
Computer Science	98	76%	31	24%	29	73%	11	28%
Medical Science	19	40%	29	60%	6	75%	2	25%
Materials Engineering	22	50%	22	50%	0	0%	4	100%
Bio-Medical Engineering	11	61%	7	39%	7	32%	15	68%
Nano- Technology	30	63%	18	38%	0	0%	2	100%
Education in Technology & Science					0	0%	2	100%
Quality Assurance	0	0%	2	100%				
Biotechnology					3	100%	0	0%
<b>Total</b>	<b>656</b>	<b>65%</b>	<b>354</b>	<b>35%</b>	<b>137</b>	<b>66%</b>	<b>70</b>	<b>34%</b>

**Table 17: Graduate Dropouts Percentage by Gender and Faculty Compared with Their Total Percentage, 2007** [Back to Text→](#)

Faculty	Women				Men			
	Total Women		Dropouts		Total Men		Dropouts	
	N*	%**	N***	%****	N*	%**	N***	%****
Civil & Environmental Eng.	115	34%	11	10%	219	66%	19	9%
Mechanical Engineering	24	10%	2	8%	218	90%	16	7%
Electrical Engineering	50	13%	4	8%	357	88%	35	10%
Chemical Engineering	32	39%	1	3%	51	61%	2	4%
Food Engineering	59	70%	2	3%	25	30%		0%
Agriculture Engineering	1	50%		0%	1	50%		0%
Aerospace Engineering	31	19%		0%	144	81%	12	8%
Industrial & Management Eng.	183	54%	17	9%	159	46%	19	12%
Mathematics	13	26%		0%	37	74%		0%
Physics	26	14%	2	8%	160	86%	12	8%
Chemistry	79	68%	2	3%	38	32%	2	5%
Biology	70	67%	5	7%	34	33%	2	6%
Applied Mathematics	8	23%	1	13%	28	77%	5	18%
Architecture & Town Planning	175	62%	19	11%	108	38%	12	11%
Computer Science	42	22%	1	2%	154	78%	9	6%
Medicine	191	73%	1	1%	75	27%	5	7%
Materials Engineering	50	50%	3	6%	53	50%	6	11%
Bio-Medical Engineering	41	41%	4	10%	64	59%	10	16%
Nano-Science & Nano-Technology	12	38%		0%	22	63%	2	9%
Education in Technology & Sci.	59	71%	7	12%	22	29%	1	5%
Business Management	43	19%	6	14%	175	81%	19	11%
Quality Assurance	37	55%		0%	31	45%	1	3%
Biotechnology	18	72%		0%	7	28%		0%
Polymer Eng.	2	50%		0%	2	50%		0%
Master of Engineering (general)	17	59%	1	6%	14	41%	3	21%
Design & Manufacturing Eng.	1	10%		0%	9	90%		0%
Information Sys. Eng.	0	0%			8	100%	1	13%
<b>Total</b>	<b>1379</b>	<b>39%</b>	<b>89</b>	<b>6%</b>	<b>2215</b>	<b>61%</b>	<b>193</b>	<b>9%</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

