

Report on the Status of Women at the Technion, 2009

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

**2009**

**Annual Report**

Submitted to the President and the Board of Governors

**By**

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**May 19, 2009**

Acknowledgement:

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

Many thanks to Rikki Nouri, my doctoral student in the program of Industrial Psychology, the Area of Behavioral Sciences and Management, for the dedication and talent she demonstrated in collecting all the information, in analyzing the statistics, and in preparing them for presentation in this report.

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## **EXECUTIVE SUMMARY**

### **1. Resolutions of the Academic Committee Board of Governors Meeting, June 2008**

- a. *The Board is pleased to recognize the increase in the number of women Full Professors, and is also pleased to recognize increased gender awareness in the Technion.*
- b. *The Board asks that the Technion continues its efforts to increase the representation of women at all levels in the Technion, through proactive measures and by publicizing the fact that the Technion is a female-friendly campus.*
- c. *Furthermore, the Technion management is encouraged to involve more women faculty in leading decision-making positions.*
- d. *The Board requests a progress report on the actions called for in b. and c., and on their outcomes.*
- e. *The Board calls upon the Technion management to place high priority on fundraising for post-doctoral fellowships for female potential faculty members in order to allow them to spend their post-doctoral studies at leading institutions overseas.*

### **2. Progress report June 2008 – June 2009**

Resolution d. requests a progress report on the actions called for in b. and c.

- a. **Responses to resolution b.: Representation of women at all levels at the Technion.**

#### **Women Students**

The overall percentage of women students at the Technion is the lowest in Israel. Yet, majority of women students in Engineering in Israel at all three levels (undergraduate, master and doctoral degrees) are at the Technion.

- ***Undergraduate students:*** There was a **significant increase** in new women applicants this year (44%) compared with last year (38%). The percent of new women admitted has also increased also from 36% in winter 2007 to 44% in winter 2008 (8% increase).
  - Overall, the total percentage of women undergraduate students increased in the last 10 years from 30% in 2000 to 35% in 2009. Yet, their proportion varies by faculty, with the smallest percentage in Mechanical Engineering (9%), Electrical Engineering (15%) and Aerospace Engineering (16%), and the highest percentage in Biology (75%), Biotechnology & Food Eng. (74%), and Chemical Engineering (68%).
  - Women comprise 34% of the honor students, with 39% on the Honor List and 17% on the Distinguished Honor List. Women representation in the excellence program is 21%, **lower** than their representation in the

undergraduate student body.

- A higher percentage of women than men undergraduate students receive assistance scholarship based on socio-economic needs. The drop-out rate is quite similar for males (5%) and females (6%).
- **Graduate students:** The percentage of new admitted women master's students (37%) remained stable, while the percent of doctoral students decreased to 36% from 55% in 2008. Overall, 39% of all graduate students are women, 37% of master students and 45% of doctoral students. Their lowest percentage is in Design and Manufacturing Eng. (9%) and Mechanical Eng. (9%); their highest rate is in Quality Assurance (78%) (this program is closing in 2008-9), Medical Sciences (72%) and Education in Technology and Science (72%). Women comprise 42% of all honors students at the Masters level (43% Honor and 39% Honor with Distinction).
  - Women comprised 38% of all graduating students at the master's level and 46% at the doctoral level.
  - The percentage of women who drop out is 7%, lower than that of men – 9%.
- **Post Doc:** The percent of women post-doc fellows **decreased** from 41% in 2008 to 36% in 2009.

### **Women Faculty Members (Tenure Track)**

Overall, there is a **decrease** in the total number of women faculty to 80 women (15% of all tenure track faculty) compared to 84 (16% of all tenure track faculty) in 2008 and compared to 450 men faculty members.

- Yet, in the last five years (2005-2009) 24 women faculty joined the Technion, comprising 25% of the total 95 new recruits to the Technion. The increase in the number of new recruits versus the overall decrease is due to retirement and to women leaving the Technion for other universities for family reasons.

Currently, 39% of all women faculty are in junior positions (senior lecturer and lecturer) compared to 18% of all men, and only 24% are at the level of Associate Professor and Full Professor, with 18% at the level of Associate Professor and 6% at the level of Full Professor. This is **an increase of 2% at the level of Associate Professor**, with no change in their percentage at the level of Full Professor although in terms of absolute numbers women **Full Professors decreased from 16 in 2008 to 14 in 2009** (due to retirement). Women Full Professors increased from 11 in 2007 to 16 in 2008 and 14 in 2009.

- The distribution of women faculty by academic units shows that in ten academic

units their percentage is lower than 15% - their average representation: Aerospace Engineering, Chemistry, Civil and Environmental Engineering, Computer Sciences, Electrical Engineering, Mathematics, Materials Engineering, Mechanical Engineering and Physics. In eight academic units their percentage is above their representation at the Technion at large.

*We propose to identify very promising master and doctoral students in those under-represented departments and direct them to post-doctoral studies and to academic careers.*

**b. Responses to Resolution c. Involving more women faculty in leading decision-making positions.**

In 2009 there was a significant increase in the number of women faculty holding important management positions: 1. Deputy Senior Vice President for International Academic Relations – Prof. Anat Rafaeli, Ind. Eng. & Management; 2. Dean of Students – Prof. Michal Green, Civil and Environmental Eng.; 3 Associate Dean of Graduate Studies – Prof. Orna Grunberg, Computer Science; 4. Associate Dean of Undergraduate Studies – Revital Tal, Education in Technology & Science; 5. Member of the Technion Executive Committee – Prof. Rachelle Alterman – Architecture and Town Planning.

- In the Technion Senate committees there is an increase to 12% from 2008 (7%).  
Women are also represented in Appointed Committees by the Senior Executive Vice President, the Vice President for Academic Affairs and the Vice President for Research.

**c. Responses to Resolution e. – Fundraising for post-doctoral fellowships for female potential faculty members.**

This resolution has not been fulfilled this year. The Technion submits women candidates to post-doctoral fellowships offered by the Rothschild Foundation, Fulbright, and the Weizmann Foundation for Women Post-Doctoral students. But there is no specific women post-doc fellowship offered by the Technion.

It is true that there was only one submission from the Technion to the Weizmann Foundation, but this Foundation is for Sciences and not for women post-doctoral fellows in Engineering and other Technion fields.

This year, some of the women applicants to tenure track positions at the Technion are previous recipients of the Weizmann Foundation Fellowship, but they chose not to accept the offers made by the Technion.

One possible reason could be that these women choose to apply to their Alma Mater rather than to other universities. The Task Force on the Status of Women suggests that women who are going to receive Technion post-doctoral fellowships will be more committed to accept offers made by the Technion. *Thus, it is imperative that the Technion offer more such fellowships.*

**3. Initiatives taken by The Task Force on the Status of Women at the Technion.**

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

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

A. The Distinguished Women in Science Annual Lecture Series named after Shalom (Stanley) Zielony was opened this year on 11-11-2008.

The invited speaker was Prof. Rosabeth Moss Kanter - The Ernest L. Arbuckle Professorship at Harvard Business School, whose talk entitled: "Confidence: The Role of Expectations, Culture, and Leadership in Cycles of Success or Decline in Teams, Organizations, and Nations." A few hundred faculty members and students from the Technion and other universities attended the lecture, followed by dinner.

B. Regulations concerning consensual intimate relationships between two individuals who are at different status positions.

A Committee appointed by the Technion President submitted to the President the proposed regulations concerning consensual intimate relationships between two individuals who are at different status positions, such as Lecturer - Student, Teaching Assistant - Student, Manager - Subordinate. The committee submitted its final report to the President on May 3rd, setting the rules for avoiding such relationships of conflicting interests.

The initiative to appoint the committee was a result of complaints on sexual harassment at the Hebrew University, which in some cases deteriorated from consensual intimate relationships to sexual harassment. Similar regulations were set



in other universities, including the Hebrew University, which was the first to set them. The committee proposed that the regulations be approved by the Senate of the Technion and by the Technion Executive Council.

C. Mentoring women Associate Professors

On March 12, 2009 we held a workshop with the women Associate Professors, to advise them on the criteria for promotion to Full Professor and some effective strategies to meet these criteria. Participants were 19 Associate Professors. Prof. Hagit Attiya gave an informative and useful presentation of the criteria, including useful strategies for accomplishing them. The meeting was very well received.

D. Sharing accomplishments by women faculty

To create a sense of a proud community of women faculty, Miriam Erez regularly reports to all women faculty on promotions, special grants, 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 at the Technion.

E. Advice on Promotion and Tenure

Prof. Erez offers advice on a personal level to women faculty who approach her about promotion and tenure issues. Once a year, Prof. Erez gets an update from the Vice President for Academic Affairs on the promotion and tenure status of women at the Technion. Erez is also a member of the Technion Post-Doctoral Fellows committee and of the Awards committee.

## **RECOMMENDATIONS**

The 2009 report on the status of women students and faculty at the Technion leads to the following recommendations.

**A. Women students at the Technion**

1. Undergraduate women students:

- a. Given the increase to 44% in the percentage of newly admitted women undergraduate students, future recruitment efforts should particularly concentrate on certain faculties in which their percentage is still very low, such as mechanical engineering.

- b. More publicity should be given to Technion characteristics that are attractive to women:
    - i. The increasing percentage of women undergraduate students at the Technion
    - ii. The acceptance rate for women is similar to their rate among the applicants, pointing at a good fit between the applicants' and the Technion expectations.
    - iii. The relatively high proportion of women in Engineering at the Technion, compared to other universities
    - iv. The increasing number of women applicants to the excellence program, pointing at their confidence in being successful.
    - v. The high percentage of women on the honors lists.
    - vi. The high percentage of women who receive support assistance fellowships
    - vii. The high percentage of women graduate students
    - viii. The increasing focus on the social life at the Technion
  - c. Following concerns by undergraduate women students, the Task Force on Women's Issues at the Technion recommends offering an undergraduate course on women's career development, as part of the humanities program.
  - d. Following complaints by female students about their TAs, the Task Force on Women Issues recommends including one session in the training workshop to teaching assistants, dedicated to overcoming gender role stereotypes concerning women students in engineering and sciences.
2. Graduate women students:
- a. Given the decrease in the percentage of women students at the doctoral level proactive actions should be taken to recruit women on the Honors Lists to the direct PhD track. Similarly, more proactive efforts should be taken to direct master students on the Honors lists to enroll in PhD studies.
  - b. More publicity should be given to the following positive points:
    - i. The high percentage of women graduate students at the Technion
    - ii. The relatively high proportion of women in Engineering compared to other universities
    - iii. The increasing percentage of women on the honors lists
    - iv. The high percentage of women who receive fellowships
    - v. Financial support for participation in scientific conferences
    - vi. Post-doctoral fellowships
  - c. While there is a job fair at the Technion that targets undergraduate students, more resources should be allocated to increasing the employment

opportunities of graduate students, and in particular women students.

3. Post Doctoral Fellows.

We base our recommendation below on the following concerns:

- The decrease in the proportion of women applicants to the PhD programs
- The slight decrease in the percentage of women post doctoral fellows at the Technion
- The very small number of women PhDs who applied for the Weizmann post doctoral fellowship (one applied and one received it)
- The lack of Technion dedicated post-doctoral fellowships for women in engineering and Sciences.

All the above concerns strengthen the importance of the 2008 Board Resolution, which is imperative to implement: *Fundraising for post-doctoral fellowships for female potential faculty members.* **We recommend implementing the resolution in the forthcoming year.**

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

On the positive side are the increasing number of new women faculty in the last 3 years and the increasing number of women faculty holding senior managerial level positions including Senate committees. But there are still no women faculty at the top management team of President and Vice presidents. Their being part of the decision-making teams and their visibility will hopefully encourage more women students and faculty to join the Technion.

More efforts should be taken in the following directions:

- a. Continuous efforts to recruit women faculty, in particular to faculties where their proportion is smaller than their overall proportion among faculty members (15%), such as: Aerospace Engineering, Chemistry, Civil and Environmental Engineering, Computer Sciences, Electrical Engineering, Mathematics, Materials Engineering, Mechanical Engineering, and Physics.
- b. Special attention should be given to the tenure and promotion of women faculty at the rank of Lecturer and Senior Lecturer given their high percentage (39%).
- c. The highest gap between men and women faculty is at the top rank of Full Professor. 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.

## **THE COMPLETE 2009 REPORT ON THE STATUS OF WOMEN AT THE TECHNION**

**Responses to the 2008 Board of Governors' Resolutions, Report on the activities of the task force on the Status of Women at the Technion and recommendations appear in the Executive Summary above.**

Below is a detailed description of women at the Technion and in comparison to other universities in Israel, 2008-2009.

### **A. WOMEN STUDENTS AND FACULTY IN ISRAELI UNIVERSITIES**

#### **A1. WOMEN STUDENTS IN ISRAELI UNIVERSITIES**

##### **A1.1 Pre-University: Achievement in Mathematics High School Matriculation Exam by Gender in percentages, 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 2007, there were 35,738 women high school students who took the matriculation exam in mathematics, compared with 28,448 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 16.9%, with 31.7% taking the 4 units and 51.5% taking the 3 units. In comparison, the percentage of men taking it at the highest level of 5 units is 23.7, with 27.8% taking the 4 units and 49.1% taking the 3 units. Yet, in absolute numbers 6,040 women compared with 6,742 men took the 5 unit exam. Hence, of the total number of students taking the 5 units, women comprised 47.3%.