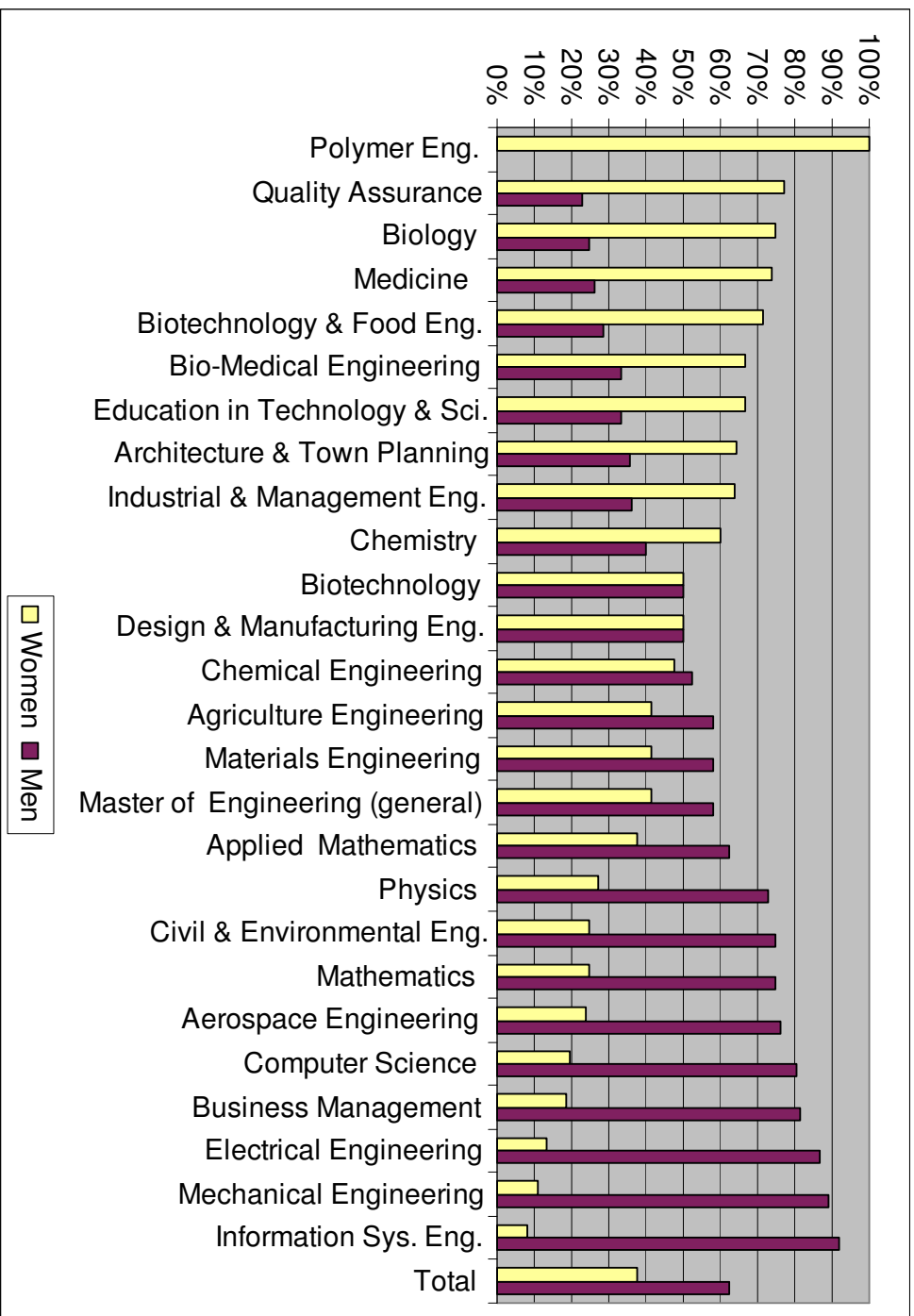
\*\*\*\* Percentage of women dropouts out of women students enrolled + dropout / men dropouts out of men students enrolled + dropout.

**Table 18: Percentage of Women Graduate Students Graduating  
May 2007**

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Graduate Program	Total		Master's			Doctorate		
	Total	Women	Total	Women		Total	Women	
	Number	%		N	%		N	%
Civil & Environmental Eng.	36	25%	27	4	15%	9	5	56%
Mechanical Engineering	36	11%	28	4	14%	8		0%
Electrical Engineering	67	13%	58	9	16%	9		0%
Chemical Engineering	21	48%	19	9	47%	2	1	50%
Biotechnology & Food Eng.	7	71%	6	4	67%	1	1	100%
Agriculture Engineering	12	42%	7	3	43%	5	2	40%
Aerospace Engineering	21	24%	16	5	31%	5		0%
Industrial & Management Eng.	50	64%	41	26	63%	9	6	67%
Mathematics	4	25%	2		0%	2	1	50%
Physics	22	27%	13	4	31%	9	2	22%
Chemistry	25	60%	14	8	57%	11	7	64%
Biology	24	75%	15	12	80%	9	6	67%
Applied Mathematics	8	38%	6	2	33%	2	1	50%
Architecture & Town Planning	45	64%	44	28	64%	1	1	100%
Computer Science	51	20%	36	7	19%	15	3	20%
Medicine	50	74%	25	19	76%	25	18	72%
Materials Engineering	24	42%	20	9	45%	4	1	25%
Bio-Medical Engineering	12	67%	10	8	80%	2		0%
Nano-Science & Nano-Technology	0		0			0		
Education in Technology & Sci.	15	67%	7	6	86%	8	4	50%
Business Management	87	18%	87	16	18%	0		
Quality Assurance	22	77%	22	17	77%	0		
Biotechnology	8	50%	5	3	60%	3	1	33%
Polymer Eng.	1	100%	1	1	100%	0		
Master of Engineering (general)	12	42%	12	5	42%	0		
Design & Manufacturing Eng.	2	50%	2	1	50%	0		
Information Sys. Eng.	76	8%	76	6	8%	0		
<b>Total</b>	<b>738</b>	<b>37%</b>	<b>599</b>	<b>216</b>	<b>36%</b>	<b>139</b>	<b>60</b>	<b>43%</b>