Of those women who took Mathematics at the level of 5 units 99.2% passed the exam, and 57.2% excelled in their exam, only a little lower than men students (57.9%).

Of those women who took Mathematics at the level of 4 units 97.2% passed the exam, and 41.8% excelled in their exam, which is higher than men students (35.3%).

Taking together the 4 and 5 units in mathematics, the total number of women students was 17,369 higher than the total number of men students – 14,651.

Table 1: Achievements in the Mathematics High School Matriculation Exam by Gender, in Percentage, 2007

Gender	Taking the exam							% Passing				% Excelling			
	3 units		4 units		5 units		Total N Taking the Exam	3 units	4 units	5 units	Total	3 units	4 units	5 units	Total
	N	%	N	%	N	%									
Male	13968	49.1	7909	27.8	6742	23.7	28,448	96.7	96.8	98.6	97.2	32.9	35.3	57.9	39
Female	18405	51.5	11329	31.7	6040	16.9	35,738	97.3	97.2	99.2	97.6	43.4	41.8	57.2	45

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

### A1.2 Women students in research universities in Israel by degree in four fields:

- a) Engineering & Architecture, b) Mathematics, Statistics & Computer Science, c) Biological Sciences and d) Physical Sciences 2006-7.

According to the Bureau of statistics:

<http://www.cbs.gov.il> the overall percentage of women out of the total students at the Technion in 2004-5 was 35%, compared with 52% at Ben-Gurion University, 57% at the Hebrew University, 56% at Tel-Aviv University, 63% at Bar-Ilan University and 65% at Haifa University.

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

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

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

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

We did not compare to the Weizmann Institute because they only have graduate studies and they do not have engineering departments.

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

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

<b>PhD</b>	Engineering	CS,Math. & Stat.	Biological Sci.	Physical Sci
Technion	19%	<b>26%</b>	62%	45%
Tel-Aviv	18%	21%	<b>68%</b>	39%
Ben-Gurion	<b>38%</b>	0%	35%	<b>47%</b>
Weizmann		0%	55%	30%

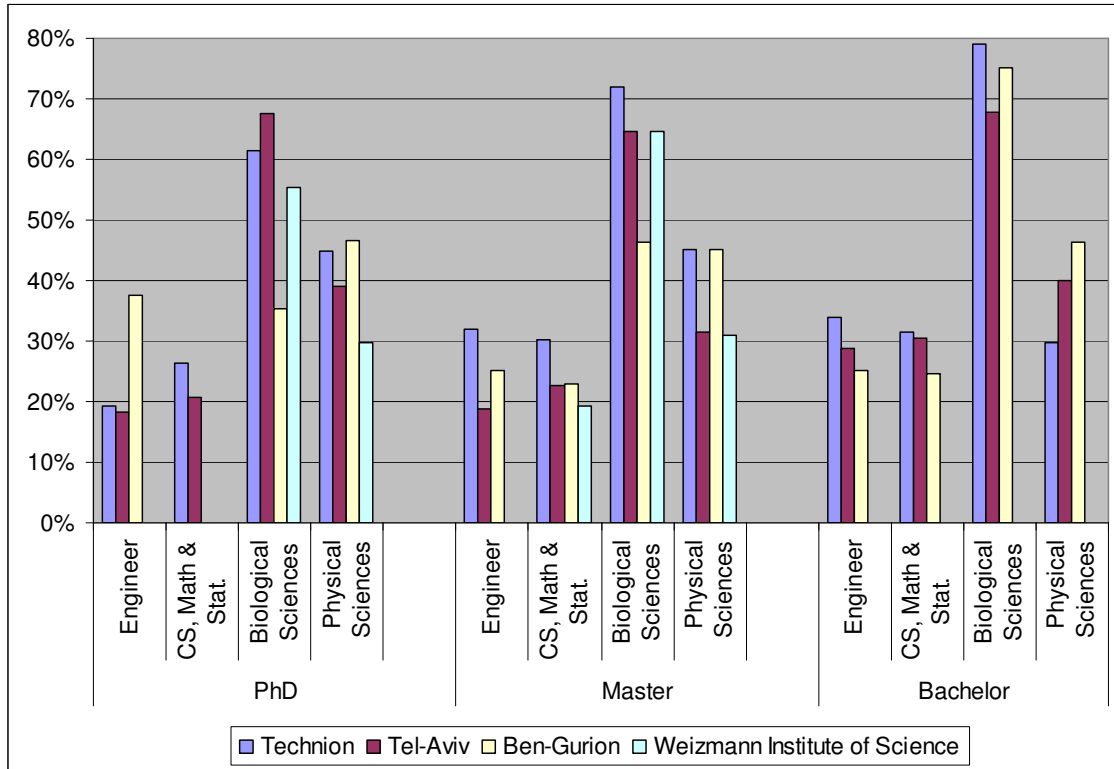
  

<b>Master's</b>	Engineering	CS,Math. & Stat.	Biological Sci.	Physical Sci
Technion	<b>32%</b>	<b>30%</b>	<b>72%</b>	<b>45%</b>
Tel-Aviv	19%	23%	65%	31%
Ben-Gurion	25%	23%	46%	<b>45%</b>
Weizmann		19%	65%	31%

<b>Bachelor</b>	Engineering	CS,Math. & Stat.	Biological Sci.	Physical Sci
Technion	<b>34%</b>	<b>31%</b>	<b>79%</b>	30%
Tel-Aviv	29%	<b>31%</b>	68%	40%
Ben-Gurion	25%	25%	75%	<b>46%</b>

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



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

## A2. WOMEN FACULTY MEMBERS IN ISRAELI UNIVERSITIES

(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 2009.

*To sum, 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 continue to increase within the next 3-4 years.*



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

### **B1. RECRUITMENT OF NEW WOMEN STUDENTS**

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

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

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

In addition, a number of faculties at the Technion have taken proactive actions to recruit women students and faculty. The Faculty of Electrical Engineering holds an annual 'female student day', inviting talented female high-school students and high-school graduates with high GPA and 5 units of Mathematics. This year 350 women potential applicants participated in the successful one day conference, organized by Prof. Yonina Eldar, and they provided a very positive feedback concerning the impact of the day on their vocational choice. Indeed, the overall percentage of women undergraduates in the faculty of electrical Engineering increased from 13% in 2008 to 15% in 2009.

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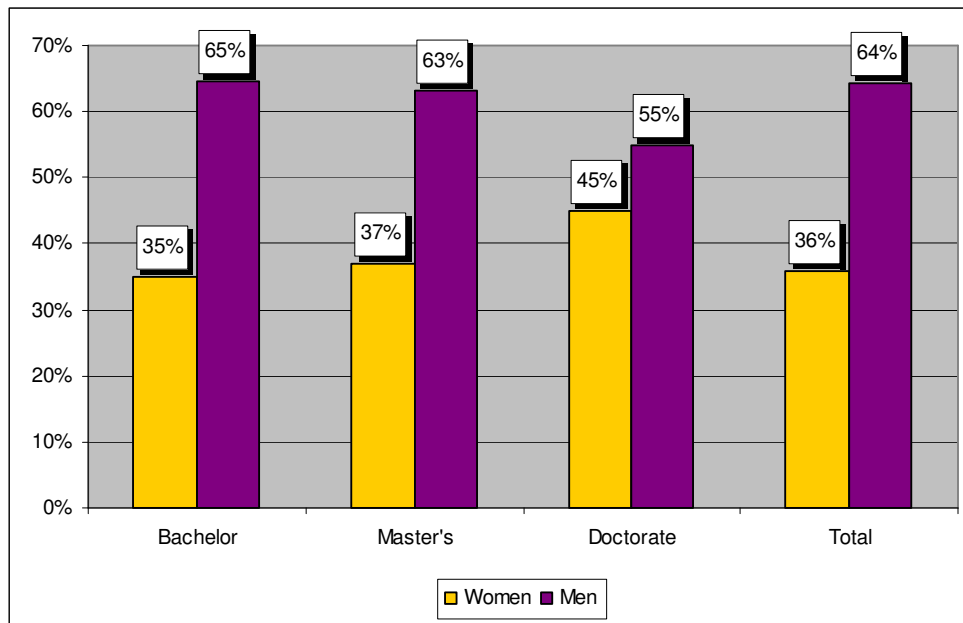
### **B2. WOMEN STUDENTS AT THE TECHNION BY DEGREE, 2009**

Table 4 summarizes the percentage of women students by degree at the Technion in 2009. Women comprise 35% of the undergraduate students, 37% of the graduate students and 45% of the doctoral students (see also Figure 3). For more detailed information please, see [Table 5](#), and [Figure 3](#) in Appendix A.

**Table 4: Distribution of Women and Men by Degree at Technion, 2009**

	Men		Women		Total	
	Number	%	Number	%	Number	%
<b>Bachelor</b>	5271	65%	2881	35%	8152	100%
<b>Master</b>	1450	63%	843	37%	2293	100%
<b>Doctorate</b>	487	55%	399	45%	886	100%
<b>Total</b>	<b>7208</b>	<b>64%</b>	<b>4123</b>	<b>36%</b>	<b>11331</b>	<b>100%</b>

**Figure 2: Distribution of Women and Men by Degree, 2009**



### **C. UNERGRADUATE STUDIES**

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

The percentage of new female applicants in Winter 2008 was 44%, with a similar percentage of 44% admitted female students in winter 2008. This is a 6% **increase** and an 8% **increase** in the number of applicants and admitted students compared to winter 2007 (see [Table 6](#), [Figure 4](#) and [Figure 5](#) Appendix B). There is no affirmative action policy at the Technion. The similar proportion of applicants and admitted women students suggests that women have realistic expectations about their chances of being admitted to the Technion.

Overall, the total percentage of women undergraduate students **increased** in the last 10 years

from 30% in 2000 to 35% in 2009 (see Table 5 and Figure 4, Appendix A).

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

The overall percentage of undergraduate women students at the Technion is 35%, but they are unequally distributed across the faculties: Their lowest percentage is in: Mechanical Engineering (9%), Electrical Engineering (15%), Aerospace Engineering (16%), Physics (17%), and Computer Science (23%). The highest percentage is in: Biology (75%), Biotechnology & Food Eng. (74%), Chemical Engineering (68%), Chemistry (66%), and Bio-Medical Engineering (65%) (see [Table 7](#), and [Figure 6](#) in Appendix B).

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

The percentage of women students graduating on the Honors Lists was 34% in 2008, **lower** than their 37% of the recipients of Bachelor Degree in 2008, and **lower** than their 39% in 2007. This is distributed between 39% on the Honor List (versus 43% in 2007) and 17% on the Distinct Honor List (versus 27% in 2007) (see [Table 8](#) and [Figure 7](#) in Appendix B).

The **decrease** in 2008 is due to the change in the criterion for being listed on the Distinct Honors list from 5% to 3% of all students.

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

In 2009 women comprised 21% of the students enrolled in the Excellence program (3 women) compared to 19% (3 women) in 2008 (see [Table 9](#) and [Figure 8](#) in Appendix B). Their percentage among the applicants to the excellence program was 48% compared to 28% in 2008.

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

Overall, 18% of women undergraduate students received assistance scholarship, based on socio-economic needs, higher than men (10%), as can be seen in [Table 10](#) in Appendix B.

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

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

*To sum, the percentage of women students in the last 10 years increased to 35%. The rate of women applications and admittance was the same - 44%, which is the highest rate compared to previous years. Yet, their rate at the Technion Excellence Program was small in comparison to their rate among all undergraduate students.*

*The Technion has the highest percentage of women students in Engineering, compared to Tel-Aviv University and Ben-Gurion University. Yet, in some engineering faculties -*

*Mechanical Engineering (9%), Electrical Engineering (15%), and Aerospace Engineering (16%), their percentage is still low. Therefore, proactive actions are needed to recruit more women students to these faculties.*

*In some fields, such as Biological Sciences, the percentage of women is very high (75%).*

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## **D. GRADUATE STUDIES**

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

Of the newly admitted graduate students 37% were women at the master level (see [Table 12](#) Appendix C), and 36% were women the doctoral level, **a significant decrease** from 55% in 2008 (see [Table 13](#), Appendix C).

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

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

Of all students enrolled at the master's level women comprise 37%, similar to last year, and the same as their percentage among newly admitted master students; At the doctoral level women comprise 45%, **similar** to their enrollment in 2007, but higher than the 36% admitted in 2008. This is a large decrease compared to the last 9 years in which these figures have hardly changed (see table 5 Appendix A).

Overall, 39% of the graduate students are women. The lowest percentage of women graduate students is in: Design and Manufacturing Eng. (9%), Mechanical Eng. (9%), Applied Mathematics (14%), Physics (14%), and Electrical Eng. (15%). The highest percentage of women students is in: Quality Assurance (78%) (a program that is going to be terminated), Medical Sciences (72%), Education in Technology and Science (72%), Polymer Eng. (71%), Biotechnology and Food Eng. (69%), Biology (68%), and Chemistry (66%) (see [Table 14](#) and [Figure 9](#), Appendix C).

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

Women comprise 42% of all honors students at the master's level, an **increase** compared to 36% last year) with about 39% on the Distinct Honor List, and 43% on the Honor List (see [Table 15](#) and [Figure 10](#), Appendix C). Overall 42% of women graduated with honors, a higher percentage than their 38% of the total body of master students.

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

The data are not updated to 2009. In 2008, of all graduate women students 50% received 3

fellowship units; 62% received 4 units, 35% received 5 units and 34% received and 6 units (see [Table 16](#), Appendix C)

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

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

The percentage of women who drop out of the graduate studies is 7%, lower than the 9% of men drop outs (see [Table 17](#), Appendix C).

#### **D.6 Graduating**

In 2008, women comprised 38% of all graduating master students and 46% of all graduating doctoral students (see [Table 18](#) and [Figure 11](#), Appendix C).

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

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

Today, there are 55 women post-doc fellows compared to 53 last year. Yet, there is an increase in the total number of post doc students, such that women comprise only 36% of them, compared to 41% last year.

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

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### **F. WOMEN FACULTY MEMBERS – TENURE TRACK**

#### **F.1 Overall Distribution by Rank:**

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

In the last five years (2005-2009) special efforts have been made by the Technion to recruit

more women faculty, resulting in additional 24 women faculty, who comprise 25% of the total 95 new recruits to the Technion (see Table 19 below).

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

	2005		2006		2007		2008		2009		Total	
	N	%	N	%	N	%	N	%	N	%	N	%
<b>Women</b>	5	21%	4	19%	4	40%	8	36%	3	17%	24	25%
<b>Total</b>	24	100%	21	100%	10	100%	22	100%	18	100%	95	100%

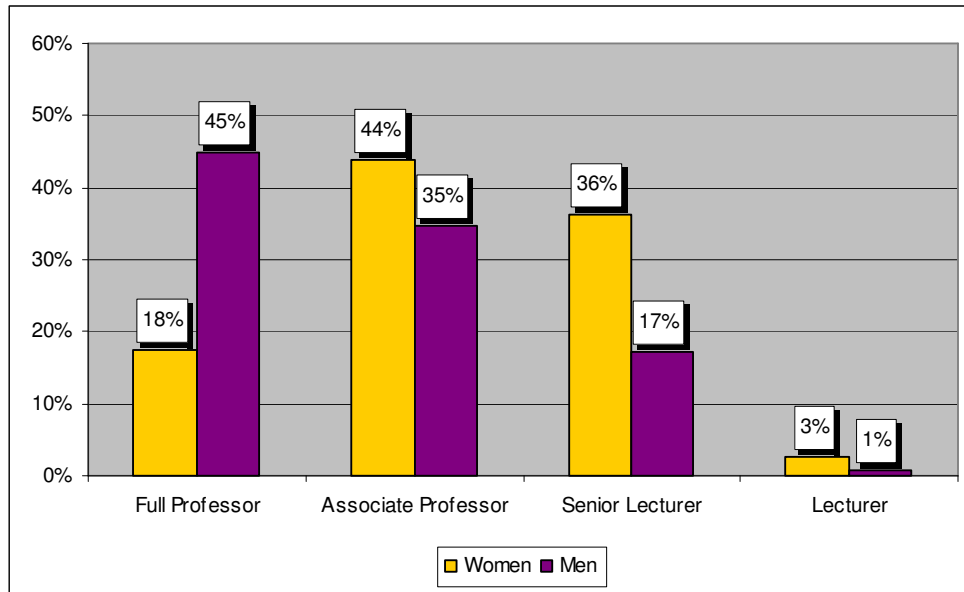
This **increase** contributed to the change from 10% women faculty in 2000 to 15% in 2009 (see [Table 20](#) and [Figure 13](#) in Appendix D).

Currently, 39% of all women faculty occupy the lower tenure track positions (senior lecturer and lecturer) compared with 18% of all men at the same positions (see Table 21 and Figure 14 below). 18% (vs. 17% in 2008) of all women faculty are Full Professors, and 44% are Associate Professors (vs. 37% in 2008). This is a relatively large **increase** at the level of Associate Professor.

**Table 21: Percentage of Women and Men Faculty Members by Rank, March, 2009**

Rank	Total	Women % from Total	Women		Men	
			Number	%	Number	%
<b>Full Professor</b>	216	6%	14	18%	202	45%
<b>Associate Professor</b>	191	18%	35	44%	156	35%
<b>Senior Lecturer</b>	106	27%	29	36%	77	17%
<b>Lecturer</b>	6	33%	2	3%	4	1%
<b>Total</b>	<b>519</b>	<b>15%</b>	<b>80</b>	<b>100%</b>	<b>439</b>	<b>100%</b>

**Figure13: Percentage of Women and Men Faculty Members by Rank, 2009**



Yet, women comprise only 24% of all faculty members at the two highest ranks of Full Professor and Associate Professor, with 18% at the level of Associate Professor and only 6% at the level of Full Professor (see Table 21). This is a 2% increase from 4% during 2000-2006.

This year four women Full Professors received Chairs (Prof. Hagit Attiya, Prof. Ora Israel, Prof. Efrat Lifshitz, and Prof. Anat Rafaeli).

There is a 7% increase in Women Associate Professors from 2000 to 2009 (from 11%-18%), and an increase of 11% in the percentage of women who are senior lecturers (from 16%-27%). (see [Table 20](#) in Appendix D).

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

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

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

(8%)].

In ten academic units the percentage of women faculty is 15% or lower (see [Table 22](#) and [Figure 15](#), Appendix D). In eight academic units their percentage is above their representation at the Technion at large, which is 15%, with the highest percentage in the Department of Education Technology & Science (70%), Architecture & Town Planning (62%), Biotechnology & Food Eng. (50%), Biology (27%) and Chemical Eng. (24%) (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 [50% women graduate students and only one woman faculty (7%)]; Chemistry, [66% women graduate students and only one woman faculty (4%)]; Industrial Engineering & Management (54% women graduate students and 15% women faculty); Medical Sciences (72% women graduate students and 19% women faculty); and Biology (68% women graduate students and 27% women faculty).

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

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

Between 2008-2011 eight women faculty are expected to retire compared with forty men (see [Table 23](#), Appendix D)

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

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

In 2009 there was a significant increase in the number of women faculty holding important managerial positions: 1. Deputy Senior Vice President- Center of International Academic Relations; 2. Dean of Students; 3. Associate Dean of the Graduate School; 4. Associate Dean of the Undergraduate Studies; 5. Member of the BOG Executive Committee; 6). Department Dean; 7) Coordinator of the Status of Women at the Technion. All of these role holders,



except for one, are Full Professors, comprising almost 50% of all women Full Professors. There is also an increase to 11% in the percentage of women in the Technion Senate and Senate committees compared to 7% in 2008 (see [Table 25](#) Appendix D). Women are represented in 5 out of 12 Elected Senate Committees, including Standing Committee for Undergraduate and Graduate Studies (6 members), Sub-committee for approving courses (1 member), Academic Development Committee (3 members) Research Committee (1 member). One woman Full Professor was elected to the Professor's Representative on the Board of Governors and the Steering Committee Group B.

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

Yet, none of the women faculty members has yet appointed to the top levels of President and Vice Presidents.

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

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

In 2008-9 there are only 3 research track positions, two of them held by women. 22% of the Regular Clinical Track positions and 18% of the Clinical Rank positions are held by women. Women comprise 60% of the teaching track positions and 36% of the external adjunct positions at the Technion. (see [Table 31](#), Appendix D).

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

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

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

A. Distinguished Women in Science Annual Lecture Series named after Shalom (Stanley) Zielony was opened this year on 11-11-2008. The invited speaker was Prof. Rosabeth Moss Kanter - The Ernest L. Arbuckle Professorship at Harvard Business School, whose talk entitled: "Confidence: The Role of Expectations, Culture, and Leadership in Cycles of Success or Decline in Teams, Organizations, and Nations." A few hundred faculty members and students from the Technion and other universities attended the lecture, followed by dinner.

B. Regulations prohibiting consensual intimate relationships between two individuals who are at different status positions.

A Committee appointed by the Technion President submitted to the President the proposed regulations, prohibiting consensual intimate relationships in an agreement between two individuals who are at different status positions, such as Lecturer - Student, Teaching Assistant - Student, Manager - Subordinate. The committee submitted its final report to the President on May 3rd, setting the rules for avoiding such relationships of conflicting interests.

The initiative to appoint the committee is a result of complaints of sexual harassment at the Hebrew University, which in some cases deteriorated from consensual intimate relationships to sexual harassment. Similar regulations were set in other universities, including the Hebrew University, which was the first to set them. The committee proposed that the regulations be approved by the Senate of the Technion and by the Technion Executive Committee.

(The committee members: Advoc. Rachel Ben-Arie; Ruth Alon – Head, Task Force on the Status of Women; Mrs. Sara Canetti – VP Human Resource Division; Ms. Dana Levanony – Representative of the Graduate students; Ms. Nurit Dromy – representative of the undergraduate students, Prof. David Durban – Aeronautic Eng.; Prof, Charlotte Schapira – Technion Ombudsman; Prof. Miriam Erez, Committee Chair – Coordinator of the Status of Women).

Mentoring women Associate Professors: On February 12, 2009 we held a workshop with the women Associate Professors, to advise them on the criteria for promotion and Full Professor and some effective strategies to satisfy these criteria. Participants were 19 Associate Professors. Prof. Hagit Attiya gave an informative and useful presentation of the criteria, including useful strategies for accomplishing them. The meeting was very well received.

C. Sharing accomplishments by women faculty: To create a sense of proud community of women faculty Miriam Erez regularly reports to all women faculty on promotions, special grants, 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 at the Technion:

- Professor Rachelle Alterman, Faculty of Architecture and Town Planning, received the 2009 Landau Prize for her outstanding contributions to Urban Studies and Urban Planning.

- Professor (Emeritus) Arza Churchman was honored by the Israel Association of Planners and designated the 2009 Honored Planner.

- Dr. Debbie Lindell, Faculty of Biology, received the Krill Prize for 2009.

- Prof. Shlomit Tarem, Faculty of Physics, was nominated by the Globes newspaper as one of the 50 most influential women in Israel for the year 2008. She takes part in the ATLAS experiment, the most challenging physics experiment in the new Particle Accelerator in Cern.

- Prof. Nitza Szmuk, Faculty of Architecture and Town Planning, was nominated by the Globes newspaper as one of the 50 most influential women in Israel for the year 2008. In 2007 she received the EMET Prize for promoting site and building conservation, and for raising public awareness to the value of the architectural heritage in "The White City" of Tel Aviv.

- Prof. Orit Hazzan and Yael Dubinsky, Department of Education in Technology & Science, published a new book: "Agile Software Engineering".

- Dr. Yael Kali, Department of Education in Technology and Science, co-edited a new book (with Prof. Linn from Berkeley and Prof. Roseman from AAAS) titled: "Designing coherent science education: Implications for curriculum, instruction and policy" <http://store.tpress.com/0807749133.shtml>.

- Maytal Caspary, Faculty of Chemistry, received the post-doctoral fellowship of the Weizmann Institute.

-The Dean of Computer Science reported: two of our (female) graduate students-Keren Censor and Kira Radinsky are the 2009 Google Europe Anita Borg scholars, and three others - Limor Leibovich, Noga Zewi and Tamar Aizikowitz are among the finalists. All five will fly to Europe for the retreat in June. Since this fellowship has been given, we always (twice) had scholars, but this year it is just a record! (the previous record was 3 for a single university). More on the Google Anita Borg scholarships in:

<http://www.google.com/anitaborg-emena/> (the winners for this year are not yet there).

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 gets an update from the Vice President for Academic Affairs

on the promotion and tenure status of women at the Technion. Erez is also a member of the Technion Post-Doc Fellows committee and of the Awards committee.

## **RECOMMENDATIONS**

The 2009 report on the status of women students and faculty at the Technion leads to the following recommendations.

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

#### **1. Undergraduate women students:**

- a. Given the increase to 44% in the percentage of newly admitted women undergraduate students, future recruitment efforts should particularly concentrate on certain faculties in which their percentage is still very low, such as mechanical engineering.
- b. More publicity should be given to Technion characteristics that are attractive to women:
  - i. The increasing percentage of women undergraduate students at the Technion
  - ii. The acceptance rate for women is similar to their rate among the applicants, pointing at a good fit between the applicants' and the Technion expectations.
  - iii. The relatively high proportion of women in Engineering at the Technion, compared to other universities
  - iv. The increasing number of women applicants to the excellence program, pointing at their confidence in being successful.
  - v. The high percentage of women on the honors lists.
  - vi. The high percentage of women who receive support assistance fellowships
  - vii. The high percentage of women graduate students
  - viii. The increasing focus on the social life at the Technion
- c. Following concerns by undergraduate women students, the Task Force on Women's Issues at the Technion recommends offering an undergraduate course on women's career development, as part of the humanities program.
- d. Following complaints by female students about their TAs, the Task Force on Women Issues recommends including one session in the training workshop to teaching assistants, dedicated to overcoming gender role stereotypes concerning women students in engineering and sciences.