**Figure 12: Percentage of Master-Doctorate Women Students Graduating May 2007**  
**Faculties arranged by decreasing percentage of women**  
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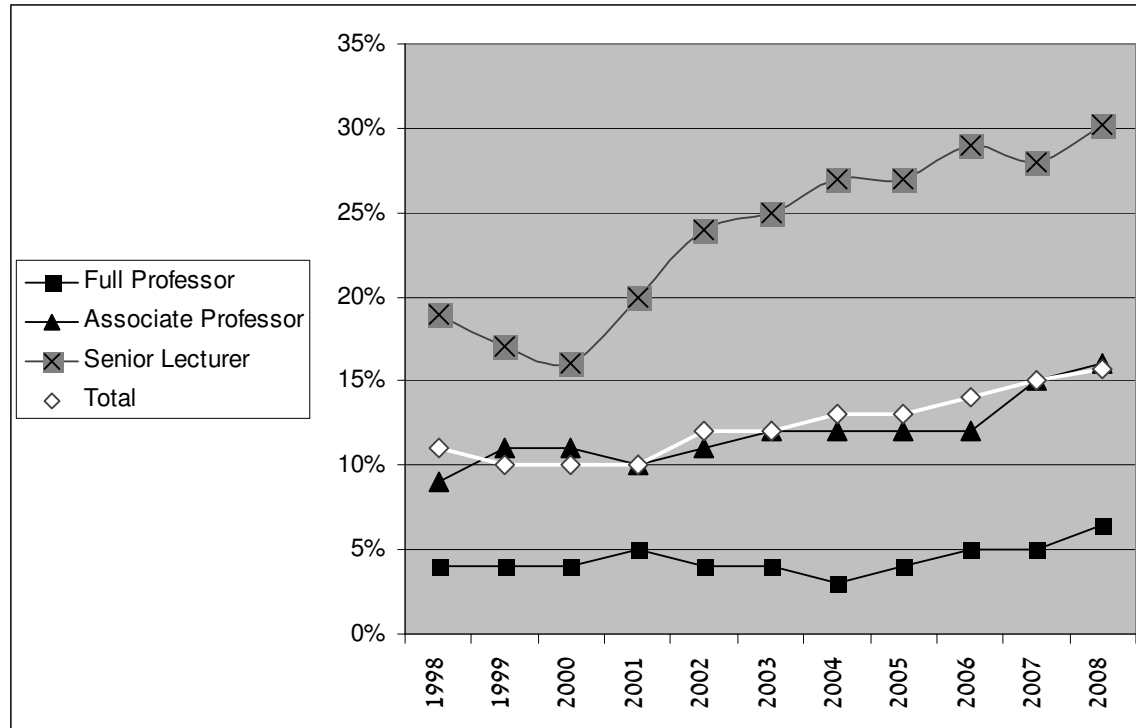
## Appendix D: Tables and Figures – Women Faculty Members