#### **2. Graduate women students:**

- a. Given the decrease in the percentage of women students at the doctoral level

proactive actions should be taken to recruit women on the Honors Lists to the direct PhD track. Similarly, more proactive efforts should be taken to direct master students on the Honors lists to enroll in PhD studies.

- b. More publicity should be given to the following positive points:
  - i. The high percentage of women graduate students at the Technion
  - ii. The relatively high proportion of women in Engineering compared to other universities
  - iii. The increasing percentage of women on the honors lists
  - iv. The high percentage of women who receive fellowships
  - v. Financial support for participation in scientific conferences
  - vi. Post-doctoral fellowships
- c. While there is a job fair at the Technion that targets undergraduate students, more resources should be allocated to increasing the employment opportunities of graduate students, and in particular women students.

### 3. Post Doctoral Fellows.

We base our recommendation below on the following concerns:

- The decrease in the proportion of women applicants to the PhD programs
- The slight decrease in the percentage of women post doctoral fellows at the Technion
- The very small number of women PhDs who applied for the Weizmann post doctoral fellowship (one applied and one received it)
- The lack of Technion dedicated post-doctoral fellowships for women in engineering and Sciences.

All the above concerns strengthen the importance of the 2008 Board Resolution, which is imperative to implement: ***Fundraising for post-doctoral fellowships for female potential faculty members. We recommend implementing the resolution in the forthcoming year.***

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

On the positive side are the increasing number of new women faculty in the last 3 years and the increasing number of women faculty holding senior managerial level positions including Senate committees. But there are still no women faculty at the top management team of President and Vice presidents. Their being part of the decision-making teams and their visibility will hopefully encourage more women students and faculty to join the Technion.

More efforts should be taken in the following directions:

- a. Continuous efforts to recruit women faculty, in particular to faculties where their proportion is smaller than their overall proportion among faculty members (15%), such as: Aerospace Engineering, Chemistry, Civil and Environmental Engineering, Computer Sciences, Electrical Engineering, Mathematics, Materials Engineering, Mechanical Engineering, and Physics.
- b. Special attention should be given to the tenure and promotion of women faculty at the rank of Lecturer and Senior Lecturer given their high percentage (39%).
- c. The highest gap between men and women faculty is at the top rank of Full Professor. 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.

## 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, 2006-2007 [Back to Text→](#)

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

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

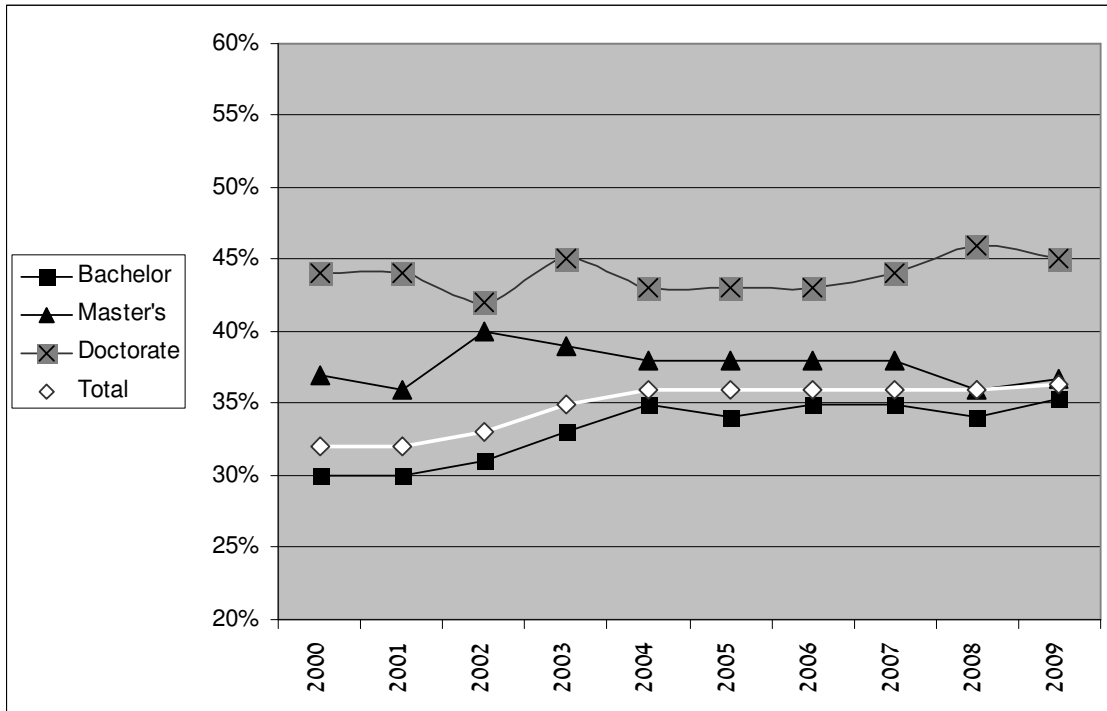
The data of other research universities was not available, or partly available. The fields were chosen as representative of fields in the Technion.

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

	2000		2001		2002		2003		2004		2005		2006		2007		2008		2009	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
<b>Total</b>																				
<b>Women</b>	4005	32%	4191	32%	4516	33%	4177	35%	4529	36%	4096	36%	4200	36%	4061	36%	4211	36%	4123	36%
<b>total</b>	12591	100%	13102	100%	13508	100%	11934	100%	12535	100%	11528	100%	11598	100%	11228	100%	11780	100%	11331	100%
<b>Bachelor</b>																				
<b>Women</b>	2826	30%	2957	30%	3118	31%	2883	33%	3095	35%	2715	34%	2910	35%	2672	35%	2921	34%	2881	35%
<b>total</b>	9533	100%	9801	100%	10045	100%	8695	100%	8908	100%	8015	100%	8335	100%	7741	100%	8468	100%	8152	100%
<b>Master's</b>																				
<b>Women</b>	909	37%	946	36%	1124	40%	1003	39%	1105	38%	1025	38%	929	38%	969	38%	871	36%	843	37%
<b>total</b>	2441	100%	2653	100%	2818	100%	2587	100%	2875	100%	2685	100%	2421	100%	2541	100%	2396	100%	2293	100%
<b>Doctorate</b>																				
<b>Women</b>	270	44%	288	44%	274	42%	291	45%	329	43%	356	43%	361	43%	420	44%	419	46%	399	45%
<b>total</b>	617	100%	648	100%	645	100%	652	100%	752	100%	828	100%	842	100%	946	100%	916	100%	886	100%



**Figure 3: Percent of Women Students within Each Degree**  
**2000-2009** [Back to Text→](#)



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

Table 6: Undergraduate Applicants and Acceptance by Academic Unit – Winter 2008

[Back to Text→](#)

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

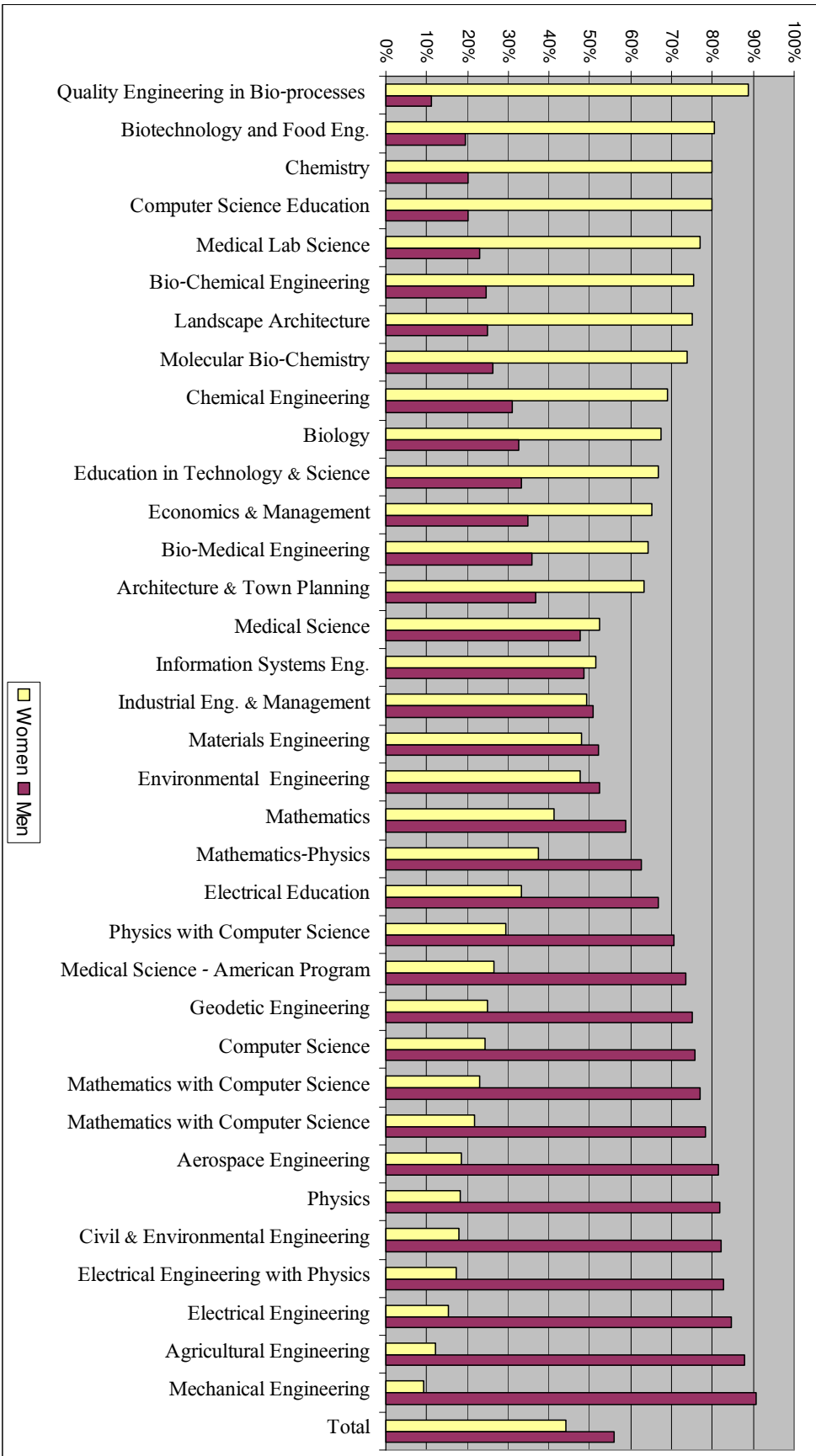
Faculty	Total Applicants	Women Applicants N	Women Applicants %	Men Applicants N	Men Applicants %	Total Accepted	Women Accepted N	Women Accepted %	Men Accepted N	Men Accepted %
Bio-Medical Engineering	173	111	64%	62	36%	65	44	68%	21	32%
Education in Technology & Science	6	4	67%	2	33%	10	4	40%	6	60%
Chemistry	40	32	80%	8	20%	46	32	70%	14	30%
Biology	104	70	67%	34	33%	74	54	73%	20	27%
Mathematics with Computer Science	13	3	23%	10	77%	15	4	27%	11	73%
Environmental Engineering	59	28	47%	31	53%	33	20	61%	13	39%
Molecular Bio-Chemistry	38	28	74%	10	26%	21	14	67%	7	33%
Medical Science - American Program	34	9	26%	25	74%	33	9	27%	24	73%
Quality Engineering in Bio-processes	9	8	89%	1	11%	3	2	67%	1	33%
Materials Engineering	102	49	48%	53	52%	58	29	50%	29	50%
Computer Science Education	5	4	80%	1	20%	6	2	33%	4	67%
Electrical Education	3	1	33%	2	67%	1		0%	1	100%
Mathematics-Physics	16	6	38%	10	63%	3		0%	3	100%
Information Systems Eng.	70	36	51%	34	49%	25	9	36%	16	64%
Bio-Chemical Engineering	57	43	75%	14	25%	35	23	66%	12	34%
Physics with Computer Science	34	10	29%	24	71%	6	2	33%	4	67%
Mathematics with Computer Science	23	5	22%	18	78%	10	2	20%	8	80%
Medical Lab Science	91	70	77%	21	23%	24	16	67%	8	33%
Electrical Engineering with Physics	70	12	17%	58	83%	31	10	32%	21	68%
<b>Total</b>	<b>4485</b>	<b>1972</b>	<b>44%</b>	<b>2513</b>	<b>56%</b>	<b>1768</b>	<b>780</b>	<b>44%</b>	<b>988</b>	<b>56%</b>