**Table 20: Women Faculty Members by Rank – Time Series 1998 -2008** [Back to Text→](#)

	1998		1999		2000		2001		2002		2003		2004		2005		2006		2007		2008	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
<b>Total</b>																						
<b>Women</b>	66	11%	63	10%	59	10%	63	10%	71	12%	71	12%	72	13%	74	13%	77	14%	78	15%	84	16%
<b>Total</b>	617	100%	616	100%	607	100%	601	100%	604	100%	584	100%	568	100%	560	100%	553	100%	533	100%	534	100%
<b>Full Professor</b>																						
<b>Women</b>	11	4%	11	4%	10	4%	11	5%	9	4%	8	4%	7	3%	9	4%	11	5%	11	5%	14	6%
<b>Total</b>	249	100%	255	100%	253	100%	244	100%	232	100%	228	100%	222	100%	218	100%	216	100%	213	100%	218	100%
<b>Associate Professor</b>																						
<b>Women</b>	16	9%	21	11%	21	11%	19	10%	22	11%	23	12%	25	12%	23	12%	22	12%	28	15%	31	16%
<b>Total</b>	172	100%	183	100%	192	100%	190	100%	201	100%	200	100%	201	100%	191	100%	186	100%	182	100%	193	100%
<b>Senior Lecturer</b>																						
<b>Women</b>	29	19%	25	17%	23	16%	30	20%	37	24%	37	25%	38	27%	40	27%	42	29%	38	28%	36	30%
<b>Total</b>	152	100%	148	100%	142	100%	147	100%	153	100%	146	100%	140	100%	146	100%	146	100%	134	100%	119	100%
<b>Lecturer</b>																						
<b>Women</b>	10	23%	6	20%	5	25%	3	15%	3	17%	3	30%	2	40%	2	40%	2	40%	1	25%	3	75%
<b>Total</b>	44	100%	30	100%	20	100%	20	100%	18	100%	10	100%	5	100%	5	100%	5	100%	4	100%	4	100%

**Figure 13: Percent of Women Faculty by Rank – Time Series  
1998-2008**

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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 2007**