\* Number of applicants by faculty of first choice

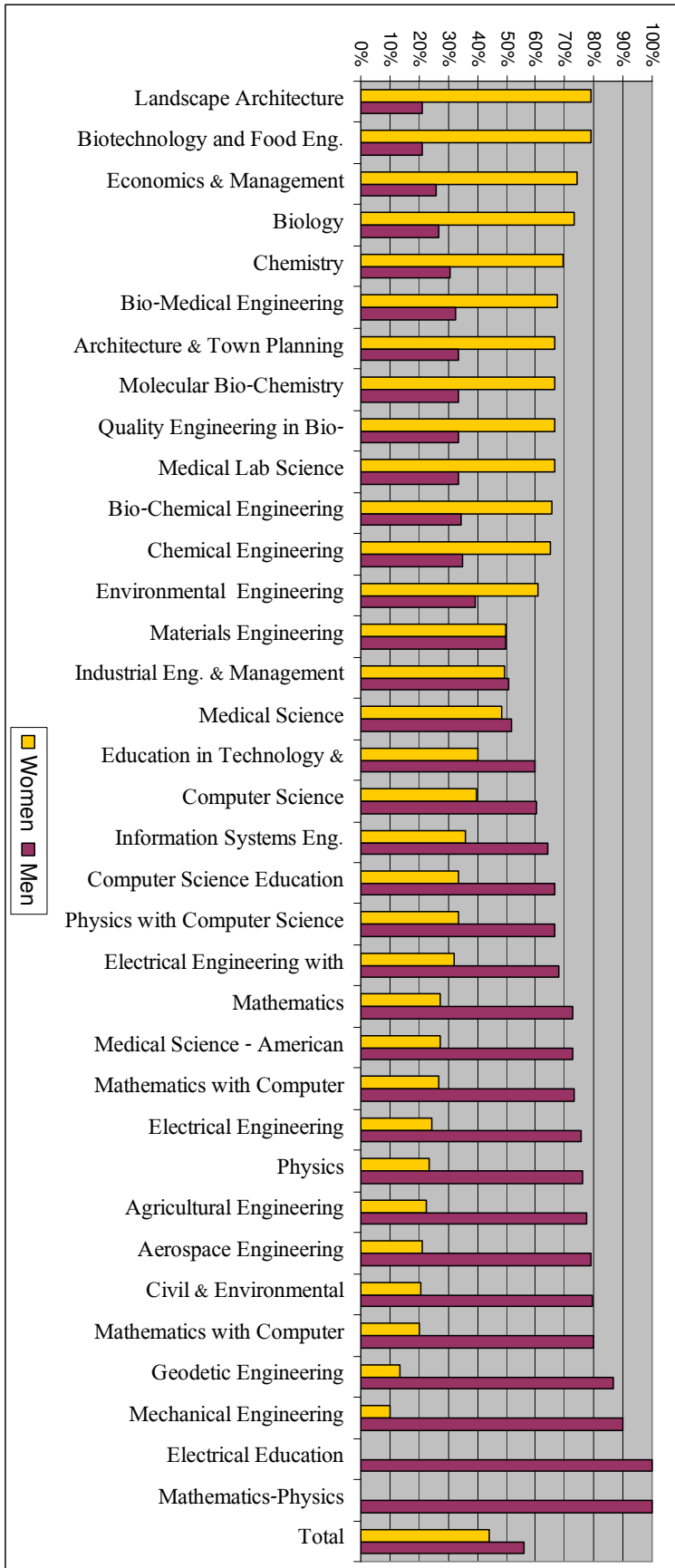
\*\* Number of accepted to their first or second choice (according to the faculty in which they enroll).

**Figure 4: Undergraduate Applicants by Academic Unit- Winter, 2008**

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**Figure 5: Percentage of Undergraduate Accepted Applicants by Academic Unit - Winter, 2008** [Back to Text](#)→

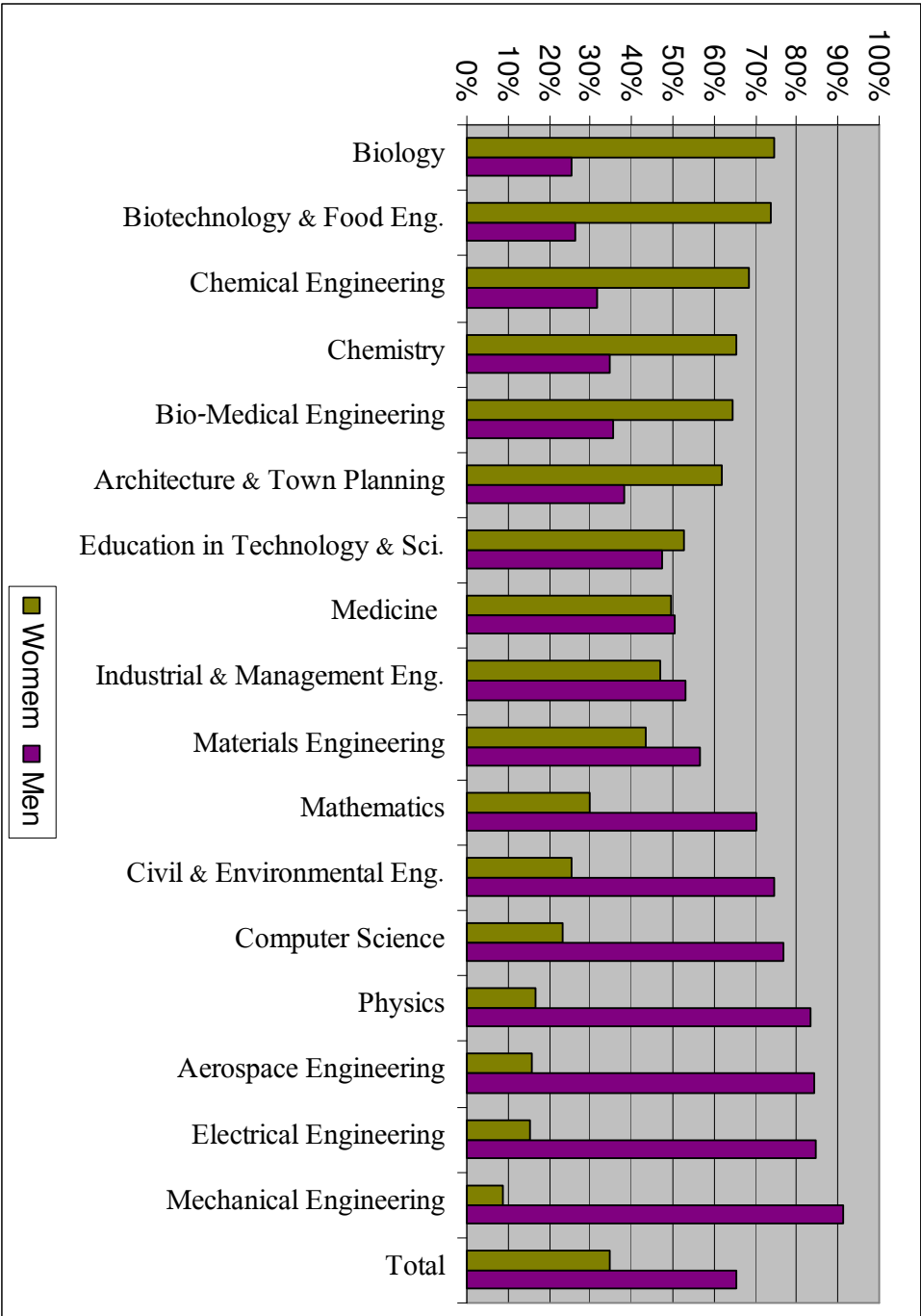


**Table 7: Undergraduate Students Enrolled by Academic Unit,  
Spring, 2009**      [Back to Text→](#)

Faculty	Women		Total
	N	%	
Civil & Environmental Eng.	193	26%	753
Mechanical Engineering	58	9%	678
Electrical Engineering	215	15%	1419
Chemical Engineering	225	68%	329
Biotechnology & Food Eng.	213	74%	289
Aerospace Engineering	52	16%	327
Industrial & Management Eng.	419	47%	889
Mathematics	48	30%	162
Physics	31	17%	185
Chemistry	78	66%	119
Biology	206	75%	276
Architecture & Town Planning	295	62%	476
Education in Technology & Sci.	70	53%	133
Computer Science	256	23%	1101
Medicine	276	49%	559
Materials Engineering	102	44%	234
Bio-Medical Engineering	144	65%	223
<b>Total</b>	<b>2881</b>	<b>35%</b>	<b>8152</b>

**Figure 6: Undergraduate Students Enrolled by Academic Unit, Spring 2009**

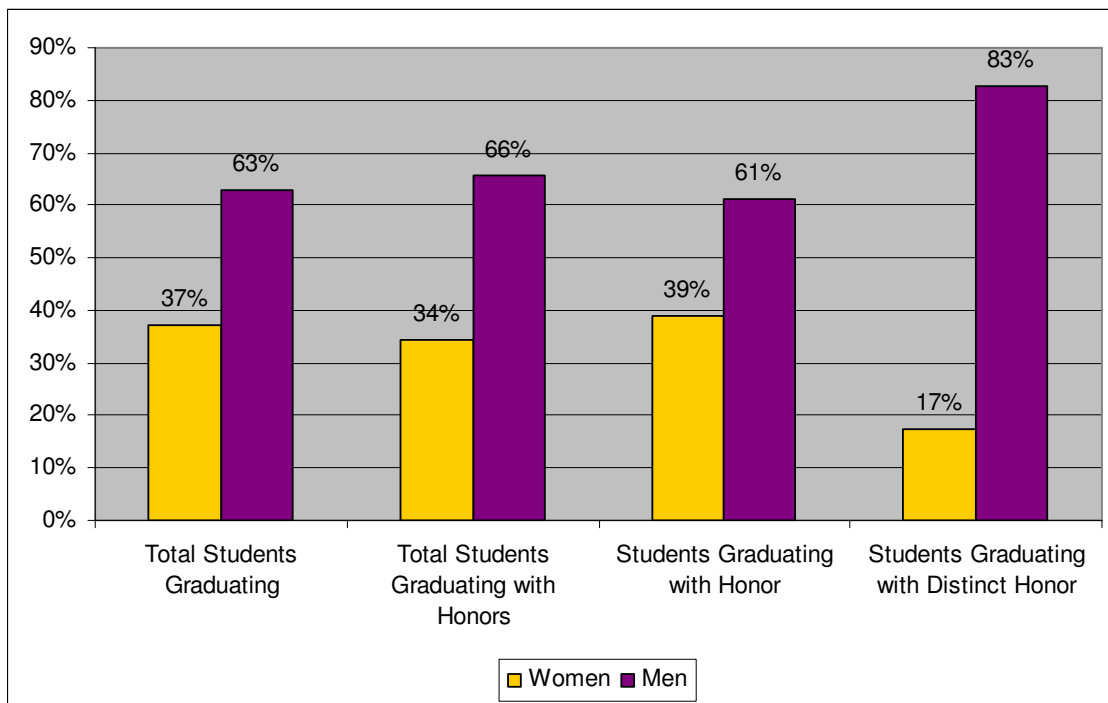
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**Table 8: A Comparison of women and Men Undergraduate Students Graduating with Honors, Spring 2008** [Back to Text→](#)

	Total	Women		Men	
		N	%	N	%
<b>Total Students Graduating</b>	1734	644	37%	1090	63%
<b>Total Students Graduating with Honors</b>	581	199	34%	382	66%
<b>Students Graduating with Honor</b>	454	177	39%	277	61%
<b>Students Graduating with Distinct Honor</b>	127	22	17%	105	83%

**Figure 7: Undergraduate Students Graduating with Honors, Spring 2008** [Back to Text→](#)





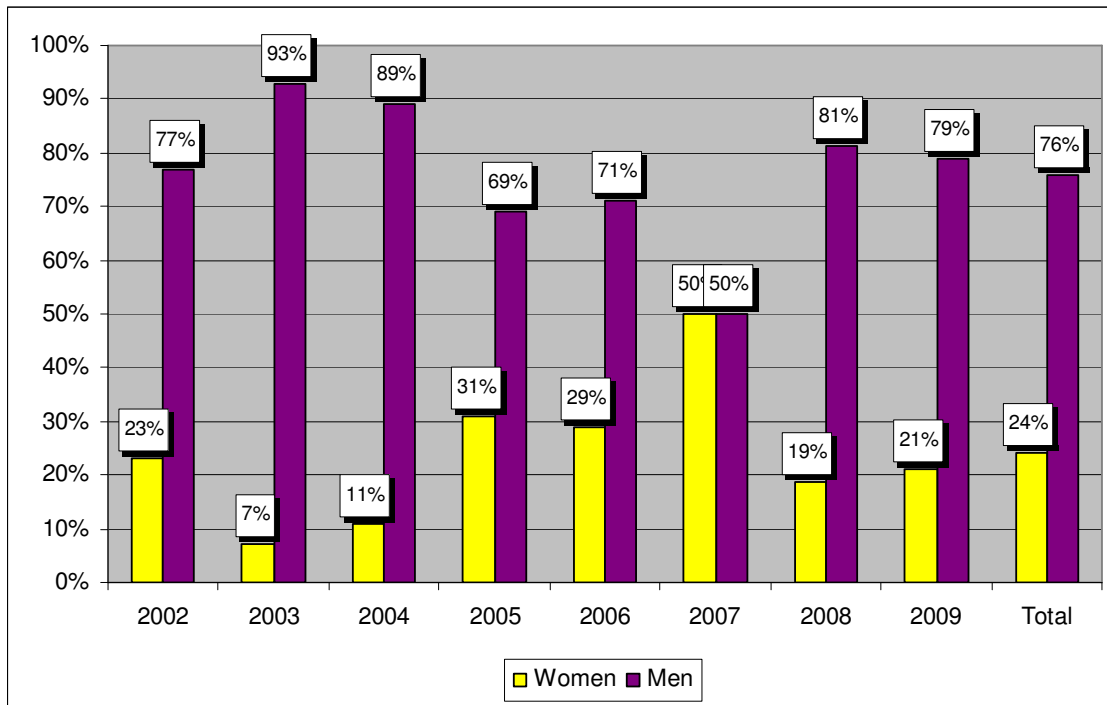
**Table 9: Distribution of Applicants and Accepted Students to the Excellence Program (2002-2009) by Gender** [Back to Text→](#)

year	Total Applicants	Applicants				Accepted			
		Women		Men		Women		Men	
		N	%*	N	%	N	%**	N	%
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%
2008	165	47	28%	118	72%	3	19%	13	81%
<b>2009</b>	<b>202</b>	<b>96</b>	<b>48%</b>	<b>106</b>	<b>52%</b>	<b>3</b>	<b>21%</b>	<b>11</b>	<b>79%</b>
<b>Total</b>	<b>1432</b>	<b>437</b>	<b>31%</b>	<b>995</b>	<b>69%</b>	<b>29</b>	<b>24%</b>	<b>92</b>	<b>76%</b>

\* Percentage of female applicants out of total applicants.

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

**Figure 8: Distribution of Women and Men accepted to the Excellence Program, 2002-2009** [Back to Text→](#)



**Table 10: Undergraduate Assistance Scholarships in each Faculty, 2009**

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Faculty	Women			Men		
	Scholarship		Total Women*	Scholarship		Total Men*
	%***	N**		%***	N**	
Civil & Environmental Engineering	19%	38	201	17%	100	599
Mechanical Engineering	10%	6	58	12%	76	649
Electrical Engineering	8%	17	216	7%	94	1273
Chemical Engineering	21%	50	235	14%	16	111
Biotechnology & Food Eng.	15%	34	226	21%	19	89
Aerospace Engineering	7%	4	58	6%	17	270
Industrial Eng. & Management	14%	58	411	9%	46	494
Mathematics	17%	9	52	10%	11	113
Physics	16%	6	37	6%	10	163
Chemistry	24%	22	93	23%	12	53
Biology	43%	100	234	20%	15	75
Architecture & Town Planning	12%	37	304	9%	18	194
Education in Technology & Science	42%	31	74	25%	17	67
Computer Science	9%	24	254	8%	65	854
Medicine	19%	61	319	8%	26	340
Materials Engineering	25%	29	115	14%	20	148
Bio-Medical Engineering	14%	21	153	19%	16	84
<b>Total</b>	<b>18%</b>	<b>547</b>	<b>3040</b>	<b>10%</b>	<b>578</b>	<b>5576</b>

\* 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, 2008** [Back to Text→](#)

Faculty	Women				Men			
	Total Women		Dropouts		Total Men		Dropouts	
	N*	%**	N***	%****	N*	%**	N***	%****
Civil & Environmental Eng.	183	25%	11	6%	550	75%	35	6%
Mechanical Engineering	61	9%	2	3%	656	91%	42	6%
Electrical Engineering	187	13%	9	5%	1290	87%	32	2%
Chemical Engineering	231	67%	14	6%	116	33%	9	8%
Biotechnology & Food Eng.	230	71%	12	5%	95	29%	5	5%
Aerospace Engineering	59	18%	5	8%	264	82%	7	3%
Industrial Eng. & Management	367	42%	12	3%	512	58%	28	5%
Mathematics	66	38%	5	8%	107	62%	9	8%
Physics	31	15%		0%	174	85%	14	8%
Chemistry	92	64%	5	5%	52	36%	15	29%
Biology	254	77%	21	8%	74	23%	21	28%
Architecture & Town Planning	291	59%	10	3%	200	41%	6	3%
Education in Technology & Science	92	53%	9	10%	80	47%	3	4%
Computer Science	211	21%	12	6%	807	79%	42	5%
Medicine	312	49%	14	4%	319	51%	13	4%
Materials Engineering	101	41%	6	6%	148	59%	6	4%
Bio- Medical Eng.	153	60%	14	9%	103	40%	9	9%
<b>Total</b>	<b>2921</b>	<b>34%</b>	<b>161</b>	<b>6%</b>	<b>5547</b>	<b>66%</b>	<b>296</b>	<b>5%</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 2008**  
**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.	15	38%	25	63%	40
Mechanical Engineering	2	4%	43	96%	45
Electrical Engineering	12	26%	35	74%	47
Chemical Engineering	6	60%	4	40%	10
Biotechnology and Food Eng.	7	70%	3	30%	10
Aerospace Engineering	3	20%	12	80%	15
Industrial & Management Eng.	22	47%	25	53%	47
Mathematics		0%	3	100%	3
Physics	2	11%	16	89%	18
Chemistry	5	63%	3	38%	8
Biology	11	92%	1	8%	12
Applied Mathematics		0%	6	100%	6
Architecture & Town Planning	22	47%	25	53%	47
Computer Science	5	21%	19	79%	24
Medicine	16	59%	11	41%	27
Materials Engineering	5	83%	1	17%	6
Bio-Medical Engineering	9	43%	12	57%	21
Nano-Science & Nano-Technology	3	43%	4	57%	7
Education in Technology & Sci.	5	71%	2	29%	7
Business Management	23	28%	59	72%	82
Biotechnology*	4	80%	1	20%	5
Polymer Eng.	2	100%		0%	2
Master of Engineering (general)	3	50%	3	50%	6
<b>Total</b>	<b>182</b>	<b>37%</b>	<b>313</b>	<b>63%</b>	<b>495</b>

**Table 13: Newly Registered Doctoral Students, Winter 2008**

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Faculty	Women Registered		Men Registered		Total Students Registered
	N	%	N	%	
Civil & Environmental Eng.	2	29%	5	71%	7
Mechanical Engineering		0%	5	100%	5
Electrical Engineering					
Chemical Engineering	2	67%	1	33%	3
Biotechnology and Food Eng.	1	50%	1	50%	2
Aerospace Engineering					
Industrial & Management Eng.	2	40%	3	60%	5
Mathematics		0%	3	100%	3
Physics		0%	4	100%	4
Chemistry	1	33%	2	67%	3
Biology	4	57%	3	43%	7
Applied Mathematics		0%	1	100%	1
Architecture & Town Planning	1	100%		0%	1
Computer Science		0%	4	100%	4
Medicine	6	75%	2	25%	8
Materials Engineering					
Bio-Medical Engineering	1	50%	1	50%	2
Nano-Science & Nano-Technology		0%	3	100%	3
Education in Technology & Sci.	3	75%	1	25%	4
Biotechnology		0%	1	100%	1
Polymer Eng.		0%	1	100%	1
<b>Total</b>	<b>23</b>	<b>36%</b>	<b>41</b>	<b>64%</b>	<b>64</b>

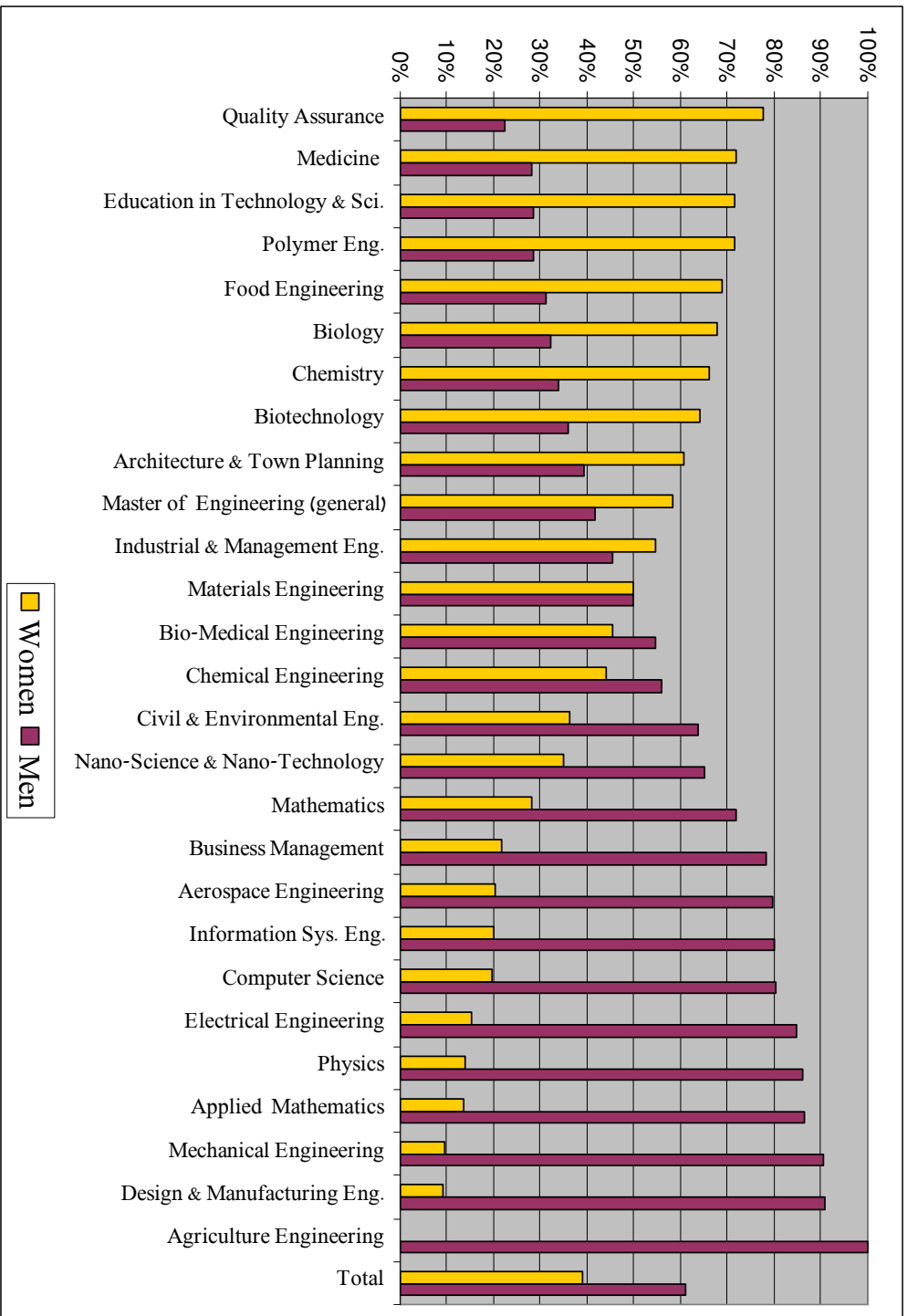
**Table 14: Percentage of Women Students by Graduate Program and Degree, Spring 2008**

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Graduate Program	Total Graduate		Master			Doctorate		
	Total Number	Women %	Total	Women		Total	Women	
				Number	%		Number	%
Civil & Environmental Eng.	300	36%	225	82	36%	75	27	36%
Mechanical Engineering	232	9%	184	15	8%	48	7	15%
Electrical Engineering	352	15%	285	47	16%	67	7	10%
Chemical Engineering	75	44%	46	18	39%	29	15	52%
Food Engineering	80	69%	51	38	75%	29	17	59%
Agriculture Engineering								
Aerospace Engineering	148	20%	128	23	18%	20	7	35%
Industrial & Management Eng.	272	54%	216	112	52%	56	36	64%
Mathematics	50	28%	25	11	44%	25	3	12%
Physics	171	14%	110	12	11%	61	12	20%
Chemistry	112	66%	58	42	72%	54	32	59%
Biology	109	68%	40	27	68%	69	47	68%
Applied Mathematics	37	14%	27	2	7%	10	3	30%
Architecture & Town Planning	232	61%	201	124	62%	31	17	55%
Computer Science	184	20%	120	23	19%	64	13	20%
Medicine	243	72%	118	91	77%	125	84	67%
Materials Engineering	92	50%	64	31	48%	28	15	54%
Bio-Medical Engineering	106	45%	76	33	43%	30	15	50%
Nano-Science & Nano-Technology	43	35%	30	10	33%	13	5	38%
Education in Technology & Sci.	67	72%	31	21	68%	36	27	75%
Business Management	184	22%	184	40	22%	0		
Quality Assurance	18	78%	15	11	73%	3	3	100%
Biotechnology	25	64%	13	9	69%	12	7	58%
Polymer Eng.	7	71%	6	5	83%	1		
Master of Engineering (general)	24	58%	24	14	58%	0		
Design & Manufacturing Eng.	11	9%	11	1	9%	0		
Information Sys. Eng.	5	20%	5	1	20%	0		
<b>Total</b>	<b>3179</b>	<b>39%</b>	<b>2293</b>	<b>843</b>	<b>37%</b>	<b>886</b>	<b>399</b>	<b>45%</b>