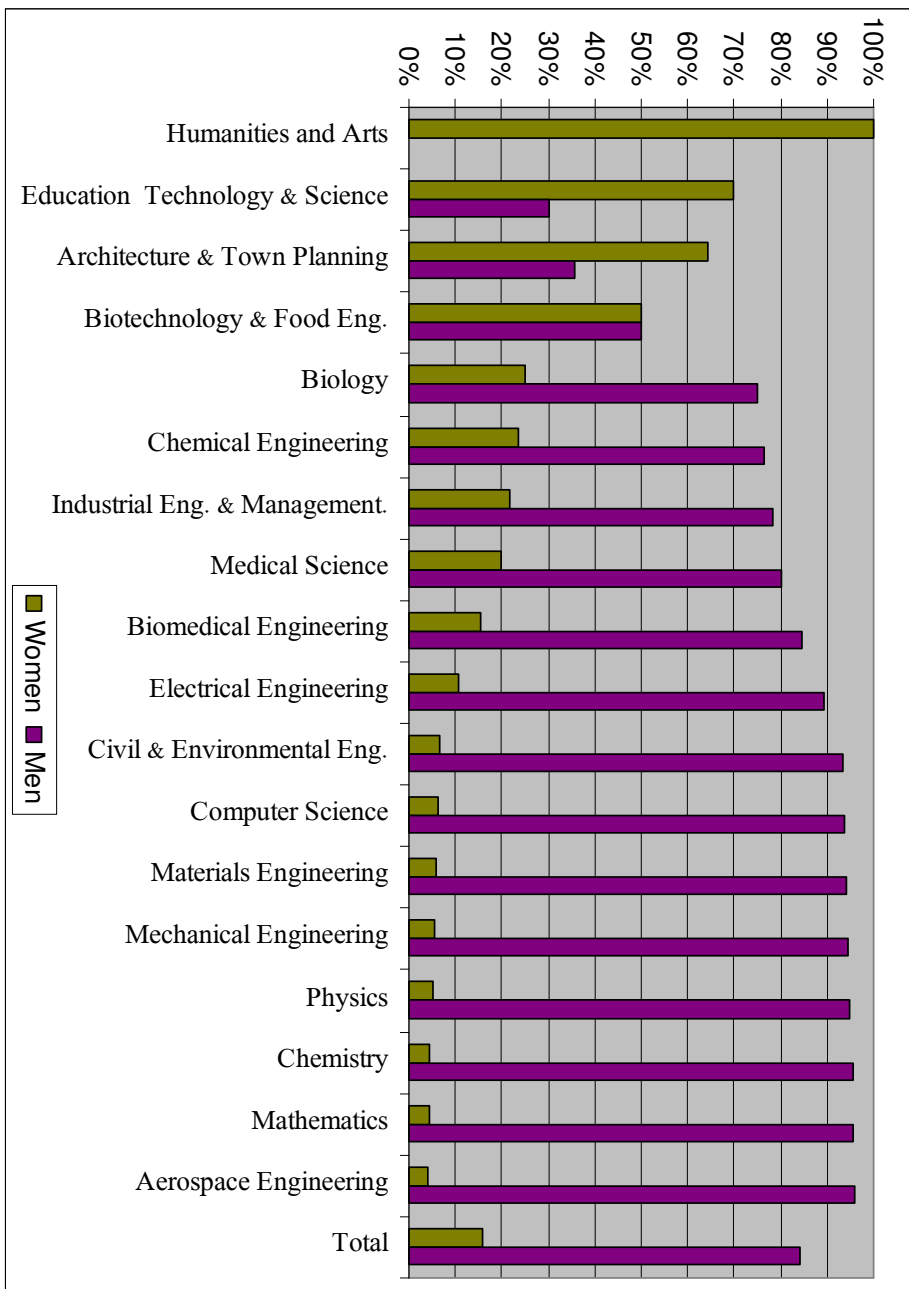
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Faculty	Total Ranks			Full Professor			Associate Professor			Senior Lecturer			Lecturer		
	Total	Women		Total	Women		Total	Women		Total	Women		Total	Women	
		N	%		N	%		N	%		N	%		N	%
Civil & Environmental Eng.	59	4	7%	19	1	5%	23	1	4%	17	2	12%			
Architecture & Town Planning	28	18	64%	4	4	100%	11	7	64%	13	7	54%			
Mechanical Engineering	36	2	6%	18		0%	12	2	17%	6		0%			
Materials Engineering	17	1	6%	9		0%	6		0%	2	1	50%			
Electrical Engineering	47	5	11%	18		0%	19	4	21%	10	1	10%			
Chemistry	22	1	5%	13	1	8%	6		0%	3		0%			
Chemical Engineering	17	4	24%	9	1	11%	3	1	33%	5	2	40%			
Biotechnology & Food Eng.	12	6	50%	2		0%	4	1	25%	6	5	83%			
Physics	38	2	5%	20		0%	14	2	14%	4		0%			
Mathematics	45	2	4%	27		0%	14	1	7%	4	1	25%			
Computer Science	49	3	6%	25	2	8%	19	1	5%	5		0%			
Aerospace Engineering	25	1	4%	13		0%	9		0%	3	1	33%			
Industrial Eng. & Management.	46	10	22%	17	3	18%	16	2	13%	10	3	30%	3	2	67%
Humanities and Arts	1	1	100%	1	1	100%									
Education Technology & Science	10	7	70%				5	4	80%	4	2	50%	1	1	100%
Medical Science	45	9	20%	13		0%	19	4	21%	13	5	38%			
Biomedical Engineering	13	2	15%	4		0%	4		0%	5	2	40%			
Biology	24	6	25%	6	1	17%	9	1	11%	9	4	44%			
<b>Total</b>	<b>534</b>	<b>84</b>	<b>16%</b>	<b>218</b>	<b>14</b>	<b>6%</b>	<b>193</b>	<b>31</b>	<b>16%</b>	<b>119</b>	<b>36</b>	<b>30%</b>	<b>4</b>	<b>3</b>	<b>75%</b>

\*The data in this table is updated to March 2008



**Figure 15: Percentage of Women Faculty Members by Academic Unit 2007** [Back to Text](#)→



**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>
2007-2008	3	15%	17	85%
2008-2009	3	25%	9	75%
2009-2010	3	20%	12	80%
<b>Total</b>	<b>9</b>	<b>19%</b>	<b>38</b>	<b>81%</b>