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

**Figure 9: Women Enrolled Graduate Students by Academic Unit, Spring 2008**  
**Master's and Ph.D. degrees combined; Faculties arranged by decreasing percentage of women** [Back to Text→](#)



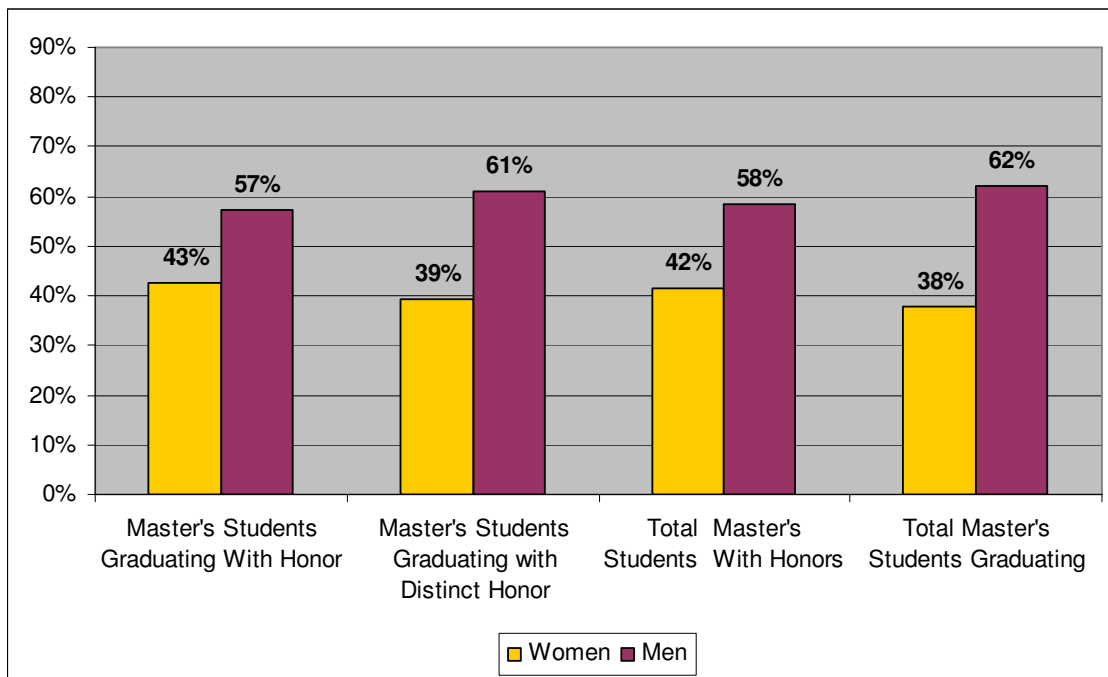
**Table 15: Comparison of Women and Men Graduate Students with Honors – 2008**

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	Total	Women		Men	
		No.	%	No.	%
<b>Master's Students Graduating With Honor</b>	61	26	43%	35	57%
<b>Master's Students Graduating with Distinct Honor</b>	23	9	39%	14	61%
<b>Total Master's Students With Honors</b>	84	35	42%	49	58%
<b>Total Master's Students Graduating</b>	743	281	38%	462	62%

**Figure 10: Comparison of Women and Men Graduate Students with Honors – 2008**

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

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

\*\*The data are not updated to 2009.

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Faculty	3 Portion Scholarship				4 Portion Scholarship			
	Men Holders		Women Holders		Men Holders		Women Holders	
	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, 2008** [Back to Text→](#)

Faculty	Women				Men			
	Total Women		Dropouts		Total Men		Dropouts	
	N*	%**	N***	%****	N*	%**	N***	%****
Civil & Environmental Eng.	116	34%	7	6%	224	66%	33	15%
Mechanical Engineering	25	10%	3	12%	234	90%	24	10%
Electrical Engineering	57	13%	3	5%	326	88%	28	9%
Chemical Engineering	37	39%	4	11%	47	61%	5	11%
Food Engineering	59	70%	4	7%	25	30%		0%
Agriculture Engineering								
Aerospace Engineering	30	19%		0%	136	81%	18	13%
Industrial & Management Eng.	173	54%	25	14%	144	46%	20	14%
Mathematics	15	26%	1	7%	38	74%	2	5%
Physics	25	14%	1	4%	156	86%	9	6%
Chemistry	76	68%	2	3%	38	32%		0%
Biology	75	67%	1	1%	35	33%		0%
Applied Mathematics	7	23%	2	29%	33	77%	1	3%
Architecture & Town Planning	158	62%	17	11%	108	38%	17	16%
Computer Science	38	22%	2	5%	153	78%	5	3%
Medicine	178	73%	3	2%	70	27%	2	3%
Materials Engineering	48	50%	2	4%	49	50%	3	6%
Bio-Medical Engineering	51	41%	3	6%	65	59%	7	11%
Nano-Science & Nano-Technology	15	38%		0%	32	63%	4	13%
Education in Technology & Sci.	52	71%	4	8%	19	29%		0%
Business Management	47	19%	7	15%	160	81%	16	10%
Quality Assurance	14	55%		0%	7	45%	3	43%
Biotechnology	18	72%	2	11%	9	28%		0%
Polymer Eng.	5	50%		0%	3	50%	1	33%
Master of Engineering (general)	16	59%	2	13%	13	41%	3	23%
Design & Manufacturing Eng.	1	10%		0%	11	90%	1	9%
Information Sys. Eng.	1	0%			5	100%	1	20%
<b>Total</b>	<b>1337</b>	<b>39%</b>	<b>95</b>	<b>7%</b>	<b>2140</b>	<b>61%</b>	<b>203</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.

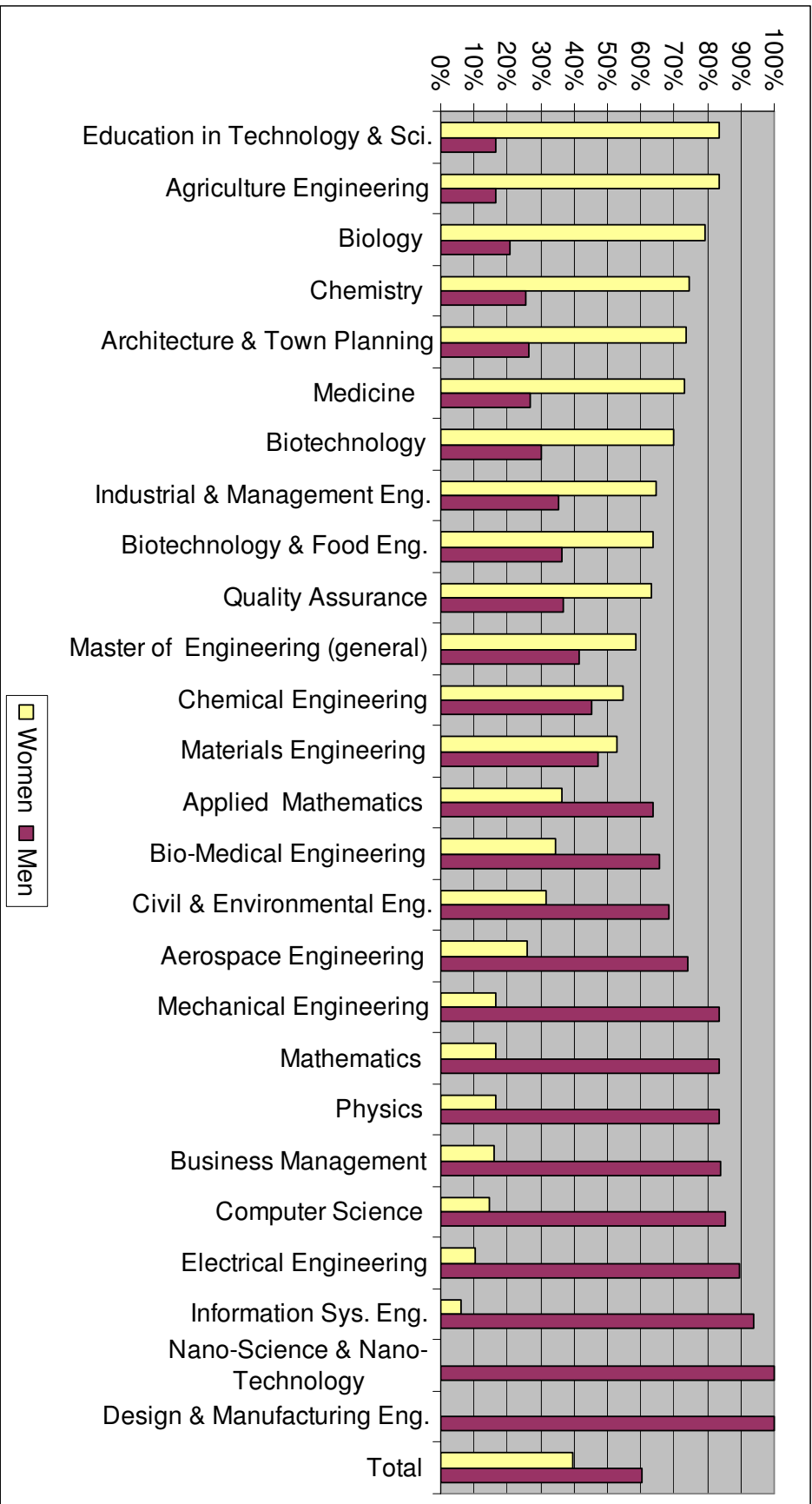
**Table 18: Percentage of Women Graduate Students Graduating  
2008**

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Graduate Program	Total		Master's			Doctorate		
	Total	Women	Total	Women		Total	Women	
	Number	%		N	%		N	%
Quality Assurance	30	63%	29	18	62%	1	1	100%
Architecture & Town Planning	49	73%	46	34	74%	3	2	67%
Biology	34	79%	22	18	82%	12	9	75%
Education in Technology & Sci.	18	83%	9	8	89%	9	7	78%
Civil & Environmental Eng.	63	32%	51	15	29%	12	5	42%
Bio-Medical Engineering	26	35%	18	8	44%	8	1	13%
Agriculture Engineering	6	83%	5	4	80%	1	1	100%
Chemical Engineering	22	55%	19	11	58%	3	1	33%
Aerospace Engineering	23	26%	15	4	27%	8	2	25%
Biotechnology & Food Eng.	22	64%	16	8	50%	6	6	100%
Materials Engineering	19	53%	15	8	53%	4	2	50%
Electrical Engineering	77	10%	59	7	12%	18	1	6%
Mechanical Engineering	36	17%	24	3	13%	12	3	25%
Information Sys. Eng.	101	6%	101	6	6%	0		
Industrial & Management Eng.	85	65%	71	48	68%	14	7	50%
Business Management	111	16%	111	18	16%	0		
Biotechnology	10	70%	6	3	50%	4	4	100%
Chemistry	39	74%	18	13	72%	21	16	76%
Computer Science	48	15%	29	5	17%	19	2	11%
Mathematics	6	17%	3	1	33%	3		0%
Applied Mathematics	11	36%	6	3	50%	5	1	20%
Nano-Science & Nano-Technology	1	0%	1	0	0%	0		
Physics	30	17%	19	4	21%	11	1	9%
Medicine	67	73%	36	27	75%	31	22	71%
Design & Manufacturing Eng.	2	0%	2	0	0%	0		
Master of Engineering (general)	12	58%	12	7	58%	0		
Polymer Eng.	0		0			0		
<b>Total</b>	<b>948</b>	<b>40%</b>	<b>743</b>	<b>281</b>	<b>38%</b>	<b>205</b>	<b>94</b>	<b>46%</b>

**Figure 11: Percentage of Master-Doctorate Women Students Graduating, 2008**  
**Faculties arranged by decreasing percentage of women**

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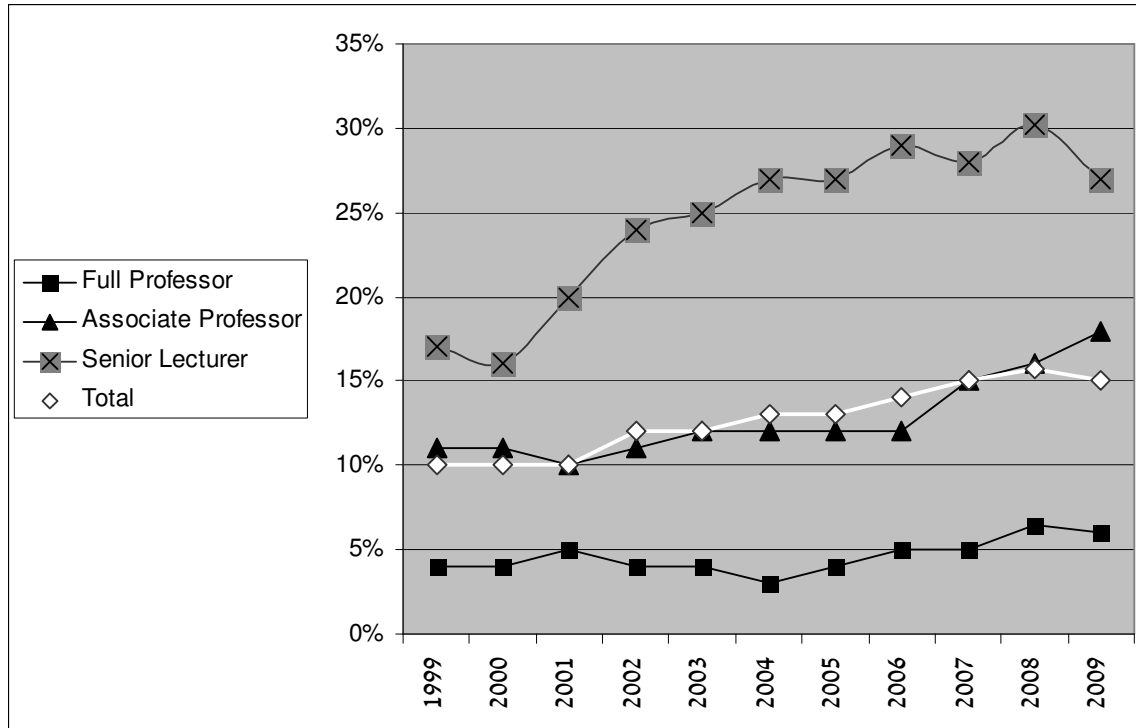
## Appendix D: Tables and Figures – Women Faculty Members

**Table 20: Women Faculty Members by Rank – Time Series 1999 -2009** [Back to Text→](#)

	1999		2000		2001		2002		2003		2004		2005		2006		2007		2008		2009	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
<b>Total</b>																						
<b>Women</b>	63	10%	59	10%	63	10%	71	12%	71	12%	72	13%	74	13%	77	14%	78	15%	84	16%	80	15%
<b>Total</b>	616	100%	607	100%	601	100%	604	100%	584	100%	568	100%	560	100%	553	100%	533	100%	534	100%	519	100%
<b>Full Professor</b>																						
<b>Women</b>	11	4%	10	4%	11	5%	9	4%	8	4%	7	3%	9	4%	11	5%	11	5%	14	6%	14	6%
<b>Total</b>	255	100%	253	100%	244	100%	232	100%	228	100%	222	100%	218	100%	216	100%	213	100%	218	100%	216	100%
<b>Associate Professor</b>																						
<b>Women</b>	21	11%	21	11%	19	10%	22	11%	23	12%	25	12%	23	12%	22	12%	28	15%	31	16%	35	18%
<b>Total</b>	183	100%	192	100%	190	100%	201	100%	200	100%	201	100%	191	100%	186	100%	182	100%	193	100%	191	100%
<b>Senior Lecturer</b>																						
<b>Women</b>	25	17%	23	16%	30	20%	37	24%	37	25%	38	27%	40	27%	42	29%	38	28%	36	30%	29	27%
<b>Total</b>	148	100%	142	100%	147	100%	153	100%	146	100%	140	100%	146	100%	146	100%	134	100%	119	100%	106	100%
<b>Lecturer</b>																						
<b>Women</b>	6	20%	5	25%	3	15%	3	17%	3	30%	2	40%	2	40%	2	40%	1	25%	3	75%	2	33%
<b>Total</b>	30	100%	20	100%	20	100%	18	100%	10	100%	5	100%	5	100%	5	100%	4	100%	4	100%	6	100%

**Figure 12: Percent of Women Faculty by Rank – Time Series  
1999-2009**

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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 2008**

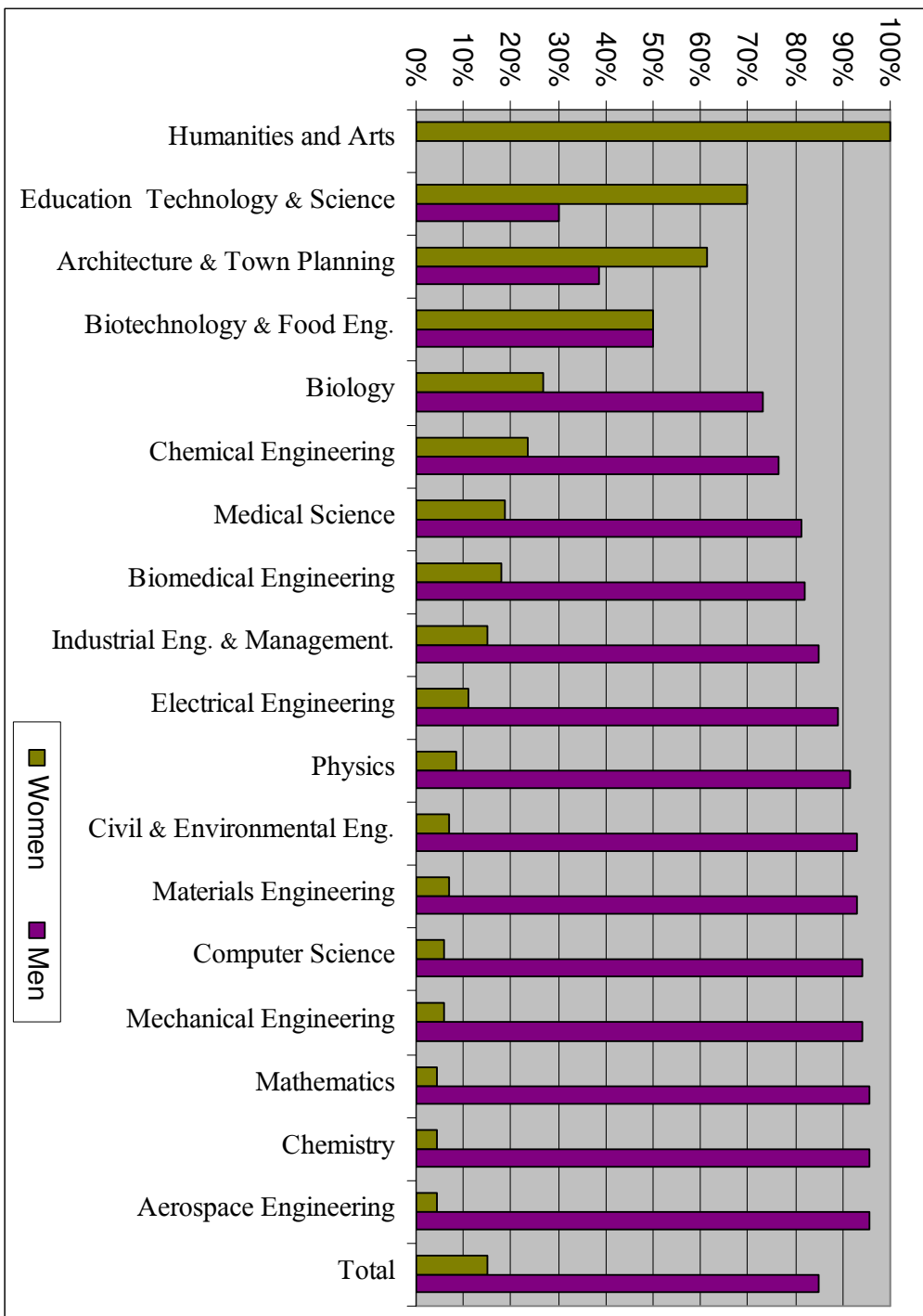
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Faculty	Total Ranks			Full Professor			Associate Professor			Senior Lecturer			Lecturer		
	Total	Women		Total	Women		Total	Women		Total	Women		Total	Women	
		N	%		N	%		N	%		N	%		N	%
Civil & Environmental Eng.	56	4	7%	18	1	6%	25	1	4%	13	2	15%			
Architecture & Town Planning	26	16	62%	3	3	100%	11	7	64%	12	6	50%			
Mechanical Engineering	35	2	6%	17		0%	11	2	18%	7		0%			
Materials Engineering	14	1	7%	6		0%	7	1	14%	1		0%			
Electrical Engineering	45	5	11%	17		0%	21	4	19%	7	1	14%			
Chemistry	23	1	4%	14	1	7%	5		0%	4		0%			
Chemical Engineering	17	4	24%	9	1	11%	5	3	60%	3		0%			
Biotechnology & Food Eng.	12	6	50%	2		0%	5	2	40%	5	4	80%			
Physics	36	3	8%	20		0%	11	2	18%	5	1	20%			
Mathematics	45	2	4%	26		0%	14	1	7%	5	1	20%			
Computer Science	50	3	6%	26	2	8%	20	1	5%	3		0%	1		0%
Aerospace Engineering	23	1	4%	14		0%	6		0%	3	1	33%			
Industrial Eng. & Management.	46	7	15%	20	3	15%	13	1	8%	9	2	22%	4	1	25%
Humanities and Arts	1	1	100%	1	1	100%									
Education Technology & Science	10	7	70%	1	1	100%	6	4	67%	2	1	50%	1	1	100%
Medical Science	43	8	19%	12		0%	19	4	21%	12	4	33%			
Biomedical Engineering	11	2	18%	2		0%	4		0%	5	2	40%			
Biology	26	7	27%	8	1	13%	8	2	25%	10	4	40%			
<b>Total</b>	<b>519</b>	<b>80</b>	<b>15%</b>	<b>216</b>	<b>14</b>	<b>6%</b>	<b>191</b>	<b>35</b>	<b>18%</b>	<b>106</b>	<b>29</b>	<b>27%</b>	<b>6</b>	<b>2</b>	<b>33%</b>

\*The data in this table is updated to March 2009



**Figure 14: Percentage of Women Faculty Members by Academic Unit 2008** [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>
2008-2009	3	25%	9	75%
2009-2010	3	16%	16	84%
2010-2011	2	12%	15	88%
<b>Total</b>	<b>8</b>	<b>17%</b>	<b>40</b>	<b>83%</b>

**Table 24: Senior Top Management Members 2009**

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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>1</b>	<b>25%</b>	<b>3</b>	<b>75%</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>3</b>	<b>7%</b>	<b>38</b>	<b>93%</b>	<b>41</b>
<b>Appointed Senate Members by Academic Unit</b>	<b>4</b>	<b>13%</b>	<b>26</b>	<b>87%</b>	<b>30</b>
<b>Total</b>	<b>9</b>	<b>9%</b>	<b>90</b>	<b>91%</b>	<b>99</b>

**Table 25: Elected Senate Committees 2009**

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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	6	25%	18	75%	24
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	3	25%	9	75%	12
Research Committee	1	20%	4	80%	5
Professor Representatives on the Board of Governors and the Steering Committee Group B	1	25%	3	75%	4
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>12</b>	<b>12%</b>	<b>91</b>	<b>88%</b>	<b>103</b>

**Table 26: Appointed Senate Committees under the responsibility of the Senior Executive Vice President 2009**

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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.	1	17%	5	83%	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>2</b>	<b>5%</b>	<b>37</b>	<b>95%</b>	<b>39</b>

**Table 27: Appointed Committees under the responsibility of the Vice President for Academic Affairs 2009**

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

**Table 28: Appointed Committees under the responsibility of the Vice President for Research 2009**

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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	14%	6	86%	7
<b>Total</b>	<b>3</b>	<b>16%</b>	<b>16</b>	<b>84%</b>	<b>19</b>

**Table 29: Other Committees under the responsibility of the Vice President for Academic Affairs 2009**

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%	3	100%	3
Professional Committees Chair	0	0%	8	100%	8
Special Committee for nominating Research Professors	0	0%	9	100%	9
Election Committee	0	0%	3	100%	3
<b>Total</b>	<b>1</b>	<b>4%</b>	<b>27</b>	<b>96%</b>	<b>28</b>

**Table 30: Total of Senate Committees 2009**

Name of Committee	Committee Members				
	Women		Men		Total
	No.	%	No.	%	
Elected Senate Committees (Table 25)	12	12%	91	92%	99
Appointed Senate Committees (Table 26)	2	5%	37	95%	39
Appointed Committees under the responsibility of the Vice President for Academic Affairs (Table 27)	1	3%	32	97%	33
Appointed Committees under the responsibility of the Vice President for Research (Table 28)	3	17%	16	89%	18
Other Committees under the responsibility of the Vice President for Academic Affairs (Table 29)	1	4%	25	96%	26
<b>Total</b>	<b>19</b>	<b>9%</b>	<b>201</b>	<b>93%</b>	<b>215</b>

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

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	2006-2007			2007-2008			2008-2009		
	Women		Total	Women		Total	Women		Total
	No.	%		No.	%		No.	%	
Research Track	2	100%	2	2	100%	2	2	67%	3
Regular Clinical Track	10	13%	79	11	14%	76	22	22%	98
Clinical Track	43	21%	207	45	21%	216	47	18%	264
Teaching Track	258	31%	839	9	56%	16	9	60%	15
Adjuncts	352	38%	920	607	34%	1770	659	36%	1835
<b>Total</b>	<b>665</b>	<b>32%</b>	<b>2047</b>	<b>674</b>	<b>34%</b>	<b>2008</b>	<b>739</b>	<b>33%</b>	<b>2215</b>