**Table 24: Senior Top Management Members 2008**

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<b>Senate Senior</b>	<b>Committee Members</b>				
	<b>Women</b>		<b>Men</b>		<b>Total</b>
	<b>No.</b>	<b>%</b>	<b>No.</b>	<b>%</b>	
<b>President and vice presidents</b>	<b>0</b>	<b>0%</b>	<b>6</b>	<b>100%</b>	<b>6</b>
<b>Technion Deans</b>	<b>0</b>	<b>0%</b>	<b>4</b>	<b>100%</b>	<b>4</b>
<b>Academic Unit Deans</b>	<b>1</b>	<b>6%</b>	<b>17</b>	<b>94%</b>	<b>18</b>
<b>Members Appointed Senate</b>	<b>2</b>	<b>5%</b>	<b>35</b>	<b>95%</b>	<b>37</b>
<b>Appointed Senate Members by Academic Unit</b>	<b>5</b>	<b>16%</b>	<b>27</b>	<b>84%</b>	<b>32</b>
<b>Total</b>	<b>8</b>	<b>8%</b>	<b>89</b>	<b>92%</b>	<b>97</b>

**Table 25: Elected Senate Committees**

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Name of Committee	Committee Members				
	Women		Men		Total
	No.	%	No.	%	
Steering Committee	0	0%	16	100%	16
Standing Comm. For Undergrad. & Graduate Studies	2	10%	18	90%	20
Sub-committee for approving courses	1	20%	4	80%	5
Appointments Comm. for Tenure and Senior Faculty	1	11%	8	89%	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	2	17%	10	83%	12
Research Committee	1	20%	4	80%	5
Professor Representatives on the Board of Governors and the Steering Committee Group B	1	20%	4	80%	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%	2	100%	2
<b>Total</b>	<b>8</b>	<b>8%</b>	<b>91</b>	<b>92%</b>	<b>99</b>

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

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Name of Committee	Committee Members				
	Women		Men		Total
	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
Library Committee	1	20%	4	80%	5
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>1</b>	<b>3%</b>	<b>38</b>	<b>97%</b>	<b>39</b>

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

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Name of Committee	Committee Members				
	Women		Men		Total
	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
Post-Doctoral Awards Committee	1	14%	6	86%	7
<b>Total</b>	<b>2</b>	<b>6%</b>	<b>31</b>	<b>94%</b>	<b>33</b>

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

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Name of Committee	Committee Members				
	Women		Men		Total
	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	17%	5	83%	6
<b>Total</b>	<b>3</b>	<b>17%</b>	<b>15</b>	<b>83%</b>	<b>18</b>

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

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%	8	100%	8
Special Committee for nominating Research Professors	0	0%	6	100%	6
Election Committee	0	0%	3	100%	3
<b>Total</b>	<b>1</b>	<b>4%</b>	<b>25</b>	<b>96%</b>	<b>26</b>

**Table 30: Total of Senate Committees**

Name of Committee	Committee Members				
	Women		Men		Total
	No.	%	No.	%	
<b>Elected Senate Committees (Table 25)</b>	<b>8</b>	8%	91	92%	99
<b>Appointed Senate Committees (Table 26)</b>	<b>1</b>	3%	38	97%	39
<b>Appointed Committees under the responsibility of the Vice President for Academic Affairs (Table 27)</b>	<b>2</b>	6%	31	94%	33
<b>Appointed Committees under the responsibility of the Vice President for Research (Table 28)</b>	<b>3</b>	17%	15	83%	18
<b>Other Committees under the responsibility of the Vice President for Academic Affairs (Table 29)</b>	<b>1</b>	4%	25	96%	26
<b>Total</b>	<b>15</b>	<b>7%</b>	<b>200</b>	<b>93%</b>	<b>215</b>

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

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	2005-2006			2006-2007			2007-2008		
	Women		Total	Women		Total	Women		Total
	No.	%		No.	%		No.	%	
<b>Research Track</b>	2	67%	3	2	100%	2	2	100%	2
<b>Regular Clinical Track</b>	11	13%	85	10	13%	79	11	14%	76
<b>Clinical Track</b>	42	21%	203	43	21%	207	45	21%	216
<b>Internal adjuncts</b>	225	29%	763	258	31%	839	9	56%	16
<b>External adjuncts</b>	337	37%	903	352	38%	920	607	34%	1770
<b>Total</b>	<b>617</b>	<b>32%</b>	<b>1957</b>	<b>665</b>	<b>32%</b>	<b>2047</b>	<b>674</b>	<b>34%</b>	<b>2008</b>